

ARTICLE 40 - Benefits

Section 40.1 - General

40.1.1 Employee benefit plans

*40.1.1.2 Any member whose appointment at the University of Ottawa is for a period of at least 2 consecutive terms or, in the case of librarian members, for a period of at least 6 months -- including a member for whom all or part of the salary is reimbursed to the University of Ottawa by an outside agency -- shall contribute to, and be entitled to receive the same benefits that regular members receive~~the employee benefit plans listed in 40.1.1.1.~~

Any member whose appointment at the University of Ottawa is for a period of less than 2 consecutive terms or, in the case of librarian members, for a period of less than 6 months -- including a member for whom all or part of the salary is reimbursed to the University of Ottawa by an outside agency -- shall receive twenty percent (20%) of pay in lieu of benefits and also be entitled to the benefits listed in article 40.6 (Tuition fees) and 40.9 (PER).

Section 40 - Benefits

Modifications to the benefits

- Increase in the psychologist visits: Increase from one thousand dollars (1,000\$) to two thousand dollars (2,000\$) per year, and from fifty dollars (50\$) per visit to fifty percent (50%).
- New vision care coverage: Will cover one hundred percent (100%) of a vision examination, once every two years up to eighty dollars (80\$), and cover glasses up to a total of three hundred dollars (300\$).
- In Vitro Fertilization: Cover costs for IVF not covered by OHIP or QHIP up to a total of one thousand dollars (1,000\$) one time.

Section 41 - Compensation

Section 41.2 – Scales and scale adjustments

Economic increase:

2012-2013	2.16%		2013-2014	2.21%		2014-2015	2.80%
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Catch-up adjustment:

2012-2013	3.05%		2013-2014	0.00%		2014-2015	0.00%
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The increase shall be distributed using a hyperbola function similar to the function proposed during the 2011-2012 negotiations. The exact data shall be determined by the parties.

LETTER OF UNDERSTANDING

Between

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

And

The University of Ottawa (“the Employer”)

Comparator group

WHEREAS The Parties agree that, in the context of salary negotiations, the following Ontario Universities have constituted the traditional comparator group: Carleton, Guelph, McMaster, Queen’s, Waterloo, Western and Windsor;

WHEREAS the Parties agree that the University is one of Canada’s leading universities and that the traditional comparable group doesn’t include universities of similar status and don’t all include professional and medical schools;

The Parties agree that, in the context of future salary negotiations, the following Ontario Universities shall constitute the new comparator group: McMaster, Queen’s, Western and York.

Expiry: This letter of understanding will never expire and will remain in effect until both Parties agree otherwise.

SIGNED at Ottawa, this ___ day of _____ 2013.

Caroline Roy-Egner
UNIVERSITY OF OTTAWA
Chief Negotiator

Michel Desjardins
APUO
Chief Negotiator