

BARGAINING 101

Many CECCO EBA bargaining team members have extensive experience in collective bargaining, and other members are new to collective bargaining. As a reminder to our experienced members, and to help our new members, we thought it would be helpful to provide some key information on bargaining in Ontario.

Collective bargaining for the ICI sector in Ontario is governed by the provincial government, through the [Labour Relations Act, 1995](#) and is overseen by the Ontario Ministry of Labour.

There are a number of steps to the bargaining process:

- Expiry of the Current Collective Agreement*
- Notice to Bargaining*
- Bargaining*
- Provincially-Appointed Conciliation*/Mediation
- No Board Notice*
- Strike Vote*
- Strike/Lockout
- Tentative Agreement
- Ratification Vote
- Return to Work (in the event of a strike/lockout)

**steps required must be completed before a legal strike/lockout can occur.*

Others steps that can occur:

- Appointment of a private mediator
- Parties agree to binding arbitration
- Back to work legislation

You can read more about these steps on the [Ministry of Labour](#) website.