

APUO

ASSOCIATION DES PROFESSEUR(E)S DE L'UNIVERSITÉ D'OTTAWA
ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

Ottawa, Tuesday January 21, 2014

Mr. Allan Rock
President
University of Ottawa
Ottawa, Ontario
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Object: Plamondon report and consultation process

Dear President Rock,

The *Plamondon report* was made public last Monday, and we have already received an alarmingly high number of questions and comments from our members on the specifics of the report, as well as on the consultation process to be held January 23 and 24. Even though the APUO will not develop its own autonomous position on the academic dimension of the project detailed in the report, the APUO has the obligation to make sure that the project and its consultation process are both fully respectful of the collective agreement.

A thorough reading of the *Plamondon report* clearly indicates that, in its current form, the projected School of Government raises numerous and significant issues linked to the following articles of the collective agreement:

1. Recognition (art. 3.1)
2. Management rights (art. 5.3)
3. Collegiality and consultation (art. 5.4.1. and 5.4.2.1)
4. Academic freedom (art. 9)
5. Language requirements (art. 11)
6. Appointments (art. 17.1)
7. Regular and special appointments (art. 17.1.1.2 and 17.1.1.3)
8. Cross-appointment of academic staff (art. 17.4)
9. Transfer and secondment (art. 17.6)
10. Tenure and promotion (art. 25)
11. Compensation (art. 41).

Of the articles listed above, we would like to draw your attention for the moment to article 5.4.2.1. regarding collegiality and consultation: “The employer agrees to undertake, except where circumstances do not permit it, appropriate prior consultations with any group of members whose working conditions could be changed substantially by its decisions”.

It is clear to the APUO that this group includes professors in the Graduate School of International and Public Affairs (GSIPA), professors of public administration in the School of Political Studies (SPS), and all professors in the SPS, the School of International Development and Global Studies (SIDGS), as well as those in the Department of Criminology. The members in these academic units are already significantly involved in many activities expected to be part of the possible School of Government.

We therefore encourage you to provide an appropriate mechanism for these members to directly voice all of their viewpoints on this project as soon as possible. This implies providing ample time to allow professors to discuss it amongst themselves first, and then to create a forum of sufficient duration to allow full expression of collective concerns and viewpoints. The consultations to be held on January 23 and 24 do not meet these two minimal criteria.

We are confident as you wrote in your previous letter on the subject (dated March 15 2013), that the APUO "... can be assured that, however, the University and the Faculty [of Social Sciences] are complying fully with the obligations to consult as described in the relevant articles of the Collective Agreement between the University and the APUO, and will continue to do so".

Rest assured that the APUO is an agent for change, as we have demonstrated in the last round of collective bargaining, and that we are already available to meet with you to discuss the issues relevant to the collective agreement raised in the *Plamondon report*, including the one that has been singled out: "Some changes may be required to the collective agreement to enable some hiring flexibility" (16). It goes without saying that the issue of hiring flexibility is paramount for the APUO.

With highest regards,



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