



MRTA/CUPE DISPUTE RESOLUTION GUIDELINES



Revised November 2020

These guidelines are not to be used if any CUPE/MRTA member feels or believes their personal safety or that of a student could be in jeopardy. In these circumstances they should contact their Union President immediately.

Both CUPE Local 703 and the MRTA recognize that from time to time concerns regarding the working relationships between CUPE and MRTA members will arise. We believe that open and meaningful dialogue can assist in improving the quality of our working relationship and in meeting the needs of our members in the workplace more effectively. The MRTA and CUPE agree to continue working towards building respectful and trusting relationships that free our members from unnecessary or unwarranted criticism, complaints and/or harassment.

Concerns should be dealt with in a respectful, expeditious and constructive manner.

PURPOSE: Resolving MRTA/CUPE disputes in the workplace by encouraging the following:

1. In the event of a workplace dispute CUPE and MRTA members agree, if comfortable, to sit down and attempt to resolve their issue(s) through meaningful dialogue on a personal level. Each member shall maintain documentation of their conversation.

Should the dispute not be resolved or the members feel uncomfortable, the following steps should be taken:

2. a) Contact their respective union representatives for assistance in resolving the dispute.
b) Union representatives shall discuss the issue(s) with their member(s) and collect and review their documentation.
c) A meeting will be held between CUPE and MRTA representatives to share the information and to attempt to initiate a plan for resolution.
d) Both unions will meet jointly with their respective members to attempt resolution of the concerns.

If resolution cannot be reached at Step 2:

3. The Union Presidents may agree to refer the concern to joint conflict resolution employing one member of each union trained or experienced in conflict resolution or to a mutually agreed to third party mediator.

Should the dispute resolution guidelines, as set out above, fail to mutually resolve the dispute, both parties shall follow the process as set out in their respective Collective Agreements.

This dispute resolution process shall be carried out as quickly as possible. These guidelines cannot supersede the provisions of the respective Collective Agreements.

Sincerely, Jason Franklin (CUPE Local 703) & Trevor Takasaki (MRTA)