

Collective Bargaining Process



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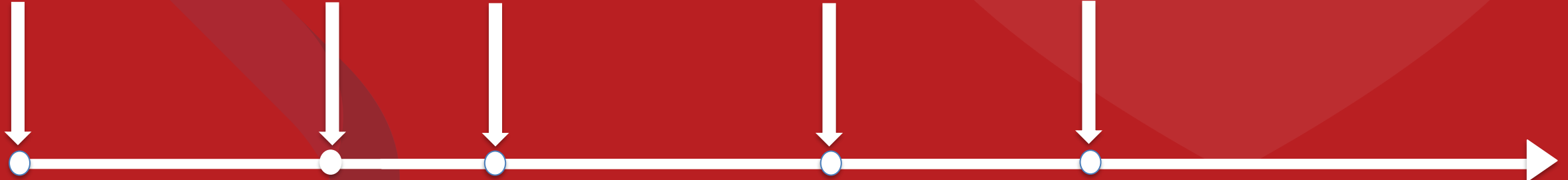
NOTICE OF BARGAINING

NOTICE OF DISPUTE

MINISTERIAL DECISION

TERMINATION OF CONCILIATION

ACQUISITION OF RIGHT TO STRIKE/ LOCK-OUT



DIRECT BARGAINING

15 Days

CONSILIATION
(60 DAYS, UNLESS
EXTENDED BY
MUTUEL
AGREEMENT OF
PARTIES)

21 Days



MÉDIATION (NO TIME LIMIT)



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