

Cathy Domanico

From: Wayne Peterson
Sent: January 20, 2025 10:14 AM
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Subject: BULLETIN #04-25
Attachments: CECCO Conciliation Mediation.pptx; MLITSD - CBO Presentation - CECCO - 20250117.pptx; Gordon Presentation January 17 2025 (1).pptx

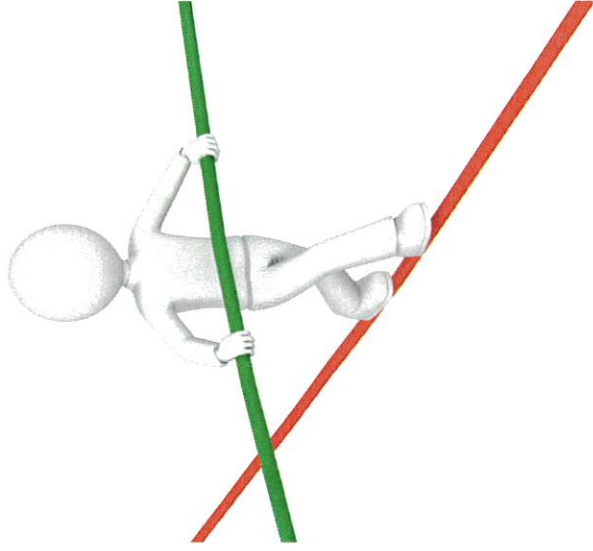
Good morning.

The response from our 2025 Negotiation Sober Thought session last Friday have been positive. Attached are the power point presentations of three of our speakers.

Wayne Peterson
Executive Director
Construction Employers Coordinating Council of Ontario

CECCO

The Effective Use of Conciliation & Mediation



Greg Long
Deputy Director,
Dispute Resolution Services
MLTSD

Presented to: CECCO
January 17, 2025

How We Can Help You Build Your Agreement

Mediators assist the parties in their efforts to resolve issues between them that are preventing them from concluding their collective agreement.

Mediators are experts in successful collective bargaining: techniques dynamics, and process



Effective Use of A Mediator - Help the Mediator to Help the Parties

- Mediators have different styles, approaches, experience(s) and personalities
- Talk before conciliation - what is expected
- Share:
 - what you think you need
 - what you want them to do
 - how you think they can help
- Ask questions



