

### **Section 3.1 Recognition**

\*3.1.3.1 The following persons are excluded from the bargaining unit:

- ...
- (b) members ~~of the Board of Governors and~~ of the Joint Committee;
- ...

### **New section**

#### **\*5.8 Election of Faculty Members to the Board of Governors**

5.8.1 This section refers to the University of Ottawa By-Law No. 1 (as per the version adopted by the Board of Governors on February 25, 2019), hereinafter called “*the Policy*”.

5.8.2 The Parties agree that the “two individuals employed by the University as full-time Academic Staff” are to be Regular APUO Members.

5.8.3 The Parties agree that the APUO will be responsible to hold and supervise the elections required to identify the “two individuals employed by the University as full-time Academic Staff” to be appointed members of the Board of Governors as per article 2.2(v) of *the Policy*.

## Democratize our University - Section 4.1 – Strikes and lockouts

APUO PROPOSAL – Presented to the employer on June 12, 2024

**4.1.2 Strikes and lockouts** For the duration of this agreement, the Employer and the Association agree as follows.

(a) The Employer shall not call a lockout and the members of the Association shall not take any form of strike action, work stoppage or work slowdown.

(b) The Association agrees to take all reasonable measures to avoid or discourage picketing, information picketing or similar demonstrations that its members might undertake, individually or in groups, in the context of a labor relations dispute, to disrupt the work and services of the University of Ottawa.

~~(b)~~(c) In the event of a strike or lock-out, employees whose ongoing research requires access to University facilities in order to prevent irreparable damage to research (such as the loss of live and/or decomposable materials) shall be allowed access to the facilities usually associated with such research. Such employees shall indicate to their Deans in advance of any strike or lock-out their access requirements. Such indication to their Deans shall be given by employees in writing within ten (10) days of a notice from the Minister of Labour pursuant to section 79 of the Ontario Labour Relations Act.

### 4.1.3 Strikes and lockouts by other unions on campus

a) A member shall have the right to refuse to cross a picket line of another bargaining unit.

b) The exercise of this right shall not be considered a violation of this agreement, nor shall it be grounds for disciplinary action.

c) Members shall not perform the work of striking employees nor handle the work normally performed by other employees during any dispute between those employees and the employer.

d) The employer shall continue to pay the salary and benefits of any member who exercises their rights under this article.

**New paragraph**

5.2.1.12 **Dean Decisions** Whenever the FPTC make a unanimous positive recommendation to the Dean, they Dean shall not decide negatively, and must validate the recommendation via a positive decision.

### 5.4.3 Selection and reappointment of administrators

5.4.3.1 The Board of Governors agrees to provide to the Association, before the selection and/or reappointment of any senior academic administrator, a description of the consultative process that will be followed. This shall apply to senior academic administrators including but not limited to the President, Vice-Presidents, Associate Vice-Presidents, Associate Vice-Provosts, Deans and Vice-Deans, the University Librarian and Associate University Librarians. The role of Members in the selection of Deans and the University Librarian shall not be altered without the consent of the Association.

5.4.3.2 The parties to the collective agreement are committed to the principle of equity in matters of employment. To that effect, the parties agree to increase the proportion of women, Indigenous Peoples in Canada, persons with disabilities, members of visible minorities, Black Members and Members who identify as 2SLGBTQ, in senior academic administrator positions in those parts of the University community where they are under-represented.

5.4.3.3 **Ratification and Appointment of a Dean** Following the *Faculty consultation* step for the Regular Appointment of a dean procedure (step #4.5 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017), the selection committee will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of its recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the selection committee may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If the selection committee's nominated candidate is ratified by the faculty, the selection committee will recommend the candidate to the President for appointment. The selection committee's recommendation shall be in the form of a report and include recommendations for action and a rationale for the selection committee's decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

5.4.3.4 **Ratification and Re-appointment of a Dean** Following the *Consultation* step for the Re-appointment for a Second Term of Office of a Dean (step #3.2.1 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017), the President or their delegate, will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of their recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If

the President’s nominated candidate is ratified by the faculty, the President will recommend the candidate to the Executive Committee for appointment. The President’s recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

