* The collective bargaining process begins with a notice to bargain, a written notification given by either the employer or the union requiring the other party to commence collective bargaining for the purpose of renewing or revising a collective agreement or entering into a new collective agreement. As soon as notice to bargain is given, it is the responsibility of the employer and union to negotiate in good faith.
* If an impasses is reached or if the negotiations have not started within the time specified in [Section 50 of the Canada Labour Code](http://laws-lois.justice.gc.ca/eng/acts/l-2/page-25.html#s-50.), either party may file a notice of dispute to the Minister of Labour.
* In the event of a notice of a dispute which has been filed in full compliance as stipulated in [section 6 of the Canada Industrial Relations Regulations](http://laws-lois.justice.gc.ca/eng/regulations/SOR-2002-54/page-1.html#h-5), the Minister of Labour appoints a conciliation officer within fifteen days to assist the parties in resolving their differences.
* The conciliation officer has a 60 day mandate, but the parties may, if they both agree, request an extension of the time for conciliation. At the end of the conciliation period, a 21-day cooling off period begins.
* During the cooling off period, the Minister of Labour can appoint a mediator to continue to assist the parties in reaching an agreement. During this time, parties acquire the legal right to strike or lockout. However, a legal work stoppage cannot take place until the 21-days have expired.
* As a requirement to obtain the legal right to declare a strike or lockout, a seventy-two hours’ notice to the other party and to the Minister of Labour is needed. In addition, the union must obtain a strike mandate (60 days – [section 87.3 of the Code](http://laws-lois.justice.gc.ca/eng/acts/l-2/page-37.html#s-87.3)) from its membership in order to commence strike action.
* If need be, the Minister of Labour can refer specific issues to the [Canada Industrial Relations Board](http://www.cirb-ccri.gc.ca/eic/site/047.nsf/eng/home) (CIRB). For example, parties must have an agreement on the maintenance of minimal services during a work stoppage to prevent an immediate and serious danger to the safety or health of the public. Where they cannot reach such an agreement, the Minister of Labour may refer the matter to the CIRB for adjudication.
* Another possibility is the appointment of an arbitrator to resolve outstanding issues, however **both parties must agree**.
* In summary, parties may not exercise their right to strike or lockout until a notice to bargain has been given, the conciliation process has taken place, twenty-one days have elapsed since the end of the conciliation process, a strike vote has been taken, and a 72-hour strike notice or lockout has been given.
* In rare instances, the period of the conciliation process (60 days) may be shortened by agreement of the parties or eliminated if the Minister decides not to appoint a conciliation officer, a conciliation commissioner or a conciliation board.
* In rare instances, a strike or lockout may have such a significant impact on the public interest that back-to-work legislation or pre-emptive legislation is needed. Back-to-work legislation or special legislation has always been seen as a last resort.

NOTE: This is the image link. Go to the link and get the diagram

<https://www.canada.ca/content/dam/esdc-edsc/migration/images/eng/relations/collective/images/cb_process.gif>