



2024 BARGAINING BOOK

**BARGAINING PRIORITIES FOR THE NEXT
COLLECTIVE AGREEMENT (2024 - 202X)**

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Introduction

This Bargaining Book outlines the APUO's priorities heading into collective bargaining and the demands our union will present to the Employer as we enter negotiations for the 2024-202X Collective Agreement (CA).

The priorities and demands were developed through an analysis of:

- the 2023 Bargaining Survey;
- notes from several focus group meetings with APUO members:
 - in different categories of employment (i.e., Regular Professors, Librarians, Language Teachers, Contract Special Appointment Professors (CSAP) and Replacement Professors); and
 - who are members of equity deserving communities;
- the December 2023 APUO Bargaining Lunch; and
- demands from previous rounds of negotiations.

Thanks to Members' engagement throughout these various consultative processes, the APUO has identified major areas of concern and is proposing concrete solutions to improve our working conditions.

Members have made it clear that the time to demand better is now. The Employer must take action to create fair working conditions so that we can provide high quality education and research.

The austerity measures imposed by the Employer throughout the last decade have compromised the integrity of uOttawa's teaching and research missions. What is at stake now is nothing less than our ability to ensure the continued provision of high-quality teaching and research in both Official Languages. Our working conditions on campus directly affect our students' learning conditions, and we will be negotiating with an Employer whose decision-making, over the lifespan of the 2021-2024 CA, has repeatedly demonstrated an unwillingness to prioritize high quality education and research. Throughout the past three years, we have experienced a significant decrease in administrative supports resulting in dramatic increases to our workloads. We have endured budget cuts, hiring freezes, and high levels of turnover in leadership, and we continue to experience the fallout of the Workday fiasco. Most of all, we have had to contend with an Employer that increasingly disregards and disrespects the critical role APUO Members play in delivering and upholding uOttawa's missions.

This Bargaining Book sets out the four pillars that Members have identified as our priorities. Each pillar includes demands to be championed for inclusion in the 2024-202X Collective Agreement.

1. Address Increasing Workloads

For Members, workload is the top concern going into bargaining. The ongoing increase in student to professor/librarian ratios,¹ cuts to administrative and support services, the downloading of activities previously completed by administrative and support staff, and recent hiring freezes in some Faculties, have drastically increased Members' workloads. The ongoing Workday fiasco has only worsened an already growing crisis. Members have reported experiencing higher rates of stress and burnout as well as difficulties keeping up with their teaching and research duties.

Members have identified Teaching Loads as a priority area of concern. Following the 2021 round of collective bargaining, the APUO and the Employer struck a [Working Group on Normal Teaching Load of Regular Members](#) tasked with identifying members' concerns regarding workload and making recommendations to establish normal teaching loads across academic units and Faculties. In its Final Report, the Working Group identified that:

“Overall, APUO members do appear to have higher teaching loads than their peers in comparable Faculties at other U15 universities, often with the additional pressure of being required to teach in both French and English.”²

2. Protect High Quality Education and Research

Members value the intrinsic link between our working conditions and students' learning conditions. The ongoing elimination of structural supports combined with constantly expanding workloads pits our ability to deliver high-quality learning experiences against the demands of conducting high-quality research, and vice-versa. Shouldering high teaching loads and dealing with consistent delays in processing grant funding, places immense burdens on our research. Meanwhile, higher class sizes and cuts to supports, such as Teaching Assistants, compromise the student experience. Damage to uOttawa's reputation poses serious challenges to student recruitment, program delivery, and new research initiatives.

3. Improve Equity and Protect Our Rights

During previous rounds of collective bargaining, the APUO successfully strengthened the language of our CA to improve equity, diversity, and inclusion. However, there remains a [marked underrepresentation](#) of Black, First Nations, Métis, and/or Inuit, racialized Members, and Members with disabilities among our ranks. The COVID-19 pandemic and the Central Administration's cuts to important services, including access to childcare services that are [the subject of a Letter of Understanding](#), have aggravated many existing inequities in our workplace. Beyond striving to improve the representation of equity deserving groups, measures need to be put in place to better address the barriers members of these groups face including heavier workloads due to demands to participate in equity-related committees and supporting students of equity deserving communities.

¹ Page 5, [Report of the 2019 Listening Tour on the issue of Workload](#), 2019

² Page 2, [Final Report of the Working Group on Normal Teaching Load of Regular Members](#), 2023.

