

Yukon Government Bargaining Process

Getting Ready to Bargain

1. Members are asked to submit bargaining input in advance of negotiations – usually six months prior to the expiry of the Collective Agreement.
2. A bargaining conference is held, providing a forum for members to discuss input, provide feedback, advocate for priorities, and discuss initial mobilization strategies.
3. The bargaining team is elected by member activists who are engaged in union activities and committed to union principles. This election is held at the bargaining conference.
4. The bargaining team reviews member input and feedback from the bargaining conference and compiles a list of proposals to bring to the negotiations table.

The Negotiation Process – governed by the [Yukon Public Service Labour Relations Act \(YPSLRA\)](#)

1. Notice to Bargain is served to the employer within a period of four months before the collective agreement expires (collective agreement Article 58 Duration).
2. Negotiations: Both parties start the collective bargaining process within 20 days of the employer receiving notice (s.40). Talks continue until a tentative agreement is reached or talks stall.
3. If talks stall:
 - a. Either party may request the assistance of a conciliator, who will be appointed, meet with the teams, and assist in reaching an agreement (s.43). The conciliator then reports on the process outcome to the Labour Relations Board chair, consistent with the *Act* timelines.
 - b. Either party or the conciliator may declare that negotiations have broken down or deadlock exists by notifying the Board chair. This leaves two options for resolution:
 - i. Request for arbitration (s.52): The Board chair will appoint an arbitrator within 14 days of receiving deadlock notice from a bargaining party. The arbitrator will consider the outstanding issues and provide a binding decision.
 - ii. Request for a conciliation board (s.65): A three-member board is struck consisting of one employer representative, one union representative, and a mutually agreed upon chair (s.67). The board will consider submissions and provide a non-binding report to the Board chair within 14 days of agreeing to the matters up for negotiation, “or within any longer period that may be agreed on by the parties or determined by the chair of the Labour Relations Board” (s.73). This step is a prerequisite for strike action.
4. Strike action can commence if the following conditions are met (s.87):
 - Parties have not been able to reach a tentative agreement.
 - 14 days have elapsed since a conciliation board report was provided to the YPSLRB chair.
 - 48 hours have elapsed since notice of intention to strike has been delivered to the employer.
 - Members have consented to a strike through a strike vote, and the PSAC National President has authorized strike action (PSAC Regulation 15B).
5. Once a tentative agreement is reached through bargaining or conciliation, members participate in a ratification vote. If members accept the tentative offer, a new collective agreement is achieved.