

## **Recommended Video Conference, or Teleconference Rights/Interest Conciliation Meeting Protocol**

Since COVID-19 infections have significantly subsided and Public Health restrictions have eased, the Ontario Police Arbitration Commission (the Commission) prefers a gradual return to in-person conciliation meetings. Based on continued COVID-19 infections and feedback from stakeholders, the Commission's current revised policy is to hold video conference, or in-person conciliation meetings for interest and rights grievances where parties mutually agree to the meeting format. Where parties reach such agreement, it is incumbent on them to notify the Commission of their mutually agreed preference or disagreement. Should parties fail to reach mutual agreement on the meeting format, the default conciliation meeting format for rights grievances will be video conferencing. Where parties are unable to reach mutual agreement on the meeting format for interest conciliation meetings, the default conciliation meeting format for interest grievances will be held in-person.

The Commission will continue to monitor its policy based on stakeholder feedback, and if COVID-19 infections continue.

Conducting conciliation meetings electronically has inherent limitations for the conciliator and the respective parties. Notwithstanding such limitations, the conciliation proceedings must be conducted as professionally as possible. It is with that in mind, the Commission recommends conciliation discussions be confined to the conciliator, the chief spokesperson representing the applicant, and the chief spokesperson representing the other party. The Commission further recommends each of the chief spokespersons maintain communication with their own committee members throughout the proceedings. If there is a need for one, or both sides to take time to caucus privately, we urge the parties to do so as expeditiously as is reasonably possible.

**Note: The Commission's recommendation is not intended to interfere, in any way, with the conciliation process.**

### **Recording of Conciliation Proceedings**

Recording of conciliation proceedings will not be permitted without the express consent of the conciliator and all the parties participating in the conciliation.