

What Happens With My Ratification Vote?

When you head out to vote to ratify a proposed renewal collective agreement, there will be two options posed to you on the ballot and you will have to choose one:

- **I ACCEPT THE CONTRACT AND WILL NOT STRIKE**
- **I REJECT THE CONTRACT AND WILL STRIKE**

Ratification of the proposed renewal collective agreement will pass or fail depending on the results of this vote.

If the first option receives 50% plus one support of the members that cast a ballot, the proposed renewal collective agreement will pass and become effective on either January 28, 2017 or the date of ratification, whichever is later.

If the second option receives 50% plus one support of the members that cast a ballot, the proposed renewal collective agreement will fail. If the second option gets the majority support of those casting a ballot, it does not necessarily mean the union will actually be going on strike. It just means the bargaining committee has the authority to go on strike, if necessary. It gives the bargaining committee the leverage it may need at the bargaining table to get its demands met. To be clear, a few things can happen if the second option gets the majority support of those casting a ballot:

1. The parties can agree to go back to the bargaining table and in the interim the employees continue to work and the existing collective agreement continues to apply;
2. If a Ministry of Labour appointed conciliation officer has not already been appointed, one of the parties can apply to the MOL to request the appointment of a conciliation officer who will assist the parties in negotiations to try and get a renewal agreement and in the interim, the employees continue to work and the existing collective agreement will apply;
3. One of the parties asks the conciliator to issue a "no board report" which then places the employer in a lawful lock-out position or the union in a lawful strike position after the cooling off period (17 days after the date the "no board report" is issued assuming the collective agreement has also expired by then). That means no strike or lock-out can lawfully take place before at least January 28, 2017.
4. The Union can commence a strike once the cooling off period expires assuming the collective agreement has also expired by then. During a strike, those employees that choose to support the strike through picketing and not crossing the picket line will be off work until the parties reach a deal. There is no defined period that a strike can last.