



Webinar 1 2023

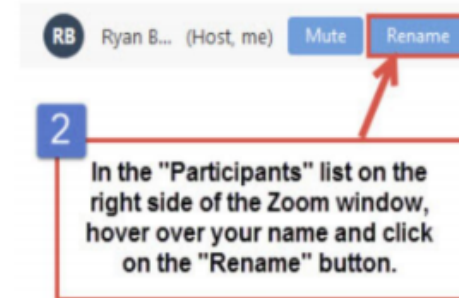
The Bargaining Process

Zoom Rules

Zoom Policies and Procedures



General Rules

- When you join the call, please ensure that your **legal name** is displayed.
If you need to rename yourself, follow the below instructions:

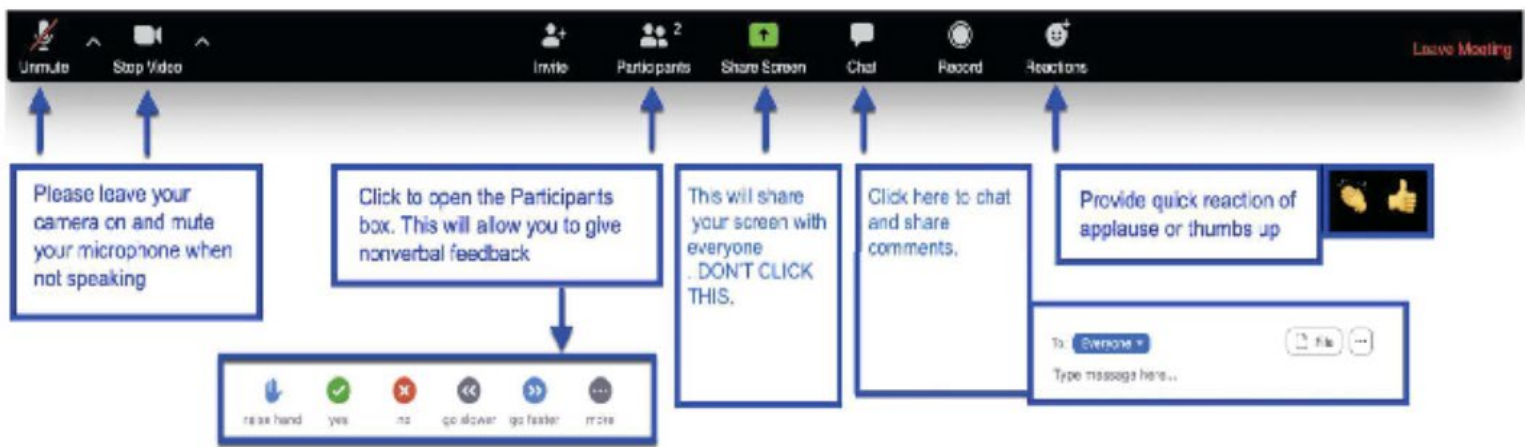


- Turn on your webcam.
- Ensure that your microphone is **muted**.

Zoom Instructions



Zoom Tools



The diagram illustrates the Zoom toolbar with the following callouts:

- Unmute:** Please leave your camera on and mute your microphone when not speaking.
- Stop Video:** (No callout text provided)
- Participants:** Click to open the Participants box. This will allow you to give nonverbal feedback.
The Participants box contains: raise hand, yes, no, go slower, go faster, more.
- Share Screen:** This will share your screen with everyone. DON'T CLICK THIS.
- Chat:** Click here to chat and share comments.
- Reactions:** Provide quick reaction of applause or thumbs up.
The Reactions box shows: To: Everyone, Type message here...

Bargaining Timeline At a Glance



If Necessary:

1. File for mediation
2. Mediation
3. File for Arbitration
4. Arbitration
5. Award

Submit Intent to Bargain

- **Intent to Bargain** = Employer and Association communicate their intent to bargain for the upcoming year
- Must be communicated 120 days prior to expiration of previous CBA
- Then schedule **Exchange of Proposals**

Exchange of Proposals

- **Round 1:** Employer and Association exchange Proposal Lists
- **Round 2:** Opportunity for both parties to add to lists
- **Round 3:** Confirmation of proposals; set date for Negotiations

Negotiations

- **Negotiations** have no set time limit and are dependant upon:
 - the Employer's and the Association's availability
 - size of each parties proposal list
 - nature of proposals



Negotiations Continued

- Negotiations take place over multiple dates
- Before meeting, party leads confirm agenda each time
- Each agenda contains a number of proposals from both party's proposal lists
- This system continues until all items have been discussed, retracted, or successfully negotiated

Negotiations Continued

○ Successful Negotiation = take contract forward for Ratification

OR

○ Reach an impasse = File for Mediation

Ratification



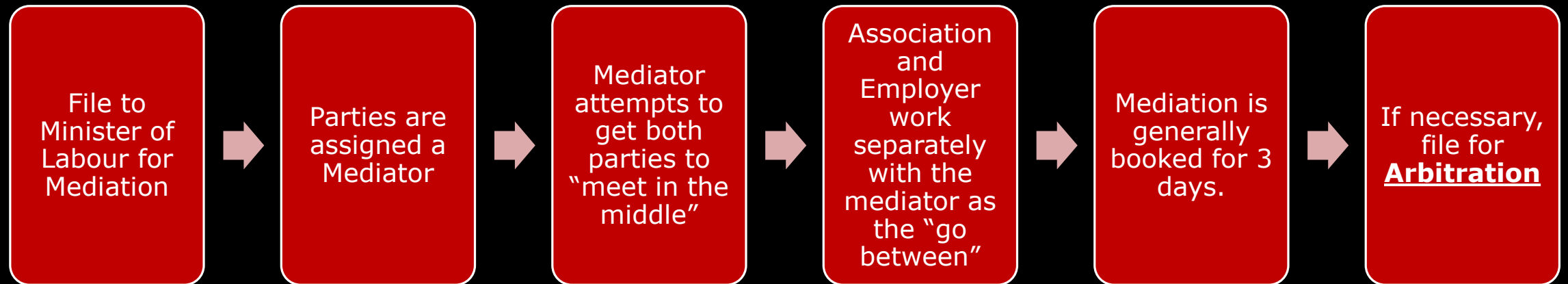
Negotiated Contract

- All new language becomes part of the Collective Bargaining Agreement (CBA)
- Any negotiated Letter of Understanding (LOU) becomes part of the CBA
- The City and Local 255 now operate under new contract (current CBA)

Mediation

- Should Local 255 and The City of Calgary be unable to successfully negotiate a new contract, **Mediation** becomes necessary

Mediation



Mediation Continued

- If Mediation is successful, mediated agreement is once again taken to Membership for ratification
- If Mediation fails, the parties will proceed to file for **Arbitration**



Arbitration

- The Provincial Government is responsible to fill the Arbitration Pool
- If parties cannot agree on an arbitrator, one is assigned by the province
- Arbitrators are empowered to render binding decisions

Arbitration Continued



Arbitration Award

- Once decision is reached, Award presented to both parties
- Timelines for implementation are defined
- Changes become part of CBA

Questions?

