

## **APUO Collective Agreement Action Team (CAAT) Terms of Reference**

### **Context:**

Confining bargaining efforts to the bargaining table is limiting because external factors (e.g., provincial mandates) can come into play. In times past, the chief negotiator was seen as the all-knowing and all-seeing person with magical skills to deliver deals at the bargaining table. This is just not how bargaining works any more. In the context of austerity and cuts to the budget for post-secondary education, it is important to reach beyond the bargaining table and into the membership to build members' capacity to get involved in the process in a way that will leverage/empower bargaining.

The goals of the **CAAT** are to:

- Maximize members' power and involvement
- Reveal workplace dynamic, understand pressure points in the workplace
- Create a constant flow of multi-directional information and communication
- Help the APUO control the bargaining process
- Offset management delays and/or stalling at the bargaining table
- Build and maintain allies

This team was created by the Executive Committee (Executive) on February 13, 2023.

### **Mandate:**

The **CAAT** will

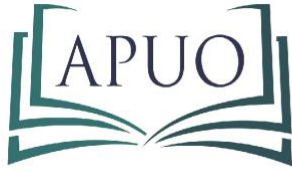
- Map the workplace and keep this information updated
- Build and test the APUO's informal communication network
- Broaden the base of bargaining by organizing and mobilizing members through structure tests and other activities
- Identify and coordinate allies

### **Governance:**

The Team will meet as necessary.

The Team will be led by a member of the Executive.

The Team will help execute decisions made by the Executive.



Since this is a team whose aim is to engage members on an ongoing basis and not make decisions, there is no quorum.

Team members with access to APUO databases will be asked to sign a confidentiality agreement.

Team members will be appointed by the Executive and the Board of Directors.

**Team members:**

The team will be recruited along the following criteria:

- Faculty diversity
- Diversity of rank
- Gender diversity
- Other EDI considerations
- Linguistic considerations (FR/EN), at least 30% francophone

Recruitment will happen on an on-going basis. Invitations will be extended from February 1, 2023 until the debriefing session on “lessons learned” to be organized after the new collective agreement has been signed.

**Current members:**

**Susan Spronk**, Chair (APUO Past President)

**Jennifer Blair** (APUO Mobilization Officer)

**Jean-Pierre Couture** (School of Political Studies)

**Victor Leblanc** (Department of Mathematics and Statistics)

**Cheryl McWatters** (Telfer School of Management)

**Nicole Paquet** (School of Rehabilitation Sciences)

**Felicity Tayler** (Library)

**Alexis Truong** (Department of Criminology)