



POLICY

Collective Agreement Bargaining	
Policy Number 130-003	Supersedes Policy Number 1-30
Effective Date 2008-10-20	Approved by Council (Meeting Date) 2008-10-20

1.0 Purpose

It is the policy of the Town of Wolfville to recognize the importance and value of negotiating effective collective agreements with and for all unionized employees. The principles and policies of the Town of Wolfville are a collective initiative intended to work towards establishing common practices and are not intended to contradict collective agreements or interfere with collective bargaining. It is possible that unionized and non-unionized employees will work under slightly different terms and conditions depending on contract negotiations.

2.0 Scope

This Policy is applicable to all employees of the Town of Wolfville.

3.0 References

- 3.1 [Nova Scotia Collective Agreements](#)

4.0 Definitions

- 4.1 **Collective Agreement:** is a special type of commercial agreement usually as one negotiated “collectively” between management and trades unions.

5.0 Policy

5.1 Specific Objectives

The Town of Wolfville seeks to:

- a) treat both unionized and non-unionized employees equitably and fairly; and
- b) freely negotiate terms for all employees that promote the overall goals of the Town of Wolfville workplace.



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5.2 Responsibilities

The Chief Administrative Officer will act, or appoint a person to act, as bargaining agent for the Town in the negotiation of contracts between the Town and trade unions and employee associations and recommend such contracts to Council.

Council will approve negotiated employee contracts and benefits through contract negotiations.

CAO

2015-12-15

Date