

Improvements to existing insurance plans

- Increase extended health benefits coverage from 80% to 100%.
- Increase dental care coverage from 80% to 100%.
- Enhance psychological services coverage to 100% reimbursement.
- Add the following paramedical services: occupational therapy including remedial tutoring services for children (en français, les services d’orthopédagogie), audiology and acupuncturist.
- Combine the following individual paramedical coverages (chiropractor, massage therapist, naturopath, osteopath, physiotherapist, podiatrist, speech pathologist, occupational therapy, audiology and acupuncturist) in a new “pool” for paramedical services. The total benefits for the pool to equal \$4,000.
- Increase vision coverage from \$250 to \$750.

Competitive Salary and Benefits – Economic increases

APUO PROPOSAL –

Presented to the employer on September 12, 2024

Scales and scale adjustments

ATB economic increase (to be applied to all scales and to PTR amounts):

2024-2025	2.81%		2025-2026	2.84%
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Language teacher member salary

Effective 1 May 2025, Language Teacher III shall use the Assistant Professor salary grid and “New PTR” increment structure. Effective 1 May 2025, Language Teacher IV shall use the Associate Professor salary grid and the “New PTR” increment structure.

New Section

Section 40.4 The University of Ottawa Pension Plan

40.4.6 Transparency Every January 1 and July 1, the Employer shall disclose a list of all holdings of the pension fund. The disclosure shall include the names of all companies held directly or indirectly (for example, companies held in mutual funds) and their individual total investment amounts.

40.8 Professional expenses reimbursement

*40.8.1 The Employer shall reimburse every Member for allowable professional expenses incurred by the Member in each calendar year on behalf of the Employer in carrying out employment duties or in acquiring supplies or equipment related to the performance of such duties, as follows:

~~Effective January 2011: \$1,625~~

Effective January 1, 2022: \$2,200.

Effective January 1, 2025: \$2,700.

Effective January 1, 2026: \$3,200.

PER shall not be prorated.

Competitive Salary and Benefits – 40.9 HCSA on retirement

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40.9 Health Care Spending Account on retirement

*40.9.1 Retired Members ~~retiring on or after May 1, 2001~~ shall, per calendar year, have access to a Health Care Spending Account (HCSA) of the amount set out below, funded by the Employer (with a carryover of credits from the previous calendar year, as per Income Tax Act rules).

~~Effective 2011 calendar year: \$1,250.~~

Effective 2017 calendar year: \$1,350.

Effective January 1, 2025: \$2,300.

Effective January 1, 2026: \$2,400.

Effective 2027 and subsequent calendar years: the amount shall be increased each 1 January by the amount by which nominal salaries are adjusted under 41.2 in the concurrent period.

New section

***40.12 Member-controlled Research Grants**

40.12.1 Members shall have access to a yearly Member-controlled Research Grant administered by the Employer (as per 34.1.1.1) of the amount set out below, funded by the Employer.

Effective January 1, 2025: \$2,000.

Effective January 1, 2026: \$2,200.

Member-controlled Research Grants shall not be prorated.

40.12.2 These Member-controlled Research Grants are not intended to replace any other existing grants/funds/allocations.

40.12.3 Each year starting January 1, 2025, the Employer will provide the Member-controlled Research Grant amount specified under 40.12.1 in the Member’s General Research Fund account.

40.12.4 Member-controlled Research Grants must be spent within three (3) years of their deposit date. If expenses exceed the reimbursement limit, the outstanding amount may be carried forward for three (3) years, to the maximum reimbursement available.

Competitive Salary and Benefits – Article 41.4 Anomaly Fund

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41.4 Anomalies

*41.4.2 The committee shall consist of two (2) persons representing the Association, and two (2) persons representing the Employer. Both the Association and the Employer's Liaison Officer are allowed to attend all meetings and receive all documents, but neither will have the right to vote. The ~~the~~ Employer's liaison officer ~~who~~ shall act as chairman ~~with no right to vote~~. Allocations shall be by majority vote.

41.4.9 Anomaly fund

*41.4.9.1 Effective 1 May 2024, a yearly fund of \$250,000 is established for the purpose of individual anomalies under paragraph 41.4.1(a), determined by the Anomalies Committee, for anomalies applications submitted by Members. It is understood that, if the issue of promotional PTR is the reason for the anomaly, it will be recognized as justification for an anomaly claim.

41.4.9.2 Each APUO representative on the Anomalies Committee shall be granted a teaching load reduction equivalent to one (1) regular one-term course per academic year without affecting the number of reductions APUO is entitled to under 6.3.4.