

# ETFO'S COLLECTIVE BARGAINING PROCESS



OUR SCHOOLS  
OUR FUTURE

ETFO COLLECTIVE BARGAINING 2022

TENTATIVE AGREEMENT

RATIFICATION

A tentative local agreement must be approved through a secret vote of local members and by the school board's trustees.

A tentative central agreement must be approved through a secret all-member vote. In accordance with ETFO bylaws, approval requires a double majority vote.

ENFORCEMENT

Both central and local agreements must be ratified before a collective agreement is in effect. Once in effect, implementation and ongoing enforcement of the collective agreement occurs.

