

BARGAINING COMMITTEE SELECTED

MEMBER BARGAINING SURVEY

**BARGAINING PREPARATIONS & NOTICE TO COMMENCE
COLLECTIVE BARGAINING SENT TO EMPLOYER**

NEGOTIATIONS WITH EMPLOYER

Tentative Agreement Reached

**Tentative Agreement Presented
to the Board of Directors**

**Tentative Agreement
Presented to Members**

Member Ratification Vote

Collective Agreement Ratified

Tentative Agreement Not Reached

Informal Mediation

Tentative Agreement Reached

OR

Tentative Agreement Not Reached

**Essential Services Agreement Filed &
Accepted by Commissioner**

Formal Mediation

Tentative Agreement Reached

OR

Tentative Agreement Not Reached

14 Day "Cooling Off" Period

Strike or Lock-out

Negotiations with Employer

Collective Bargaining

For More Information
Go To Strikes & ESA at HSAA.CA

