



COLLECTIVE BARGAINING:

What is Conciliation?

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- Conciliation is a process by which either a trade union or an Employer can ask the Ministry of Labour to assist in resolving their difference so that they can reach a Collective Agreement.
- The parties must use Conciliation, in the sense that the parties must use the government's conciliation services before they can reach a position to engage in a strike or lock-out.
- The Conciliator acts as a mediator but cannot force either party to agree to terms.



Why ask for Conciliation?

- The UWOSA Executive Committee may authorize the Negotiation Team to call for Conciliation when our Collective Agreement ends (June 30, 2024) or when it becomes apparent that talks with Western's administration are not progressing.
- It is a service provided by the Ministry of Labour at no cost and is aimed to facilitate an agreement.
- The request for Conciliation does not mean that the two parties are at an impasse or are unwilling to negotiate.
- UWOSA historically has filed for Conciliation for the last three rounds of collective bargaining.

What is the Process for Conciliation?

There are three paths for our Collective Agreement when using conciliation services:

1. UWOSA and Western come to an agreement.
OR
2. UWOSA and Western disagree and return to the table to continue the bargaining process.
OR
3. Either UWOSA or Western can request a "No Board" report from the Ministry of Labour.

What is a "No Board" Report?

- A "No Board" report is a letter issued by the Ministry of Labour, Immigration, Training and Skills Development informing the parties at the negotiations table that a board of conciliation will not be appointed.
- A "No Board" report places UWOSA in a strike position and Western in a lock out position (See Article 5: Strike or Lock Out)
- UWOSA notifies the membership of a special Member Meeting and holds a Strike Vote. Strike votes demonstrate to Western the UWOSA members stand in solidarity with their Negotiations Team and support their proposals on compensation and working conditions.

What can I do to help during Collective Bargaining?



Stand Up in Solidarity: Rock the Boat and Join the Strike Preparedness Committee. If you have a little or a lot of time to volunteer and help our membership prepare for possible strike action, contact Emericks Rivas, Chair at spc@uwosa.ca for more information.

If you are a new or current UWOSA member

Ensure the UWOSA Office has your current address, personal email, or telephone number. This information is required if UWOSA engages in strike action. UWOSA will be unable to contact you regarding strike action without it, as Western will not allow us to use your Western email to contact you.

Stay Informed. Membership information bulletins will be sent once a month, and updates during Negotiations will be posted to the UWOSA website on the Negotiations Update page. We ask that you check the UWOSA website, www.uwosa.ca, for regular updates.



The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, MORE, and COLLECTIVE AGREEMENT. The main heading is '2023 - 2024 Negotiations Update' with the tagline 'Western wouldn't work without UWOSA'. Below this is a '2024 Collective Bargaining Timeline' with several entries: February 2024 for Strike Preparedness Chair nomination, February 2024 for the Negotiations Team formation, January 31, 2024 for nomination deadlines, January 10, 2024 for a submission deadline, December 13, 2023 for survey results, and November 3, 2023 for survey closure. On the right side, there are logos for UNIONS and THE LABOUR MOVEMENT, and a list of 'Negotiations Team Members' including Korina Baesso and Jen Heidenheim.

I have questions. I have comments. I have ideas. Who do I contact?

Contact info@uwosa.ca. Only the President, Vice President, and Chief Steward have access to this confidential email. Your question, comment and/or idea will be read, triaged, and sent to the appropriate person for response.