

GLOSSARY OF TERMS

RATIFICATION

The process for union members to vote whether to approve or reject bargaining proposals as well as negotiated changes to a collective agreement. Local 79 members ratify bargaining proposals prior to meeting with the employer to bargain.

The law requires union members to vote to approve or reject what has been negotiated by the bargaining committee.

CONCILIATION AND MEDIATION

A process which uses a third party assigned by the Ministry of Labour to assist the Union and the Employer in finding ways to reach an agreement.

COLLECTIVE AGREEMENT

The written agreement between the Union and Employer which set out the terms and conditions of members' employment.

FREE COLLECTIVE BARGAINING

A method for unionized workers and their employers to determine wages, hours of work and other conditions of employment through direct negotiations between the Employer and the Union. This is a basic legal right in Canada.

CONTRACT PROPOSALS

Proposals for changing the written collective agreement put forward by the Union or the Employer and subject to collective bargaining.

CONCESSIONS

Roll-backs to the Collective Agreement.

ONTARIO LABOUR RELATIONS BOARD

The **Ontario Labour Relations Board** is an independent, quasi-judicial tribunal mandated to mediate and adjudicate a variety of employment and labour relations-related disputes.

STRIKE

A work stoppage called by the Union as a last resort when all other means to achieve agreement have failed. A legal strike can only be called when a No Board Report has been issued by the Minister of Labour.

LOCKOUT

Work ceases because the employer locks out its workers in order to force employees to agree to the employer's concessions. A legal lockout can only occur after a No Board Report has been issued by the Minister of Labour.

NO BOARD REPORT

A report issued 17 days after the Minister of Labour is informed in writing by a Ministry appointed Mediator that the parties are at an impasse (dead-lock) in negotiations. Once the report is issued, the Union can call a strike, or the Employer can lock its workers out.

STRIKE VOTE

A vote by bargaining unit members which gives their Union the authority to call a strike. This is a legal requirement under the Labour Relations Act. A strike vote may be taken within 30 days of the expiry of the Collective Agreement or any time after the expiry of the Collective Agreement.

STRIKE AVERSION

Activities launched by the Union, through its Emergency Measures Committee, to avert (avoid) the necessity of calling a strike. It can include things such as information leafleting.

ESSENTIAL SERVICES AGREEMENT

A requirement under the Ambulance Services Collective Bargaining Act for the Union and the Employer to agree on the number of ambulance workers in TEMS (Toronto Emergency Medical Services) required to work in the event of a strike or lockout.

STRIKE BREAKER/SCAB

A person who continues to work or who accepts employment to replace workers who are on strike. By filling their jobs, strike-breakers weaken and may break the strike.

BACK TO WORK PROTOCOL

A written agreement between the Union and the Employer that outlines the process for employees to return and the conditions under which they will return to work after a strike/lockout. It may include things such as the return to work date, seniority/service during the strike/lockout, no reprisals etc.