

LETTER OF UNDERSTANDING

BETWEEN
THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Teaching Loads in the Faculties of Arts and Education, and in the Telfer School of Management

WHEREAS the final report of the joint **Normal Teaching Load of Regular Members** working group identified disparities with respect to higher teaching loads between uOttawa and other U15 universities in the Faculties of Arts and Education, and the Telfer School of Management, and recommended that decisions about which workload model to implement are best left to individual Faculties;

WHEREAS the final report of the Joint Normal Teaching Load Working Group also recommended identifying an adequate replacement to Appendix J, which would serve to establish a baseline teaching load and be easily understandable by all interested parties;

AND WHEREAS the Association tabled a proposal at the bargaining table whereby a Member's teaching load shall never exceed 12 credits;

NOW THEREFORE, the parties agree as follows:

1. Subject to the application of sections 22.2.1.4, 22.2.1.5, 22.2.1.6, 22.2.1.8 and 41.6.1 of the Collective Agreement, the Deans of the Faculties of Arts and Education, and the Telfer School of Management will reduce the baseline teaching load to four (4) 3-credit courses or its equivalent for Regular Faculty Members and implement them by April 30, 2026. For further clarity, on April 30, 2026, any existing workload models and systems based on 15 credits as the baseline teaching load will be deemed null and void.
2. For further clarity, it is understood that a Member's normal teaching load may be less than provided for than in paragraph 1 above, pursuant to sections 22.2.1.4 and 22.2.1.5 of the 2021-2024 Collective Agreement.
3. For further clarity, it is understood that a Member's normal teaching load may be more than provided for than in paragraph 1 above, pursuant to sections 22.2.1.4, 22.2.1.6, 22.2.1.8 and 41.6.1 of the 2021-2024 Collective Agreement.

4. The first paragraph of section 22.2.1.1, section 22.2.1.2, and Appendix J of the Collective Agreement will be suspended for the duration of the Collective Agreement, with a start date of May 1, 2024. Subsequent to the implementation of changes under paragraph 1, the first paragraph of section 22.2.1.1, section 22.2.1.2, and Appendix J will be permanently rendered null and void.
5. Notwithstanding the paragraphs 1 to 4 above, the Faculty of Arts will reduce the normal teaching load of Language Teachers provided for in Section 22.4.4 of the Collective Agreement to six (6) 3-credit courses, providing that the Dean has no concerns with the quality of the Language Teacher's academic service following an annual review conducted pursuant to section 23.2.2 of the Collective Agreement.
6. This LOU will expire no later than April 29 preceding the expiration of the collective agreement, with a start date of May 1, 2024, or once all the changes have been implemented whichever happens later.