APTPUO

## BARGAINING COMMITTEE REPORT

Dear colleagues,

We would like to provide you with the following update as you and your colleagues are about to cast your votes. The strike vote will take place electronically from August 7th to August 11th, along with a Special General Assembly at noon (Eastern Time) on Tuesday, August 9th.

We exchanged our normative proposals with the employer on the 30th of May, as well as the monetary proposals on the 15th of June. You will find a summary at the end of the report. We also held meetings for counter proposals on June 7th, July 7th and 27th, as well as two separate meetings on July 4th and 28th to discuss the limits on hours of teaching.

Thus far, the employer has rejected the vast majority of the Association's reasonable proposals. It is clear that there is very little movement at the bargaining table and so the Association has asked for a conciliator to be appointed from the Ministry of Labour to help the parties reach an agreement.

In the past, the university's administration has only been serious about bargaining once members have endorsed a strike mandate and a deadline for a strike or lockout. A strong strike mandate puts pressure on the administration to return to the bargaining table. In the OLBI unit's first collective agreement in 2019, after a strong strike mandate, we were able to negotiate a 13% wage increase and pension benefits without the need for a strike.

The university is currently proposing a three-year agreement that provides for salary increases of 1% per year, meaning that our living conditions will continue to erode. The Association is proposing a reasonable 12% salary increase in the fourth year and the introduction of an experience increment scale to counteract the ravages of inflation. We are also asking for reimbursement of professional expenses, an academic and professional development fund, compensation for unpaid work, and other important improvements to working conditions to reduce the disparities between the OLBI unit and the main unit.

Your Bargaining Committee will continue to push for a fair agreement that ensures the academic and professional interests of its members, and which protects our ability to provide a high quality education that best serves our students.

The Association has strong support within the university community, thanks to our campaign against bimodal courses last year alongside students, APUO colleagues and other campus partners. We will mobilize again, as we have in the past, to successfully conclude this bargaining round. The Association also is in excellent financial standing and has a solid strike fund. The current policy ensures that members will be fairly compensated for picketing or alternate duties in the unlikely event of a lockout or strike.

The pandemic has highlighted the long-standing need for our members to have resources to teach, develop and enable students to learn on an equal footing as our full-time colleagues. We


106 - 85, rue Université | University private,
Ottawa (Ontario) K1N 6N5
☎: 613 562-5800, 4375 | : 613 562-5153
www.aptpuo.ca | jsdaoust@aptpuo.ca

have negotiated letters of agreement (LOUs), including technology, paid training, and so on, but we must ensure that paid resources are not just available during a pandemic. Our working conditions are the conditions for student learning.

Members need fair wages and protection from the ravages of inflation. We will continue to insist on better resources and working conditions. We all deserve to be respected for the work we do at the University of Ottawa.

The Association's elected Bargaining Committee encourages you and your colleagues to vote yes for the strongest strike mandate possible.

In solidarity,

**Your Bargaining Committee**



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**Member priorities:**

- Wages & benefits
- Workload & unpaid work

**Other priorities:**

- Smaller class size
- Academic freedom
- Academic and professional development fund & training
- Cost of living compensation
- In general, a better framework for management rights

**Association's Proposals**

Key Monetary Proposals:

- A 4-year agreement with a 12% increase in the 4th year to compensate for the effects of inflation. Current legislation limits increase for the first three (3) years to 1% per year.
- A new pay scale with a 3%increase for every 200 hours taught above 800 hours, starting in the 4th year of the agreement.
- A new $1,000 Professional Expense Reimbursement fund (PER) per member for professional development and academic activities
- A new severance bonus
- Better compensation for unpaid work (such as student references)

Key Normative Proposals:

- Smaller class size for courses and course sections to ensure reasonable workload and provide better student access to their professors
- Fixed posting dates so that part-time professors have sufficient time to prepare their courses
- Academic freedom language, including to decide on online, in-person or bimodal courses


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