



APUO

ASSOCIATION DES PROFESSEUR(E)S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Why vote YES to a strike mandate?

26 July, 2013

APUO Executive Committee

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- o The consequences of a 'no' vote are extremely negative
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- o Strikes in the university sector are generally shorter, less costly and more beneficial than it may appear

1. A Strike mandate is required due to the employer's bargaining strategy

"I CONSIDER IT IMPORTANT, INDEED URGENTLY NECESSARY FOR INTELLECTUAL WORKERS TO GET TOGETHER, BOTH TO PROTECT THEIR OWN ECONOMIC STATUS AND ALSO, GENERALLY SPEAKING, TO SECURE THEIR INFLUENCE IN THE POLITICAL FIELD."

Albert Einstein

charter member AFT Local 552
Princeton University, comments
in 1938 on why he joined union

Employer has chosen conflictual model of negotiations

Cooperative Win-Win

- ✗ Arrive prepared
- ✗ Share data as required
- ✗ If proposal unacceptable, creatively brainstorm other options
- ✗ Bargain efficiently but give other party required time to evaluate proposals
- ✗ Use win-win opportunities
- ✗ Make reasonable proposals
- ✗ Strong data-driven justifications

Conflictual Zero-Sum

- Strategic unpreparedness
- Last minute proposals
- Refusal to share data
- Insist on 'necessity' of own proposals
- Seek to intimidate by ending negotiations
- Use legal mechanisms and timing to manoeuvre other party into disadvantage
- Seek radical changes/ concessions
- Weak justifications without proof

Different models require different approach

Cooperative



- Patience, benefit of the doubt
- Careful listening, creative response
- Many counter-proposals
- Lots of time together as teams
- Time to reflect
- “Together we’ll find reasonable ground”

Conflictual



- Demonstrate clear strength
- Carefully and sceptically probe details; footnotes; justifications
- Wait to offer counter-proposals until have reliable data
- Do not be intimidated or bullied
- “You get what you negotiate, not what you deserve”

A strike mandate is only way to show strength and ensure fair agreement



2. Consequences of a 'no' vote are very negative

A no vote would have very negative short, medium and long-term consequences

- o Best case short term outcome is that APUO bargaining team is essentially forced to accept the employer's current offer.
- o Worst case scenario is that employer refuses to come to an agreement and rewrites the collective agreement with much harsher conditions regarding salary, pension, tenure and promotion, workload, etc..
- o If APUO does not receive a strike mandate under these conditions, the employer will conclude that members will never vote for a strike. They will use similar or even more aggressive tactics in all future bargaining rounds.
- o They will similarly conclude that they can bring more and more radical substantive proposals to every future round.

3. This is why strike mandate votes are extremely common

Strike votes are very common in Ontario universities

Strike votes in last 5 years

- Guelph 2008 - 85%
- Windsor 2008 - 96%
- Nippising 2009 - 96%
- Carleton 2010 - 89%
- Western 2010 - 87%
- Queens 2011 - 72%
- Windsor 2011 - 90%
- NOSM 2011 - % na
- UOIT 2011 - 85%
- WLU 2012 - 91%
- Nippising 2012 - % na
- St. Michaels 2012 - % na

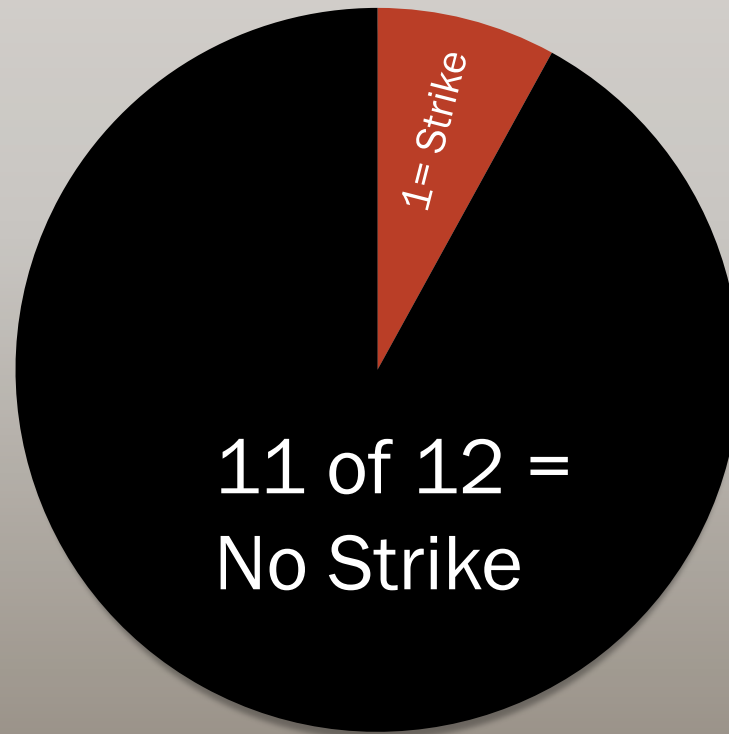
12 strike votes
by 10 different
faculty
associations

