



March 25, 2013

Mr. Allan Rock
President
University of Ottawa
Tabaret Building, Room 212
550 Cumberland Street
Ottawa, ON K1N 6N5

Dear President Rock,

As you may already know, this round of collective bargaining between the employer and APUO has begun in a surprisingly adversarial fashion.

You will remember that when you, Christian Detellier (VP Academic and Provost uOttawa), Paul Saurette (APUO 1st VP) and I met on February 5th, you said that the pension discussions at the multi union/employer task force were very important to the university and that we needed to ensure coordination between those discussions and the negotiation table. We agreed that the four of us should meet again to identify how to accomplish this.

In direct contradiction to this, last week your negotiation team informed us that the employer has decided to suspend the multi-union/employer task force and has unilaterally attempted to impose pension plan reform as a key issue at the negotiating table. It was even made clear that any agreement on salaries would be conditional upon a (prior or simultaneous) agreement on pension plan reform.

The employer's decision to go back on its word and unilaterally decide to suspend the multi-union/employer working group on pension reform *without notice* and to spring this issue on the collective bargaining table is procedurally and ethically unjustified and will not be accepted passively by APUO. As you surely know, Simon Fraser University was found guilty of bad faith bargaining for using similar manoeuvres. Moreover, there are serious questions about whether individual negotiations on pension reform are legal and binding given the fact that the uOttawa pension plan includes members represented by multiple bargaining agents.

The APUO finds it objectionable that the employer is suddenly treating pension reform as a 'crisis' that must be solved immediately. The employer has chosen to ignore this issue for more than two years, despite the APUO's willingness to discuss it. Moreover, the APUO, as with all the other unions, has also been constructively participating over the last few months in the multi-union/employer task force, created and led by your administration. In this context, we cannot help but see these manoeuvres as



unconstructive and manipulative. We still believe that the multi-unions/employer task force is the appropriate venue for all parties involved to resolve this issue. Therefore, under the present circumstances, we will not discuss this issue at the negotiating table.

This is especially necessary given the fact that up to this point, your team has been unprepared to negotiate constructively. While the APUO was ready to deposit its entire negotiation package and begin concrete negotiations as of February 18th, your team made it clear they would not be ready to share their package until March 20th. After waiting a full month, we were very surprised that even on March 20th, your team once again arrived without a complete package and tried to pass incomplete and imprecise proposals in exchange for our complete and detailed proposals. For a team that committed itself to conducting bargaining differently, this is hardly a constructive way to begin negotiations.

In this troubling context, we find it necessary to ask for an immediate meeting with you in order to constructively realign the negotiation process, and to avoid any further adversarial drift.

I am confident that, under present circumstances, you will agree with me that such a meeting is both necessary and urgent. To this end, APUO remains available at any time for that meeting to take place as soon as possible, and we reiterate our commitment to conducting an efficient and transparent round of collective bargaining.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Christian Rouillard". The signature is fluid and cursive, written over a white background.

Christian Rouillard
APUO President