

# **PROVISIONAL BARGAINING TIMELINE FOR CUPE 3903**

## **NOTICE OF BARGAINING**

**Employer filed on August 25, 2020**

The Employer served the local notice to bargain on August 25, 2020, and we officially began bargaining the following day.



## **BARGAINING SURVEYS**

**September 11, 2020 - October 21, 2020**

Bargaining surveys were sent out to the membership and admissions were accepted until the October 21, 2020 SGMM.



## **SGMMs**

**Ongoing since August 28, 2020**

The union has held SGMMs to discuss priorities and proposals with the membership every month since September.



## **NEGOTIATING AND EXCHANGING PROPOSALS**

**Ongoing since first meeting with the Employer: October 30, 2020**

Proposals have been exchanged at bargaining meetings, the BT has regularly reported back to the membership, and has contributed to direction to determine future strategy.



## **MOVE INTO MEDIATION**

**Mediation began with Chris Albertyn February 14, 2021**

This is not a statutorily mandated step, but the University agreed to mediation with Chris Albertyn over several weekends throughout 2021.



## **FILE FOR CONCILIATION**

**Employer filed on April 6, 2021**

York requested that a conciliation officer be appointed from the Provincial Ministry of Labour.



## **CONCILIATION STARTS**

**Began on April 26, 2021 with Hanane Benzidane and Greg Long**

Once the request for conciliation is received by Dispute Resolution Services, it is processed, and an Acknowledgement Letter is sent to the parties. An appointment of a Conciliation Officer will be made on the 6<sup>th</sup> day following the date of the Acknowledgement Letter. Given the processing time, it typically takes 10-14 days for the Conciliation Officer to be appointed. Once appointed, the Conciliation Officer will schedule a conciliation meeting on a date that is mutually acceptable to the parties. The Conciliator must report to the Ministry after 14 days, but conciliation can continue by agreement of the parties.



### **STRIKE MANDATE VOTE SGMM**

**July 5, 2021**

An SGMM is held to discuss the Strike Mandate Vote and voting will open at this meeting.



### **STRIKE MANDATE VOTE**

**July 5-9, 2021**

The Strike Mandate Vote must last five days and will have to be conducted virtually via Simply Voting.



### **“NO BOARD” REPORT REQUESTED**

**August 3rd, 2021**

If conciliation is not successful, upon the request of either party, the officer advises the Minister of Labour, who issues a “No Board” report and sends it to each party. The issuance of the letter can take up to 3 days after the request. **\*Either the Employer or the Conciliator can file for a No Board report with the Ministry before this proposed date\***



### **“NO BOARD” REPORT ISSUED**

**\*Either the employer or the Conciliator can file for a No Board report with the Ministry before this proposed date\***

**August 6th, 2021**

The Ministry of Labour needs three business days to generate the requested No Board report.



### **LEGAL STRIKE POSITION**

**August 23rd, 2021**

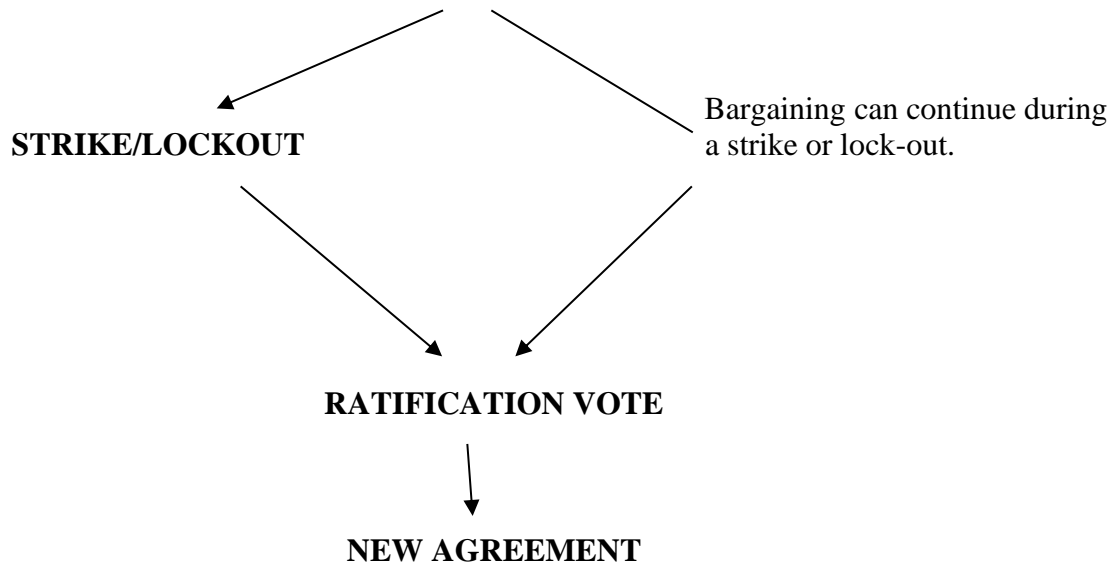
16 days after the date on the Minister’s “No Board” letter, the union is in a legal strike position and the employer can legally lock the employees out.



## FINAL OFFER SGMM

**September 7, 2021**

A secret ballot vote on the offer must take place prior to going on strike.



### Important dates:

**September 9:** Classes start (Fall 2020)

**October 10-16:** Fall 2020 Reading Week

**November 6:** Last day to drop a course without receiving a grade (for Fall 2020 courses)

**November 7 to December 8:** Withdrawal period (Fall 2020)

**End of November to December 8:** Last week of class in Fall 2020

**December 9-23:** Exam period for Fall 2020

**January 11:** Classes start (Winter 2021)

**February 5:** Last day to drop a course without receiving a grade (full year courses)

**February 6 to April 12:** Withdrawal period (full year courses)

**March 12:** Last day to drop a course without receiving a grade (for Winter 2021 courses)

**March 13 to April 12:** Withdrawal period (Winter 2021)

**April 5 to April 12:** Last week of classes for Winter 2021

**April 14-28:** Exam period for Winter 2021

**May 10:** Summer (S1) courses begin

**June 21:** Summer (S1) courses end

**June 28:** Summer (S2) courses begin

**August 10:** Summer (S2) courses end