

2. High Quality Education and Research – Compensation Structure for APUO Academic Administrative Positions

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

(Association)

Re: Compensation Structure for APUO Academic Administrative Positions

WHEREAS variability in financial stipends and course releases of Members in academic administrative positions is inevitable because of differences in workload;

AND WHEREAS the parties are concerned with equitable treatment of Members in academic administrative positions;

THEREFORE:

1. The Parties agree to create, within one month of the ratification of the collective agreement with a start date of May 1, 2021, a working group comprised of two (2) management representatives, appointed by the Employer, and two (2) APUO representatives, appointed by the APUO. The parties shall advise each other of their nominees in writing prior to the first meeting.
2. The task of this committee will be create a formal compensation structure, stipends and/or course releases, for all academic administrative positions using the survey data general generated from the [2018-2021 Academic Administrative Position LOU](#).
3. The compensation structure will be included into the APUO Collective Agreement as of May 1, 2022.
4. The members of the working group will sign a confidentiality agreement.

SIGNED at Ottawa, this ___ day of _____ 2021.

Jules Carrière
UNIVERSITY OF OTTAWA
Chief Negotiator

Dalie Giroux
APUO
Chief Negotiator