

4. Protecting Your Rights – Association releases

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

*6.3.3 The Employer agrees that the services provided to the Association by a Member who is the President of the Association amounts to a normal workload. The Employer agrees that the services provided to the Association by the two (2) members who are one of the two APUO Vice-Presidents and by the Member who is the Liaison Officer of the Association amounts to approximately half of a normal workload. The Employer therefore agrees that during any period in which a Member is the President of the Association, her Dean shall allow a reduction in her workload, with no reduction in remuneration, of all her usual involvement in teaching and scholarly activities. The Employer therefore agrees that during any period in which a Member is one of the two APUO Vice-President or the Liaison Officer of the Association, her Dean shall allow a reduction in her workload, with no reduction in remuneration, of half her usual involvement in teaching and scholarly activities. The Member may also direct her academic service activities entirely to Association activities.

*6.3.4 For each regular term, the Association shall have the right to appoint as many as six (6) willing Members to other specific tasks for the Association by the means of a reduction in their teaching load. It is understood that a single Member, including a Vice-President or the Liaison Officer, may be awarded more than one reduction if the Association deems it appropriate. Any Member, including those without a formal teaching load in the aforementioned regular term, may be given a teaching load reduction. If the Member does not have a teaching load, their teaching load reduction will be deferred with the reduction to be utilized at a later time as agreed by the Member and her Dean. The Association does not have to justify any appointment to the Employer.

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