



Association des professionnels et superviseurs
Association of Professionals and Supervisors

April 2008

NEWSLETTER

The negotiations: it's a go!

Even if our collective agreement expires at the end of June 2008, the decision makers of APS were aiming for an early start to avoid the vacation period, too good of an excuse to slow down the process.

In June 2007, the National Executive set the ground work to focus the agenda of our National Council around that target. At that meeting in the fall, our delegates coming from all regions of the country made it their priority to discuss upgrading our collective agreement.

Rather than going the conventional route, the consultation was conducted by Professor Gregor Murray of the School of Industrial Relations of Montreal University. Mr. Murray is a recognized authority in the identification of work-related problems. The results of the process provided a list of some 20 priorities to tackle for the renewal of the collective agreement.

In December 2007, when parties met at the National Joint Committee, discussions were undertaken to fix the setting for the future negotiation. The employer not only agreed to early negotiations, but also proposed to negotiate under the interest-based approach. The proposal was submitted to our National Executive Committee which was quick to give its approval to a measure highly compatible with Professor Murray's approach in our Autumn session.

The nomination of the Corporation's new President followed shortly after, and during a meeting with Mr. Lacroix, APS realized that at that level also there was enthusiastic support for the formula.

In a subsequent teleconference, the National Executive nominated the national negotiation committee composed of 5 persons. APS will be headed by Mario Poudrier who will lead the team as the main spokesperson for the second time. Mario is thus maintaining his streak of uninterrupted attendance at the negotiation table since the founding of APS. The Secretary General of the Association, Emilio D'Orazio, will be there for a second time while Andy Libby and Stéphane Desautels will be occupying the seats of National Negotiators for the first time. Andy is

the APS President in Toronto, while Stéphane is the Montreal President. Claude Beausoleil, an old timer in every sense of the word, will be acting as technical specialist for the team.

FIRST MEETINGS RESULTS

The negotiation committee completed its preparation for the initial phase of interest based bargaining during the last weekend of March in Montreal. The first series of encounters with the employer started on April 7 through April 10. The APS priorities identified last autumn were all put on the table and explanations as to their meanings ensued in keeping with the format of the interest-based approach. APS is pursuing the goal to end this first round of negotiations scheduled to finish on April 18 by reaching agreement on the framework of a future settlement. Mario Poudrier is seeking to achieve the same results as he did for the last collective agreement; a no frills, fast-paced negotiation. Our last negotiation started in the spring and finished at the end of June. In technical terms it took some 25 meetings to reach a settlement. Previously the APS negotiations had always lasted more than 18 months. Although the approach is different this time around, APS feels confident a frame-work agreement after 6 meetings should keep us in pace with our record setting result of 25...on the condition of course that our negotiating partners share our good faith goals.

On that count the APS team is coming out of the first four meetings with the employer with mixed feelings, the jury is still out on the question. The most positive result was to put a hold on the projected salary increases for the upcoming performance evaluation exercise. The Corporation sent out a joint communiqué under the signatures of Michel Hamelin and Mario Poudrier (the two head negotiators) to explain that this year's increases will be subject to negotiation results thus ensuring that our representations at the table will have an immediate impact.

A RENEWED WEB- SITE

In order to provide an on- going progress report for the negotiations, Mario Poudrier has orchestrated the revitalization of our Web site to keep our members in the loop. The developments of discussions between our association and the employer will therefore be available to all. The Internet address is still the same: www.apscbcsrc.org but the site has been almost totally re-vamped. By consulting it, you will discover many modifications intended to facilitate the transmission of useful information. During negotiations we will therefore be able to keep you abreast by featuring our results as the main highlight of our front page. Our FAQ section will give access to members wishing to submit questions related to our collective agreement. We will publish the questions and answers according to their level of interest for the membership as a whole (most frequently asked question at the top of the list etc...) You will also discover a new calendar of APS events providing an overview of our planned activities. Transparency and participation inspired those highlights to maintain our longstanding commitment in this regard.

The site will also serve to upgrade our relations with members in other areas. The National Joint Committee reports as well as developments in major files such as CIRB hearings will be provided electronically instead of by mailings and postings to insure more flexibility and savings. We will also use the site to transmit new material such as major grievances and policy changes affecting our members.

We also hope the site will provide national access to our different locals from the larger sections to the smallest components of our universe. Consult the site, put it in your FAVOURITES both on your personal and work computers by clicking on the address:

www.apscbcsrc.org
