

In the coming days there will be communiques circulated to all members containing updates about the current raid. Below you will find definitions to common terms that will be frequently used.

Bargaining agent

A union which has been chosen by workers and recognized by the employer or certified by the labour board. This union represents all workers in the bargaining unit and negotiates a collective agreement with the employer.

Bargaining unit

A group of workers who:

- are part of the union,
- are considered by the labour board as an appropriate group to bargain together, and;
- are covered by the same **collective agreement**.

The workers can be employees of a department, agency, plant, industry, sector, or other grouping.

Benefits

Negotiated entitlements on top of wages. Benefits can be:

- pensions
- vacation
- drug and medical plans
- long term disability
- life insurance
- other

The employer pays for all or part of these benefits, depending on the collective agreement.

Certification

The legal process of a labour board deciding that a union can be the **bargaining agent** for employees in dealing with their employer. Once certified, the union has a legal right and obligation to represent all employees in the **bargaining unit**. To get certification, a union must show that a majority of the workers support it.

Decertification

The legal process when a labour board decides that a majority of workers no longer want to be represented by their bargaining agent. The union no longer represents the workers, and any collective agreement is ended.

Labour Relations Board or Labour Board

A body created by legislation to interpret and rule on that legislation. For example, a labour board has the power to certify unions as bargaining agents, and decide unfair labour practice complaints.

Local Executive or Executive Board

Members elected as officers of a local union. Offices and duties are set out in the local union's bylaws and constitution.

Local Union

A union organization formed under the constitution of a national or parent union. A local union can represent workers in one or more bargaining units. Local unions have their own bylaws and elect their own officers.

Open Period

The time when workers can apply for certification or decertification.

Parties

A person or organization that is directly involved. The parties to a collective agreement are the union and employer.

Raiding

A union asks members to leave another union and join it.

Recognition Clause

Article of a collective agreement that describes the bargaining unit certified by the labour board or agreed upon by the union and employer.

Voluntary recognition

An employer agrees that a union has the right to represent its employees, without certification.

