
50 YEARS OF SOLIDARITY



Memorandum

August 26, 2016

TO: National and Regional Negotiators
Regional Coordinators and Representatives

FROM: Robyn Benson, National President

RE: Ratification and Strike Votes

Ballot Wording

In an attempt to provide clarity concerning the wording of ballots for ratification and strike votes, staff from ROB and Negotiations have developed the attached general guidelines.

Not every scenario is covered by these guidelines. However, they do provide direction on the most common situations faced by PSAC bargaining teams. Scenarios falling outside those addressed by these guidelines require discussion with the Coordinator of Negotiations and the Regional or National Strategy/Strike Coordinating Committee (RSCC or NSCC). The process for the development and approval of ballots continues as per past practice. The Mobilization Officer is responsible for issuing ballots, the wording of which shall be agreed-upon by the Coordinator of Negotiations.

I recognize that there will always be a need for exceptions, and, of course, provincial/federal legislation takes precedence over the attached guidelines. To the extent possible, I am asking staff to utilize these guidelines. Requests for the approval of an exception must be made to my office.

Vote Process

When promoting ratification and strike vote meetings, please be sure to clearly indicate that members must attend an information meeting in person prior to casting their ballot. Proxy voting is not allowed, nor is electronic voting used in most cases. Again, exceptions are made in specific, approved circumstances; but for the majority of PSAC bargaining, members are required to attend an information session and cast their vote in person.

Despite this being a long-standing practice, there remains some membership confusion on this matter. I am therefore asking you to make this requirement as clear as possible when advertising ratification and strike vote meetings.

In Solidarity,

A handwritten signature in cursive script that reads "Robyn Benson".

**Robyn Benson
National President**

c.c. **Shannon Blatt
Linda Cassidy
Krista Devine
David-Alexandre Leblanc
Mark Pecek
Dale Robinson**

Collective Bargaining Process

Regulation 15 B



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



3.11 Votes

Dispute Settlement Route Votes (*Public Service Labour Relations Act* units only)

- 3.11.1 All bargaining units governed by the PSLRA shall remain on the conciliation with the right to strike dispute settlement route. Requests to change the route to arbitration can be submitted as outlined below and, if approved, shall be for one round of bargaining only.
- 3.11.2 A dispute settlement route vote shall be taken when there has been a request by either a petition from 10 percent of the membership of the bargaining unit or when the NBoD so directs.
- 3.11.3 The AEC shall have the right to set deadlines for the receipt of such requests in order to allow for the scheduling of votes well in advance of the notice to bargain date. Such deadlines shall be communicated to all Components at least three months before the deadline date.
- 3.11.4 Approval of a change in the dispute settlement route shall be made as a result of a majority of the returned ballots, excluding spoiled ballots, or by a decision of the NBoD.

Strike Votes

- 3.11.5 The National President is the only person who may authorize a strike vote and authorize or end strike activity. Such authorization(s) shall be in writing.
- 3.11.6 Subject to the applicable legislation, strike votes shall be conducted at meetings established for the purpose of explaining the outstanding issues and reasons that a strike vote is necessary, except where the isolated location of the worksite or shift schedules require that special arrangements be made.
- 3.11.7 Subject to the applicable labour legislation, all employees in the bargaining unit may be entitled to vote in strike votes.

Ratification Votes

- 3.11.8 Ratification votes shall be held at meetings conducted for the purpose of explaining the terms of the tentative agreement, except where the isolated nature of the worksite or shift schedules require that special arrangements be made.