

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,
 - 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.

