



March 2024 – Labour Relations Update

County of Wellington

CUPE Local 973

Full-time employees working in the Social Services Department at the County of Wellington are represented by CUPE Local 973. There are approximately 160 employees in the Social Services Department who are members of this union, which includes full-time employees working in the Children’s Early Years, Ontario Works and Housing Services Divisions. This is the only union at the County of Wellington.

The one-year Collective Agreement that was in place for 2023 expired on December 31, 2023, but remains in force for now as a matter of law.

Status of Negotiations

There have been three full days of negotiation held over the month of February 2024. As we have not yet reached an agreement, the County of Wellington decided to file for Conciliation, whereby a Conciliator is appointed as a required dispute resolution process. This request for the appointment of a Conciliation Officer was submitted on March 5, 2024.

Next Steps

Once we are assigned a Conciliator by the Ministry of Labour, Immigration, Training and Skills Development, we will be able to determine the dates that Conciliation will be held. Conciliation is a legal requirement before any further job action can occur.

If agreement is reached during Conciliation, the proposed settlement needs to be approved in a vote by the majority of members who attend the vote, and then ratified at the next County Council meeting.

If no agreement can be reached at Conciliation, the Conciliator would issue a “no board” report, meaning a deal can’t be reached. Once that report is issued, the union would be in a legal strike position 17 calendar days later.

Although we are hopeful a deal can be reached, we are taking a cautious approach. Due to this, we feel it is important to provide updates on the status of negotiations as they progress. At this stage in the process, we are unable to share the details regarding the items being discussed at negotiations.