

ANDRÉ LORTIE

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PROFESSIONAL SUMMARY

I am an experienced industrial relations professional with over 30 years experience at all levels of a trade union operations and activism. I have overseen the administration of over 50 collective agreements under different legislations, coordinated simultaneously large sets of negotiations, participated in hundreds of mediation and conciliation, either in collective bargaining, labour law disputes or grievances settlements. I've managed staff and dealt with strategic planning and a full range of operational issues. My operational experience spans the full range of trade union work including negotiations, organizing, mediation, conciliation, interest and grievance arbitration, representational services, mobilization campaigns and research. I have decided to seek new opportunities where new challenges wait for me.

INDUSTRIAL RELATIONS EXPERIENCE

December 2014 – December 2016

Union Advisor for Confédération des syndicats nationaux (CSN)

- Abbotsford, BC: 14 months' assignment in British-Colombia servicing the nine locals and members of Union of Canadian Correctional Officers-Syndicat des agents correctionnels du Canada-CSN (UCCO-SACCC-CSN).
- Montréal, QC: CSN National Union Advisor in a permanent position in support of UCCO-SACC-CSN and its team of Union Advisors and Office Employees deployed in its five regional offices across Canada. Also was assigned as the advisor to the UCCO-SACC-CSN National Executive thus sat at the executive meetings and their three collective bargaining table.

2005 –2014

Negotiator, Professional Institute of the Public Service of Canada (PIPSC), Ottawa, Canada

- In June 2012, concluded tentative agreements for the renewal of the collective agreements of the 14,000 computer professionals of the Federal Public Service for a \$ 1,2 Billion salary mass and for the 5,000 members of the Auditing, Commerce and Purchasing Group (\$ 0,5 billion);
- Assisted and advised the Auditing, Commerce and Purchasing Group (AV) Group with preparation for negotiations, including review of arbitral cases under the AV Collective Agreement and jurisprudence tendencies affecting

this group, formulation of strategy and drafting of proposals for the 2014 round of bargaining;

- Act as the main spokesperson in negotiations with the Treasury Board Secretariat;
- Negotiate for five groups of professionals of the New-Brunswick Public Service: Crown Prosecutors and Counsel, Engineers, Veterinarians and Agronomists. Recently conducted an organizing drive for the N-B Legal Aid Services Commission lawyers who are certified and for whom we have begun bargaining;
- Advised the Institute's executives and groups on strategy related to PIPSC policies, by-laws, and trade union law issues;
- Assisted in recruiting new groups for the institute. Conducted successful organizing drive, drafting new by-laws for incoming groups, and worked with other negotiators and managers on new member and group recruitment;
- Advised PIPSC Leadership and managers on collective bargaining issues and internal trade union law questions as they pertained to groups for which I was responsible;
- Conducted successful organizing drive for computer systems employees at the University of Ottawa.

2009 - 2011 Acting Section Head National Negotiations and Employment, PIPSC.

- Managed a team of professional staff in the areas of Negotiations, Labour Board Cases, National Policy Grievances and Essential Services;
- Advised the Institute's leadership and groups on strategy related to Bargaining. Organizing, Mobilizing, Institute Policies, By-laws, and other strategic issues;
- Oversaw recruitment and professional development of staff in the Section;
- Managed and coordinated bargaining for over 50 collective agreements covering 58000 employees in 7 jurisdictions;
- Liaised with Treasury Board Officials to prepare for negotiations, including a set of expedited negotiations in 2010;
- Regularly briefed senior management team members of the Institute on strategic issues.

2010 (3 Months) Manager, Regional Representational Services, PIPSC

- Managed all representational services for a major Canadian Union including 7 regional offices, over 50 staff across Canada;
- Evaluated and approved referrals to arbitration across Canada;
- Advised the Institute's leadership and groups on policy, strategy, and administration of regional offices, strategic issues in adjudication of grievances in multiple jurisdictions;
- Managed the recruitment and professional development of staff in 7 regional offices;

- Represented the Union on a joint board on labour management relations with the Federal Government and 17 other Unions;
- Built and strengthened linkages between regional representational services and collective bargaining.

