TYPES OF BARGAINING STRUCTURES IN CANADA
(DOOREY, HRM3422)

MOST COMMON STRUCTURE

One Employer, One location ←→ One Union [Wal-mart store with USWA]

PATTERN BARGAINING

One employer bargains with one union. (EX: Ford bargains with Canadian Auto Workers)

Then, agreement they bargain becomes a model for bargaining between CAW and Ford’s competitors (G.M., Chrysler)

Still happens in Canada. Not as common as before though as employers are more resistant because they believe it benefits unions.

LESS COMMON IN CANADA, BUT LEGALLY POSSIBLE

One Employer, One location ←→ Multiple Unions [hospital Er with one union representing nurses, another union representing nursing assistants]

One Employer, Multiple locations ←→ One Union [Ford with CAW, bargaining]

One Employer, Multiple locations ←→ Multiple unions [Air Canada with several different unions representing baggage employees across Canada]

Multiple Employers ←→ One Union [Health Employers Association of BC with B.C. Nurses Union]

INDUSTRY LEVEL BARGAINING: COMMON IN EUROPE, NOT NORTH AMERICA

Multiple Employers ←→ Multiple Unions [Construction Employers Association with several construction unions]