

When scheduling collective bargaining dates, locals should keep in mind that public health authorities and all levels of government have made it clear that we should all avoid group gatherings and practice social distancing. As well, some provincial and local states of emergency have very strict restrictions on face-to-face contact.

Technology should be used to ensure that collective bargaining continues while ensuring safety of members.

## **WHAT CAN WE DO TO AVOID FACE-TO-FACE MEETINGS?**

- Exchange proposals over email
- Arrange video or conference calls between the parties

If you are doing this, be aware that many video conference services allow parties to record or may record automatically. Prior to commencing, make sure the parties have agreement on whether recording is permitted.

- Create shared documents which can be edited remotely
- Hold webinars to update members on collective bargaining. There are several interactive online services that allow you to share slideshows, documents, etc. while you discuss them online.
- Note that CUPE recently notified locals that there are alternative ways to conduct business during this crisis, including allowing electronic voting.

## **DOES THE STATE OF EMERGENCY AFFECT TIMELINES OR STRIKE DEADLINES?**

While the province has brought in regulations affecting some timelines for legal proceedings, these do not affect collective bargaining at this time. Your CUPE National Staff Representative will receive information should the situation change.