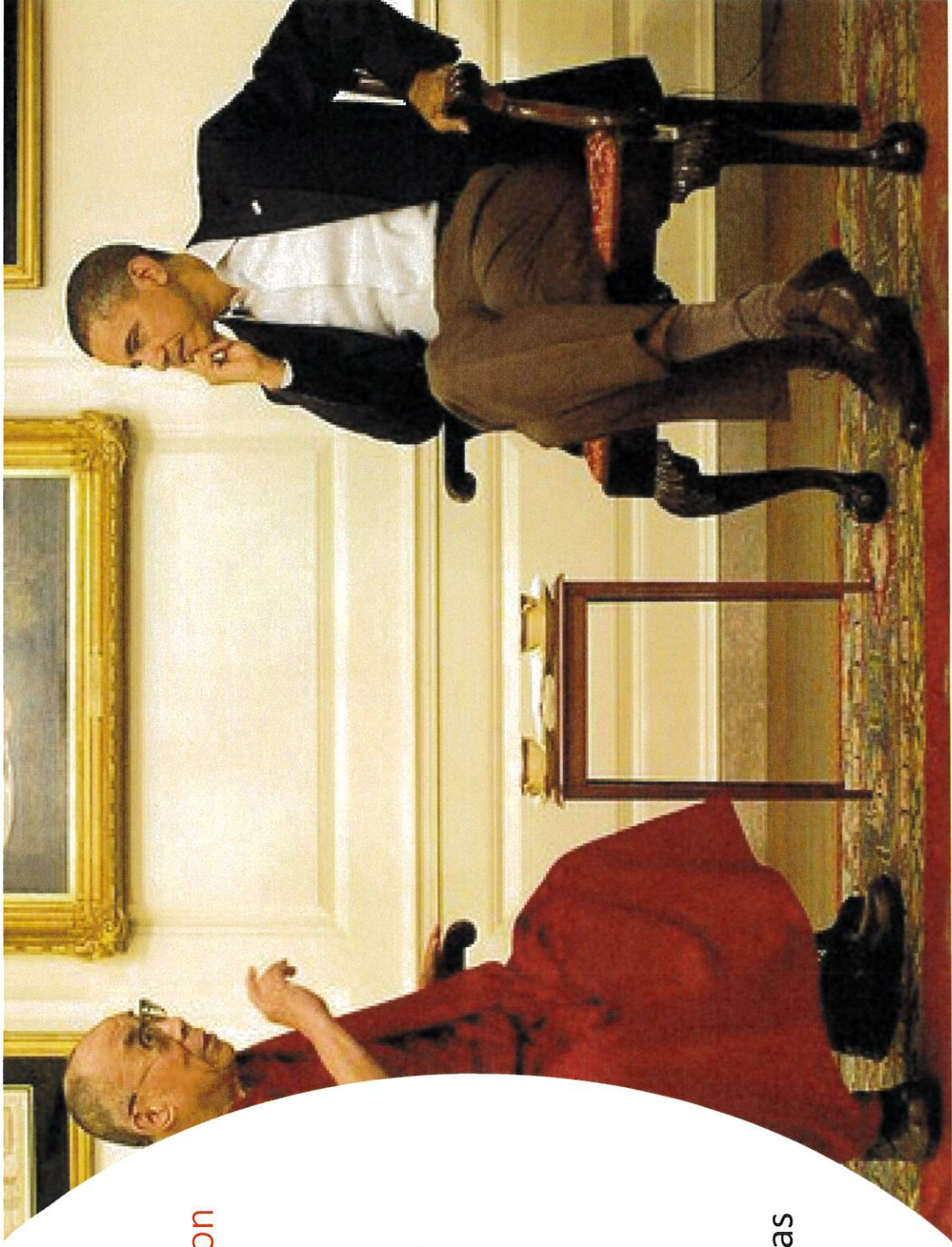
Effective Use of a Mediator and Mediation

- Seek/expect their involvement
- Let them into the room
- Develop rapport
- Explain your position(s) – how it works & why you need it
- You don't need to convince the Mediator – you need convince the other side
- What's the problem you're trying to solve?
- Explain bargaining & committee dynamics, yours & theirs



Effective Use of a Mediator and Mediation

- Share your plan
- Seek their opinion, evaluative feedback, information, & suggestions
- Expect them to challenge you
- Identify confidential information
- Use them to test ideas
- The mediator can manage the process



Use the Mediator to:

- Convene side bars
- Manage your committee
- Guide timing and **process**
- Help to ensure civility
- Maintain focus on issues
- Float hypotheticals/scenarios
- Remember: only the parties decide
- Ensure civility



In Bargaining - Always Remember:

