



### **Negotiations Update – July 30, 2021**

While UWOSA was prepared to begin bargaining with Western's Administration in mid-May, Western was not prepared to meet until July 9<sup>th</sup>. We have met with Western's Administration ten times during the month of July.

This week, the Ministry of Labor's appointed Conciliator attended three of the four scheduled negotiation dates with Western Administration. While the Employer's Negotiation team has made an effort to meet with us at each opportunity to present data and to exchange proposals, there has been little movement of significant changes for any of our non-monetary language; however, we are not yet at an impasse.

As we have notified members in previous Negotiations bulletins, UWOSA is limited by Ontario's Bill 124. Western's Administration has no position on the Bill and maintains the provincial legislation.

We currently have five more scheduled dates to bargain with Western's Administration during August, 2021.

To continue to keep Western's Administration focused on bargaining meaningfully with UWOSA, on July 28, 2021, UWOSA requested a "No Board" report from the Ministry of Labor. Once that report is issued, it would put UWOSA and Western Administration in a potential strike/lockout position around late-August. Requests for a "No Board" report are not unusual in labor negotiations and either party can make the request. It does not mean a strike or lockout is inevitable.

Our Negotiations Team is committed to get a fair Collective Agreement as soon as possible despite the restrictions imposed on us by Ontario's Bill 124. We will continue to fight and to demonstrate to Western's Administration that Western works because of UWOSA.

We continue to receive questions about negotiations and thank you for understanding that we cannot disclose any specific details regarding our discussions. We are committed to continue to bargain in good faith and therefore, all discussions must remain confidential.

We thank all of you who have sent to us messages of wanting to volunteer in some capacity. Jen Heidenheim, Chair of the Strike Preparedness Committee continues to accept volunteers, please email Jen at [jenh@uwosa.ca](mailto:jenh@uwosa.ca) if you are interested.

If you are new to UWOSA, please take some time and read our UWOSA bulletins regarding negotiations. If you need assistance getting onto the Member Area of the UWOSA website, please contact Membership Services Officer, Jen Heidenheim at [jen@uwosa.ca](mailto:jen@uwosa.ca).

We are listening and we hear you. Thank you for your messages of encouragement and continued support. It helps our Team to know our membership is behind us.

In Solidarity,

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

Negotiations Team