

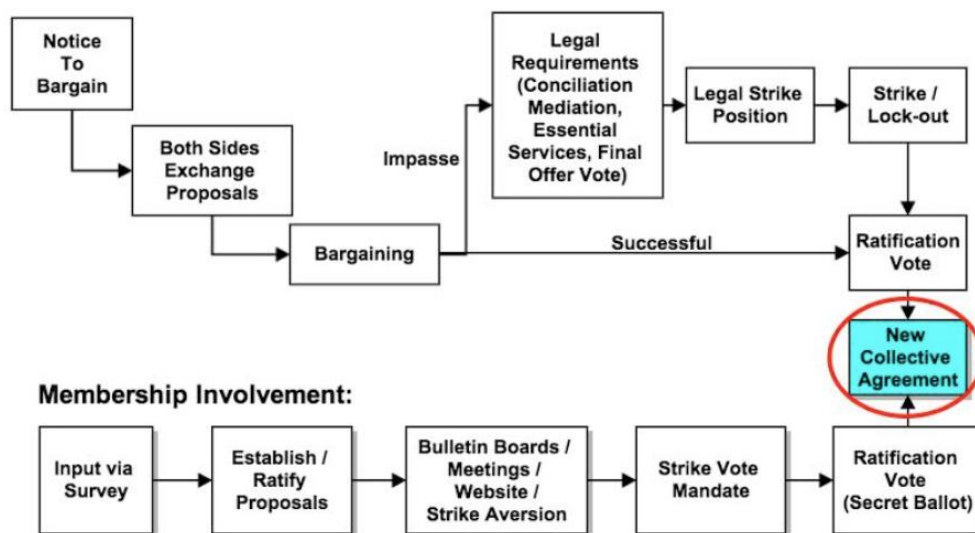


COLLECTIVE BARGAINING: Understanding the Collective Bargaining Process

What is Collective Bargaining?

- Collective Bargaining is a legal process where UWOSA (the union) and Western (the employer) negotiate wages, benefits, working conditions and other terms of employment.
- UWOSA’s current Collective Agreement ends on June 30, 2024.

The Bargaining Process:



The Bargaining Process

- A Notice to Bargain letter can be sent by either UWOSA or Western to notify the other party that they are ready to begin.
- UWOSA and Western meet and exchange proposals.
- If UWOSA and Western are Successful, the UWOSA President calls for a special Membership Meeting to present the proposed new collective agreement and hold a Ratification Vote.
- If UWOSA and Western are at an Impasse, either party can request a Conciliator from the Ministry of Labor.

AND/OR

- The UWOSA President calls for a special Membership Meeting and holds a Strike Vote. UWOSA and Western continue to meet even if a strike or lock out are enacted (see future bulletin about strike and lock out).
- Bargaining continues until a proposed new Collective Agreement is reached and a ratification vote is successful.

Preparation by the Membership for Collective Bargaining

- You may have already completed the Membership Survey last Fall. The Negotiations Team uses survey results and member comments to create proposals to present to Western.
- The Negotiations Committee continues to conduct research for the Negotiations Team.
- The Negotiations Team drafts proposals, contacts subject experts, communicates to the membership through bulletins, and meets with Western negotiators until a proposed Collective Agreement is ready to present to the UWOSA membership.

Negotiations Team Members

Nikki Grozelle, President

Jen Heidenheim, Vice President

Tom Johnson (Facilities Management)

Korina Baesso (Western Libraries)

What can I do to help during Collective Bargaining?

- **If you are new to UWOSA** and received a membership information form, be sure to fill it out and return it to the UWOSA office via info@uwosa.ca. This information is required if UWOSA engages in strike action, as we will be unable to use your Western email to contact you.
- **If you are an existing UWOSA member**, and have changed your legal name, address, personal email, or telephone number, please email info@uwosa.ca. This information is required if UWOSA engages in strike action, as we will be unable 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.



Join the Strike Preparedness Committee. Collective action breeds success! Please consider volunteering a little or a lot of your time to help us prepare for possible strike action activities. Contact Emericks Rivas, Chair at spc@uwosa.ca for more information.

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.