

Introduction to Bargaining

FOR ONTARIO COLLEGE FACULTY

JUNE 2021

NEGOTIATING

BUILD INVOLVED MEMBERSHIP

- effective stewards
- diverse leadership & equitable participation
- deal with harassment, conflict & its impacts
- shared access to education
- functioning committee structures
- effective ways to communicate
- mobilizing members

SHAPE PUBLIC POLICY

- link with OPSEU & labour movement
- link with diverse communities
- advocacy
- political action

BUILD STRONG INCLUSIVE LOCALS

ADMINISTER THE LOCAL

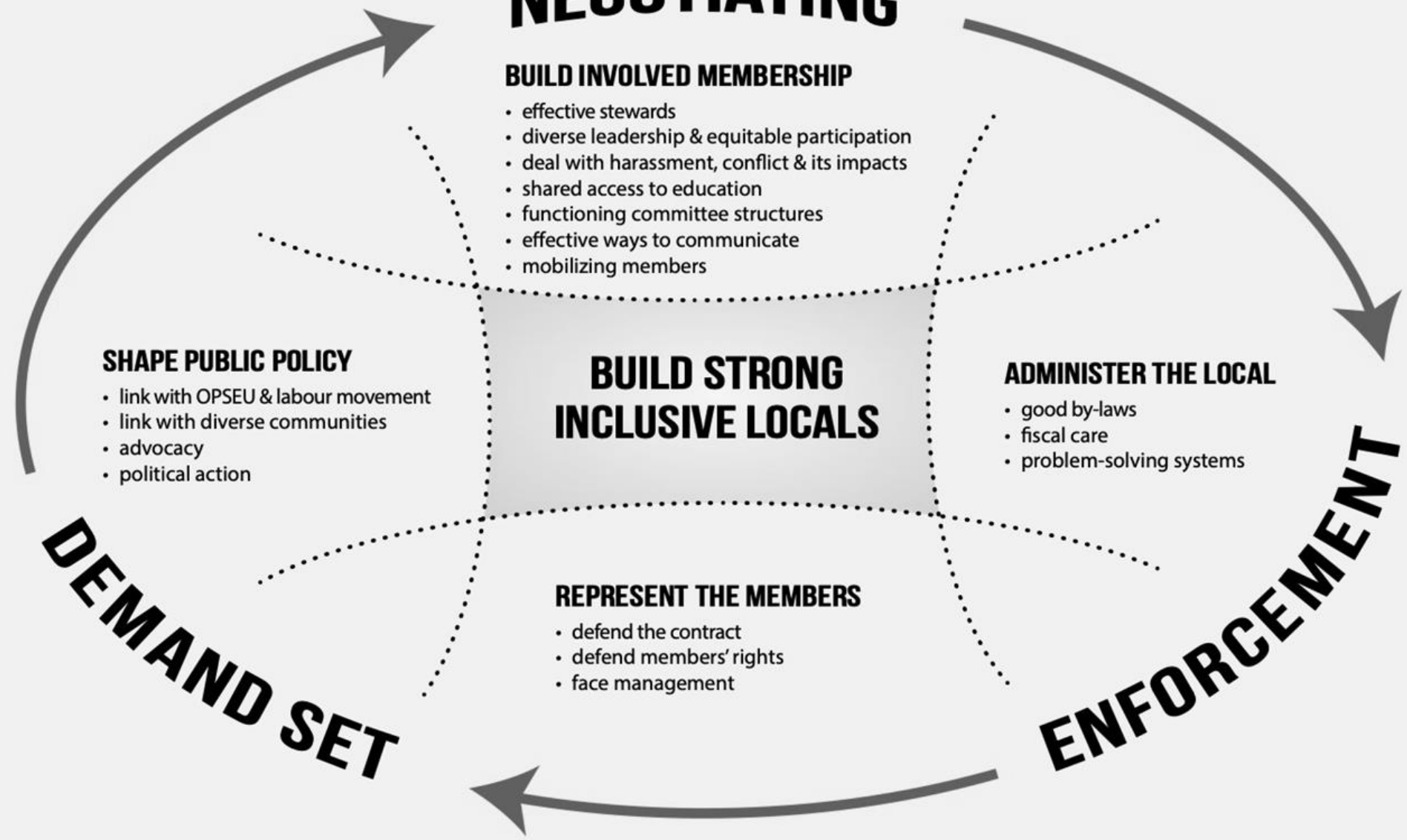
- good by-laws
- fiscal care
- problem-solving systems

