



September 22, 2021

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Warren "Smokey" Thomas, President,  
JP Hornick, Chair, CAAT-A Bargaining  
Ontario Public Service Employees Union  
100 Lesmill Rd.  
Toronto, ON M3B 3P8

## **Re: Mediation Proposal**

Dear Smokey and JP:

We want to acknowledge receipt of JP Hornick's letter of today's date. I have again addressed this to Smokey in view of his direction on March 3, 2021 to address these matters to the Bargaining Agent and copy the chair. We note JP's letter today was not addressed to Smokey.

Unfortunately, JP's letter today has created confusion about the CAAT-A mediation proposal.

First, JP's letter states that the CAAT-A team "appreciate[s] [our] offer to set [our] proposals aside and engage in mediation toward a negotiated settlement." To be clear, we did not offer mediation but have been responding to CAAT-A's mediation proposal. We continue to seek clarity about the proposal so that we may assess whether mediation has any chance of success.

As we stated in our letter of September 20, 2021, for mediation to be successful, "as we have done with our long list, both parties [must agree to] put their long lists of demands aside and engage a mediator to assist in settling based on an extension agreement with very few changes" (emphasis added).

In JP's letter, after stating that CAAT-A would set its proposals aside, it then states that your members have sent you with a list of seventeen demands and you "are certainly willing to have a mediator assist the parties in determining a path forward to an agreement".

We need to be crystal clear: our concern remains that with both the Union's and management's full demands on the table, bargaining will be long, difficult, and unsuccessful. It was for that reason, as we stated in our letter, in an effort to secure a collective agreement renewal by September 30th, we tabled a without prejudice settlement offer that puts our full set of proposals aside. We have asked the CAAT-A bargaining team to do the same so that we may reach a collective agreement that addresses our shared areas of interest.

Therefore, we ask that the CAAT-A team, in the same way that we did, set aside its list of demands and provide us with a without prejudice settlement proposal.

If it is your intention to maintain your current list of demands as the basis for the mediation, when we have advised that as proposed they are non-starters, we do not think mediation can be successful and cannot support it.

Our position has not changed. For mediation to be successful, the parties must show flexibility and compromise.

Last, we agree that the mediation process needs to be without prejudice and confidential to the immediate bargaining teams. However, we are concerned by what is meant by our "teams' perspectives will certainly need to be shared during our discussions. Please clarify your position in this regard.

We look forward to hearing from you in order that we may further assess your proposal.

Sincerely,

A handwritten signature in black ink, appearing to be 'G. Lloyd', written in a cursive style.

Graham Lloyd  
CEO

- c. Peter McKeracher, Vice-President, Labour Relations College Employer Council  
Laurie Rancourt, Chair, Academic Bargaining Team, Humber College