



July 16, 2015

Kathryn Butler-Malette
c/o Office of the Vice-President, Governance
University of Ottawa
Tabaret Hall
550 Cumberland St., Room 208
Ottawa ON K1N 6N5

Dear Ms. Butler-Malette,

On behalf of the Executive Committee of the Association of Professors of the University of Ottawa (APUO) I would like to acknowledge that you forwarded our letter concerning Dr. Mona Nemer's salary increase for 2014 to Allan Rock, who responded to you and copied the APUO. I note however that our letter was addressed to you and that APUO has not received a response from you.

In the meantime, President Rock's communication has raised new questions and issues based on the process and justifications that he and Dean Jacques Bradewejn provided for the steep increase in Dr. Nemer's 2014 salary (which jumped from \$274,048.71 in 2013 to \$392,058.77 in 2014 and is a 43.1% raise). These are of concern to the entire university community and I trust that as Chair of the Executive Committee you would also be anxious to learn more.

The first is the source of the answers. It appears that neither you as Chair of the Executive Committee (which is tasked with salary agreements and policies concerning non-unionized groups of employees) nor Allan Rock were directly aware of the details of Dr. Nemer's compensation package. That President Rock provided a letter from the Dean of Medicine as explanation clearly shows that the people and offices with the oversight and responsibility to set executive compensation at the University of Ottawa had little or no knowledge regarding the increase to her salary and the reasons thereof.

We also remind you that in 2012 the Government of Ontario passed the *Strong Action for Ontario Act (Budget Measures)*, which included a wage and benefit freeze on vice presidents of universities and other non-unionized employees. This freeze came into force on March 21, 2012, and is to remain legally binding until the province tables public accounts which do not reflect a deficit.

President Rock's letter states that the Dean of Medicine, Jacques Bradwejn, approved a \$30,000.00 annual stipend for Dr. Nemer for the years 2011, 2012, 2013 and 2014. While it remains a mystery that these were not disbursed on an annual basis despite Dr. Nemer having obviously met "annual objectives and evaluations conducted by the Dean and the Vice-Dean Research of the Faculty," these stipends nonetheless were paid retroactively during a period of wage and benefit freeze, which is contrary to the Act.

Further, this lump sum addition to Dr. Nemer's compensation is not in keeping with the general principle that broader public sector workers (including executives) should not be receiving such extreme increases while the province struggles with debt and our students and their families work harder to pay the ever-rising costs of tuition.

Finally, we note that Dr. Bradwejn provided a summary list of salary supplements (assuming these are the "annual stipends" referred to as the amounts are identical) for professors in the Faculty of Medicine. This list, which would evidence whether these stipends are a typical practice, was not included in the communication and APUO requests a copy.

Thank you for your attention in responding to our original and present concerns within five business days.

Best regards,

Jennifer Dekker
On behalf of the Executive Committee of the APUO