



UWOSA Files for Conciliation

Our current Collective Agreement ends on June 30, 2021. UWOSA was proactive and sent our official Intent to Bargain letter on May 14, 2021. After over a month with no acknowledgment, Western's Administration has finally responded as of June 24th to our request.

Our Negotiations team is committed to getting all of us a fair Collective Agreement as soon as possible. We have conveyed to Western's Administration our willingness to meet and come to an agreement.

As it has become apparent that talks with Western's Administration are not progressing at an optimal pace, UWOSA has filed for Conciliation with the Ministry of Labour on June 30, 2021.

We will continue to keep you informed of the process. For more information on conciliation, please read the FAQ on Conciliation below. Please visit the UWOSA website, after you have logged in, under the Members area, select Negotiations Update to stay informed on the progress of the UWOSA Negotiations Team

We appreciate all of the encouraging emails and support that we have received so far. It has made a tremendous difference to know that all of our 850 members are supporting us as we work through this round of negotiations.

In solidarity,

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



Frequently Asked Questions about Conciliation

What is conciliation?

Conciliation is a process by which a trade union or an Employer can ask the Ministry of Labour to assist in resolving their difference so that they can reach a Collective Agreement. Either party can apply to the Ministry. If parties are in negotiations, conciliation is mandatory, in the sense that the parties must use the government's conciliation services before they can reach a position to engage in a strike or lock-out.

Why ask for conciliation?

Conciliation has been a normal part of the collective bargaining process for UWOSA. UWOSA had filed for conciliation during its 2013 and 2017 negotiations. It is a service provided by the Ministry of Labour at no cost, and is aimed to facilitate an agreement.

The UWOSA Executive authorized the Negotiation Team to call for conciliation when our Collective Agreement ended (June 30, 2021) or when it became apparent that talks with Western's administration were not progressing at an optimal pace.

The request for conciliation does not signal that the two parties are at an impasse, or are unwilling to negotiate.

What is the process for conciliation?

There are three paths for our Collective Agreement when using conciliation services:

1. UWOSA and Western could come to an agreement through the conciliation process.
2. The parties could agree to renew negotiations after some conciliation sessions with the possibility of returning to conciliation at a later time.
3. The Minister of Labour could issue a "no board" report if he/she determines that UWOSA and Western's Administration are unable to reach an agreement.

What is a "no board" report?

The Conciliator's role is to try to find common ground between the two sides to get negotiations back on track. If the Conciliator is unable to find common ground, then UWOSA can ask for a No Board report.

A No Board Report would put UWOSA in a strike position after 17 days. It would also put Western in a lock out position. It is at this time that a Strike Vote would be called to show the University that the members support the Negotiations Team.



Other than conciliation services, is there any other assistance available?

If UWOSA and Western Administration have not reached a settlement in the conciliation stage, the Ministry offers to provide a Mediator. Mediation is a process by which a third party will try to help UWOSA and Western's Administration reach a Collective Agreement. Both UWOSA and Western's Administration must agree to participate in mediation.

What happens next?

Our Negotiations Team informed Western's Administration that we are willing to continue to meet and work together towards a new Collective Agreement.