

DEMAND SETTING PREPARATION

UNA's demand setting process is how members and locals decide what they want to see in their next Collective Agreement. During demand setting, members and locals bring forward ideas and draft proposals. Locals then hold membership meetings to discuss Local proposals and vote on which proposals to bring forward. Be sure to review applicable policies and deadlines and check Forums for further information.

ENGAGE MEMBERS

Talk to your members about what issues are important to them and what they'd like to see changed in their Collective Agreement. These conversations are the best way to engage your members in bargaining early, and an engaged membership means more power at the bargaining table. Encourage members to:

Complete the bargaining questionnaire in the UNA NewsBulletin

Submit proposals

Attend Local meetings

Encourage their coworkers to participate

Become a Unit/Office Representative

EXAMINE ISSUES

Consider issues brought to your Local and how they could be resolved or how your position could be strengthened through changes to your Collective Agreement. The types of concerns raised and how successful or unsuccessful we were in resolving them helps identify areas of the Agreement that might need to change. Consider:

Common concerns from members

Grievances

PRCs

OH&S concerns

USE AVAILABLE RESOURCES

Your Collective Agreement

Review your current Collective Agreement to see what language or articles need to be changed, especially if there is conflicting or weak language or other issues.

Other Collective Agreements

Look at other contracts with the same Employer or in the same industry in other jurisdictions to see what language might work for you.

Previous Proposals

Reviewing previous proposals to see what was put forward might help inform your current proposals.

Economic Information

Looking at area wage/income information and information about economy will help you prepare economic proposals.