

1. Background

Article 50 of the AUPE Collective Agreement requires that we consult with the Union prior to:

- x entering into a contract with an individual or business to perform work customarily done by AUPE members;
- x expanding the scope of an existing contracting agreement into new areas of activity customarily done by AUPE members.

Contracting out AUPE work. However, we must provide a meaningful opportunity to understand th

2. Process (See [Process Flow Chart](#))

The obligation to consult requires that consultation occur at a time when it can be meaningful. We must disclose the potential for contracting out work rather than using University Employees sufficiently far in advance of a decision being made so that AUPE's input forms a meaningful part of the evaluation and decision making process. Ideally, we should commence consultation in the planning stages, before an RFP is submitted.

The degree of engagement with the Union will vary based on the level of impact to the existing workforce. For example, a proposed contract that has no impact on the careers of existing AUPE employees, or one providing for short term relief for unexpected service needs beyond the immediate capacity of staff may require only that the University advises the AUPE of the proposal and asks for a timely response

A proposal that involves a significant area of University activities and has the potential to impact the careers of a significant number of AUPE members will require a more fulsome consultation with the Union. This would include a meeting with the Union and relevant management staff to discuss options prior to providing reasons to the Board for the decision.

meeting

- x Attending meetings with AUPE and engaging in a meaningful consultation