

Cathy Domanico

From: Wayne Peterson
Sent: February 19, 2025 2:27 PM
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Cc: Cathy Domanico
Subject: BULLETIN #10-25 Request for Information
Attachments: Bargaining Process Dashboard.pdf

BULLETIN #10-25 Request for bargaining information.

Good afternoon.

We are well past the 90-day notice to bargain date.

I sure labour has been in contact and bargaining dates are being set.

Please advise the CECCO office as soon as you have anything that you are comfortable sharing relating to Your EBA's bargaining.

Meeting dates would be good.

Thank you.

Wayne

Wayne Peterson
Executive Director
Construction Employers Coordinating Council of Ontario

CECCO

THE BARGAINING PROCESS

PREPARATIONS

Extensive research, CAN development and member consultation to identify a package of proposed changes.

NOTICE TO BARGAIN

Within 90 days of the expiry or as per the Collective Agreement.

NEGOTIATIONS COMMENCE

Union and employer exchange their packages of proposed changes, and bargaining begins. A strike vote may take place from 30 days before the expiry of a Collective Agreement to anytime after the expiry date.

MEDIATION (OPTIONAL)

Mediation can happen anytime after negotiations break down and may be held simultaneously with Conciliation. Both sides share the costs of hiring a Mediator.

CONCILIATION

The Ministry appoints a Conciliator upon the request of either party. The cost of the Conciliation is paid by the Ministry of Labour. If talks reach an impasse, the Conciliator reports to the Minister who releases a "No Board Report".

NO BOARD REPORT

The Ministry issues a "No Board Report". The issuance of this report starts the timer for when legal strike action can begin. An expired Collective Agreement remains in effect and cannot be unilaterally changed for 17 days after the Report is issued. During this period, the Ministry may offer the services of a Mediator who will attempt to continue negotiations, if both parties agree.

JOB ACTION

17 days after the "No Board Report", so long as the union has taken a successful strike vote, the union is in a legal strike position and may take actions like work-to-rule*, a partial labour stoppage or a full strike. The Employer may lock out members or unilaterally change the terms and conditions of employment. Both parties must give notice before any action commences. Negotiations may continue during this period.

TENTATIVE AGREEMENT

RATIFICATION

A tentative agreement must be approved by a majority of the members who vote through a secret ballot. Both parties must ratify a tentative agreement in order for negotiations to be complete and a new collective agreement to take effect.

*Work to rule is a job action in which employees do no more than the minimum required by the Collective Agreement.

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Adapted from IUPA
<http://iupa.org/bargaining-101>