

Designed by Jenn Ferdinands for YUSA Adapted from LUFA: lufa.org/bargaining-101 \_ \_

## **Start Negotiating**

Proposals exchanged between employer and union. A strike vote is possible 30 days before, or, after the expiry of the Collective Agreement.

## Mediation

Mediation may happen if negotiations break down, held simultaneously with Conciliation. Both sides share the costs of hiring a mediator.

## Conciliation

The Ministry appoints a Conciliator upon request. If an impasse reached, Conciliator reports to the Minister who releases a "No Board Report"

## No Board Report

The "No Board Report" issuance starts the 17-day countdown to when legal strike action can start. The expired Collective Agreement remains in effect and can't be changed. A Mediator may be appointed if both parties agree.



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