Members also identified that contract faculty, such as Replacement Professors and Continuing Appointments Contract Special Appointment Professors (CSAPs) face job insecurity and high teaching workloads. These members need stronger protections for job security and deserve to have their rights clearly articulated in the new collective agreement.

4. Democratize Decision-Making

In previous rounds of collective bargaining, the APUO tabled proposals aimed at promoting accountability and fostering a more collegial³ and democratic university. Throughout the course of the 2021-2024 Collective Agreement, collegial decision-making at uOttawa deteriorated significantly. The Central Administration has made sweeping decisions without consulting or collaborating with the APUO and other unions and, in some cases, without even informing the campus community. The lack of transparency around budget cuts and major changes to administrative and support services has created a climate of uncertainty and fear among campus workers and students. As experts in our respective disciplines and fields, and as professionals who carry out our University's core mandate, APUO Members know their input can meaningfully contribute to creating a more positive and productive work environment. Better working conditions on campus are possible, and the Employer must recognize and take under consideration the essential input of APUO Members. Unilateral decision-making structures undermine our capacity to realize our collective objectives.

Salary and Benefits

The APUO will also be negotiating on salary and benefits, which will include demanding competitive and comparable salaries to attract and retain a diverse and highly skilled workforce. We will also be proposing competitive benefits that are expanded to include better coverage and a wider range of services.



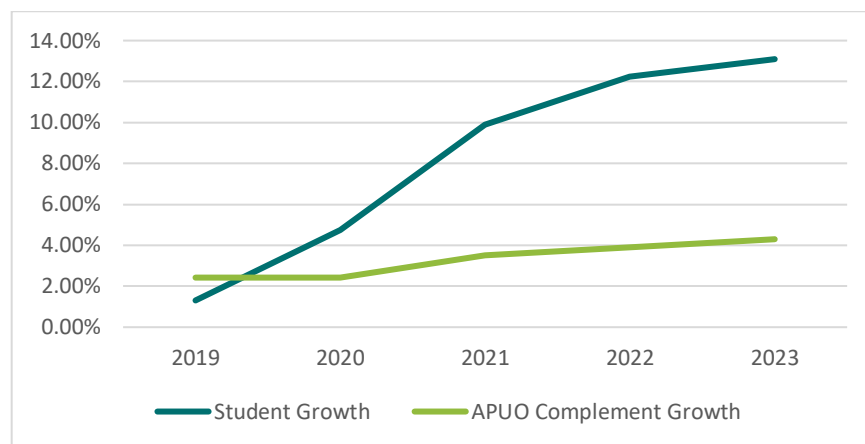
³ According to the Canadian Association of University Teachers (CAUT), “collegiality refers to the participation of academic staff in academic governance structures. Collegiality does not mean congeniality or civility.” [Collegiality – Canadian Association of University Teachers \(CAUT\) Policy Statement. Adopted in November of 2005](#), amended in March of 2010.

1. Address Increasing Workloads

To address the issue of increasing workloads we will fight together for a collective agreement that:



- 1. Continues to increase the complement of APUO positions and hire the numbers needed.** Student enrolment has grown steadily since 2019 but the complement of APUO positions has not reflected this growth.



**Please note that the y axis represents percentage of student and APUO complement growth⁴*

High student-to-professor and student-to-librarian ratios threaten our ability to consistently deliver high quality education and research. They also limit our capacity to provide individualized attention to students and to effectively support and resource research initiatives in the Library.

We will demand an increase in the APUO's complement and a joint mechanism to ensure the distribution of positions between and within Faculties is equitable, and that vacant positions are promptly filled.

⁴ Student growth statistics pulled from the [Student Registrations by Level of Study, Attendance Status, Student's Gender Language in Use, Immigration Status, and Co-Op enrollment](#) table from the [uOttawa Fact Book](#)
APUO complement growth statistics pulled from [Letters of Understanding](#) about the APUO complement:
[Letter of Understanding on Faculty Complement, 2018-2021](#)
[Letter of Understanding on Faculty Complement, 2021-2023](#)

