MGEU

How an IDEA becomes part of your contract



START



Proposal

You have an idea to make your contract better

ldea

All MGEU members work under the protection of a contract (aka collective agreement) negotiated with their employer. The MGEU administers over 100 contracts. Bargaining is a complicated process and no two rounds of bargaining are the same.

Here's generally how



You present your proposal at a **Bargaining Proposal** Meeting

Your fellow MGEU members discuss and vote to support the proposal

If supported, it's passed on to the

MGEU members elected by the Local(s), form the

BARGAINING COMMITTEE

The Committee and an MGEU staff negotiator bargain with the employer



Affected union members receive a meeting notice

FINAL PACKAGE



Committee determines final

package to present to employer

PACKAGE



Similar proposals are integrated



Committee reviews proposals and identifies priorities

OPTIONS TO HELP REACH A RESOLUTION

RETURN TO BARGAINING -The Bargaining Committee can request the employer return to the table to improve their offer.

CONCILIATION / MEDIATION -

The parties may resume negotiations with the assistance of a conciliator or a mediator.

STRIKE – The Committee may hold a strike vote in order to secure a strike mandate from members, which authorizes job action. A majority must vote in favour, but a positive strike vote does not automatically result in a strike.

ARBITRATION – Each party presents their case to a thirdparty arbitrator who assesses the arguments and makes a legally-binding ruling.

Negotiations with emplover begin



Your MGEU Bargaining **Committee presents** their package to the employer

NEGOTIATIONS

The employer presents their package

MEMBERS MEMBERS **VOTE TO** VOTE TO DECIDE

A tentative agreement is reached or employer provides offer



Maiority of members **ACCEPT**

Majority

of members REJECT

Both parties finalize and sign off the document (may take some time) **FINISH**

Final contract is made available on MGEU.ca



Scan this code to read more about how bargaining works.



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