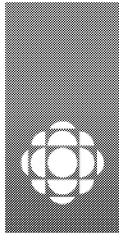




NEGOTIATION MANDATE – THE ASSOCIATION OF PROFESSIONALS AND SUPERVISORS (APS)

TO :	Board of Directors Human resources and governance committee
MEETING :	February 23-24, 2016
FROM :	Josée Girard, Vice-President, People and Culture
SOUGHT AFTER DECISION:	
NEXT STEPS:	Creation of the various committees: Advisory, Governance and Negotiation.
DATE :	February 15, 2016



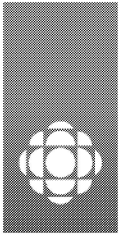
CONTEXT

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

- The negotiation mandate requested to the Board of Directors that was approved

However, the parties reached an agreement in September 2013 for a period of three (3) years ending June 30, 2016.

- The APS is a Canada-wide union which consists of 80 % of professionals (engineers, computer scientists, architects, finance employees, project managers, etc.) and 20% of supervisors (team leaders, technical directors, etc.) for a total membership of 655.
- The majority of professionals work in the IT sector and the majority of supervisors are Technical Directors. It should be noted that the role of



CONTEXT (CONT'D)

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- The number of grievances that were submitted during the term of the collective agreement
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KEY DECISION MAKING ELEMENTS

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





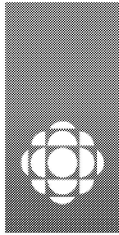
BENEFITS AND RISKS

BENEFITS

-
-
-

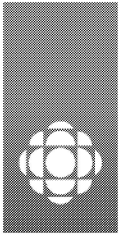
RISKS

-



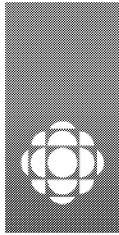
OTHER CONSIDERED OPTIONS

- No other options are considered at the moment.



KEY SUCCESS FACTORS

- Reach a negotiated agreement:
 - based on parameters approved by the Board of Directors;
 - which respects CBC-Radio-Canada's financial framework;
 -
 -



RESOLUTION

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