

Union & Management Relationship Checklist



*The **HR Council** has provided the quintessential checklist for structuring your union and management checklist to avoid conflicts and manage operations.*

- The relationship is based on fairness, respect, and dignity.
- The employer respects the fact that the employees have a right to join and participate in a union, including the right to strike, without fear of intimidation, coercion, harassment, or undue influence by the employer.
- The employer respects the role of the union as the sole and exclusive agent of the employees.
- The union respects the employer's exclusive right to manage its operations and to direct its work forces.
- The union abides by its obligations to treat all employees fairly and in good faith.
- Both parties recognize and acknowledge their respective rights and obligations under labour and other employment legislation and under the collective agreement.
- Both parties recognize and acknowledge the rights and obligations of the employees covered by the agreement.
- Both parties agree to and then respect the overall purposes of a collective agreement.
- Both parties commit to resolving their differences and disputes in a proactive, collaborative way.
- Both parties openly and honestly share information. There is a two-way communication system.
- The employer openly listens to the union as the collective "voice" of the employees especially in matters dealing with policy or operational efficiency and effectiveness.
- The employer involves the union in discussions on issues where the employees may be negatively affected.
- An environment of respectful front-line resolution prevails.
- Third party intervention is used as a last resort.
- The employer provides fair and competitive wages, benefits, and working conditions when compared to similar workplaces.
- The employer and the union work on collaborative strategies for the betterment of the service and the workplace.