

1. Equity – Librarians

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

- 17.7.1.3 When the Employer decides that a position is to be filled, the following provisions shall apply:
- (a) the position shall be filled without undue or unreasonable delay;
 - (b) the University Librarian shall, after consulting the head of the relevant administrative unit and the LPC, decide whether the position is to be filled on a regular basis as per 17.7.3 or temporary basis, it being understood that this decision is to be taken within ten (10) working days following the consultation of the LPC. If she decides to fill the position temporarily, she shall also consult the LPC regarding the various ways of so doing, as described in 17.7.2.1.
 - (c) regardless of the method chosen to fill the position, any person involved in the selection process shall participate in a program of training on Employment Equity. The training shall be developed and delivered jointly by the Employer and the Association and shall include information on the University Policy on Employment Equity and of the relevant articles in the collective agreement.

17.7.1.4 The provisions of section 17.1.6 shall apply, mutatis mutandis, to Librarian Members.

17.7.1.5 The following provisions apply whenever a vacant position is announced in accordance with the provisions of this agreement.

- (a) Notice of a vacant position shall first be given within the Library of the University of Ottawa, this shall be done using whatever technological means are appropriate. The notice of a vacant position shall be posted for a minimum of 10 (ten) working days. If, after following the selection process detailed in section 17.7.1.6, an applicant is not selected, the Employer shall proceed to advertising the vacant position outside of the Library as per (b) below.
- (b) When a vacant position is to be advertised outside the Library of the University of Ottawa, this shall be done using whatever technological means are appropriate. This may include, but is not limited to, the following: electronic distribution lists and bulletin boards, print or electronic advertisements in newspapers, print or electronic notices in library schools, library associations, and related organizations.

...

-
- *20.5.4 Academic service activities A Librarian Member's academic service activities include, but are not limited to:
- (a) participating in the work of committees, working groups, and any equivalent groups of the Library or the University, or otherwise contributing to the effective operation of the University of Ottawa or one of its constituent parts. It is understood that chairing such groups is an administrative activity under 20.5.2 and that work undertaken as part of the Member's job description is a professional activity under 20.5.1;

...

- (g) Any activities related to advancing issues of equity, diversity and inclusion within the Library, University, or the profession, where these activities cannot be reasonably understood to be part of the member's job description.

Deleted: 4

Deleted: →

Deleted: a

Deleted: A

Deleted: within and

Deleted: related to