

uOttawa & APUO Negotiations

Employer Proposals - Monetary
Without prejudice

presented September 12, 2024

Economic increases:

41.2 - Scales and scale adjustments

ATB economic increase (with indexation of PTR, salary floors and ceilings):

2024-2025	1%	2025-2026	1.25%	2026-2027	1.5%
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Coverage Type	Current Structure	Proposed Structure
Basic Dental Plan	Reimbursement based on prior year dental fee guide	Reimbursement based on current year dental fee guide
Optional Dental Plan	Reimbursement based on prior year dental fee guide	Reimbursement based on current year dental fee guide
Basic Dental Plan	Recall exam twice per calendar year	Recall exam once every 9 months

Article 40

~~*40.1.2.2 Six (6) months before the expiry of the collective agreement, the Parties agree to obtain a report on benefit plans, with a methodology and scope consistent with previous reports, unless otherwise agreed to by the Parties. The consultant will be agreed to by the Parties and the Association will contribute 20% of the cost of such a report.~~

~~The benefits will be reviewed with a view to ensuring that they are comparable to those at other universities, at a reasonable cost.~~

~~Following sections to be renumerated accordingly.~~

*40.1.3.1 ~~in order that the Employer may secure uninterrupted insurance coverage,~~ The Member shall inform Human Resources no less than twenty (20) days prior to departure when planning to be absent from Canada in circumstances in which either (a), (b) or (c) below apply.

(a) (...)

(b) The Member's destination, regardless of length of stay, is a country ~~or a country~~ or high risk territory that is identified by a Canadian federal or provincial government department or agency as a dangerous where Canadians should either avoid non-essential travel, or avoid all travel.

~~Human Resources shall provide on its website the links of destinations potentially subject to such concerns. Travel advice and advisories by destination can be found on governmental websites such as Global Affairs Canada (GAC). Members should also review uOttawa policy 128 - International Travel Safety Policy.~~

(c) (...)

Commented [CF1]: We need to also update 26.6.3 (Academic Leave) wording as we cannot secure uninterrupted insurance coverage.

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Members are highly encouraged to register their international trip with the University of Ottawa's International Travel Registry prior to departure and update the registry when there are changes to the details of the international trip dates or destinations. The written notice will indicate the expected dates of departure and return, the reason for the absence, the countries and regions to be visited, and the Member's address at the destinations during the absence, if available. If required, the Employer will provide a letter confirming the employment status of the Member.

The Member shall seek confirmation of out of country insurability coverage for extended periods out of province, directly from their Ontario Provincial Health Insurance Plan (OHIP) according to the procedures in place at the time that the request is being made.

*40.6.5 Reciprocal agreements The Employer will make best efforts to negotiate reciprocal arrangements with other Ontario and Quebec universities for tuition waiver for a Member's spouse and children.

*40.11.8 Annual benefit is not transferable to a spouse upon the death of the Member. Unused amounts are available to a spouse for up to one year upon the death of the Member, subject to credit carry over restrictions in 40.11.2.

Article 41

*41.1.2.2 The following provisions apply where the Employer makes an error in the payment of a Member's compensation.

- (a) If the error is an underpayment, it shall be corrected promptly and written notice of the error and correction shall be forwarded to the Member.
- (b) If the error is an overpayment, written notice of the error and impending correction shall be forwarded to the Member. A correction shall not be implemented until five (5) working days following the Member's receipt of the said notice. The error shall be corrected at the time of the first regularly scheduled payroll following the aforementioned five (5) day period.

*41.6.1 Overload teaching

Where a Member teaches a regular course in addition to their assigned workload duties, they shall be remunerated therefore on the basis of *University of Ottawa Policy 5, Appendix III*, as it was on the date

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of ratification of this agreement, except that, on May 1 of each year of the agreement, the hourly rate will be adjusted to reflect the hourly rate paid to the appropriate group of part-time teachers minus the amount to cover the four percent (4%) vacation pay **as well as the percentage to cover statutory holidays** included in that hourly rate.

Housekeeping:

***38.2.5.3** Where a Member retires prior to the normal retirement date set out in the University of Ottawa Pension Plan, the Member may, until they attains such normal retirement age, participate in the **supplementary** health and dental insurance benefits provided to Members pursuant to 40.1.1.1(c) and (h). (...)

***40.1.1.1** The Employer agrees to provide to Members, subject to the provisions of this article, the employee benefits listed below. (...)

- (a) Long-term disability **insurance** benefits.
- (b) Basic group life insurance benefits.
- (c) **Supplementary Health** insurance benefits.
- (d) University of Ottawa **Retirement** Pension Plan benefits.
- (e) Optional life insurance benefits.
- (f) **Voluntary accident insurance benefits Optional Accidental Death and Dismemberment insurance benefits.**
- (g) **Workplace Safety and Insurance Board (WSIB) benefits, Workers' accident insurance benefits.**
- (h) Dental insurance **plan benefits.**

***40.1.3.2** Upon receipt of the above notice, Human Resources shall:

- (a) contact the insurance provider to seek insurability, which determination shall be at the insurer's sole discretion;
- (b) inform the Office of the **Chief Risk Officer Risk Management** when the destination(s) visited is a destination as described in 40.1.3.1(b) or (c);
- (c) If insurance coverage cannot be secured and the Member is so informed by the Human Resources or the Office of the **Chief Risk Officer Risk Management** but chooses to travel to a destination as described in 40.1.3.1 **(b) or (c)**, they shall be considered on annual leave without any assigned duties.

Notwithstanding the foregoing, no notice under 40.1.3 shall be required in respect of any absence during a Member's vacation leave unless such vacation is being spent in a country listed under 40.1.3.1(b) or (c).

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***40.4.4** The Employer shall make its best efforts to obtain and provide to the Association information and general data, other than individual earnings histories **and personal information**, which are required for the computation of pension benefits to which a Member is entitled. The Employer shall, upon written request from a Member, provide to the Association information regarding that Member's earnings history **and personal information**, as required for the computation of pension benefits to which the Member is entitled.

APPENDIX B *Other employee benefit plans

(...)

Supplementary Health Insurance Plan
Canada Life - Policy 177714