**5.4.3.5 Ratification and Appointment of an interim Dean** Following the *Faculty Consultation* step for the Interim Appointment of a Dean Procedure (step #5.3 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017), the President or their delegate, will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of their recommended candidate to the Regular Faculty Members of the relevant faculty. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Faculty Members of the relevant faculty. If the President’s nominated candidate is ratified by the faculty, the President will recommend the candidate to the Executive Committee for appointment. The President’s recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

**5.4.3.6** A Dean who wishes to serve a third term must resubmit their candidacy, in accordance with the procedure set out in the Regular Appointment Procedure (step #4 of the Procedure for the Appointment of a Dean, version approved by the Joint Committee on December 21, 2017).

**5.4.3.7 Ratification and Appointment of the University Librarian** Following the Library Consultation step for the Regular Appointment of a University Librarian procedure (step #3.5 of the Procedure for Appointing the University Librarian and Vice-Provost, Digital Academic Environment, version approved by the Joint Committee on December 21, 2017), the selection committee will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of its recommended candidate to the Regular Members of Library. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the selection committee may submit a second candidate for ratification to the Regular Members of the Library. If the selection committee’s nominated candidate is ratified by the Regular Members, the selection committee will recommend the candidate to the President for appointment. The selection committee’s recommendation shall be in the form of a report and include recommendations for action and a rationale for the selection committee’s decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

**5.4.3.8 Ratification and Re-appointment of the University Librarian** Following the Consultation step for the Re-appointment for a Second Term of Office of a Dean (step #2.2.1 of the Procedure for Appointing the University Librarian and Vice-Provost, Digital Academic Environment, version approved by the Joint Committee on December 21, 2017), the President or their delegate, will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of their recommended candidate to the Regular Members of the Library. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Members of the Library. If the President's nominated candidate is ratified by the Regular Members, the President will recommend the candidate to the Executive Committee for appointment. The President's recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

**5.4.3.9 Ratification and Appointment of an interim University Librarian** Following the Faculty consultation step for the Interim Appointment of a University Librarian Procedure (step #4.3 of the Procedure for Appointing the University Librarian and Vice-Provost, Digital Academic Environment, version approved by the Joint Committee on December 21, 2017), the President or their delegate, will determine by secret ballot administered through the Office of the Secretary-General, the acceptability of their recommended candidate to the Regular Members of the Library. To be ratified, the candidate must have a minimum approval rate of 60% of votes cast. In the event of an unsuccessful ratification, the President may submit a second candidate for ratification to the Regular Members of the Library. If the President's nominated candidate is ratified by the Regular Members, the President will recommend the candidate to the Executive Committee for appointment. The President's recommendation shall be in the form of a report and include recommendations for action and a rationale for the decision. If the Executive Committee offers the appointment to the candidate and the candidate accepts, the results of the ratification ballot shall be published.

**5.4.3.10** A University Librarian who wishes to serve a third term must resubmit their candidacy, in accordance with the procedure set out in the Regular Appointment Procedure (step #3 of the Procedure for Appointing the University Librarian and Vice-Provost, Digital Academic Environment, version approved by the Joint Committee on December 21, 2017).

## New section

### 5.4.4 Procedure for Selecting the President

5.4.4.1 This section refers to the *Procedure for Selecting the President and Vice-Chancellor of the University of Ottawa* document (as per the version adopted by the Board of Governors on May 27, 2019), hereinafter called “*the Procedure*”.

5.4.4.2 Paragraph 3.1.2 of *the Procedure* shall be replaced by the following:

#### 3.1.2 Selection Committee Membership

The Committee shall consist of no more than ~~fourteen-sixteen~~ (146) members, including:

- The Chair of the Board of Governors, who shall act as Chair of the Selection Committee;
- the Vice-Chair of the Board of Governors, who shall chair the Committee’s meetings in the absence of the Chair
  - ~~five-seven~~ (7) members elected by the Senate from among its own members, to include at least one dean, ~~one-five~~ (5) full-time ~~faculty-Regular Members~~member and one (1) student;
  - seven (7) members chosen by the Board of Governors from among its own members on the recommendation of the Executive Committee, to include one (1) student and one (1) member of the support staff. ~~In the event that only one full time faculty member is elected by the Senate, the Board shall appoint one full time faculty member from among its own members.~~

The Secretary-General or ~~her~~their delegate shall act as secretary to the Committee.

