



Negotiations Update July 16, 2021

The UWOSA Negotiations Team has been working very hard, and is committed to reaching a fair and equitable Collective Agreement for all UWOSA Members.

As of Friday July 16, 2021, the UWOSA Negotiations Team has met with Western Administration on three dates. UWOSA continues to come to the table fully prepared and dedicated to a full day of negotiations.

We appreciate your messages of encouragement, solidarity, and suggestions. We hear you. We are listening. We are advocating on your behalf.

UWOSA wants to ensure our members are informed about the challenge that we as employees of a University (public sector) are facing in regards to Bill 124.

What is Bill 124?

Bill 124 was proposed by Doug Ford's government in June 2019 and became law in November 2019. The Bill that passed has imposed a series of three year moderation periods that limit salary and compensation increases to 1% per year. According to the Bill, Employers (Western) and Unions (UWOSA) are not allowed to negotiate increases to make up for the moderation periods once the three years have passed.

Why does UWOSA care about Bill 124?

The ability to negotiate a collective agreement, is a fundamental constitutional right under the Canadian Charter of Rights and Freedoms (Freedom of Association) and Bill 124 heavily restricts our Negotiations Team's ability to negotiate under these conditions.

The Bill itself dictates what fundamental gains can and cannot be negotiated and caps salary and compensation. To be direct, UWOSA and Western cannot agree to a salary increase over 1% (even if Western was inclined to do so) due to the imposed restrictions of the 1% by Bill 124.

What is considered 'compensation' under Bill 124?

Compensation also has strict parameters. By definition under Bill 124, compensation is anything paid or provided directly or indirectly to an employee as a benefit. This could include health and



dental benefits, uniform allowances, etc. Bill 124 also prohibits any new compensation to be added or included in a Collective Agreement.

The only exception is if a collective agreement already provides an increase based on length of employment. For UWOSA, we have this in our current Collective Agreement (Appendix W – Z) of Progress through the Range (PTR) and Long Service Maximum.

Based on all of this information, the Negotiations team hears you, we are listening, and we are advocating on our collective behalf. Please continue to email us with your feedback, suggestions, and ideas.

If you haven't already done so, we encourage you to review [Bill 124](#).

In Solidarity,

Nikki Grozelle, Tiffany Trudgeon, Meg Perinpanayagam, Evan Wiley, Rob Harbottle, and Arzie Chant (*on leave*) (Negotiations Team)