

# **BARGAINING 2013 - TENTATIVE SETTLEMENT**

**AUGUST 16, 2013**

**President's Report**  
Christian Rouillard, APUO President

# CHANGE OF CULTURE AND PRACTICES AT APUO

1. Unprecedented mobilisation of APUO members culminating in a strike vote held last July 31st:
  - 691 ballots (participation rate: 55 %):
  - 82 % in favour of a strike mandate;
2. Determining impact on mediation of August 3 and 4 - APUO team in a position of strength to defend its proposal and contest those of the employer;
3. Short, medium, and long term effects on work relations and collective bargaining at the University of Ottawa - dividends of this mobilisation are not limited to the current round of bargaining;
4. Coordinating and building strategic alliances with students' associations, and other unions on campus - atomisation of issues and acting in silos replaced by horizontal and collective approach;
5. **THERE IS NO SUBSTITUTE TO PARTICIPATION - GET INVOLVED!**

# TENTATIVE SETTLEMENT ON 5 FUNDAMENTAL ISSUES

1. 60 new regular tenure-track positions + 31 (see point 2) + 1 librarian + faculty complement of 1250 APUO members (1311 by 2015-2016);
2. Integration of 31 LTRPs into 3 year continuing renewal appointments with current teaching load - once an LTRP retires or resigns, the position is converted into a regular tenure track position;
3. No new Teaching Intensive Faculty / Teaching Only Faculty, either permanent or temporary;

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4. Salaries and benefits - 11.45% over 4 years + :

- New VisionCare: coverage of 250\$ every 2 years + vision examination coverage of 100% (up to 80\$) every 2 years (January 1st 2014):
- Psychological services: 50% of real cost for appointments (January 1st 2015);

5. Pension plan reform and solvency funding relief - increased contributions of 1.23% over 4 years (the last 2 years) and no reduction in benefits.

**Net gain of 10.22% (+ PTR) over the duration of the collective agreement.**

	2012-2013	2013-2014	2014-2015	2015-2016
Economic increase	2.0%	2.0%	2.0%	2.0%
Catch-up and offset	-	-	1.5%	1.5%
Pension plan increased contributions	-	-	0.8% (January 1st 2015)	0.8% (January 1st 2016)
Full PTR with indexation	yes	yes	yes	yes