



Ottawa, September 25th, 2015

Hon. Reza Moridi, Minister of Training
Colleges and Universities
14th Floor, Mowat Block
900 Bay Street
Toronto ON
M7A 1L2

Dear Minister,

I am writing to request that you investigate compensation being paid to two members of the senior administration of the University of Ottawa.

My concern is in reference to the *Strong Action for Ontario Act* passed in 2012. Sections 7.7 and 7.8 of that law forbid increases to the compensation of certain university administrators. The law prohibits any increase to salary, benefits, or other payments or cash compensation, regardless of the form they take. As the relevant part of the law reads:

No increase in salary

7.7 The salary of a designated executive or designated office holder under the compensation plan that is in effect for the position or office on his or her effective date cannot be increased before the end of the restraint period.

No increase in benefits, perquisites and payments, etc.

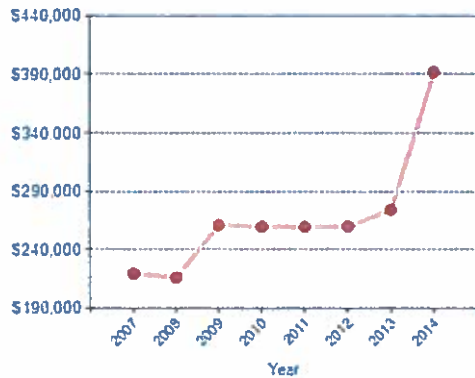
7.8 (1) Subject to subsection (3), a benefit, perquisite or payment provided to a designated executive or designated office holder under the compensation plan that is in effect for the position or office on his or her effective date cannot be increased before the end of the restraint period, and no new or additional benefits, perquisites or payments may be provided to a designated executive or designated office holder before the end of the restraint period.

Payment

(2) In this section, "payment" means cash compensation other than salary.

Under subsections (iii) and (v) of section 7.3(1) of the Act, this legally-binding wage freeze applies to Vice Presidents and Deans of Ontario's universities.

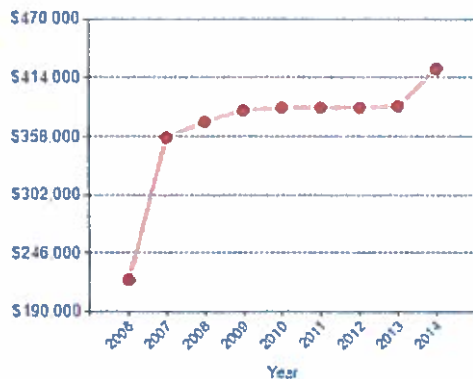
The Association of Professors of the University of Ottawa (APUO) recently reviewed the Ontario Sunshine List and learned that the University's Vice President for Research, Dr. Mona Nemer, has received a very large compensation increase, as shown below on the following graph:



There have been two increases to Vice President Nemer's salary since the wage freeze law took effect. Her salary first went from \$259,754 in 2012 to \$274,048 in 2013, followed by a second increase to \$392,058 in 2014. These represent an approximate increase of 50% in just two years.

The APUO has communicated with President Allan Rock and the Board of Governors to inquire how this came about. In his response to the Board of Governors, which is enclosed, President Rock claims that Vice President Nemer's raise is legal because it was related to her work as a researcher and not her functions as Vice President. The above-quoted wage freeze law, however, applies to all compensation. As s. 7.8(1) reads, "no new or additional benefits, perquisites or payments may be provided to a designated executive or designated office holder."

Further, President Rock's letter states that Vice President Nemer's raise was approved by the Dean of the Faculty of Medicine, Dr. Jacques Bradwejn. It is noteworthy that Dean Bradwejn's salary also increased markedly from 2013 to 2014:



By way of contrast, no other senior administrator at the level of Vice-President has received similar wage increases. In fact, all other Vice Presidents have not received any increase at all, other than \$2.00 added to their benefits.

We believe this situation merits an investigation regarding how and why these increases came to be. We therefore respectfully request:

1. A transparent public investigation into the salary and other compensation paid to Vice President Nemer and Dean Bradwejn;
2. If your investigation substantiates that illegality occurred, refer this matter to the law enforcement authorities and / or ensure that Vice President Nemer and Dean Bradwejn repay any salary or other compensation that they may have received;
3. Notify the APUO as to the actions taken by the Government of Ontario in this matter.

All of which is respectfully submitted.



Jennifer Dekker

Présidente / President

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