

**1. Equity – Letter of appointment**

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

17.1.4.1 An initial appointment or a reappointment, be it regular or special, shall be communicated to the academic staff member by a letter of appointment. Candidates shall be scheduled to contact the Association to discuss with a representative of the Association prior to accepting any appointment offer. The letter of appointment, including any letter of offer previously accepted by the Member, when signed by the Member, shall serve as a contract between the Member and the Employer.

Deleted:

17.7.1.7 Regardless of the method used to fill the position, the person chosen shall be informed in writing of the terms of employment offered: the job description for the offered position, duration of the appointment, rank, salary, number of recognized years of prior professional experience as per 23.4.1.1, moving expenses reimbursement provisions in section 40.5, and any applicable specific conditions (ex.: knowledge of the second official language, date of eligibility for a continuing appointment). If the person chosen is not a Librarian already working for the Employer, she shall, at the same time, receive a copy of this agreement. The person chosen shall be scheduled to contact the Association to discuss with a representative of the Association prior to accepting any appointment offer.