

BARGAINING PROCESS AND TIME LINES (Canada Labour Code)

Either party serves Notice to Commence Bargaining on the other within 4 months of Agreement expiring (S.49)

Parties must commence to bargain collectively in good faith for renewal of the Collective Agreement (S. 50)

Parties come to terms on new Collective Agreement

Parties fail to come to terms on new Collective Agreement

Either party may file Notice of Dispute/Impasse to Minister (S. 71)

Minister has 15 days from receipt of Notice of Dispute to appoint Conciliator or Conciliation Board/Commissioner (S. 72)

Minister appointed Bill Lewis May 22, 2003



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If Conciliator does not book-out prior to 60 days from appointment, he/she is deemed to have reported and booked-out 60 days after appointment (S.75.2)

Deemed Booked-out July 22, 2003



21 days thereafter, Parties are in a legal strike/lock-out position. (S. 89(d))



Strike/lock-out 72 hour notice must be served (S. 87.2)
Parties may then legally strike or lock-out