





# NEGOTIATIONS FLOWCHART

### **Notice to Bargain**

Can only be served between 60 to 120 days before the contract expires.

### **Bargaining Begins**

Company and Union exchange bargaining proposals.

### Bargaining

The two sides can meet many times over weeks or months.

### **Bargaining Stalls**

Notice of Dispute is served. Bargaining has reached an impasse.

### **Mediator Appointed**

Minister appoints a mediator within two weeks of impasse to assist the parties.

## Agreement Reached

The agreement goes to the members for a ratification vote.

### Mediation

Mediation can take up to 60 days and can be extended if both parties agree.

### No Agreement Reached

Mediator reports to the Minister and a 14-day cooling off period begins.

### **Strike or Lockout**

A strike or lockout continues until an agreement is reached.

### **48 Hours Notice**

After the cooling off period is complete, either side can strike or lock-out upon providing 48 hours notice.

### Work with New Agreement

dentify Issues and prepare for next negotiations.