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abandon surrender interests, rights or property; e.g. by its intentional failure to process the grievance, the union has abandoned its right to proceed to arbitration; through failure to represent the bargaining unit, the union has abandoned its bargaining rights

ability to pay the employer's capacity to financially afford a wage increase; a factor which may be asserted as a relevant consideration in wage negotiation and arbitration, although its relevance in public sector wage determination is a matter of controversy

ab initio literally, from the beginning; e.g. since the notice required by law was not given at the outset, all proceedings are void *ab initio*

abridge (1) contract or shorten stipulated time period; e.g. in an illegal strike case, it is not uncommon for labour boards to abridge the time required for notice of the hearing (2) synopsise or condense; e.g. the Canadian

Abridgment is a digest of reported decisions of Canadian courts; (3) curtail or restrict; e.g. the union's legal right to bargain has been abridged by wage control legislation

abrogate annul, cancel, repeal; e.g. wage control legislation may abrogate the wage provisions of collective agreements

abuse of process use of legal procedures for purposes other than that intended; a frivolous or vexatious proceeding

acceptance agreement to the terms of an offer that, subject to other legal requirements, converts the offer into a legally binding contract; see **offer**

access the right to approach, enter or examine; usually used in connection with access to an employer's property or an employer's books or records; some labour boards have power under statute to grant access orders, in order to facilitate union organizing and in Manitoba for the purpose of communicating with employees