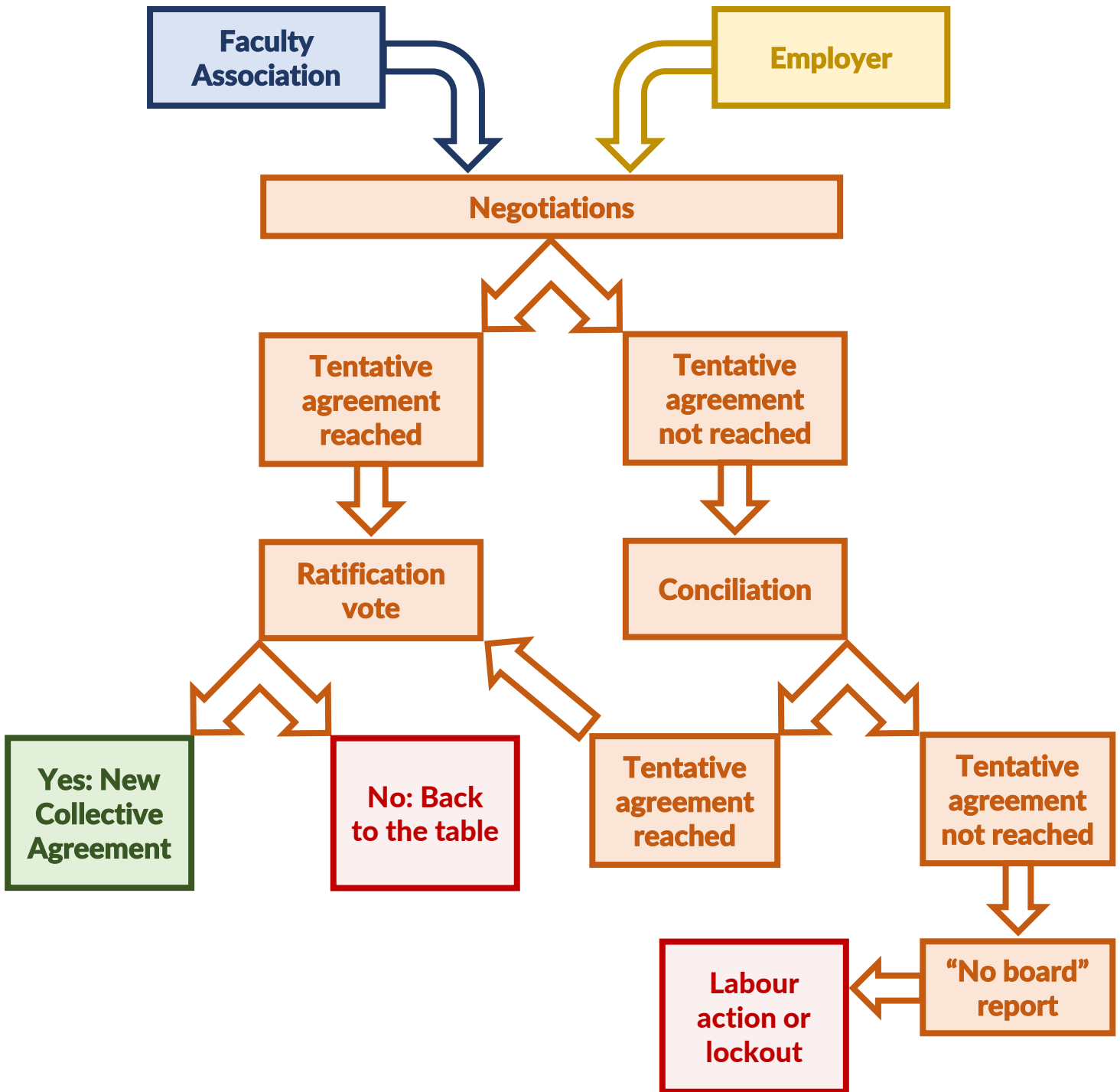




Bargaining Roadmap and Glossary



Notice to bargain	To renew an existing collective agreement, either the employer or the faculty association can give the other side notice that they wish to bargain, although in practice it is usually the faculty association. The Ontario Labour Relations Act states the notice should be given within 90 days of the expiry date, but a collective agreement can specify a different timeline. The parties are then expected to meet within 15 days, but they can agree to a different schedule (and often do).
Conciliation	If the parties are unable to reach an agreement, one or both can ask the Ministry of Labour to appoint a conciliation officer. Although this step is required before a union can legally strike, or an employer can lock-out, it is also a key tool in escalating our bargaining tactics, and increasing pressure on the employer. Often, faculty associations will use a strike vote in conjunction with conciliation to signal to both the conciliator and the employer that members are committed to the team's mandate.
“No board” report	If a conciliation officer cannot bring the parties to a resolution, he or she writes a report, known as the “no-board report.” 17 days after the report is dated a union can legally strike or an employer can legally lock workers out, provided the other criteria for a strike or lockout are met. Planning the timing of a No Board report is a key part of bargaining strategy.
Labour action	Although the Ontario Labour Relations Act uses the word “strike”, we prefer to talk about labour actions as a more all encompassing term. While a strike generally entails the complete cessation of work until a new collective agreement is reached, in fact, there are many actions a union can take short of a complete labour withdrawal to pressure an employer.
Lockout	A lockout is the employer equivalent of a strike, usually involving the complete cessation of work until a new collective agreement is reached. There has never a lockout of faculty in Ontario, and very few in the rest of Canada. However, we regularly assess the likelihood of a lockout as part of our pre-bargaining preparations, and ensure our bargaining strategy encompasses all possibilities.
Ratification vote	Collective agreements must be put to a ratification vote by the members of the bargaining unit. Similar to a strike vote, the Ontario Labour Relations Act requires that the vote be held by secret ballot, and that the outcome be determined by a majority of those casting a ballot. Members of the unit must be given “ample opportunity to cast their ballots”, and the time and place for voting must be “reasonably convenient.