Settlement Reached!

Your Team

APTNegotiating Committee members: Tom Phenix (Chief Negotiator, Campion College), Janelle Bennett (Fine Arts), Carol Reyda (Facilities Management), Jennifer Love Green (KHS), Bettyann Cox (URFA Executive Director) and Debbie Sagel (URFA Professional Officer).

After A Year of Negotiations...

APT bargaining team worked hard over a three day period to resolve the outstanding issues. They were assisted in this mediation by John Eustace from CAUT. Even with the assistance of CAUT and a mediator, the APT negotiators could not come to an agreement that they felt comfortable recommending to the membership. Mediation broke down on that third day with the University management requesting that their “settlement proposal” be taken to the membership for a vote.

The APT negotiators took this “settlement proposal” to the membership who overwhelmingly rejected the proposal. Following the rejection of the University’s “settlement proposal” the membership voted and provided the APT bargaining committee with a strong strike mandate.

The APT Bargaining Committee was led by Tom Phenix as Chief Negotiator along with Janelle Bennett, Carol Reyda, Jennifer Love Green, Bettyann Cox and Debbie Sagel (as well as Darren Fisher and Phil Ollenberg who left us part way through the process). The parties began negotiations with University management in early March, 2015. After a long fought battle, on October 29, 2015 the negotiators came to the conclusion that there continued to be significant differences between the parties and that they were close to impasse. As a result they thought the assistance of a third party could assist the parties in reaching an agreement. APT and management jointly agreed to seek mediation.

Mediation did not occur until mid-January. The
The APT bargaining team informed management of the member’s response and indicated they were ready to get back to the table and negotiate a fair and equitable settlement.

Three bargaining dates were scheduled in March. At approximately 8:00 p.m. on March 29 a settlement was reached that the APT bargaining team believed they could recommend to the membership. On April 15 the membership ratified the changes to the Collective Agreement and the University Board of Governors followed with their approval the following week.

The new Collective Agreement expires on June 30, 2017, at the same time as the UofR Academic Agreement. We will be reaching out to members in the early fall for volunteers for the next round of bargaining. Stay tuned for more information as well as an announcement scheduling collective bargaining training for all those who are interested in enhancing their skills.

Lesson Learned. Together we are Stronger!

Thank you!

The support received by the APT bargaining committee and the APT membership from other bargaining units during this battle was remarkable.

The support received by the APT bargaining committee from the APT membership was key in being able to fight off the concessions being demanded by management and to support the gains that were made.