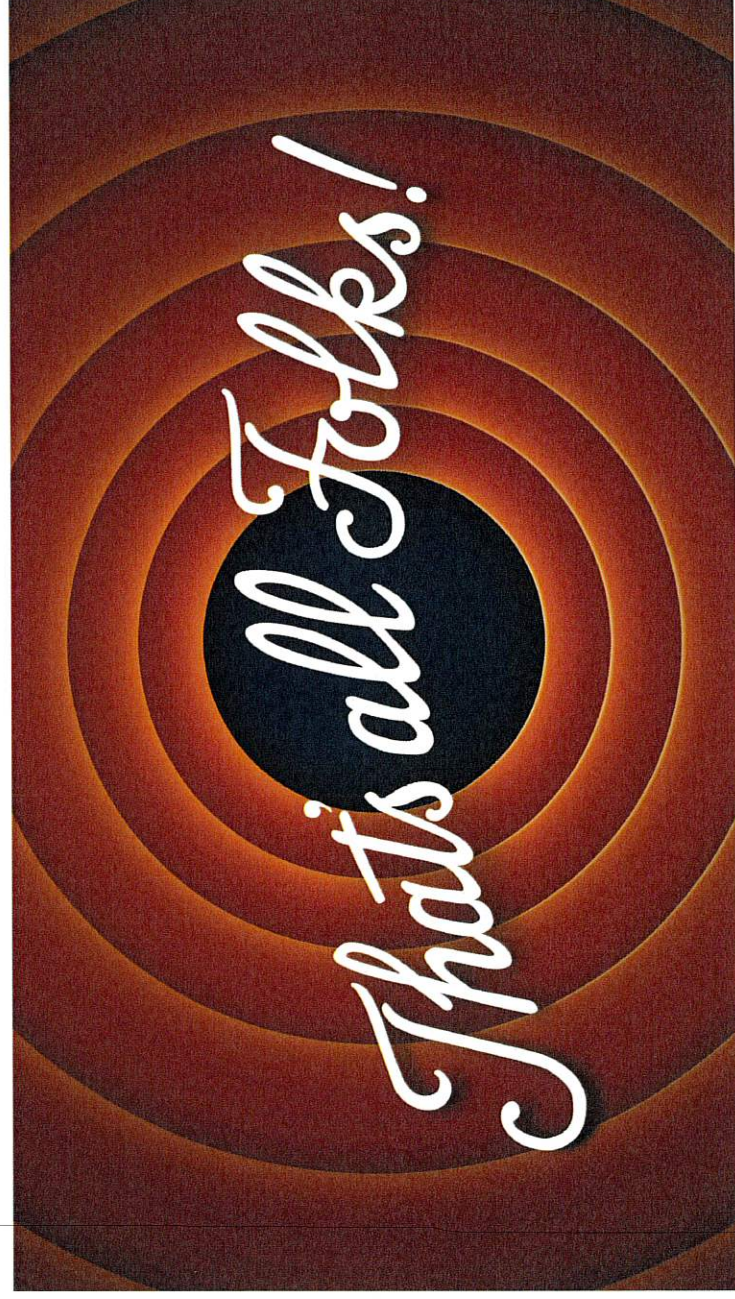
- The relationship is the product of the way interactions are conducted – **not of your good intentions**
- What do I want this relationship to be like after this interaction is over?
- Mirror the behaviour you want the other side to use
- Recognize and reward positive behaviour
- The Relationship Bank
- You are already negotiating the next agreement

Final Observations

- First, do no harm – don't make it worse
- You cannot influence someone you hold in contempt
- You can expect a miracle, or you can expect a tragedy. You can't expect both (results reflect expectations)
- Never mud wrestle with a pig. You both get dirty - and the pig likes it

Questions & Comments?

Thank you!



Collective Bargaining Ontario

Ministry of Labour, Immigration, Training and Skills
Development
Jan 2025

Ontario 

Introducing Collective Bargaining Ontario: [Ontario.ca/CollectiveBargaining](https://www.ontario.ca/CollectiveBargaining)

<https://www.ontario.ca/page/collective-bargaining-ontario>

Ontario

Home > [Jobs and employment](#)

Franglais

Menu

Collective Bargaining Ontario

We provide neutral collective bargaining information, resources, and tools to support a successful and stable labour relations climate.

[Sign in or register](#)

On this page

1. [Research collective bargaining trends](#)
2. [Online services](#)
3. [Benefits to applying for dispute resolution services online](#)

What does Collective Bargaining Ontario (CBO) offer?

CBO is a modern digital platform that is making it simpler, faster and easier to access labour relations services provided by MLITSD

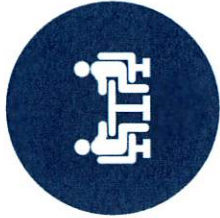
Services Offered



File a collective agreement



Requests for conciliation



Grievance and interest arbitration appointments

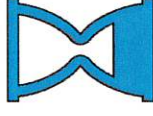


Neutral collective bargaining data and analytics

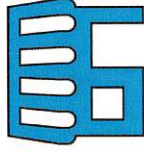
A Closer Look at CBO

Dispute Resolution Service Applications

- Create a user profile for access to current and past applications
- Reduced wait-times for conciliation appointments
- Expedite conciliation appointments when parties opt to apply jointly
- Simplified application forms



