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Negotiations by the Numbers:

- 16 Meeting(s) to date at the bargaining table
- 64 Hours of 'face to face' bargaining
- 49 Articles and LOU's exchanged to date
- 8 Articles currently under discussion

Negotiations Primer...

We have now been at the table for approximately three months. There have been a number of articles exchanged and a number resolved. The issues presented in the last Negotiator #3 remain of grave concern to the Association.

While updating you, at our June 1st general meeting we were asked the various paths to a settlement from a negotiated settlement to conciliation to lockout/strike. As a result, we thought this would be a good time to introduce you to the process of negotiations as well as the various options which are available to help facilitate a fairly negotiated agreement.

If we cannot reach a settlement at the table, the various options include, conciliation, mediation, lockout/strike and arbitration.

Processes Available for Reaching Agreement

What is Conciliation?

Conciliation is a process by which a trade union or an employer can ask the Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the Ministry of Labour for conciliation. If the parties are in negotiation, conciliation is mandatory prior to a lock-out or strike.

What is Mediation?

A Mediator can be more “persuasive” than a Conciliator. A Mediator can apply more pressure to urge the parties to a settlement but may not impose a settlement. A mediator may be from the Ministry of Labour or a jointly agreed upon third party.

What is Arbitration?

Arbitration is a quasi-judicial process in which a disinterested third-party (an arbitrator or arbitration board) hears evidence presented by both the union and the employer on issues in dispute, and hands down a binding decision. An arbitrator performs a function similar to a judge or court by making a binding decision resolving the matters in dispute between the parties.

What happens if we don't have an agreement by June 30?

The current contract and all of its provisions will continue until we either have a negotiated settlement or have been locked-out or go on strike.

We continue to work towards a fair and equitable Collective Agreement.

University of Guelph Faculty Association

5 University Ave E.

Guelph, ON N1G 2W1

Phone: (519) 824-4120 ext. 52126

Email: facassoc@uoguelph.ca