

APUO BARGAINING BULLETIN

APUO is ready...

Following the General Assembly of February 14th where APUO members voted on and passed bargaining proposals, the Collective Bargaining Committee (CBC) and the Negotiating Team (NT) put together a binder containing all of the detailed and complete proposals to be submitted to the employer's negotiating team, as agreed, at the first bargaining meeting. APUO has therefore been in a position to launch bargaining since February 18th.

In past rounds, the employer has systematically delayed negotiations, sometimes taking weeks and months to deliver proposals, sometimes arriving unprepared or without complete positions. APUO made it clear to the employer that it would not accept this behavior for this new round, and the employer promised to come fully prepared and ready at each bargaining session. Unfortunately, this is not what is happening.

... but the employer is not!

Because the employer's team was still not ready to begin bargaining in February as originally agreed, it proposed instead that both teams attend together a collective training session on how to negotiate. APUO did not see the necessity nor the relevance, since APUO's negotiating team already had two days of intensive training last December. The first two sessions were therefore cancelled by the employer.

Because the employer's team was again not prepared to negotiate at the time of the third, and fourth planned sessions, these never happened either.

ALL PROPOSALS WERE DUE NO LATER THAN MARCH 20TH.

Both parties agreed in January to bring detailed and completed proposals to the table no later than March 20th so that collective bargaining could begin on a solid foundation.

While APUO was fully prepared with its proposals binder, the employer's team failed to deliver on its stated commitments to have a complete set of proposals ready.

Consequently, the next bargaining session is scheduled for March 25th, at which time the APUO fully expects the employer to have a complete set of detailed proposals ready.

REMINDER - UPCOMING EVENTS

The APUO will be hosting the following events:

1. Presentation by Professor Joel Westheimer on the Corporatization of the University, April 11th, 1:00 - 2:00, Desmarais 12102.
2. Grievance workshop from 2:30 to 4:30 p.m. on April 11th, and from 9:00 a.m. to 4:00 p.m. on April 12th in Desmarais 12102.
3. There will be a cocktail hour on April 11th from 5:00 to 7:00 p.m. in Desmarais 12102. All APUO members are welcome.



Pension plan reform: APUO will not be held hostage

As you already know (see our previous communications), possible pension plan reform has been an important issue for the employer for some time. To this end, the employer revived a discussion process last Fall where every bargaining unit and other groups on campus are represented. This initiative ended a period of inactivity of more than two years, during which the employer ignored the pension reform after having categorically rejected the proposal made by the unions in the Spring of 2010.

APUO and the other unions agreed in good faith to take part in the process initiated last Fall, and only acted in a responsible and concerted fashion, as attested by our joint communications on the issue. Despite APUO's and the other unions' availability (all unions met amongst themselves on top of the meetings with the employer), only three sessions of varying length were held since September to discuss this important issue to the employer.

To everyone's surprise, on March 20th, during the first bargaining session, APUO was informed that the employer will be bringing the issue of pension reform to the negotiating table (contrary to our long standing practice and the previous word of the employer), and that any settlement on financial issues would be contingent on a satisfactory (to the employer) reform of the pension plan. To the same extent, the employer informed us that its own pension discussion process, where all unions and groups were present, was consequently, and unilaterally, suspended.

It is now clear to APUO that the discussion process initiated last Fall was no more than an attempt to get all unions and groups present to accept the viewpoint and reform unilaterally chosen by the employer. Having failed to convince APUO and the other unions that the pension plan suffers from a long term structural problem in need of a permanent redesign, the employer is now trying to hold the bargaining process hostage by making any possible financial settlement contingent on *its* pension plan reform, i.e. one it unilaterally chose. For APUO, and for all unions on campus, the pension plan is not the victim of a long term structural problem, but rather that of a short term actuarial issue which will be resolved by itself within a three-year period. APUO will therefore not passively accept this offensive and unworthy behavior by the employer.

All in all, though the employer committed itself on numerous occasions to conducting negotiations differently than in the past, everything presently suggests that this is just one more commitment that will not be met. APUO, on the other hand, will do everything in its power to conduct transparent and efficient negotiations, in full respect of the proposals adopted by the General Assembly.

TERMS USED IN COLLECTIVE BARGAINING

Disclosure of information:

The communication by an employer to employees and their union representatives of information relevant to collective bargaining, proposed redundancies, and the preservation of employees' health and safety at work.

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ISSUED MONTHLY DURING
COLLECTIVE BARGAINING

COMMENTS? QUESTIONS?

apuo@uottawa.ca
613-230-3659