

ARTICLE 11 - Language requirements

Section 11.2 - Procedures

- 11.2.3.1 Active Where the required proficiency level is active knowledge of a language, the DTPC and chair shall address themselves explicitly to the question: is the member's competence in this language adequate for purposes of teaching? If the member has taught a course in the other official language, the Dean will deem the member to have reached the required language requirements.
- 11.2.3.2 Passive Where the required proficiency level is passive knowledge of a language, the DTPC and chair shall address themselves explicitly to the question: is the member's proficiency sufficient to grasp the essential content of oral and written communications addressed to the member in the course of employment at the University of Ottawa? If the chair and DTPC agree that the member has achieved the required proficiency level or if the member has taught a course in the other official language, the Dean will deem the member to have reached the required language requirements.
- *11.2.4 If the member's proficiency is not established ~~to the satisfaction of the dean or the FTPC~~ as per 11.2.3.1 or 11.2.3.2 respectively, the ~~dean~~ Dean may ask that the member take a test appropriate to the required level of competence defined in this article and stated in the initial letter of appointment. ~~such~~ This test will ~~to~~ be administered by the Official Languages and Bilingualism Institute according to the standards determined by the joint working group as outlined in the Letter of Understanding titled "Level of competence testing in the other official language by the Official Languages and Bilingualism Institute (OLIB)".

LETTER OF UNDERSTANDING

Between

The Association of Professors of the University of Ottawa (“the Association”)

And

The University of Ottawa (“Employer”)

Proficiency testing in the other official language by the Official Languages and Bilingualism Institute (OLIB)

The parties agree to convene a working group to establish the proficiency testing requirements in the other official language required pursuant to article 11.2.4. The working group will consist of three (3) representatives of the Employer and three (3) representatives for the Association.

Mandate: The working group will make recommendations to the Association and the Employer regarding the OLIB proficiency testing necessary to demonstrate active knowledge in the other official language.

Timing: The working group will make their recommendations before the end of December 2013. The Association and the Employer will institute these standards through a Letter of Understanding, and then permanently include them in the collective agreement in the next round of negotiations.

Expiry: This Letter of Understanding will expire at the end of the current collective agreement as long as the mandate has been fulfilled.

SIGNED at Ottawa, this ___ day of _____ 2013.

Caroline Roy-Egner
UNIVERSITY OF OTTAWA
Chief Negotiator

Michel Desjardins
APUO
Chief Negotiator