



CAAT-A

COLLEGES  
ACADEMIC  
DIVISION



BARGAINING INFORMATION FOR OPSEU MEMBERS IN THE CAAT-ACADEMIC DIVISION

## Binding arbitration

# A solution that works

**Most** contracts are achieved through negotiations, without a strike. A few are resolved through strikes, and others are resolved through binding arbitration. In the Community Colleges, members have both the ability to strike and to submit to binding arbitration.

We say, if a contract cannot be negotiated, choose arbitration instead of forcing a strike.

We invited the colleges to submit all outstanding issues to binding arbitration if negotiations failed, thus averting a strike. They rejected this for now, preferring to try their luck at getting faculty to accept their offer directly.

We ask that you reject this offer. Once the offer is rejected, we will return to the table and make one more attempt to negotiate an agreement. If that fails, we will again press the Colleges to agree to binding arbitration. The first step in applying that pressure is a strong rejection vote.

How does arbitration work? Both sides argue their positions before an arbitrator who usually renders a decision somewhere in the middle. We have a unanimously approved Workload Task Force report chaired by a respected arbitrator, Wesley Rayner. It is the basis of our presentation.

Arbitration is fair to both parties. The Colleges' offer...is not. Don't be taken in.

**On February 10, vote to reject the employer's offer.**

Authorized for Distribution by Ted Montgomery, Chair, and Warren (Smokey) Thomas, OPSEU President

