



## COLLECTIVE BARGAINING: What is Ratification?

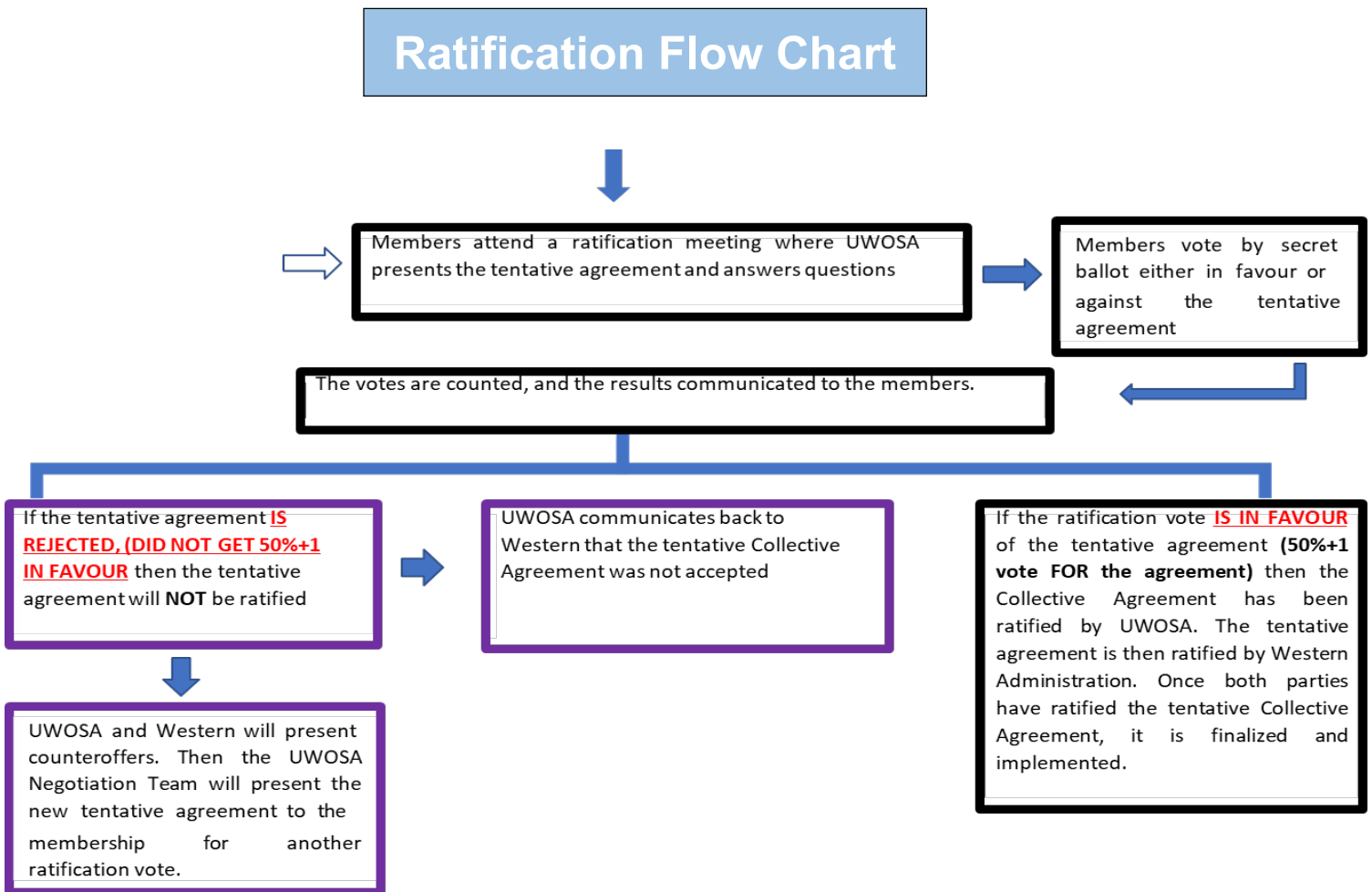
### What is Ratification of a Collective Agreement?

- A Ratification is when UWOSA and Western agree on the Collective Agreement’s terms, compensation and working conditions.
- The contract is not finalized until the Union receives approval from its membership and Western receives approval from the Board of Governors.

### What is a Ratification Vote?

- A Ratification Vote is when UWOSA members vote whether to accept or reject the terms of the tentative Collective Agreement that the UWOSA Negotiations Team and Western Administration have negotiated.

### Ratification Flow Chart



## What is needed for a Ratification Vote to be accepted?

- The Collective Agreement will be considered “ratified” by UWOSA if a majority (50%+1) of those voting accept the terms of the tentative Collective Agreement.

## Who is eligible to vote on the ratification of a Collective Agreement?

- Any UWOSA member who is in good standing.
- All members have the right to vote whether they attend the special general meeting or not.
- Each member receives one vote.
- The vote must be conducted by secret ballot.

## Is My Vote Important?

YES! Your vote is important to the ratification of our new tentative Collective Agreement.

Once the tentative Collective Agreement is ratified, these will be the compensation, terms, and working conditions for the duration of the new Collective Agreement.



## When Will UWOSA Hold a Ratification Vote?

After the Negotiations Team has completed bargaining and has a tentative agreement to present, they will recommend to the Executive Committee to call a Membership Meeting to inform the membership of the tentatively negotiated changes to the Collective Agreement (compensation, terms, and working conditions) so that members can ask questions and make an informed decision whether to vote to ratify the tentative collective agreement or send the Negotiations Team back to the table. The Ratification Vote will happen after the Membership Meeting and will be held online.

## What if the Ratification Vote Does Not Pass?

Then the Negotiations Team communicates to Western Administration that the ratification vote has failed, and the two parties continue bargaining until a tentative Collective Agreement is ratified by the UWOSA membership and Western’s Board of Governors.

## We are in this together. How can I help?

**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](http://www.uwosa.ca), for regular updates.

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

Contact [info@uwosa.ca](mailto:info@uwosa.ca). Your question, comment and/or idea will be read, triaged, and sent to the appropriate person for response.