

November 14, 2023

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Notice of Association Grievance: Transfer of numerous tasks traditionally performed by support staff to APUO Members following the implementation of Workday (A-23-08)

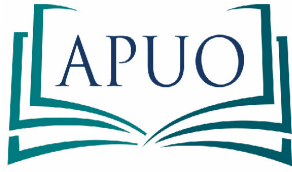
Dear Prof. Carrière:

The APUO hereby files an Association Grievance, in accordance with article 13.4.1 of the Collective Agreement, against the numerous workload related implications following the Employer's decision on how to configure, manage and operate the electronic management system Workday.

The APUO membership has informed us of numerous concerns regarding a significant workload increase due to the implementation of Workday. Not only did the overall workload increase, but Workday also led to a significant transfer of administrative tasks traditionally performed by support staff ("support-level tasks") to APUO Members, at the expense of other areas of Members' workload as specified in the Collective Agreement (art. 20, 22.1 and 22.2). Overall, Workday has drastically changed Members' working environment and has had significant negative impacts on research and teaching activities. The Employer failed to consult the APUO about the implications of Workday on the Members' respective workload.

The most common problems Members have encountered and are still encountering are:

- Changes to academic activities: These "support-level tasks" are not consistent with any activities described in the APUO Collective Agreement nor are they part of new existing job description document.
- Impact on Members' rights and responsibilities: Members must now spend an unreasonable amount of time to complete these "support-level tasks" in order to address the many new requirements from the Workday system thereby reducing the amount of time available to perform their normal responsibilities.



- Impact on review and evaluation: The changes in the Members' workload will negatively impact Members' reviews and evaluations as well as the assessment of Members' performance of workload duties. This negative impact could easily extend to negative decisions on Promotion and/or Tenure, and Continuing Appointment applications.

Without admitting the necessity to list specific articles, but for the purposes of greater clarity, the Employer is in violation of articles 5.1, 5.3 5.4, 18, 20, 21, 22, 23, and 25 of the Collective Agreement, amongst others, and the principles of natural justice.

The APUO requests that the Employer remedy the grievance as follows:

1. Acknowledge that their decision is in violation of the Collective Agreement;
2. Immediately stop using ALL non-essential Workday functions apart from basic payroll and human resources functions and to activate such aspects only after consultation with members;
3. Provide Members with access to support services and administrative services to perform Workday tasks and functions if Members request them;
4. Provide Members with comprehensive Workday training sessions;
5. If necessary, hire more support staff to support APUO Members;
6. Until the previous remedies have been implemented, provide releases of three (3) teaching credits per year as compensation for the increase workload;
7. Damages
8. Any other remedies as deemed appropriate.

Sincerely,

Dimitri Karmis
President, APUO

c.c.: T. Foth, Grievance Officer, APUO