

FREQUENTLY ASKED QUESTIONS

COLLECTIVE BARGAINING FAQs

The University has compiled a list of frequently asked questions and corresponding answers, to respond to any inquiries regarding collective bargaining and make information easily available.

Please monitor this website for collective bargaining updates.

1. What is a collective agreement?

A collective agreement is a written contract of employment covering a group of employees who are represented by a trade union. This agreement contains provisions governing the terms and conditions of employment.

2. What is collective bargaining?

Collective bargaining is a process in which a trade union and an employer negotiate a first collective agreement or the renewal of a previous collective agreement.

3. Is Brock currently in collective bargaining with any employee groups?

Yes, Brock is currently negotiating renewal collective agreements with five unions:

- CUPE 2220 - Expired June 30, 2012
Represents 3 Administrative Assistant, Volunteer Services Coordinator, Preparator, and Custodian at Rodman Hall Arts Centre.
- CUPE 1295 - Expired April 30, 2013
Represents 139 Maintenance and Trades Full-time and Casual Employees.
- CUPE 1295 - Expired April 30, 2013
Represents 25 Maintenance and Trades Part-time Student Employees.
- CUPE 4207 Unit 1 - Expiring June 30, 2013
Represents 1932 Course Coordinators, Instructors, Teaching Assistants, Demonstrators, and Marker/Graders.
- CUPE 4207 Unit 2 - Expiring June 30, 2013
Represents 8 Full-time Coordinators employed in ESL Services.

4. What is the role of the Ministry of Labour in the process of bargaining for a collective agreement?

To assist the employer and the union in reaching a collective agreement, either the employer or the union may apply to the Ministry of Labour to appoint a conciliation officer. This officer will then try to help the parties to reach an agreement.

5. What is conciliation?

Conciliation is a process by which a union or an employer can apply to the Ministry of Labour for help in reaching a collective agreement. Section 18 of the *Labour Relations Act* requires that the Minister appoint a conciliation officer on the request of either party where notice to bargain has been given. There is no requirement that the parties exhaust the negotiation process prior to requesting a conciliation appointment.