

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

New PTR for Librarians

WHEREAS the Parties recognizes that they have implemented a “new PTR” increment formula for Faculty Members, but not for Librarians.

THEREFORE, the Parties agree to the following:

1. To create, within six (6) months of the ratification of the collective agreement, with a start date of May 1, 2024, a committee comprised of two (2) representatives appointed by the Employer, and two (2) representatives appointed by the APUO. The parties shall advise each other of their nominees in writing prior to the first meeting.
2. The committee's mandate is to, based on the work done historically with Faculty Members, to recommend to the Parties a “new PTR” increment table for Librarians. The committee shall ensure that the new recommended structure:
 - a. is similar in function to the Faculty Members’ “new PTR”,
 - b. does not negatively impact career pensionable earnings, and
 - c. include an effective date for any recommended “new PTR” implementation.
3. Any member of the committee may call upon, if necessary, the resource people they deem appropriate to assist them completing the mandate.
4. The committee shall produce a report within three (3) months of starting their work.
5. Within one (1) month of the recommendations of the committee, the Parties shall meet to discuss the recommendation, and see how they can agree to a new PTR system.
6. The parties will not unreasonably refuse the recommendations.
7. This LOU expires after the Parties have discussed the recommendations.