

Négociations 2011 Negotiations

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Please note: This bulletin is intended for information only.

NEGOTIATIONS UPDATE #14

Dear Members,

We are pleased to announce that we have been able to reach a tentative settlement with the employer for a 1-year agreement, from 1 May 2011 to 30 April 2012. The tentative settlement is, of course, subject to ratification by the membership at the Ratification Meeting scheduled for 25 September 2012 at 10:00 in TBT 112.

The agreement makes a number of changes to the collective agreement on issues that we believe are significant advances for our members. Most importantly, it offers a number of crucial changes to the way disagreements over workload are resolved. This was one of the central concerns expressed by our members in the lead-up to this bargaining round; significant changes to the promotion process for librarians (changes that the librarians have wanted for several rounds); and slightly improved terms for academic leave. Additionally, it provides for a salary increase in 2011-2012 of 1.71% (slightly above the 1.54% average of our comparator universities for the same year), as well as an increase in the reimbursement for paramedical benefits (e.g. massage therapy, chiropractic care, etc). Details of the proposed settlement will be sent to you as soon as possible. That said, we also want to be clear that there were significant challenges in the process and end-state of these negotiations.

First and most obviously, this agreement only settles the collective agreement until May 2012. This means that we are still without an active collective agreement and thus will restart negotiations almost immediately. However, given the fact that without this agreement, we would be 16 months behind, we felt that it was appropriate to come to terms for at least 2011-12.

Secondly, we find it unacceptable that it took 16 months to get to this point. The negotiations process was far from ideal, and the length of time required to come to this agreement was unnecessarily long and drawn out.

As such, we have initiated an internal review of the processes, norms and results of negotiations in order to be more efficient and effective in the future. We will share the results of this review with the membership - as well as any recommendations for structural changes to our processes - as soon as we can, and no later than the Regular General Meeting to be held in December.

We would also like to take this opportunity to thank the members of the negotiating team and the collective bargaining committee for the extraordinary amount of work they have invested in this process. The amount of preparatory work they undertook was staggering. Moreover, the negotiating team demonstrated admirable patience during the negotiations and they were always ready, without fail, to meet at any time with the employer.

Finally, we would like to thank you, the members, for your support throughout this process and we hope to see you at the Ratification Meeting next week.

Sincerely,

The APUO Executive Committee