

**Q**uestion:

Does the Union have "final say" on program and individual faculty MWAs?

**A**nswer:

No.

The wording on MWA arrangements puts the Union Local in a consultative, not a decision-making role. If the Local is not made aware of the intended MWAs, the Local cannot assist individual Faculty or programs in their decision-making processes.

If the Local is made aware of the MWAs, either by the College or by the affected Faculty, the agreement(s) will stand as written.

It is imperative that Faculty inform their Union Local representatives of any management intentions for MWA Agreements prior to making decisions based upon managements' wishes.

The union cannot refer MWAs to an arbitrator for any reason whatsoever.

Given the opportunity to evaluate a prospective MWA, the Union may refuse its consent to the MWA on any grounds, which could ultimately have the same effect as referring the MWA to the MWA.

It would then be up to the arbitrator to decide whether that refusal is "reasonable".