

## Bargaining Update – January 28, 2022

Since our last bargaining update, the YusApuY Bargaining Committee has met with the Employer at the bargaining table on two dates: December 15th and January 20th.

We have provided the Employer with a number of proposals including a proposal to create a framework for remote work that will continue after the pandemic is over. We have now provided the Employer with almost all of our non-monetary proposals. The Employer has begun to provide some responses to several of our proposals, however we will have a much better sense of where we are at when we have monetary proposals on the table. This should occur in the next month.

We have two new members on the bargaining committee and we'd like to welcome Elspeth Staniland who joins us as the Grievance Committee representative, and Zeripha Moses who joins the committee as a member-at-large.

The current members of the committee are:

Sonny Day (President)  
Scarlett Farquhar (Chair / Glendon Rep)  
Wanda Hollingshead (1st Vice-President)  
Lorraine Mar (Vice-Chair)  
Zeripha Moses (Member-at-Large)  
Zanita Shamselarijani (Long Service Rep)  
Elspeth Staniland (Grievance Rep)  
Breanne Whitwell (2nd Vice-President - Ex-Officio)

Our next bargaining dates with the employer are scheduled for February 3rd and 10th.

We'd also like to share some information about how the bargaining process works so we are providing the flowchart below. We are currently at the negotiation stage.

In Solidarity,

Your Bargaining Team

# THE BARGAINING PROCESS

## NOTICE TO BARGAIN

Within 90 days of the expiry of the Collective Agreement

## PREPARATIONS

Extensive research and consultation to identify a package of proposed changes.

## NEGOTIATIONS COMMENCE

Package of proposed changes is presented. A strike vote may take place from 30 days before the expiry of a Collective Agreement to anytime after the expiry date.

## MEDIATION (OPTIONAL)

Both sides share the costs of hiring a Mediator. Mediation can happen anytime after negotiations break down and may be held simultaneously with Conciliation.

## CONCILIATION

The Ministry appoints a Conciliator upon the request of either party. The cost of the Conciliator is paid by the Ministry of Labour. If talks reach an impasse, the Conciliator reports to the Minister who releases a "No Board Report".

## NO BOARD REPORT

The Ministry issues a "No Board Report". An expired Collective Agreement remains in effect and cannot be unilaterally changed for 17 days after the "No Board Report" is issued.

## JOB ACTION

17 days after the "No Board Report", either side can legally take job action. So long as the Association has taken a successful strike vote, the Association is in a legal strike position and may take actions like work-to-rule\*, a partial labour stoppage or a full strike. The Employer may lock out members or unilaterally change the terms and conditions of employment. Both parties must give notice before any job action commences. Negotiations may continue during this period.

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## TENTATIVE AGREEMENT

## RATIFICATION

A tentative agreement must be approved by a majority of members through a secret ballot. Both parties must ratify a tentative agreement in order for negotiations to be complete and a new collective agreement to take effect.