

## CUPE/CTA Mediation Protocol

From time to time, issues and/or problems arise between CTA and CUPE members. The majority of such problems can be proactively resolved through an informal, confidential and voluntary process called mediation.

The CTA and CUPE jointly advocate CTA/CUPE mediation to be conducted under the following guidelines and procedures.

1. Mediation between CTA and CUPE members is voluntary. However, the CTA and CUPE agree that, when circumstances warrant, mediation will be encouraged as a proactive means of resolving issues or problems.
2. The CTA and CUPE will appoint, through their own appropriate procedures, a team of mediators to deal with issues and problems that arise between their respective members.
3. The CTA and CUPE agree that the appointed mediators will be jointly trained on a yearly basis by a mutually agreed upon facilitator.
4. The CTA and CUPE agree that the two parties will encourage their members to attempt mediation under this protocol prior to reporting problems to administrative officers.
5. The CTA and CUPE agree to educate their members on the mediation protocol process through their respective newsletters, and at meetings and/or training sessions.
6. The CTA and CUPE agree to enforce confidentiality in all mediation proceedings.
7. If resolution is reached through the mediation protocol, the agreement between the two parties will be committed to writing and will be signed by both parties. Copies of the signed agreement will be given to the CTA/CUPE members involved in the mediation. In addition, each union will keep a copy of the agreement in confidential files.
8. If resolution is not reached through mediation processes, CTA and CUPE members will seek further advice from their respective unions.

### ISSUES NOT COVERED BY THE CTA/CUPE MEDIATION PROTOCOL

**Harassment Complaints:** The CTA/CUPE mediation protocol does not replace existing district policies and contractual provisions governing harassment complaints.

**Suspected Abuse:** The CTA/CUPE mediation protocol does not replace existing district and inter-Ministerial procedures governing suspected abuse.

**Substance Abuse:** CTA/CUPE members should seek the advice of their respective unions on issues of suspected substance abuse.