~~Members of the Committee shall sit as individuals and not as delegates of their constituencies. Each member is called upon to exercise his/her own judgment in the best interests of the University.~~

Committee membership of a person appointed by the Board or Senate shall not lapse by reason only of subsequent expiry of that person’s mandate as a member of the Board or Senate.

5.4.4.3 Paragraph 3.4 of *the Procedure* shall be replaced by the following:

#### 3.4 Short List and Interviews

Once the search for potential candidates is complete, the Committee shall:

1. analyze the list of candidates who meet the requirements of the position and draw from it a short list of candidates to interview;

- ~~1.2.~~ share with the entire University Community the names of all short-listed candidates and their curricula vitae;
3. hold interviews with the shortlisted candidates; ~~and~~
4. within a few weeks of sharing the names of the candidates with the University Community, the Chair of the Committee will organize a public session where candidates will be invited to present, in turn, their vision for the University. The order of presentation is determined by the Chair of the Committee. Each candidate shall then answer questions from members of the University Community. The time allocated to each candidate to make their presentation will be ninety (90) minutes which will include at least forty-five (45) minutes for a question-and-answer period;
5. allow fifteen (15) working days for the APUO and other interested groups to provide reports to the selection committee on the candidates;
- ~~2.6.~~ within a few days of the public sessions, the committee shall consult the university community by holding a secret, confidential vote. The results of the vote shall be shared with the University Committee five (5) days after the voting period has closed; and
- ~~3.7.~~ decide whether to invite one or more of the shortlisted candidates for a second interview, and if so, hold this second interview.

5.4.4.4 Paragraph 4.3 of the Procedure shall be replaced by the following:

#### 4.3 Comprehensive assessment

The comprehensive assessment shall be based on the President’s leadership of the institution, results of the annual performance reviews, the performance of the University, and on written submissions and comments regarding the President’s performance and potential of a renewal.

The process for conducting the comprehensive assessment shall be developed in consultation with the President and shall include:

- the President’s written self-assessment and past annual reviews;
- a list of individuals and groups to be interviewed in confidence, as determined by the Committee on Governance and Nominating ~~but including the Executive Committee of the APUO,~~ and a process for these interviews; ~~and~~
- reports from the APUO and any other interested individuals and groups;
- comments from members of the Board and the Senate; ~~and-~~
- a report detailing the results of a confidential consultation of the entire University community managed by the Chair of the committee. The Chair shall report the results of this consultation to the Committee, keeping the identity of respondents confidential. The report shall be made public at the same time as it is shared to the Committee.



**Democratize Our University – Section 5.9 - Minutes**

APUO PROPOSAL – Presented to the employer on June 12, 2024

**New section**

**\*5.9 Minutes**

- 5.9.1 The Parties agrees to keep a register of its discussions and decisions, to ensure that records are kept that contain all documents, reports and correspondence shared by either Party during meetings of any and all joint committees referred to in this collective agreement and any active letters or memorandums of understanding.
- 5.9.2 A representative of the Office of the Secretary of the University will record the minutes of each meeting and will ensure that minutes are distributed to each Committee Member within two weeks following each meeting. The minutes shall be approved at the following meeting.
- 5.9.3 All minutes shall be shared with the Association two weeks after approval.

**New section**

**\*5.10 Faculty Council**

5.10.1 The *general* functions of a Faculty Council, which are listed in article 157 of the *University Government*, shall also include the following:

- (a) to study and approve any proposed modification to an appropriate number of inscriptions in any program.

