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## **Bargaining Update #4**

**July 8, 2014**

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On Friday, July 4th, your Bargaining Team and the employer began meeting with a conciliator from the Ontario Ministry of Labour.

As members are no doubt aware from our last Bargaining Update #3 (<http://cuasa.ca/bargaining/pdf/2014/update3.pdf>), negotiations were suspended by the CUASA Bargaining Team in June, at which point we requested a conciliator from the Ministry.

This decision was not taken lightly. CUASA temporarily walked away from the bargaining table due to the employer's intransigence on the issue of unit standards for tenure and promotion, and the tabling by the employer of several proposals which would result in significant concessions by your union.

Conciliation continues the rest of this week. It is unclear at this time how long the conciliation process may take, but we will update members with further details when they are available. It is our sincere hope that conciliation will help get the bargaining process back on track.

### **What is Conciliation?**

Conciliation is a process by which a trade union or an employer can ask the Ontario Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the Ministry. If parties are in negotiations, they must use the government's conciliations services before they can get into a position to engage in a strike or lock-out. You can find additional information on the Ministry of Labour website [http://www.labour.gov.on.ca/english/lr/faqs/lr\\_faq2.php](http://www.labour.gov.on.ca/english/lr/faqs/lr_faq2.php).

### **More Information**

You can find more information about the bargaining process, including past Updates, Communiques, and proposals under discussion, on the Bargaining <http://cuasa.ca/bargaining/index.php> page of the CUASA website.