2009 (2 Months) Manager, Policy and National Representational Services, PIPSC

- Managed a team of 35 staff in the Union's National Office working in the areas of Negotiations, Labour Relations Litigation, Classification, Research and Policy Analysis;
- Advised the Union's leadership on strategy related to Bargaining, Organizing, Mobilization, Classification, and Policy;
- Oversaw recruitment and professional development of staff in the Department;
- Advised senior management team on needed changes to operations and policy in the areas of human resources and administration.

2003 – 2005 Employment Relations Officer, PIPSC, Ottawa, Canada

- Drafted mobilization strategy for the Institute's largest group of federal government employees;
- Organized major rallies and events in coordination with bargaining strategy.
- Negotiated essential services agreements with Treasury Board for several institute groups;
- Represented the Institute in Labour Board matters such as policy grievances, unfair labour practices, and certification applications;
- Managed an organizing drive for 2000 paramedical employees at the Ottawa Hospital;

2002 – 2005 Union Advisor, Fédération des employées et employés de service public (FEESP-CSN) Région de L'Outaouais, Gatineau, Canada

- Negotiated first collective agreements and renewals for 25 affiliated unions of the Federation;
- Represented the Union and Members in grievance arbitration, interest arbitration, mediation, conciliation and labour board matters related to certification applications;
- Advised unions on internal trade union matters
- Prepared and negotiated the harmonization and 7 collective agreements for 800 employees at the city of Gatineau;
- Negotiated integration protocol for 1500 employees affected by amalgamation and organized them from 14 distinct unions into 3 bargaining units;
- Handled emergency negotiations for renewal of collective agreements for two unions representing workers in the City of Hull prior to the creation of the City of Gatineau;

- Organized the staff at the Hilton Hotel and Casino Lac Leamy and prepared them for negotiations and negotiated their first collective agreement.
- 1991 – 1998 Coordinator Regional Services for the Outaouais region, Confédération des Syndicats nationaux (CSN)
- Managed a team of staff and regional executive members in strategic planning for the Outaouais region;
 - Coordinated organizing, mobilization, trade union education, representation on workers compensation in accordance with CSN strategic planning.
 - Participated in hiring boards for staff in the region;
 - Conducted joint union management performance evaluations;
 - Represented the region to the President of the CSN and on all issues, operational, administrative and other policy issues.
- 1984 – 1998 Union Advisor, Confédération des syndicats nationaux (CSN)
- Coordinated regional services in the Outaouais region;
 - Organized strike mobilization campaigns to coincide with collective bargaining working closely with negotiators and local unions;
 - Conducted 4 campaigns in the hospital sector to deal with raids from other unions;
 - Managed mobilization efforts for public sector unions during the renewal of collective agreements;
 - Represented the Union before the Commissaire Général du Travail (now the Commission des relations de travail) on matters of certification, discipline and discrimination for union activities;
 - Conducted 20 successful organizing drives in a wide variety of industry sectors.

EDUCATION

- 1975 – 1978 Baccalauréat es arts (Psychologie), University of Ottawa
- 1979 – 1981 Baccalauréat en éducation (spécialisé en psychoéducation), Université du Québec en Outaouais.
- 2003 – 2004 Preparatory year for Graduate work, Université du Québec en Outaouais.
- 2005 - Two years in the Masters in Industrial Relations and Human Resources program, Université du Québec en Outaouais.

In addition to University Education, I have participated in over 30 training courses on all aspects of trade union work including organizing, negotiations, health and safety, work organization, ergonomics, management training and grievance arbitration. Sat at many conferences on labour relations, pension plans, benefits.

PERSONAL INTERESTS

- Fishing
- Car and motor bike restoration
- Cottage Life
- Home renovation

LANGUAGES

- French (Mother Tongue)
- English (Fluent in speaking and writing, over 80 % of my former job was in English)