

UNION TERMS

1. A refusal to work because a satisfactory contract cannot be negotiated is a **STRIKE**.
2. An employer and employees who are trying to come to an agreement are **NEGOTIATING**.
3. A legal step used by an employer to end a strike or other actions of employees is an **INJUNCTION**.
4. The agreement between an employer and a union that involves issues such as wages, working conditions, and fringe benefits is **COLLECTIVE AGREEMENT**.
5. Person appointed to help resolve a deadlock at the bargaining table is a **CONCILIATOR**.
6. Dental plans, pension plans, and sick leave plans are **FRINGE BENEFITS**.
7. An organization of employees that works to represent members in bargaining with the employer for better wages and working conditions is a **UNION**.
8. A method of settling a dispute between an employer and employees by bringing in a third party is called **ARBITRATION OR MEDIATION**.
9. A branch of a parent union is called a **LOCAL**.
10. The legal procedures that a group must follow in order to become a union are known as **CERTIFICATION**.
11. Workers on strike spend several hours each week **PICKETING** in front of their place of work.
12. A unionized employee has the right to file a **GRIEVANCE** if some part of his/her contract is not followed.
13. An advantage attained by length of continuous employment is called **SENIORITY**.

14. All employees belonging to a union have **MEMBERSHIP**.
15. A work slowdown or a refusal to perform some duties not in the employee's job description is known as **WORK-TO-RULE**.
16. Refusal to buy or use a company's goods or services in support of a union is **BOYCOTT**.
17. The closure of a place of work by an employer in order to pressure employees to agree to the terms of employment is a **LOCKOUT**.
18. A method of determining issues such as wages and hours through direct negotiations between the union and the employer is called **COLLECTIVE BARGAINING**.
19. When the majority votes to accept the contract is to **RATIFY**.