

To Recap:

BARGAINING BASICS

(What's happened so far...)

INPUT FROM MEMBERS

Early in 2021, each of the 24 Locals across the province gathered input from members to identify needs that would be used to form demands at the upcoming round of bargaining. Members then voted on and ranked top demands.



RESEARCH PHASE

The Bargaining Team and resource staff begin work to gather data to clarify the demands provided by members and to refine bargaining strategy

BARGAINING BEGINS

Provincial legislation prevents actual bargaining from beginning until 90 days before the Collective Agreement expires on September 30th

Specific dates for the two Bargaining Teams to meet are established during this period



DEMANDS, RESPONSES, AND OFFERS

Each Team has the opportunity to present position statements, raise objections and concerns, and respond to offers made by the other team.



If both parties agree, this activity can continue beyond the expiration of the Collective Agreement

CONCILIATION

Either Bargaining Team can connect with the Ministry of Labour and make a request for Conciliation.

In Bargaining this is generally seen as a significant escalation

In this current round of bargaining, the CEC was the requesting party.



What is:

CONCILIATION

(And what happens next?)

A Call for Conciliation requires the Minister of Labour to assign a Conciliation Officer.

Their role is to meet with both parties individually and try to assist in resolving outstanding issues so that an agreement can be reached.

On Thursday November 18, in order to prevent further escalation and a potential work disruption, the CAAT-A Bargaining Team made the offer to move all remaining outstanding issues to binding arbitration.

This offer was declined by the College Employer Council (CEC)

What is a:

NO BOARD REPORT

If even with the help of the Ministry Conciliator, an agreement is unable to be reached, the Conciliator will advise the Ministry of Labour, who will advise the Union and the Employer that "no Board of Conciliation will be appointed", a step known as a "No Board" report.

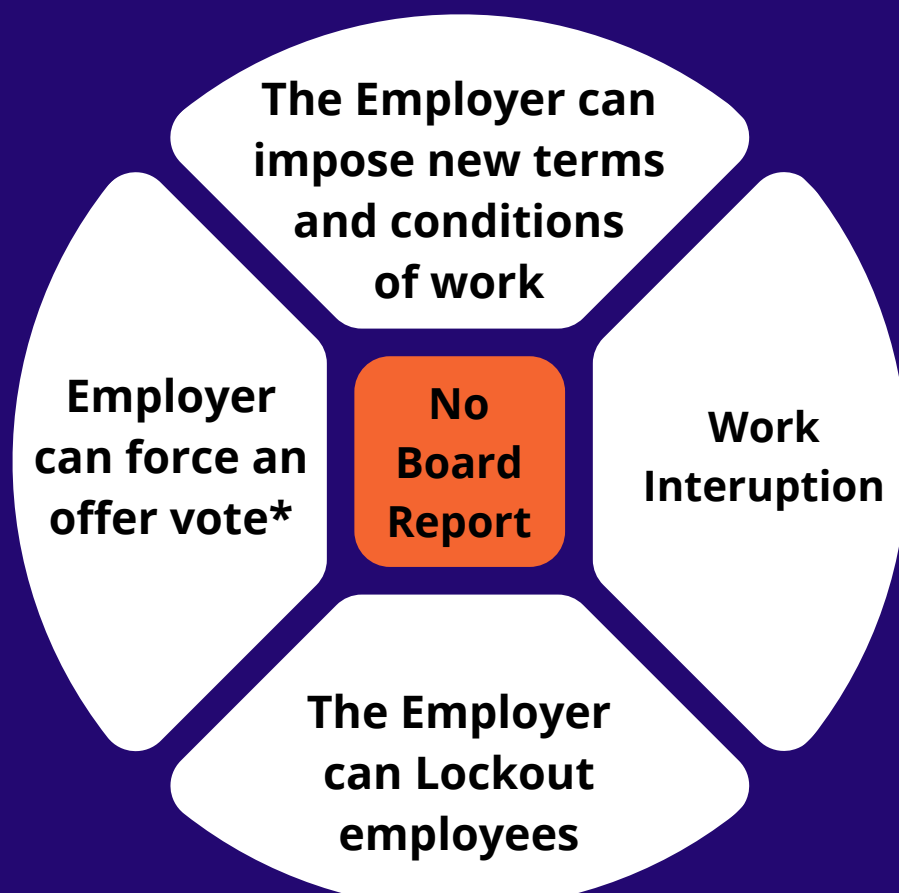
It should be noted that a No Board report does not prevent the parties from returning to active bargaining.

NEXT STEPS



The issue of a No Board report starts a process clock before additional steps can be taken by either party.

At 17 days after a No Board report is issued:



*The Employer can force a vote on their last offer through the Ministry of Labour at any time

THE CEC CAN:

UNILATERALLY IMPOSE NEW TERMS AND CONDITIONS OF WORK

At this point the College will have the ability to unilaterally impose their own version of the Collective Agreement.

They do not need your agreement

They are not restricted to what they have previously offered

They have done this before in 2009 with disastrous results



LOCK OUT EMPLOYEES

At this Point the College will have the legal right to Lock Out Members of the Bargaining Unit

FORCED OFFER VOTE

The Colleges have always had the ability to bring their offer directly to members for a vote

They can only do this once in each bargaining round



WHAT YOU CAN DO:

Provincial Legislation requires that before ANY work interruption activities can take place to fight back against the harsh actions listed above, the Union **must** demonstrate a successful **Strike Vote**. CEC will be watching very carefully for any indications that member resolve is weak.

A very strong STRIKE VOTE will frequently push Employers to return to active bargaining and secure a new Collective Agreement



After a successful strike vote has been secured, work interruption activities can be considered.



This could include "work to rule" actions. This could mean for example:

- not responding to emails after 6 pm
- not volunteering for open houses
- not marking all weekend long,

This could escalate to include rolling strikes or even a full work stoppage.