



Association des professionnels et superviseurs  
Association of Professionals and Supervisors

March 2009

# NEWSLETTER

## Job Cuts at APS

Mario Poudrier, APS' National President, has been quite busy lately with the prospect of massive job cuts unfortunately looming. He had the following comment: "We have followed closely the evolution of the file. We have been hard at work for the past two weeks to minimize the impact of under-funding for the Corporation. Unfortunately at the end of it, there will be job cuts...it was unavoidable!

Let me be clear for those who are boasting about the relatively small size of the impact in our ranks (some 40 jobs total); there has not been any favour done to us, nor for anyone else for that matter. All unions have deployed maximum efforts here, in symbiosis, in a true climate of solidarity. As far as I am concerned, I consider the loss of one single solitary job as a drama. »

In collaboration with the other unions from both Networks, APS efforts were focused on measures to bring down job losses to a minimum. For example, the original plan was to provide voluntary departure packages to those employees who had reached the number 88 level, combining the sum of age and seniority. Unions were able to bring down the number to 85, therefore increasing the number of eligible employees to voluntarily leave.

"Another meeting is scheduled for April 1st to continue our work, Mario added. There are other ways to reduce impacts. As an example, the reimbursement of the so-called « positive pay », which refers to the two-week salary advance, provided to employees when they are first hired. If we can find an acceptable reimbursement formula, I am sure people would be pleased to contribute to saving jobs whatever the number. "

Discussions are under way to provide new avenues for civilized departures such as progressive retirement plans. An example of solution implemented in other organizations to successfully reduce labour costs. "In short, there is one and one goal only we are all pursuing: zero tolerance for job losses "said Mario in conclusion.

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Meanwhile APS representatives are busy in the field and the National office is closely monitoring the situation. Do not hesitate to consult one or the other if you have any question. We will be there also for those who will be affected directly. For those who do not know their local representatives, just consult the list on this web-site; to find out who they are, click on [Local Branches](#).

Consultations are presently under way to identify employees wishing to prevail themselves of voluntary departure packages. Only after completion of the consultation, will we be able to determine the exact nature of layoffs. Be aware that over and above our communications, your immediate supervisor is your best source to find out about your personal situation.

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