

## Next Step – Mediation

The College Employer Council (who represent the 24 Ontario Public Colleges), and OPSEU CAAT-A bargaining team (who represent full-time and partial-load professors, instructors, librarians, and counsellors) have been in negotiations since July 2024.

The two parties have mutually agreed to enter non-binding mediation in early December. Neither party can engage in a strike or a lock out before this time. Based on legislative requirements, even if the parties remain at an impasse after mediation, there will be no strike or lock-out in the fall semester.

We remain hopeful to reach an agreement with the CAAT-A bargaining team to provide stability for students, employees and the greater College community.

## FAQ

### 1) Will there be a strike in the fall semester?

- No, there will not be a strike in the fall semester.
- A strike requires a few conditions with specific timelines to be met. There is no possibility of these requirements and timelines occurring in the fall semester.

### 2) What is required for a strike?

- Before a strike can occur, 5 requirements must be met. Not all requirements have been met at this time.
- ✓ A strike requires the union bargaining team having a strike mandate. Which they received on October 18, 2024.
- ✓ The parties need to enter/attend conciliation. The parties continue to be in conciliation.
- × Conciliation must fail with either party requesting a no-board report. Neither party has requested a no-board report.
- × Once a no-board report is issued, 16 calendar days must pass.
- × The union must provide the Colleges with 5 days' notice.

### 3) What did the CEC and CAAT-A bargaining team agree to?

- The parties mutually agreed to enter non-binding mediation with experienced mediator, William Kaplan.



- Both parties agreed not to escalate negotiations through a strike or lock-out before or during mediation.
- Mediation will take place December 6-8, 2024

#### **4) What is non-binding mediation?**

- Both parties will submit proposals to the agreed upon neutral mediator.
- The mediator will work with the parties to find common ground and come to an agreement.
- If the parties do not come to an agreement, the mediator cannot force either party to change their position.