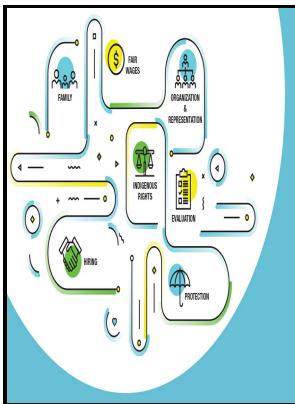


# Ontario collective bargaining review

-- Promoting and supporting equity through collective bargaining



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-Ontario collective bargaining review

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It should, moreover, establish such a satisfactory relationship with the trade union and its representatives that the latter will not lightly do anything that is capable of jeopardising that relationship. Footnote 8 Average annual base-rate wage adjustment over the duration of the contract. After a union has been certified, or if the employer has voluntarily recognized the union, the union must notify the employer in writing of its desire to start negotiating a first collective agreement.

## Collective bargaining trends in Canada, 1984

Heidi Shierholz, Economic Policy Institute, August 2019. For example, in an attempt to create a more investment-friendly environment in Quebec, in 1994, the province eliminated except in the case of a first agreement the three year limitation on collective agreements, aligning itself with other Canadian jurisdictions. Historically, an injunction was a legal tool to preserve a situation until a case was finally decided, but in the case of an industrial action, it sometimes had the effect of destroying the reason for the case.

## 4.3 Access to Collective Bargaining and Maintenance of Collective Bargaining

That workforce is overwhelmingly female, comprising many women who have come to Canada from low-income regions, and who face inherent vulnerability in the labour market.

### Promoting and supporting equity through collective bargaining

However, some applications belong to other tribunals; others should be heard by the civil courts, or by private arbitration.

### Collective Agreements e

If the union can certify again, it has to start bargaining all over again with the new employer. These agreements set wages and benefits for thousands of employees.

### Collective Bargaining

The resulting bargain is an understanding as to the terms and conditions under which a continuing service is to be performed....

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Instead, the question of who is the employer is determined on a case-by-case basis.

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