

# APUO

## BARGAINING BULLETIN

### Collective bargaining has now begun.

Since last October, the APUO has spent an enormous amount of time and energy preparing for the new round of negotiations that technically started the week of February 18, 2013. The employer's team is finalising its availability but will meet the APUO in the coming weeks. Both parties have agreed to exchange their full sets of proposals by March 20, 2013. Shortly thereafter; APUO will issue another Bargaining Bulletin with as much detail as possible concerning its positions. Until then APUO is constrained in regard to the amount and detail of information that can be publicly shared.

We would however like to take this opportunity to highlight some key pieces of information that set the stage for these negotiations.

#### EMPLOYER'S FINANCIAL SITUATION IS EXCELLENT.

The employer has had significant surpluses every year over the last 12+ years... it has banked more than \$500 million over this period and currently has over \$300 million in cash!

These large surpluses are due to massive growth of student enrolments, insufficient hiring of regular professors, and paying APUO members lower salaries than at comparable universities.

#### PROVINCIAL POLITICAL CONTEXT LESS ADVERSE, BUT STILL DYNAMIC

Kathleen Wynne, the new Ontario Premier and leader of the Liberal Party, has pledged not to re-introduce draconian legislation like that of her predecessor last Fall;

Yet, the probability of general elections this Spring remains high.

#### APUO IS PARTICULARLY WELL PREPARED

200+ members responded to APUO's first ever direct-member survey in regard to bargaining priorities;

APUO sought additional analyses from OCUFA and CAUT which both have expertise in collective bargaining;

All in all, the members of the Collective Bargaining Committee (CBC) spent a combined total of 3000 hours preparing for negotiations.

#### WE HAVE 18 PROPOSALS ALONG 4 MAIN THEMES:

1. Improving the Quality of Education;
2. Creating fair and equitable working conditions;
3. Ensuring equitable compensation;
4. Conducting efficient negotiations.



# Overwhelming support for APUO's positions

The CBC voted unanimously to support every proposal save one (out of approximately 180 votes cast, there was only one single vote cast against on one issue).

The APUO Executive Committee subsequently voted unanimously to support every proposal.

The Board of Directors voted unanimously to support every proposal, except in 2 cases (where the votes were 30-2 in favour and 31-1 in favour).

Finally, the General Assembly held February 14th was extremely well attended, with more than 150 members participating. Members present at the General Assembly also voted overwhelmingly in favour of all the proposals, with almost all positions being adopted unanimously, and no proposal receiving less than 92% support.

Even proposals on issues that had previously been contentious were strongly supported:

- The APUO position on tenure and promotion received 100% support;

- The APUO proposal to transition Limited Term Replacement Professors (LTRP) to regular tenured positions received 95% support;

- The APUO proposal to reject a separate Teaching Intensive Faculty stream received 96% support;

- The membership also sent an unequivocal message that they will not accept these negotiations to drag on. In the member survey, 88% of respondents stated the time limit for negotiations should be six months or less (42% preferred three months or less!)

- At the General Assembly, 100% voted in favour of limiting negotiations to a maximum of six months.

## Next Steps

As mentioned, the employer's team is completing its availability to negotiate, and the bargaining at the table should begin shortly. Watch for our next update towards the middle or end of March, at which point we'll be able to provide more details and informations.

Thank you as always for your continued interest and support. The level of member involvement has never been higher – and we believe this will translate directly into positive results at the negotiation table. So do continue to stay involved!

### UPCOMING EVENTS:

The APUO will be hosting the following events:

1. Presentation by Professor Joel Westheimer (Education) on the Corporatization of the University, April 11, 1:00 PM - 2:00 PM, room DMS 12102.
2. CAUT will be presenting a Grievance workshop from 2:30 PM to 4:30 PM on April 11, and from 9:00 AM to 5:00 PM on April 12, room DMS 12102.
3. Cocktail hour on April 11, 5:00 PM - 7:00 PM, room DMS 12102.

## Terms used in collective bargaining

**Good faith:** A sincere intention to deal fairly.

**Bargaining agent:** A union that possesses the sole authority to act on behalf of all the employees.

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ISSUED MONTHLY DURING COLLECTIVE BARGAINING.

COMMENTS? QUESTIONS?

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