

1. Equity – Special Fund

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

Special Fund – The goal of this proposal is to incorporate the Special Fund component of Policy 94 of the University of Ottawa in the APUO Collective Agreement.

New Section

6.6 Special Fund

6.6.1 The University shall provide special funding each calendar year as set out below, for the purpose of providing assistance to Members in the development and of their career. Members of the Special Fund Committee may consider applications from all Members but shall prioritize Members who belong to an equity seeking group and/or Members with considerable family status obligations.

Effective 2021 calendar year: \$100,000.

Effective 2022 and subsequent years: the amount shall be increase each January 1 by five percent (5%).

6.6.2 Members may request assistance in the form of a course release or a research assistant. The total cost associated with the assistance will be limited to the salary cost of the replacement professor and/or the assistant.

6.6.3 An application for assistance may be initiated by a Member and must be submitted to the Member's Dean no later than October 1. The application must be accompanied by a completed Special Fund form to be jointly developed by the Employer and the Association.

6.6.4 Upon receipt of an application, the Dean shall prepare a recommendation. Both the application and her recommendation must be sent to the Special Fund Committee no later than December 1. The Dean will forward a copy of her recommendation to the Member.

6.6.5 **Special Fund Committee** A Special Fund Committee will be chaired by the Vice-Rector, Academic or her delegate and composed of the Director of the UO Human Rights Office, a Dean and the APUO Equity Officer. The Committee will determine how to evaluate the requests but shall always identify Family Status, as defined in the *Ontario Human Rights Code*, as the main criteria.

6.6.6 The Special Fund Committee shall provide a list with the names of the recommended recipients to the Administration Committee for approval no later than February 1. The list with the names of the approved recipients will be shared with the Association no later than February 1.