All documents can
now be submitted
online

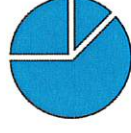


Secure 24/7
Access

A Closer Look at CBO

Collective Bargaining Analytics

- Search and download any collective agreement or arbitration award filed with MLITSD
- Artificial intelligence (AI) allows MLITSD to publish:
 - Wage trends by industry, sector, employer, etc.
 - Non-monetary collective agreement provisions
- All data and charts are downloadable



All data and reports are updated daily



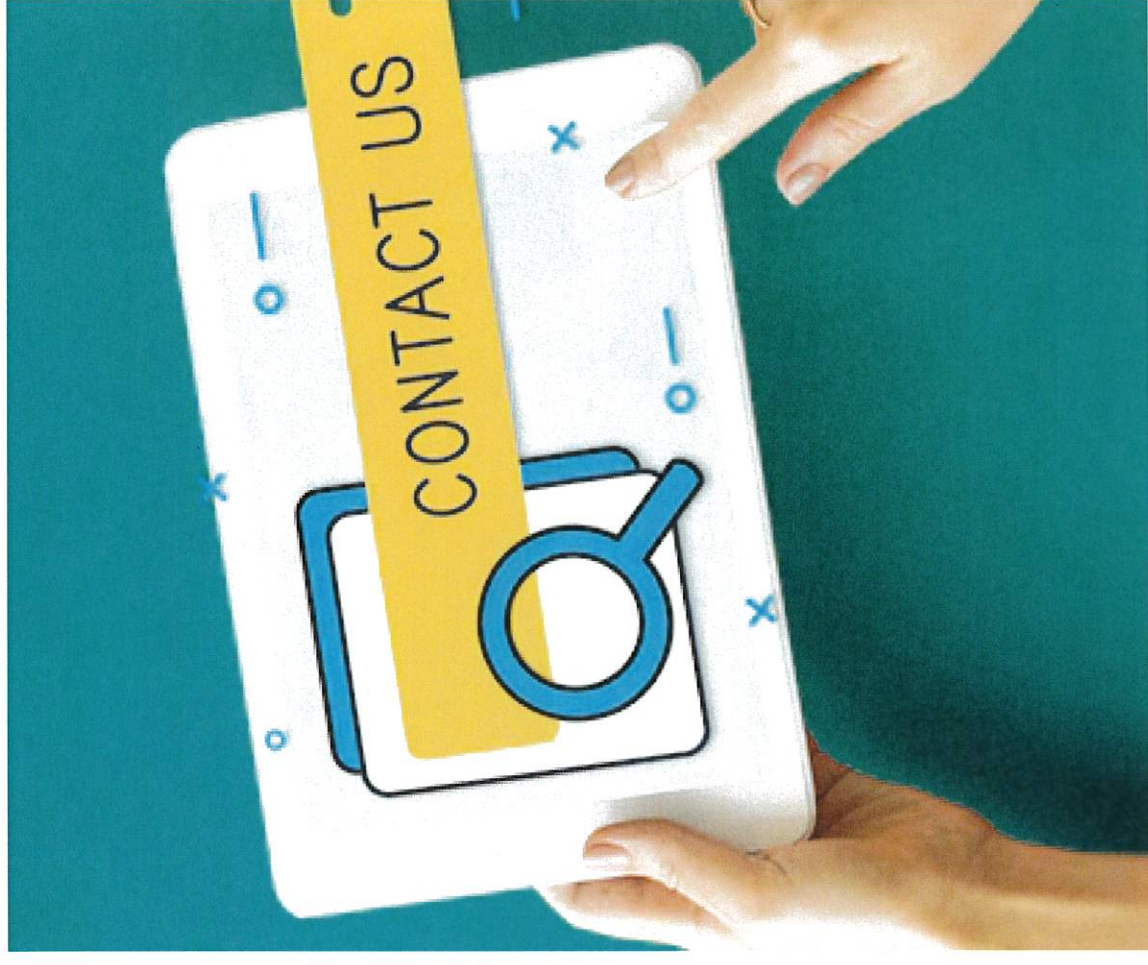
Over 60,000 agreements and awards available

Ontario 

Where can I go to get help?

For inquiries, suggestions, or feedback on Collective Bargaining Ontario or to schedule a more detailed demonstration for your organization, please contact:

DRS.InfoServices@ontario.ca



Thank You!

Merci Beaucoup!

