

# Labour Relations In Canada

# Definitions (from *Business Essentials*)

## Labour Union:

A group of individuals working together to achieve shared job-related goals.

## Collective Bargaining:

The process by which union leaders and management negotiate terms and conditions of employment.

## Collective Agreement:

The contract between workers and management.

# Certification Process

Membership Card Drive

Cards submitted to Labour Board

Certification or Certification Vote

# Working in a Union Shop

- You do not need to join, but you do need to pay Union Dues
- Management may not be part of the union
  - typically defined by ability to hire and fire
- Your terms of engagement will be governed by the Collective Agreement

# Strikes and Lockouts

- Legal Strike
- Legal Lockout
- Wildcat strike

# Managing in a Union Shop

- Know the agreement
- Engage the union as much as possible – they are the voice of your work force.
- “You get the kind of union you deserve”