

RAAS Negotiation Bulletin #8: September 15, 2023

“We Have Applied for Conciliation.”

Application for Conciliation Has Been Filed

On Friday September 15, the RAAS Negotiating Team submitted a request to the Ontario Labour Board for Conciliation services.

- The administration has been duly notified.

What Happens Next?

- Within 7-10 days, the Labour Board will appoint a Conciliator.
- The Conciliator will contact the negotiating teams and set some dates for conciliation.
- The Conciliator will sit down with both sides and with the two sides together.
 - The Conciliator’s role is not to assess our situation and impose a binding agreement on us, but rather to help the two sides get to voluntary agreement.
- This process will involve 2 or 3 days of conciliation, plus a few days for the Conciliator to issue their report.
- In the meantime, we will continue to negotiate with the aim of getting an agreement or at least narrowing the points of disagreement.

Where Does a Strike Vote Come Into This?

- A strike is a last resort that we hope we will never need, though we cannot ever rule it out.
 - A strike is **not the only option** we would have, should Conciliation not lead to an agreement.
- A strike **vote**, on the other hand, is an important demonstration of support for the positions the Negotiating Team is taking at the negotiating table.
 - A positive strike vote shows your negotiating team (and the administration) that we are united in where to draw the line in our negotiations.
 - A negative strike vote, conversely, shows the Negotiating Team and administration that RAAS members are prepared to concede.
- A strike vote does not automatically trigger a strike and most often does not lead to a strike at all.
- A strike vote can be called at any time; a strike cannot occur until at least the 17th day following a no board report.

Please see [Negotiation Bulletins](#) #1-3 for an overview of potential next steps. **Read more about strike votes [here](#).**

RAAS Members’ Meeting

Tuesday, September 26, 2023

12:30-2:00 via Zoom

<https://uwaterloo.zoom.us/j/93399182261?pwd=M0o0RnRmc2NCZ216bnB4YTFnMXM1dz09>

This meeting will be an opportunity to hear what’s happening at the negotiating table and to let your Executive and Negotiating Teams know where you stand on the issues.

If you are unable to attend, please reach out to your union president (Rob Case) to ensure you get a full briefing and have your say.

Whether you able to attend or not, **please read this article** about the role of strike votes in Canadian labour law (10-minute read):
<https://lawofwork.ca/strikevotes/>

News in Our Sector

Western University Librarians and Archivists Strike Vote: 100% “yes”!

While enrollment keeps growing, the number of Librarians and Archivists at Western keeps dwindling. Western’s Librarians and Archivists and the academics who rely on them have had enough, and are calling on the University to increase and maintain their numbers and to compensate them fairly.

The vote puts them in a strike position as of October 3, 2023.

UWOFA just wants a good deal for its Librarian and Archivists, and is calling on all its members and allies to take action now to help avert a strike. **Find out how you can help [here](#).**



RENISON ASSOCIATION
OF ACADEMIC STAFF