



COLLECTIVE BARGAINING MANDATE WITH THE ASSOCIATION OF PROFESSIONAL AND SUPERVISORS (APS)

TO:	Human Resources and Governance Committee
MEETING:	May 14, 2013
FROM:	Roula Zaarour, Vice-president, People & Culture
DECISION SOUGHT:	Approval of Negotiations Mandate:
NEXT STEPS:	Initiate Collective Bargaining with APS
DATE:	May 3rd, 2013



CONTEXT

s.21(1)(b)
s.21(1)(c)
s.21(1)(d)

- In march 2013, the Board of directors approved a three year compensation strategy that also affects APS.
- The current APS collective agreement expires June 30, 2013.
- Neither party has formally served notice to bargain in accordance with the Canada Labour Code but have discussed their intention to bargain.
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- To date, the main issues identified for negotiations are:



KEY DECISION ELEMENTS

s.21(1)(b)
s.21(1)(c)
s.21(1)(d)





KEY BENEFITS, IMPACTS & RISKS

s.18(a)
s.18(b)
s.21(1)(b)
s.21(1)(c)
s.21(1)(d)





OTHER OPTIONS CONSIDERED

s.18(a)
s.18(b)
s.21(1)(b)
s.21(1)(c)
s.21(1)(d)

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SUCCESS MEASURES

- Improvement of the Union/Management relationship.
- Maintain a flexible collective agreement that is beneficial to both parties.
- Obtain a living agreement that allows the parties to resolve issues between collective agreement negotiations.
- A reduction of recurring issues that remain unresolved.
- Results of bargaining will be included in the IR quarterly report to the Board.



RESOLUTION

- That the Human Resources and Governance Committee recommends to the Board that the negotiation mandate with the Association of Professional and Supervisors (APS) be approved as presented.