2. **Puts an end to the overload of administrative tasks** that have resulted from drastic cuts to, and restructuring of, administrative and support services along with the implementation of Workday. We will demand that the Employer's responsibilities in providing administrative support to Members for duties not directly related to teaching, research and academic service be incorporated into the Collective Agreement.
3. **Addresses professors' and librarians' workload and teaching load concerns, and augments workload transparency.** We enter negotiations with teaching loads as a priority.
4. **Recognizes additional teaching and extra or outstanding service in Tenure and Promotion applications.**
5. **Recognizes librarians' scholarly activities and teaching.**
6. **Recognizes supervision and increases supports in teaching assistance and correction.**

2. Protect High Quality Education and Research

To protect and promote high quality education and research, we will fight together for a collective agreement that:



1. **Increases the necessary supports for** providing quality education and research, including, but not limited to:
 - a. an increase in Teaching Assistant (TA) contracts across all Faculties; and
 - b. accountability in administering research funds, including with timelines that must be respected.
2. **Maintains, promotes and supports uOttawa programs** by incorporating language to ensure program registrations cannot be unilaterally modified or suspended.

To protect our programs, the Employer must also:

- a. allocate sufficient financial and human resources (including academic staff) to all fields of knowledge in teaching and research, so that they can continue to develop and evolve their respective disciplines and programs; and
- b. ensure equity in the services and resources provided to professors through their units, departments, schools, institutes, faculties and/or other structures.

3. Establishes a mechanism between the APUO and the Employer to develop guidelines for the use of artificial intelligence in teaching and correction.

3. Improve Equity and Protect Our Rights

To promote equity and protect our rights, together we will fight for a collective agreement that:



1. **Recognizes the contribution of members towards the promotion of equity by:**
 - a. including this additional work under “workload”;
 - b. recognizing equity-related work in tenure and promotion applications;
 - c. recognizing increased service work during contract renewals; and
 - d. recognizing the systemic barriers that cause additional work to be downloaded onto members of equity deserving groups.
2. **Formalizes protections around hiring, promotion and salary equity** and includes language that speaks to the unique realities faced by Members of equity deserving communities. This includes demanding the creation of an Indigenous Advisor position as part of the evaluation of Indigenous Members’ tenure and promotion files, at all levels, and the expansion of uOttawa’s [Policy 94, Pro-Active Recruitment of Women Professors](#) to include other equity deserving groups as potential recipients and the incorporation of the policy in the Collective Agreement.
3. **Creates equitable structures** to support equity deserving Members, Language Teachers, and contract faculty. A truly equitable collective agreement will include safeguards that:
 - a. meet the needs of Members during pregnancy or parental leave, such as salary top-ups and laboratory supports while on leave;
 - b. guarantee that pregnancy and parental leaves are properly managed by all Faculties;
 - c. ensure members’ access to childcare;
 - d. improve progress-through-the-ranks provisions for librarians and language teachers;
 - e. ensure equitable access to promotion to all librarian ranks for all librarians, including those with non-administrative roles;
 - f. ensure equity in Years of University-Level Experience (YULE) calculations and extend the revision period for YULE;
 - g. improve parity and rights for librarians by adopting an equivalency to the status of adjunct professor;

- h. establish job security for Replacement Professors; and
 - i. clarify professional leave provisions for CSAPs.
4. **Reinforces Members' rights** by creating safeguards around confidentiality, privacy, harassment, and intellectual property rights.
 5. **Protects Members' rights** by creating safeguards around the implementation and use of Artificial Intelligence.

4. Democratize Decision-Making

To ensure that our university is democratically run and that APUO members' contribution to the well-being of our university is valued, together we will fight for a collective agreement that:



1. **Incorporates language guaranteeing the role of Members in the collegial management of our University.** This includes provisions for Members to be directly involved in the appointment of Deans and the uOttawa President hiring process.
2. **Confirms APUO representation and involvement on governing bodies and committees,** particularly in terms of APUO Members sitting on the Board of Governors, uOttawa's top decision-making body.
3. **Ensures budget transparency and APUO involvement in all decisions that affect members' working conditions.** To avoid fiascos such as Workday, it is critical that the Employer involve the APUO before finalizing any decisions that affect us.
4. **Ensures governance transparency** through the regular dissemination and updating of professional contact information for Central and Deanery administrators to all Members.

Salary and Benefits



All rounds of collective bargaining include negotiations on salary and benefits. We will build on our success with the post-Bill 124 salary renegotiations by proposing competitive and comparable salaries. We will also be demanding competitive benefits, including Occupational Therapy, increased coverage for mental health services, and increased vision coverage.