

**5. Housekeeping – Degenderalization of the CA**

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: Degenderalization of the CA

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1. The Parties agree to begin “degenderalizing” the APUO Collective Agreement within six month of the ratification of the collective agreement with a start date of May 1, 2021.
2. The Parties agree to finish the “degenderalization” of the Collective Agreement prior to the end of the newly ratified collective agreement.

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2021.

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Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator