

**1. Equity – Childcare**

APUO PROPOSAL – Presented to the employer on March 11, 2021

**LETTER OF UNDERSTANDING**

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(APUO)

**Childcare**

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The Employer and the APUO confirm their mutual agreement that childcare is a necessary service to all employees of the University and represents a necessary step in ensuring family status equity.

A lack of access to quality childcare means that employees are disproportionately put at a disadvantage in terms of being able to work and fully participate in academic life. Making childcare a necessity not only takes into consideration the changing demographics at the University but provides much needed social support to employees in child-rearing relationships thus permitting them to be better engaged as members in their respective academic and non-academic communities.

WHEREAS the Employer is committed to the goal of ensuring that there is quality childcare for the children of any member of the University of Ottawa community. The Employer acknowledges that the number of available childcare spaces on or near the University of Ottawa campus is severely limited.

WHEREAS the Parties agree that safe, reliable, affordable, and accessible childcare is fundamental to our members' ability to effectively perform their jobs. The Employer agrees that research has consistently shown that career success, commitment, and employee retention are linked to access to quality childcare.

THEREFORE, both Parties agree that the Employer will commit to the creation of 100 new subsidized childcare spaces at or near the University of Ottawa community by 2023. Suggested distribution of spaces should be done to contribute APUO members as well as the larger University community as a whole:

- 60 APUO
- 15 Students
- 15 Support Staff
- 10 APTPUO

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SIGNED at Ottawa, this \_\_\_\_ day of \_\_\_\_\_ 2021.

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Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator