

Bargaining Parameters (approved by the general membership on October 9, 2020)

Throughout bargaining, CUPE 3903 continues its existing practice of social unionism. In recognition of this, the following bargaining parameters have been set by the general membership:

1. CUPE 3903, as part of its commitment to democratic union structures, affirms its ongoing commitment to bargaining processes that are transparent, accountable, and open.
2. CUPE 3903 engages in open bargaining. CUPE 3903 reserves the right to have members in the bargaining room (including virtual meeting structures such as Zoom etc.) to observe the bargaining process.
3. Decisions that affect the relationship between the membership and the Bargaining Team and the Bargaining Team and Employer are determined by the membership.
4. CUPE 3903 engages in coordinated bargaining. As part of one Bargaining Team, all bargaining units will bargain together to strive for the best agreement for all units and will not privilege one unit at the expense of another unit. In keeping with past practice, no one-on-one or small group/unit-specific bargaining will take place with the Employer.
5. No member of our Executive Committee or Bargaining Team will meet with the administration without approval of the membership. No member of the Executive Committee or Bargaining Team will meet informally with, or socialize with, the administration.
6. Members of the Bargaining Team will not engage in informal bargaining with the Employer without the approval of the general membership.
7. The Bargaining Team will not engage in confidential bargaining (which includes, but is not limited to, confidential “without prejudice” bargaining), except with approval of the membership. “Confidential” means that no information is communicated from the Bargaining Team to the membership.
8. There will be no media and communications blackouts during any phase of bargaining except with approval of the membership. “Media blackout” means that no information can be disseminated to the media. “Communications Blackout” means that no information can be distributed beyond the Bargaining Team.
9. The Bargaining Team will not make agreements with the Employer that will oblige the Bargaining Team members to take a particular view of, or position on, any matters related to bargaining.
10. The Bargaining Team will suspend negotiations with the Employer 24 hours before any previously scheduled (Special) General Membership Meeting to ensure that members have time to prepare a bargaining report for that meeting.
11. The decision to bring forward a tentative agreement for ratification shall be made by a majority vote of the combined Bargaining Team and the Executive Committee.
12. The Bargaining Team and the Executive Committee will not vote to bring a unit specific offer to the General Membership for a ratification vote unless all units recommend their individual agreements.
13. In line with [CUPE National](#) and [CUPE Ontario](#) policy, CUPE 3903 will not engage in bargaining that would result in a concession.
14. In the event of a strike, bargaining shall take place, whenever possible, at the Ministry of Labour or other offices which provide space at no cost, if in-person meetings are happening at the time. This arrangement shall be made with the Employer in writing, and copies shall be sent to the Executive Committee as a whole and kept in the Treasurer’s files.

15. Bargaining between CUPE 3903 and the Employer will take place during regular business hours (9:30 am to 5:30 pm). Regularly scheduled breaks as afforded in most workplaces will also be understood to apply, meaning that, on a full day of negotiations, there will be a minimum of two 30-minute breaks (one in the morning and one in the afternoon), as well as a one-hour break for lunch.
16. Bargaining meetings shall not be recorded by either party without the consent of everyone in the meeting.
17. If in-person meetings are happening at the time, bargaining meetings between CUPE 3903 and the Employer will take place in rooms large enough to accommodate all Union members that wish to attend those meetings. These rooms will be fully accessible, and properly equipped with power outlets for members wishing to take notes on their computers.
18. Privacy concerns specific to online meeting platforms such as Zoom be respected, including but not limited to: the Union and the Employer sharing hosting and any facilitation responsibilities (managing admitting people to the meeting, assigning groups, etc.); disabling the "chat" feature; maintaining the security of the meeting.
19. Bargaining meetings that take place virtually shall have closed captioning available. The costs of closed captioning shall be shared equally between the Employer and the Union.