



COLLECTIVE BARGAINING: RATIFICATION

What is ratification?

- Ratification by the union is the process by which members of the bargaining unit vote to accept or reject the terms of the Collective Agreement that the university and union have negotiated.

When does a ratification vote occur?

- The ratification vote happens at the end of collective bargaining, after the university and the union have reached a tentative agreement.



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What is needed for a tentative Collective Agreement to be considered “ratified”?

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

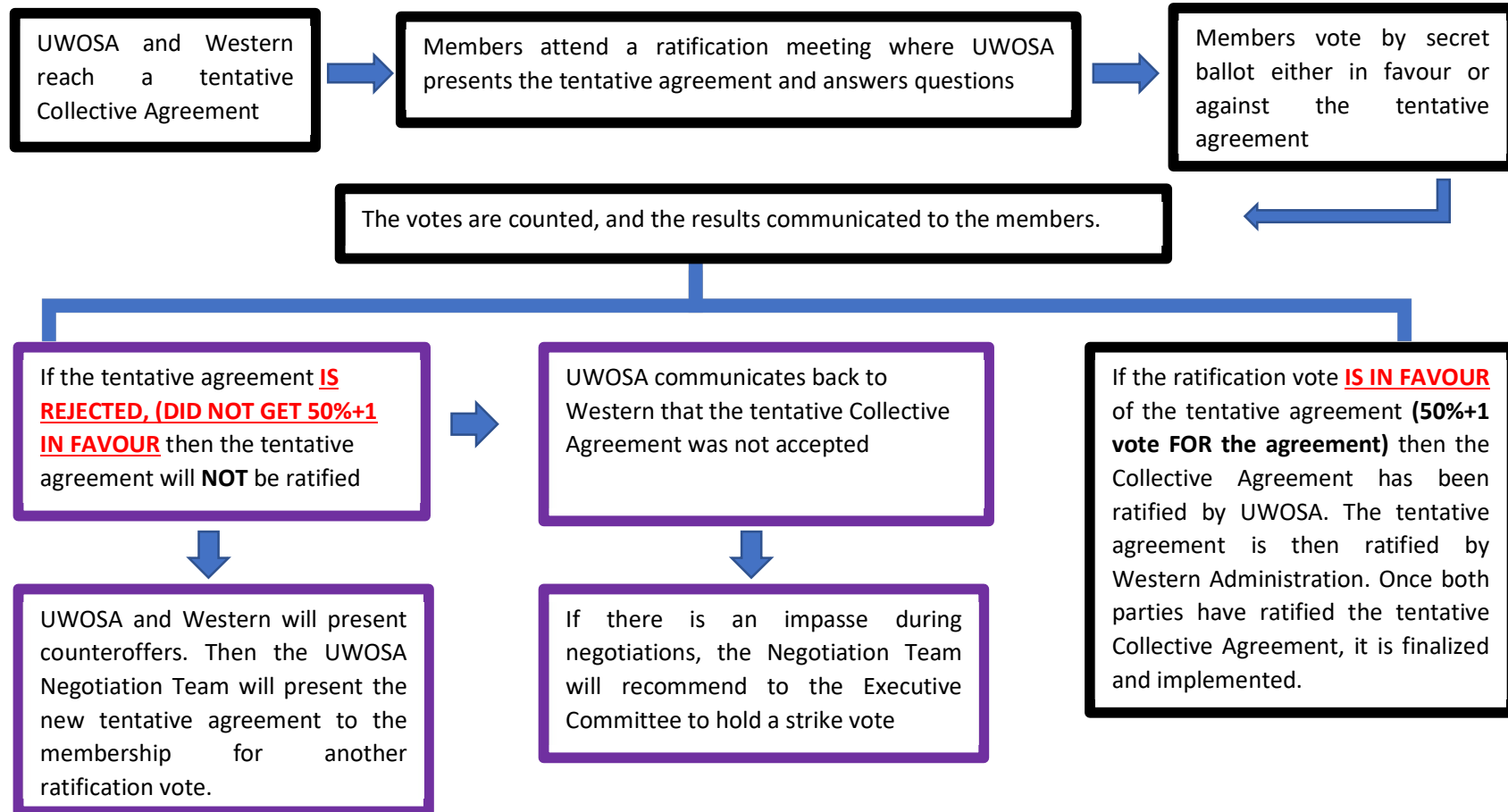
Who is eligible to vote during ratification?

- All members of the bargaining unit have the right to vote after they have attended a mandatory information meeting. Members who do not attend an information meeting will not be able to vote. Each person gets one vote. The vote must be conducted by secret ballot.

Why are members’ votes important?

- All members votes are important as each member’s vote is vital to the negotiation of our new Collective Agreement. Once our new Collective Agreement is ratified these are the terms and conditions that will govern our members for the duration of the Collective Agreement. Changes to our Collective Agreement can only occur once our current Collective Agreement ends and we begin negotiating our new Collective Agreement.

Ratification Flow Chart



AUGUST 2021 UWOSA MEMBER BULLETIN

What Else Can I Do To Prepare?

- Update your contact info by submitting a Member Information Request Form
 - If we go on strike, we will not be able to contact you using your campus email or phone number
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update → Member Information Request Form

The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, COLLECTIVE BARGAINING, COLLECTIVE AGREEMENT, and a search icon. Below the navigation bar, there are two columns of resources. The left column is titled 'Member Resources for Negotiations:' and includes links for 'What is the Negotiations Process?' and 'What is Conciliation? (Coming Soon)'. The right column is titled 'Member Resources (in case of a strike):' and includes links for 'Member Information Request Form' and 'Be Prepared for a Strike or Lockout – Brief Overview (updated January 2021)'. At the bottom of the screenshot, there is a large blue banner with the text 'Western wouldn't work without UWOSA'.

- Join the Strike Preparedness Committee!
 - Download the Join a Committee Form, fill it out, and email it to info@uwosa.ca
 - To download the form, log in to the UWOSA website (www.uwosa.ca) → Members → Governance, Agreements & Forms → Join a Committee Form

How can I stay informed about the negotiation process?

- Log in to the UWOSA website (www.uwosa.ca) → Members → Negotiation Update

The screenshot shows the top navigation bar of the UWOSA website with links for HOME, ABOUT, MEMBERS, STEWARDS, MORE, COLLECTIVE AGREEMENT, and a search icon. Below the navigation bar, there is a large blue banner with the text '2020 – 2021 Negotiations Update' and 'Western wouldn't work without UWOSA'. Below the banner, there is a section titled '2021 Collective Bargaining Timeline' with a list of events: 'May 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.', 'May 14, 2021: The Letter of Intent to Bargain was sent to Western Human Resources.', 'April 2021: The Negotiations Team met 5 times to review proposed changes to the collective agreement.', and 'March 2021: The Negotiations Team met 4 times to begin preparations for collective bargaining.'. To the right of the timeline, there is a logo for 'UNIONS THE LABOUR MOVEMENT' and a link for 'Negotiations Team Members:'.

I have more questions– who can I reach out to?

- Please connect with UWOSA by emailing info@uwosa.ca