## **New Section**

### **\*5.11 Artificial Intelligence**

**5.11.1 Artificial Intelligence Working Group** The parties agree to create a joint working group called the Artificial Intelligence Working Group (AIWG) within two (2) months of the ratification of the collective agreement with a start date of May 1, 2024. The AIWG shall be comprised of three (3) representatives appointed by the Employer, and three (3) representatives appointed by the APUO. The AIWG will produce yearly reports by April 30 which shall be shared with both parties. The parties shall advise each other of their nominees in writing prior to the first meeting.

5.11.2 The committee's mandate is the work collaboratively to develop guidelines for the use of Artificial Intelligence in teaching and correction and to create safeguards around the implementation and use of Artificial Intelligence at the University. The working group shall:

- a. confidentially consult the APUO membership about any potential use of Artificial Intelligence technology at the University,
- b. make recommendations on the potential uses of Artificial Intelligence in teaching and correction,
- c. make recommendation on potential uses of Artificial Intelligence at the University,
- d. make recommendation on potential safeguards surrounding the implementation and use of Artificial Intelligence at the University.

5.11.3 Any member of the AIWG may call upon, if necessary, the resource people they deem appropriate to assist them completing the mandate. The AIWG will produce a yearly report for consideration by both parties.

## LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

### Financial Transparency

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**WHEREAS** the Parties agree that the members of the Association are at the heart of the governance of the university and need to participate democratically in decisions concerning what the University should be at the present moment as well as in the future.

**WHEREAS** the Parties agree that financial transparency is an essential part of governance.

**WHEREAS** the Parties agree that the most important financial discussions occur at the Finance and Treasury Committee (FT Committee) of the uOttawa Board of Governors.

**WHEREAS** the Terms of Reference to the FT Committee are detailed here:

<https://www.uottawa.ca/about-us/leadership-governance/board-governors/committees/finance-and-treasury-committee>

**THEREFORE**, the Parties agree to the following:

1. The Membership of the FT Committee shall be modified as below:

The Finance and Treasury Committee is composed of the following:

- a) the Chair of the Board;
- b) The President;
- c) four (4) Board Members, who are not members of the Audit Committee and one (1) of which shall be a member of the Buildings and Land Committee; and
- d) two (2) individuals, who are not Board Members, Officers or employees of the University, with experience in the banking and /or investment industries and who shall not have a

right to vote on or exercise any powers or functions under subparagraph 12.1(a) of this By-law and shall have no responsibility for the Finance and Treasury Committee discussions and/or decisions pursuant to the exercise of the powers and functions under subparagraph 12.1(a) of this By-law.

e) one (1) APUO Member identified by the APUO Executive Committee, who shall not have a right to vote on or exercise any powers or functions under subparagraph 12.1(a) of this By-law, and shall have no responsibility for the Finance and Treasury Committee discussions and/or decisions pursuant to the exercise of the powers and functions under subparagraph 12.1(a) of this By-law.

2. This LOU does not expire.

SIGNED at Ottawa, this \_\_\_\_\_ day of \_\_\_\_\_ 2024.

\_\_\_\_\_  
Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator

**LETTER OF UNDERSTANDING**

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Re: Information on senior administrators

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The Employer undertakes to provide to the Association the following information on July 1 of every year:

- A list of all generic emails used by uOttawa employees in senior academic Administrator positions as defined in article 5.4.3 of the APUO Collective Agreement.
- A list of emails used by all uOttawa Board of Governors members.

The Association is permitted to share the lists with its Members.

This LOU does not expire.

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2024.

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Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator

**LETTER OF UNDERSTANDING**

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(Association)

Re: Information

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The Employer undertakes to provide to the Executive of the Association the approved minutes of all meetings of the Senate and the Board of Governors within two (2) weeks of the minutes being approved. The Association agrees not to distribute the materials unless the University has already published them on their website.

This LOU does not expire.

SIGNED at Ottawa, this \_\_\_ day of \_\_\_\_\_ 2024.

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Jules Carrière  
UNIVERSITY OF OTTAWA  
Chief Negotiator

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Dalie Giroux  
APUO  
Chief Negotiator