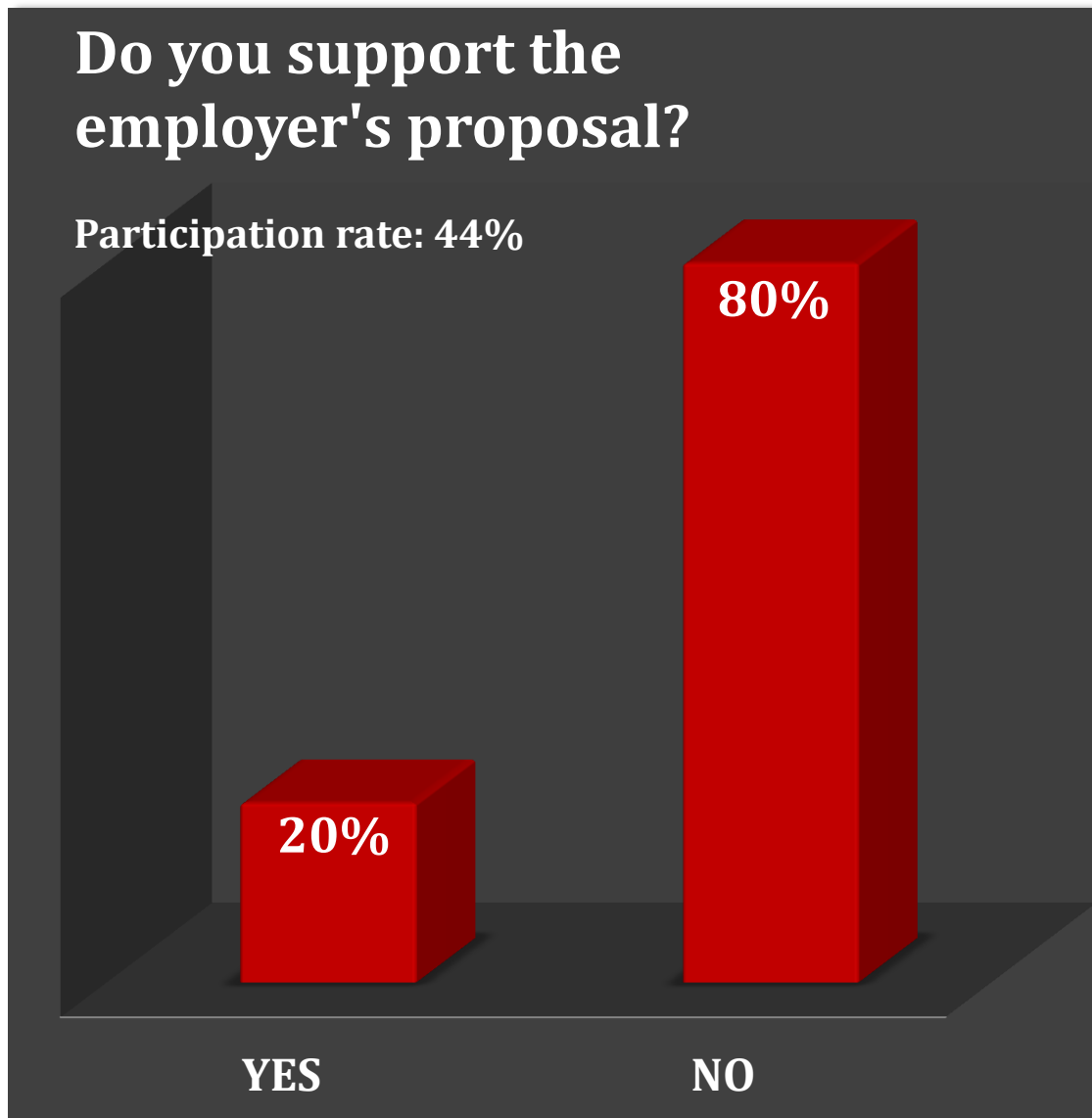


Results of the APUO survey on the employer's proposal



What does it mean?

1. The participation rate (44%) is very high and confirms the validity of the results;
2. The rejection of the employer's proposal is loud and clear: eighty (80%) of respondents do not want it;
3. These results do not mean that APUO rejects all possible forms of Teaching Stream Faculty, but simply (and clearly) that the employer's proposal is unacceptable to a very high majority of our members.

What are the next steps?

1. In January, APUO will consult its members again to know their position on other proposals, including a more equitable form of Teaching Stream Faculty;
2. In January, the negotiations with the employer will continue (dates have already been mutually agreed upon) in order to reach a negotiated agreement that adequately represents the interests, needs and preferences of APUO members.