12 YES votes
0 no votes

4. Strike mandate votes rarely lead to actual strikes

Strike mandate votes rarely lead to actual strikes

of Strike Votes becoming Strikes



Source: OCUFA

Employer unlikely to want to trigger the first faculty lockout/strike in uO history

- o Lockout/strike harm university brands
- o August strike would be inconvenient for employer – students might pull out and go elsewhere; delay paying fees.
- o Lockout/strike would create logistical problems for employer that it has never encountered before.
- o The employer has banked almost \$600 million over the last 12 years and have \$350 million in cash. They do not need to force APUO members to accept a bad deal.

Employer has many incentives to table better offer once strike mandate is passed

The students and other unions stand with us – the employer is isolated

The following unions have already pledged their support to APUO!

- GSAED: Graduate Students Association
- SFUO: Student Federation University of Ottawa
- SSUO: Support Staff University of Ottawa
- IUOE: International Union of Operating Engineers
- PIPSC: Professional Institute of Public Servants Canada
- APTPUO: Association of Part Time Professors of University of Ottawa
- CUPE 2626: Research and Teaching Assistants
- CAUT: Canadian Association of University Teachers
- OCUFA: Ontario Confederation of University Faculty Assoc.

5. Strikes in the university sector are generally shorter, less costly, and more beneficial than it may appear

Faculty strikes that do occur are usually short and create major gains for members

Only strike in 5 years = Windsor

11 working days in Sept 2008



Major gains in 2008:
16% pay increase
over 3 years

Created respect that
ensured negotiated
deal without strike
possible in 2011

APUO members will be supported financially during strike

CAUT DEFENSE
FUND =
\$23+ Million

APUO STRIKE
FUND = \$500K

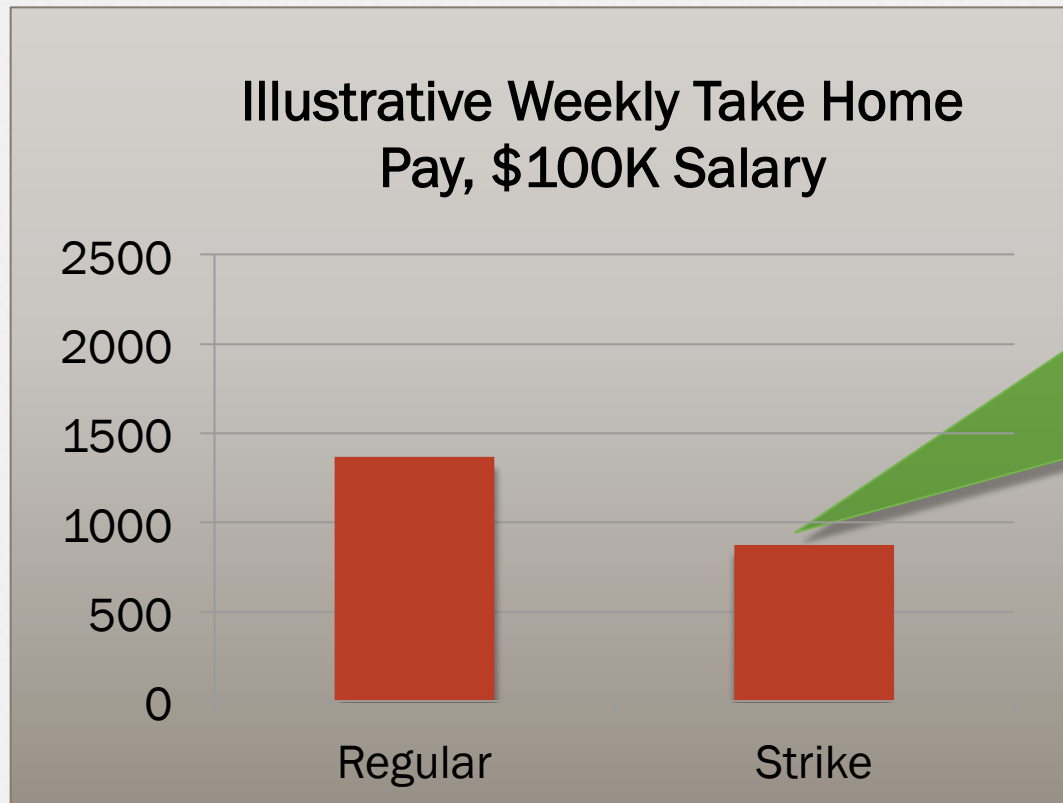
APUO ADDITIONAL
FUNDS = \$500K



Members who work 3.5
hrs/day of strike duty
get \$125/day or
\$625/wk TAX FREE

APUO has proposed that
it will pay for the
extended benefits of its
members during
lockout/strike

