

	<b>UNION/MANAGEMENT RELATIONS</b>	<b>Human Resource Manual</b>
	<b>Incorporation of Bargaining Agents</b>	<b>Section 601</b>

## INCORPORATION OF BARGAINING AGENTS

### PURPOSE

1. Terms and conditions of employment for bargaining unit employees are determined through negotiation with a recognized bargaining agent.

### APPLICATION

2. These guidelines and procedures apply to all employees.

### DEFINITIONS

3. **Incorporation** is the legal recognition of an employees' association as a bargaining agent.

### PROVISIONS

4. Employees' associations in the public service of Nunavut are incorporated by legislation. The *Nunavut Public Service Act* establishes the status of all employees by identifying which positions are eligible to be included in the bargaining unit.
5. An employees' association recognized as a bargaining agent has the exclusive right to bargain collectively on behalf of employees in the bargaining unit.

### AUTHORITIES AND REFERENCES

6. *Nunavut Public Service Act*

### CONTACTS

7. For clarification or further information please contact:

**Director Employee Relations**  
**Department of Human Resources**  
**Iqaluit, Nunavut**  
**975-6211**