



Ontario Region

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## **TIMELINES FOR CONCILIATION AND STRIKE/LOCKOUT FOR BARGAINING UNITS UNDER FEDERAL JURISDICTION**

The following timelines have been extracted from Labour Canada's Human Resources and Social Development Canada (HRSDC) website.

### **Conciliation**

If the parties fail to meet, or if they reach an impasse in negotiations, either party may file a "notice of dispute" with the Minister of Labour. Upon receipt of a notice of dispute, the Minister has a number of options but will, in most cases, appoint a conciliation officer. Once appointed, the conciliation officer will meet with representatives of the union and the employer in order to assist them in reaching a mutually acceptable agreement.

Conciliation officers have considerable expertise in industrial relations gained through years of practical experience. The conciliation process may take up to 60 days, although the parties may mutually agree to extend this time period.

### **The Right to Strike/Lockout**

The parties do not acquire the right to strike or lockout until 21 days after the conciliation process has been completed. Neither party is obliged to exercise its right to strike or lockout immediately, or at all.

Prior to taking strike or lockout action, at least 72 hours advance notice must be given to the other side and to the Minister of Labour, stating the date and time at which the strike or lockout will commence. In addition, the Union must have taken a strike vote and received a positive mandate within the 60 days prior to the date on which it declares or authorizes a strike. No strike or lockout can legally commence while the collective agreement is still in force.