

## RAAS Bargaining Update #1: July 21, 2023

“Where are we at now and what happens next?”

### Where are we at with negotiations right now?

- Negotiations are ongoing, but have slowed down for the summer: our next negotiation sessions are scheduled for July 26 and August 29.
- We have not yet begun negotiating compensation, as there are a few non-financial items to settle first.
- Any salary increases we negotiate will be retroactive to May 1, 2023.

### What happens next?

- If the negotiating teams reach an agreement on all proposals for the new Collective Agreement (early fall?), this “tentative agreement” will be brought to RAAS members (and the Board of Governors) for a ratification vote.
- There will be opportunities for questions and discussion of the tentative agreement before you cast your vote.
- With a majority vote to ratify the agreement, both sides sign the agreement and the new Collective Agreement comes into effect.

### What if we reach an impasse?

The RAAS Negotiating Team is still hoping and planning to work out an agreement at the negotiating table.

For those who are wondering what happens if negotiations do break down and we reach an impasse, please refer to the chart.

- **Conciliation:** If we are not able to reach an agreement at the negotiating table, either party may request that the Labour Board appoint a conciliator to help us iron out the remaining points of disagreement.
  - An tentative agreement negotiated through conciliation will be brought to RAAS members for ratification.
- **No board report:** If conciliation does not work, either party can take job action (strike or lockout) or the two parties can agree to go through binding arbitration and have the outstanding articles of the Collective Agreement decided by an arbitrator.

