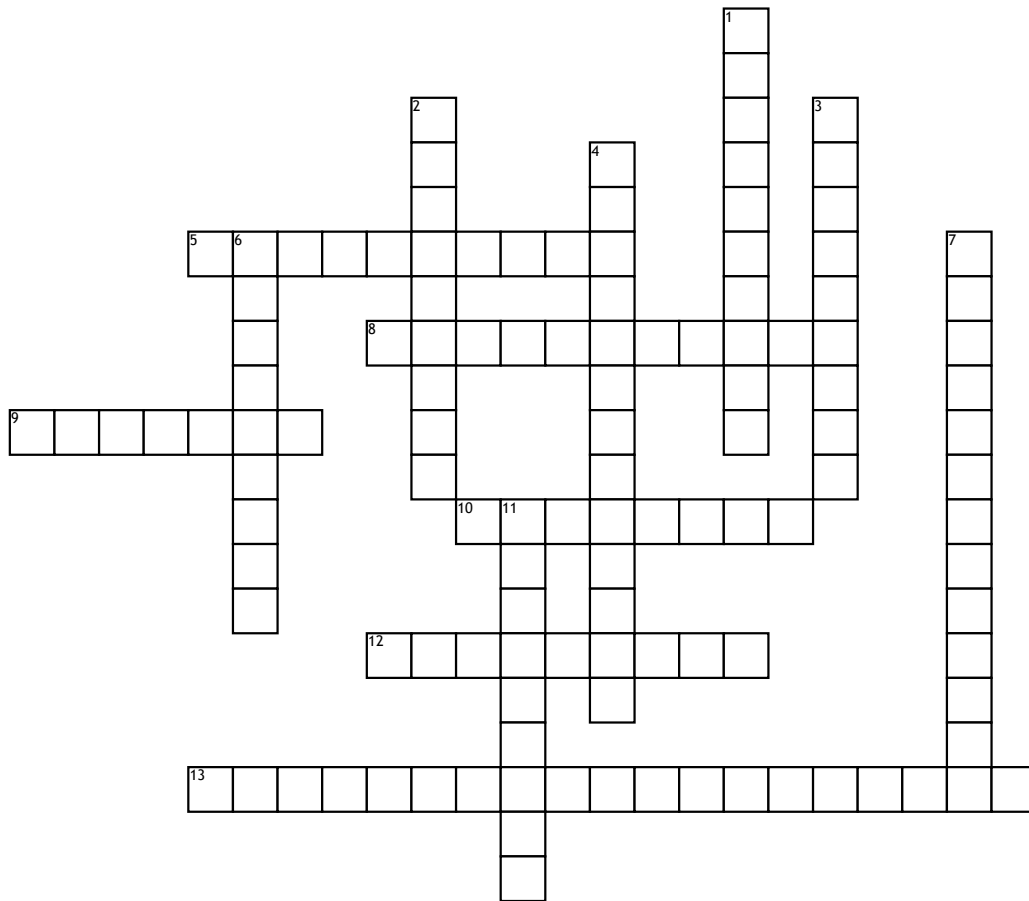


# Employment law terms



## Across

5. All employees in the work place must belong to the union.

8. Requires all members of the bargaining unit, whether or not they are union members, to pay union dues.

9. When employers prohibit employees from entering the workplace.

10. Not all employees in the work place must belong to the union.

12. An allegation by an employee, union, or management addressing unfair or incorrect representation or application of a collective bargaining agreement.

13. A document that defines the employment relationship for the life of a contract. (Includes a grievance procedure)

## Down

1. When employees continue to work, but only do the essential components of the job.

2. Management and union must sincerely work towards a collective agreement.

3. A serious reason for terminating an employee, where the employee is not entitled to compensation or notice.

4. A branch of civil law that governs employer-employee relationships.

6. A branch of law that regulates unionized workplaces, or workers bound by collective bargaining agreements.

7. A method of determining whether or not there are enough workers interested in unionizing.

11. Equal pay for work of equal value.

## Word Bank

Collective agreement

Pay equity

Lockout

Open shop

Certification

Work to rule

Good faith

Employment law

Grievance

Labour law

Just cause

Rand Formula

Closed shop