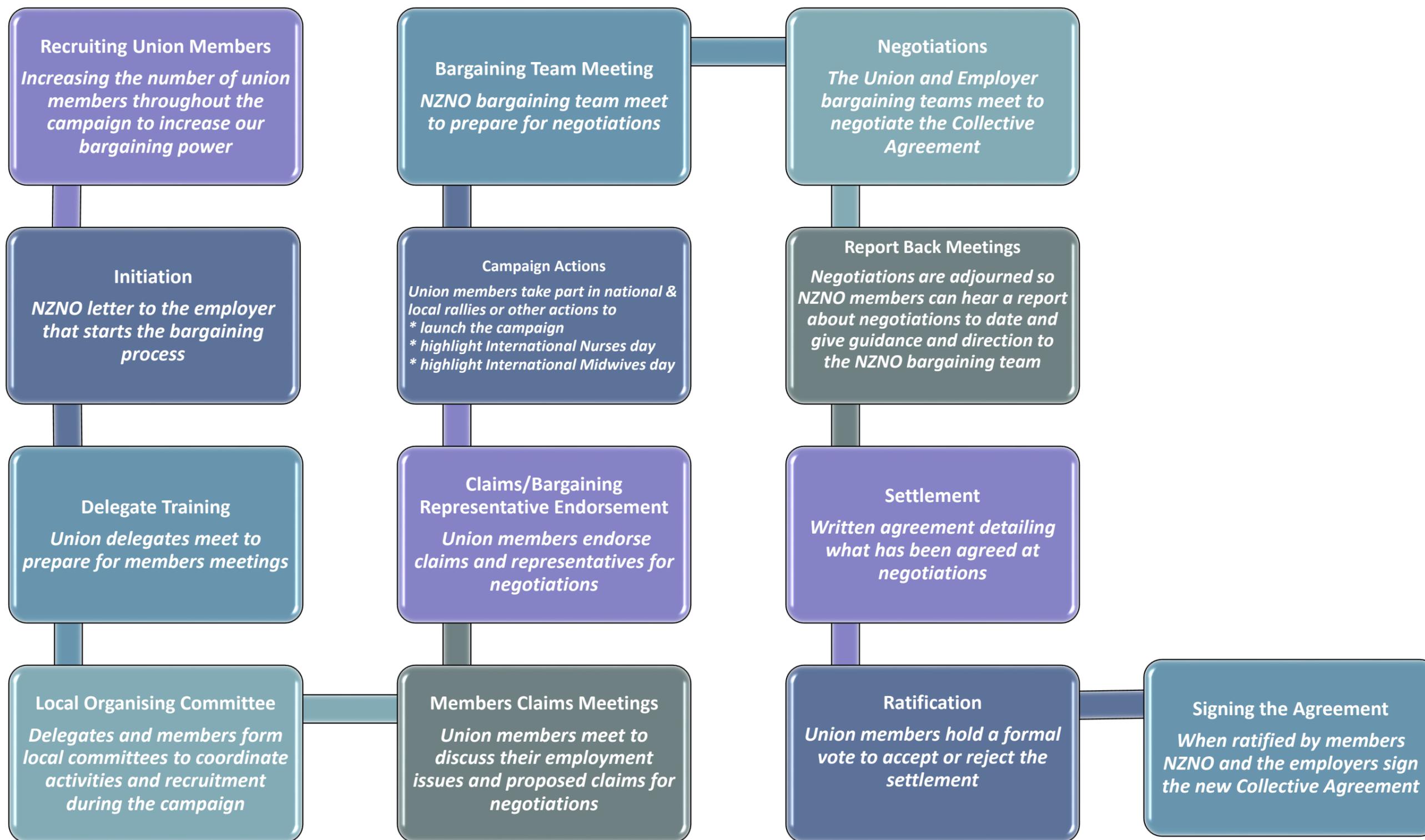


BARGAINING PROCESS FLOW CHART



| MECA | Advocate | Negotiating Team | Bargaining Process Agreement (BPA) | Code of Good Faith | Mediator | Industrial Action | Strike Ballot |
|-------------------------------------|---|---|---|---|--|--|---|
| Multi-Employer Collective Agreement | The lead negotiator from the union's and employer's teams | People who represent either union members or the employer at negotiations | The agreement between the union and employer that sets out how the bargaining will happen | Part of the Employment Relations Act 2000, which provides guidance to employers and unions when negotiating Collective Agreements | A government appointed official who assists the bargaining teams to get a settlement if negotiations stall | Union members use their collective power by withdrawing some or all of their labour to make the employers listen | Formal ballot taken to vote on whether or not to take industrial action |