

Mike Stokes Week-Long School – Bargaining

December 2-7, 2018

White Oaks Conference Centre, Niagara-On-The-Lake

I would like to thank the membership for allowing me to attend my Mike Stokes Week-long school on Bargaining.

Some highlights were:

- Steve Leavitt/Daniela Scarpelli were our instructors and kept the course on-track and interesting peppered with real scenarios/outcomes from their bargaining experiences.
- There were approximately 25 participants which eventually broke into 2 Management and 2 Union groups which would bargain between their counterparts in an attempt to reach an equitable contract over a few days. The end-goal's timeline was to achieve the contract resolution by Thursday afternoon and then go over the scenarios and strategies on Friday afternoon.
- I played a Management role which was quite difficult as strategies were always compared to the Union-side state of mind (ie: Management receiving a 10% raise but offering 0,0,1 per cent increases). Totally not fair.
- There was the odd person who'd experienced real bargaining before but most were new to the experience. One person on my side was particularly (and visibly) upset with the way insistent, and almost angry, discussions went. After we broke for caucus, she was almost in tears and asked if this is truly how things can go.
- It was a great week with lots of different takes on the various scenarios and points of view as well as great networking with the other Locals and what experiences they have gone through.

A great conference of good information adds to our arsenal of how to keep working toward protecting our members.

Yours in solidarity,

Marg Lemoine
Secretary, CUPE Local 973