

1 Where are we now?

After months of bargaining, negotiations between the Employer and the Union were not progressing, so the Union decided to call for conciliation.

CONCILIATION

A conciliation officer from the Ministry of Labour is brought in as a neutral third party to facilitate discussions between the parties and try to effect a collective agreement. Everything in conciliation should be confidential unless both parties agree to share.

2 What's next?

Negotiations can continue as-is in conciliation, or progress to:

MEDIATION

Mediation is a non-binding process, whereby an experienced and process-focused mediator is brought into the negotiation process.

BINDING ARBITRATION

An arbitrator will look at all the proposals, work with the parties, and make a final decision in an award on what the new collective agreement looks like, including anything that was already agreed to and signed off on before. Neither party can contest, and the decision is not ratified by members.

MEDIATION/ARBITRATION

Also called "Med/Arb": Mediation, followed by binding arbitration, with the same individual acting as the mediator and arbitrator.

3 BUT, if a "No Board" is called:

(meaning either party feels that conciliation is not working), following a 16-day period, each party now has new bargaining tools that they can use, provided they also provide 5 days' notice of any of these actions:

EMPLOYER CAN:

- **Lockout:** prevent faculty from working
- **Impose Terms and Conditions:** unilaterally decide the terms of our collective agreement

VS

UNION CAN:

Call job action including (but not limited to):

- **Strike:** full work stoppage
- **Work to Rule:** limiting work to contract limits
- Partial work stoppage
- Rolling strikes

After the No Board has been called, if both parties agree, they may still choose to mediate or arbitrate, even if any of these new tools have been exercised.

4 At any time...

FINAL OFFER VOTE

The Employer may bypass the Union to put a final offer directly in front of the membership to vote on. The members will vote to accept or reject the Employer's offer. If accepted, bargaining ends. If rejected, bargaining continues. The Employer only gets one chance to present a final offer directly to the membership.

NEGOTIATED SETTLEMENT

The parties may come to an agreed upon offer of settlement. The offer is then put in front of the membership to vote on, called the Ratification Vote. If accepted, bargaining ends. If rejected, bargaining continues. There is no limit on how many times this process may repeat.