



# Bargaining 101: Terminology

Bargaining Agent	Bargaining Unit
The union that acts on behalf of employees in the collective bargaining process.	The specific group of employees that the Union is certified by a Labour Board to represent.
Ratification	Job Action
A vote by the union members to accept or reject a proposed collective agreement. If the majority votes to accept, the agreement is ratified and becomes binding.	An action taken to disrupt the operation of an employer in order to pressure the employer to meet a particular demand. It can take many forms, but most commonly looks like a strike, but could be a ban on overtime, or as simple as wearing a button.
Collective Agreement	Bargaining Committee
A legally binding written agreement between an employer and a union that sets out the terms and conditions of employment, including wages, hours, benefits, and dispute resolution mechanisms.	A bargaining committee is a group of representatives who are tasked with negotiating the terms of a collective agreement. The union's committee includes individuals elected by the membership and is responsible for preparing proposals, negotiating with the employer, and presenting the final agreement to the membership for a ratification vote.
Bargaining in Good Faith	Impasse
A legal obligation for both the employer and the union to meet and negotiate with a genuine intent to reach a collective agreement. It involves meeting, exchanging proposals, and making a genuine attempt to find common ground, while avoiding deception or a deliberate strategy to prevent reaching a deal. Key aspects include honest discussion, willingness to compromise, and responding to inquiries about significant business decisions. The opposite of this is Bad Faith Bargaining.	A bargaining impasse is a deadlock in negotiations where the involved parties, such as a union and an employer, are unable to reach an agreement. This occurs when all attempts at good-faith negotiation, including concessions, have been exhausted, and further discussions are considered fruitless. Once an impasse is reached, it can lead to consequences like strikes or lockouts, and either party can formally declare impasse if they are unable to make further progress.
Strike	Lockout
A union strike is a work stoppage by union members to pressure an employer into agreeing to terms like wages and working conditions. This action is a form of collective bargaining that typically involves employees refusing to work, slowing down work, or limiting productivity until their demands are met. Strikes can include full walkouts, overtime bans, or other concerted activities to limit output and put pressure on the employer.	A union lockout is when an employer prevents its employees from working by closing a place of employment or suspending work to pressure the union into accepting the employer's terms during collective bargaining. It is the employer's equivalent of a strike. Lockouts are used to compel employees to agree to a collective agreement with specific conditions, often leading to a suspension of wages.