

Dispute Resolution Process

Resolution Meeting Preamble – *Can be delivered by either Party*

Both parties have indicated in the Collective Agreement that they share a common interest in resolving disputes.

This meeting is occurring because a dispute resolution form has been filed. The dispute should not be construed as a personal attack. A dispute and subsequent resolution meeting is the agreed method for resolving disputes.

While there is no hearing officer or adjudicator present, it is important that representatives have the authority to resolve the dispute. The purpose of this meeting is to share information that is relevant to the dispute and to engage in meaningful discussions in an attempt to reach a resolution. The resolution may be along the lines of what is indicated in the union's redress or the resolution may be something that both parties agree to as a result of the meeting.

This meeting is on a without prejudice, without precedent basis, which means nothing that is shared during this meeting can be used against either party should a resolution not be achieved. The resolution meeting is an opportunity to explore any and all options and everyone is strongly encouraged to share their thoughts and perspectives.