

# APUO BARGAINING BULLETIN

## FROM BARGAINING TO CONCILIATION : A GAME-CHANGER

Following the employer's unilateral decision to request conciliation on 7 June 2013, the APUO tabled a *Lockout/Strike Protocol* proposal at the negotiation table on 12 June 2013. The APUO remains fully committed to achieving a negotiated settlement at the table, but the strike protocol is necessary to protect the rights and interests of our members in the case of a labour stoppage.

In order to obtain a negotiated settlement before triggering the strict legal timeline associated with conciliation, APUO offered mediation to the employer prior to conciliation. After an initial rejection of our offer, the employer subsequently opened the door to mediation. At the time of writing this bulletin, that possibility was still unfolding.

Contrary to what was announced in the employer's communication earlier this week, the conciliation dates had been scheduled. At the request of the employer, the process is to begin June 24th 2013, which would hastily launch the official timetable for conciliation. APUO disputes this date since its outside expert from CAUT (Peter Simpson) is not available until after July 16th 2013.

We will be holding a Special General Assembly Wednesday July 3 2013, from 9:00 AM to 12:00 PM, in the Marion Hall Auditorium (140 Louis Pasteur) to take stock of these latest developments and discuss what will come next. Please put this date in your agenda immediately, and bring as many members as you can!

## QUICK FACTS ON CONCILIATION

Once a party has applied for conciliation:

- The Minister of Labour appoints a conciliator to help the parties resolve their differences and reach a collective agreement. It can take between 10 days to a few weeks for the conciliator to be available.
- The conciliator attends at least one bargaining session in an attempt to reach an agreement but will assist for as long as both parties find it constructive and helpful.
- If one or both parties conclude that conciliation is not working, the Minister files a No-Board report as soon as requested by one party. Once the No-Board has been issued, there is a period of 17 working days (during which intensive negotiations are still possible) at the end of which: 1. the members begin a strike action; 2. the employer imposes a lock out; or 3. the employer unilaterally re-writes the collective agreement.
- Conciliation does not inevitably lead to one of the three previous scenarios, but it would be irresponsible for APUO not to prepare itself for the possibility of strike, if only because a strike could prevent the employer from locking employees out or unilaterally re-writing the collective agreement. In the meantime, our negotiating team will keep on doing its best to reach a fair and equitable agreement at the negotiating table.

Go to [www.apuo.ca](http://www.apuo.ca) and click on Negotiations Updates under the Bargaining tab for more information regarding negotiations.