

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(APUO)

Childcare

The Employer and the APUO confirm their mutual agreement that providing access to childcare is an equity issue and a service that facilitates work-life balance, and as such, is considered essential to all employees of the University community. Both parties also agree that providing access to adequate childcare is a valuable service in the recruitment and retention of its faculty, students and staff.

WHEREAS the Employer and the APUO recognize that the University of Ottawa has and continues to support third-party childcare providers;

WHEREAS the Employer and the APUO recognize that access to childcare for members of the University of Ottawa community is limited;

WHEREAS the Employer and the APUO recognize that third-party childcare providers are separate entities of the University of Ottawa;

The parties agree to the following:

1. The Employer will make every effort to increase access to childcare for all community members of the University of Ottawa during the duration of this Collective Agreement.
2. To fulfill this responsibility, the parties will jointly mandate that the Equity, Diversity and Inclusion Committee (EDIC), as per article 17.1.6.2, examine the issues and barriers related to limited access to childcare at the University of Ottawa. This mandate will include:
 - a. An interim report to be submitted to the Parties outlining the issues and barriers concerning access to childcare at the University of Ottawa; the interim report shall be submitted within two (2) years of the ratification of the Collective Agreement with a start date of May 1, 2021;

- b. A list of recommendations to remove and limit the issues and barriers identified as per above; and
 - c. Anything else deemed relevant by the EDIC.
3. A final report by EDIC is to be submitted to the Parties no later than three (3) years of the ratification of the Collective Agreement with a start date of May 1, 2021.

These modifications will be effective upon the date of ratification.

SIGNED at Ottawa, this 22nd day of June 2021.

Jules Carrière
UNIVERSITY OF OTTAWA
Chief Negotiator

Dalie Giroux
APUO
Chief Negotiator