

# COLLECTIVE BARGAINING AGREEMENT TIMELINE



**June 10 2021**

OPSEU/SEFPO announce aim to secure a new collective agreement.

**July 7-8 2021**  
CEC and OPSEU/SEFPO meet to exchange initial proposals.



**Aug 3-31 2021**  
CEC and OPSEU/SEFPO meet, continue negotiations.

**Sept 10 2021**  
CEC & OPSEU/SEFPO continue to negotiate; 3 weeks until Collective Agreement expires.



**Sept 14-17 2021**  
CEC and OPSEU/SEFPO negotiate; CEC proposes Offer of Settlement on Sept 15.

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**Sept 23 2021**

OPSEU/SEFPO proposes formal mediation; CEC initially rejects offer.

**Sept 24-27 2021**

CEC accepts mediation, schedules faculty town hall for Sept 27. Both sides meet with Mediator and discuss. Media blackout begins.

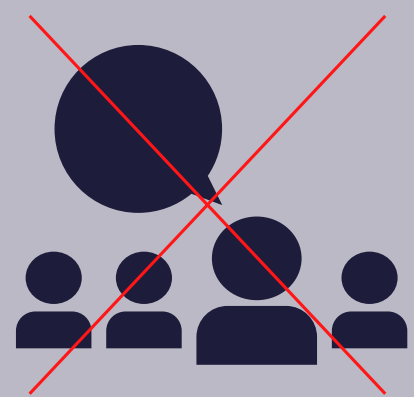


**Sept 30 2021**

Previous Collective Agreement contract expires.

**Oct 28 2021**

Mediation terminated, both parties failing to reach agreement. Media blackout lifted. Mediator Keller's report issued.



**Nov 1 2021**

OPSEU and CEC agree to meet before escalating. No agreement reached.

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**Nov 2 2021**

CEC files for conciliation & issues unfair labour practice complaint (ULP) against OPSEU.



**Oct 29 2021**

Mediation terminated.  
Both sides reaffirm commitment to avoid strike.

**Nov 8 2021**

Both sides agree to return to bargaining table. Media blackout begins.



**Nov 12 2021**

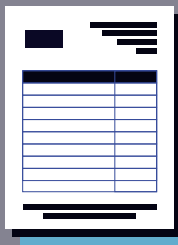
OPSEU/SEFPO proposes settlement offer.

**Nov 18 2021**

CEC rejects OPSEU/SEFPO offer, asks to file "no-board" report. Media blackout lifted.



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**Nov 20 2021**

OPSEU/SEFPO files request for a strike vote.

**Nov 26 2021**

OPSEU/SEFPO receives notice of "No board" report, and called for strike vote.

17 days then remains for both sides to attempt agreement before a strike vote.

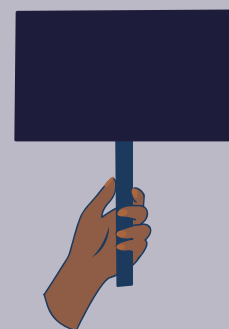


**Dec 11 2021**

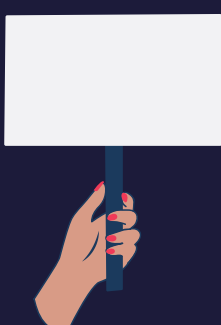
Faculty votes 59% in favour of labour action.

**Dec 18 2021**

Faculty initiates Phase 1 of Work-to-Rule.



*"Work to Rule"*



*"Work to Rule"*

**Jan 3 2022**

Faculty initiates Phase 2 of Work-to-Rule

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## Your Questions Answered



**Will there be a strike?**

No.

OPSEU faculty is planning a *Work-to-Rule* campaign in January 2022, with a following escalating labour disruption.

**Will classes stop?**

No.

Classes will continue as scheduled.  
*Work-to-rule* means Faculty will continue to perform their duties but to the letter of their contract, meaning no additional services.



**Will there be a labour disruption over the holidays?**

No.

Both sides have publicly stated that they will not initiate a disruption during the holidays.

**For More Info, Contact:**

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