## **RAAS Negotiation Bulletin #2:** July 27, 2023

"Where are we at now and what is conciliation?"

## Where are we at with negotiations right now?

- The RAAS team submitted 7 counter-proposals for negotiation at our session on July 26 (Appointments, Search Procedures, Tenure & Promotion Process, Chairs & Directors, Teaching Supports, and Sabbaticals)
- While much of the work involves clarifying language, we have found ourselves trying to fend off proposals that would reduce some of the benefits and supports we receive now, or to narrow eligibility for them.
- Next bargaining session: all-day on August 29.
- Our 2020-23 remains in effect until we ratify a new agreement.

## What is conciliation? Do we have to go to conciliation?

- If we can reach an agreement at the table (our goal), there will be no need for conciliation.
- Either side can request conciliation, or both sides can request it together.
- A conciliator would be appointed (and paid for) by the Ministry of Labour.
- The role of a conciliator would be to help us to iron out remaining unresolved issues and conclude a collective agreement.
- No job action can happen and voluntary (binding) arbitration is not an option until conciliation is concluded.
- If conciliation fails to produce an agreement, the conciliator produces a "no-board" report, and our options then would be
  - to continue bargaining,
  - o to take the Employer's last offer to a vote (if they offer one),
  - to agree to voluntary interest arbitration,
  - to take job action.
- A strike vote is not necessary before conciliation (in our sector) but would help to affirm the Negotiating Team's mandate.
- If conciliation produces agreement, the negotiating team would bring the complete "tentative agreement" to the Membership for a ratification vote.

## **Bargaining Basics for RAAS Members**

**Information Gathering** Our Negotiating Team gathered information through members' surveys and meetings in Fall 2022. We reviewed Memoranda of Understanding, past negotiations files, notes and queries from RAAS

**Priority & Mandate Development** 

Based on a review of information gathered, our Negotiating Team identified our top priorities and needs, and we took them to you for your approval. With positive feedback and a strong majority affirmative vote from RAAS members, the

members, and our current Collective Agreement.

**Language Development** 

With a commitment to achieving their mandate. our Negotiating Team identified Collective Agreement editorial changes and refinements to be made, and has been creating proposals, developing specific language, and developing

**Protocol** 

Our Negotiating Team and Administration set out meeting frequency and dates, proposal exchange logistics, and who each team can communicate with and what can

We have been exchanging proposals and counterproposals on various items. As we negotiate, Articles and clauses are tentatively agreed to and set aside. If we can reach agreement on everything in this step, the Negotiating Team will bring the agreement for your approval ("ratification")

**Bargaining Impasse** 

We are here

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If we cannot agree to everything at the table and impasse is reached, we will need to start talking about the possibility a strike enabling vote (aka "strike vote"). If successful, the RAAS executive can call a strike if a deal isn't reached by a certain date. If it fails, our Negotiating Team's power is drastically reduced. Talks between the two negotiation teams can continue regardless.

Bargaining Impasse: Conciliation

Conciliation involves a provincially appointed conciliator who tries to assist both sides to work towards an agreement. Job action (strike or lockout) cannot happen until conciliation has bee tried. If an agreement is reached through conciliation, the Negotiating Team will bring the agreement for your approval ("ratification"). If no agreement is reached, the conciliator files a 'noboard' report to the Minister of Labour.

Bargaining Impasse: No-Board Once the no-board is filed, the strike

clock starts to tick - 17 days from a noboard, we would be in a legal strike position and Administration in a legal lock-out position. Talks usually continue during this time but a job action (a strike) could take place at any time after the 17 day countdown.

Bargaining Impasse: Voluntary Arbitration

If both sides agree, a paid, professional arbitrator can be brought in with the agreement of both parties. The decision of the arbitrator is final and is , binding on both parties. We may not get all that we

Bargaining Impasse: Strike

If there is no agreement reached between the parties by the deadline established by our Negotiating Team, a strike will be our clearest path to securing an agreement.