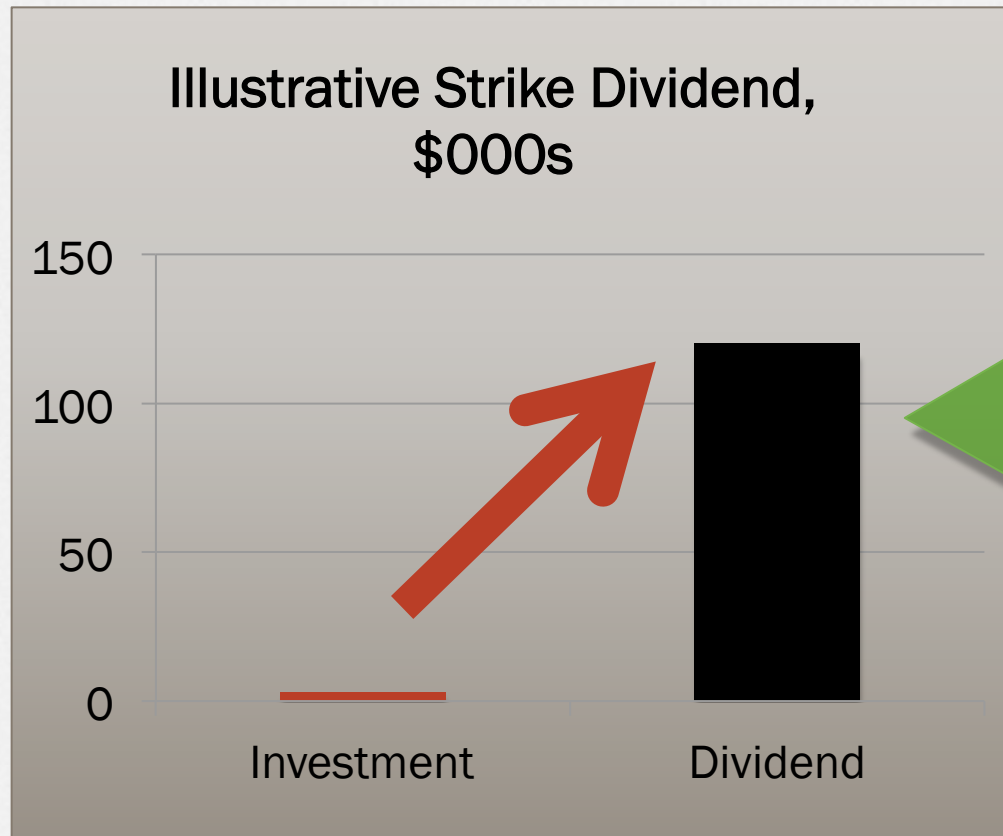
Cost of strike inconvenient, but possibly lower than you might think



Weekly difference in take home pay = \$750/wk

Note: This is rough hypothetical estimate based on \$100K salary, 30% average tax rate, additional benefits paid by APUO as per proposed lockout/strike protocol. Your actual individual case will depend on many factors.

In fact, strike can rationally be seen as an investment



\$750/week in lost wages could mean \$120 000 + over course of career - in pension reform alone.

Note: This is a very rough estimate. Assumes hypothetical new professor, 33 years old, 30 year career, 20 year retirement, two week strike. Dividend = Net Present Value of difference between employer's current offer and APUO's current financial proposal.

APUO will help members reduce their costs in other ways

APUO PAYS BENEFITS

- APUO proposed that employer continues benefits with APUO paying for every member's extended benefits to continue (approximately \$88/week per member)

SUSPEND MORTGAGE

- Financial institutions can suspend required payments of clients who are locked out/on strike. APUO will write to financial institutions and provide members form letters to use to apply for this.

APUO proposes lockout/strike protocol that allows access for critical services

CRITICAL SERVICES

- APUO proposes that members who must be on campus to access critical services be allowed to do so. For example,
 - access to day care;
 - access to the health clinic for medical appointments
 - access to labs in cases where ongoing experiments require daily attention

Why vote YES to a strike mandate

The negotiating team needs a strike mandate to negotiate a fair deal with an aggressive employer

The consequences of a 'no' vote would be extremely negative in short, medium and long term

Strike mandates are very common in Ontario

Strike mandates rarely lead to strikes

Even if we did go to a strike, it would be shorter, less costly and more beneficial than you might think