REPRESENT THE MEMBERS

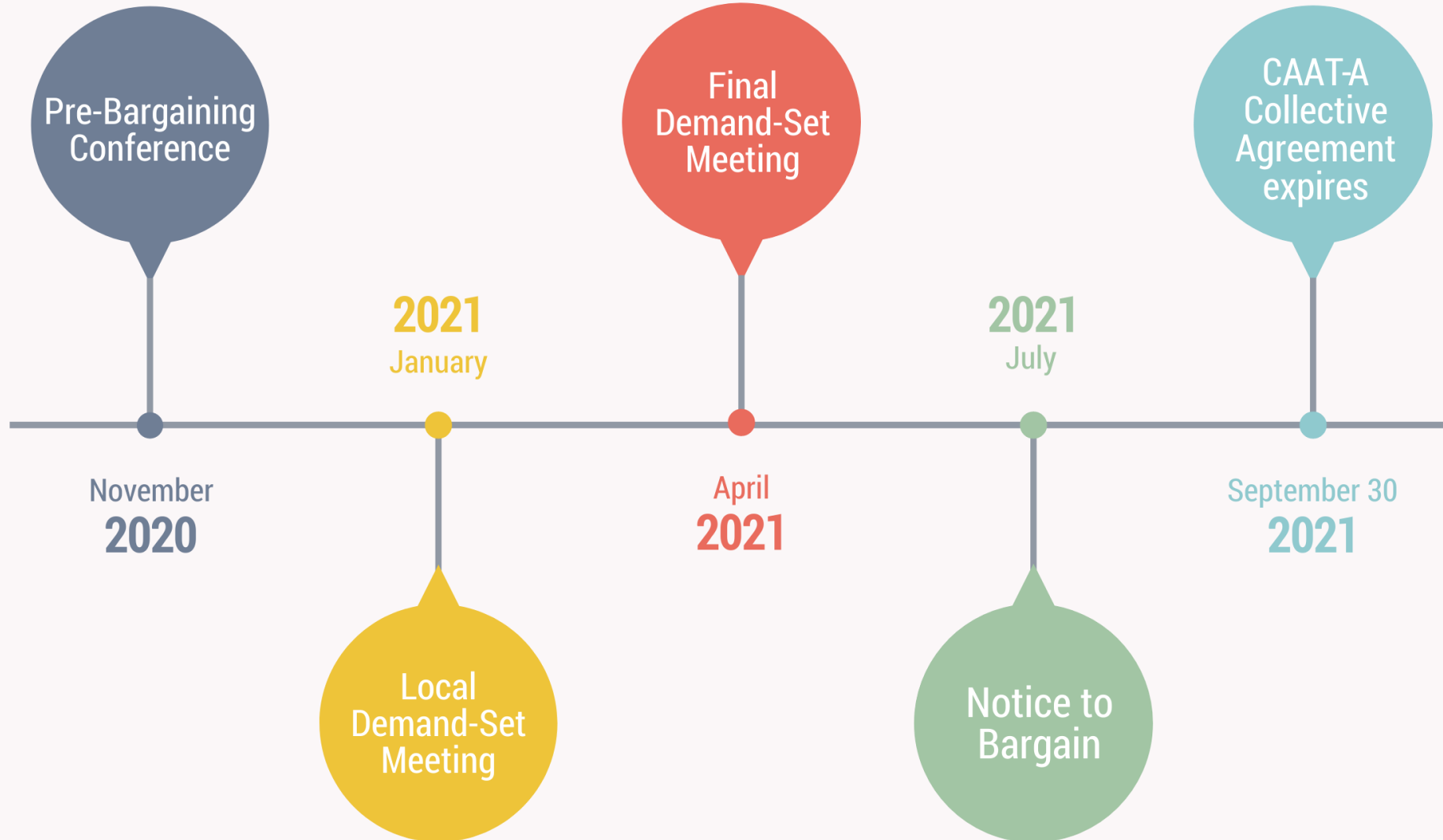
- defend the contract
- defend members' rights
- face management

DEMAND SET

ENFORCEMENT



Activities Building to Bargaining





Union
Bargaining Team



Strike
Mandate Vote



Employer
Bargaining Team



Management's
Offer

Union



Employer



Conciliator's
No Board Report



Imposed Terms
& Conditions



Strike Position



Lockout Position

November 2020

Pre-Bargaining Conference
(~1 year prior to CA expiration)
• Bargaining Team is elected

Provincial Final Demand Set Meeting
(~6 months prior to CA expiration)
• Delegates vote and rank demands

April 2021

July 2, 2021

Notice to Bargaining
(90 days prior to CA expiration)
• Formal bargaining may begin

BARGAINING	
Prior to CA expiration	After CA expiration
<i>Bargaining continues before and after expiry of CA</i>	
A Tentative Deal may be reached at any time.	
A Strike Vote can be held anytime within 30 days prior to the expiry of the CA, or after the CA has expired.	
The CEC may put an offer to members commencing 15 days prior to the expiry of the CA, or after the CA has expired. The CEC can only make one offer.	
Either party may ask a Conciliator for a "no board report" if there is no agreement.	

No

Ratification Vote
takes place.
Offer ratified?

Yes

No

Offer Accepted?

Yes

After 16 days

If no new Agreement:

- Employer can **impose T&C** of employment
- **Strike position:** requires 5 days' notice given to Employer
- **Lockout position:** requires 5 days' notice given to Union

Sign New Collective Agreement
New CA in full effect.



Cartoon by Cassidy McMullen

What's Next?



Get informed.

Learn about the issues affecting Ontario college faculty.



Speak up.

Let your union leaders know about your concerns.



Get involved.

Attend your local meetings and/or virtual calls. Stand for office or as a delegate or alternate to union events.