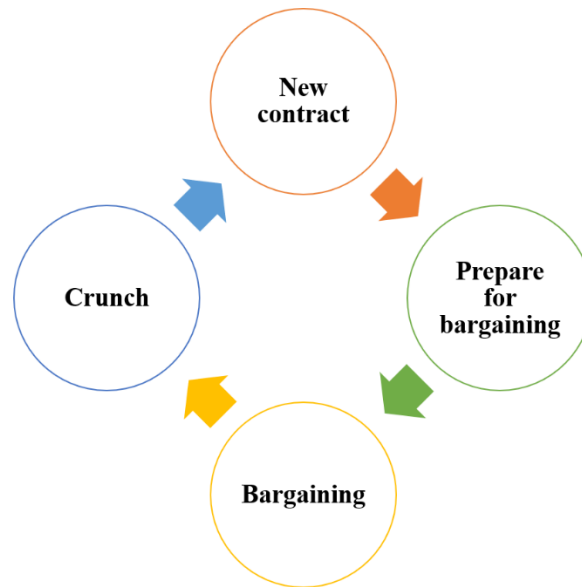


Scheduling training for each stage of bargaining is a great way to make sure that your local is prepared before the temperature starts to rise. Here is a summary of the cycle and a list of workshops you can take as you move through it.

## The Bargaining Cycle



### New Contract

- Ratification by members.
- Sign off.
- Communicating changes to stewards/members.
- Implementation.

### Bargaining

- Bargaining committee meets the Employer committee as equals.
- Exchanging proposals.
- Making arguments.
- Usually non-monetary is negotiated first, then monetary.

### Prepare for Bargaining

- Starts as soon as one round ends.
- Tracking grievances & workplace issues.
- Engaging members.
- Analyzing collective agreements.
- Bargaining Survey.

### Crunch

- Decision time.
- Is what's been achieved, good enough?
- Is a strike or interest arbitration the next step?

# Prepare for bargaining

## 1. Bargaining Preparation Toolkit

- Ask your Education and National Representatives for a copy of this toolkit to start preparing for bargaining.
- You will find key tools from some of our bargaining workshops including:
  - An introduction on how bargaining works.
  - Resources to help you develop a strategic plan for bargaining.
  - Tips and tricks on developing bargaining surveys.
  - Resources to help you develop bargaining proposals.
  - Tips and tricks on notetaking during bargaining.
  - An introduction to mobilizing members for bargaining.
  - Steps to follow for a good bargaining debrief.
  - A glossary of important bargaining and strike terms.

## 2. BARG – Team Building (OLS)

- In this online workshop, you will learn about:
  - Leadership.
  - Different leadership approaches.
  - Aligning your leadership styles.
  - Teamwork.
  - Conflict.
  - How to handle conflict together.
- **Note:** This workshop is intended for members of a local bargaining committee.

### 3. **BARG – Preparing for Bargaining (OLS)**

- In this online workshop, you will learn about:
  - The bargaining process.
  - The legal framework for bargaining.
  - What to expect on the first day of bargaining.
  - Bargaining table basics.
  - Consensus decision-making.
  - Staying strategic.
- **Note:** This workshop is intended for members of a Bargaining Committee.

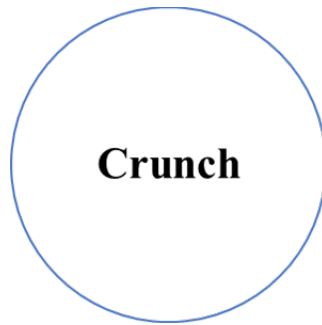


### 4. **BARG – Role-play (OLS)**

- In this online workshop, you will role-play bargaining using the Zoom platform. Your Bargaining Committee will be divided into 2 groups – Employer and Union – and you will role-play the exchange proposals, caucus and practice virtual bargaining with each other.
- **Note:** This workshop requires some advance preparation. Materials required will be provided 1-week before the workshop.
- **Pre-requisite:** This workshop is intended for members of a Bargaining Committee who have already completed *BARG – Preparing for Bargaining (OLS)*.

### 5. **BARG – Mobilizing for Bargaining (OLS)**

- In this online workshop, locals will learn to assess how well their members are engaged. The session covers building power by mobilizing members to build solidarity and support for the bargaining committee.
- **Note:** This workshop is for a Mobilization Committee.



## 6. BARG – Strike Preparation (OLS)

- To be effective, a strike needs to be well organized. This online workshop covers the basics of a well-run strike: administration, finance / strike pay, communications and picketing coordination.
- **Note:** This workshop is for a local Strike Committee.
- **Recommendation:** The Secretary-Treasurer should also attend this workshop as it relates to strike pay and benefits and any other members identified to be chairpersons of administration, communications or picketing coordinators.

## 7. BARG – Strike Planning Session (OLS)

- In this online session, the local Strike Committee will work with its assigned National Representative to complete its Strike Plan using the CUPE's *Strike Planning Handbook* and *Strike Planning Tool*.
- **Recommendation:** This session is intended for a local Strike Committee who has already taken the BARG – Strike Preparation (OLS) workshop. However, other members can participate, including the Secretary-Treasurer and any local members who have been identified as leaders in the areas of Administration, Communications and Picket Coordination.

## 8. BARG – Picket Captain Training (OLS)

- In this online workshop, picket captains will learn about:
  - the issues in dispute;
  - the strike plan;
  - their responsibilities;
  - how to manage situations that might come up on the picket line.
- **Note:** This workshop is for picket captains.

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