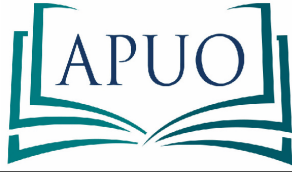


## WINTER GENERAL ASSEMBLY

Date: **April 30, 2026**  
Time: **10:00 a.m. to 12:00 p.m.**  
Format: **ZOOM**

### AGENDA

Item	Sub-Item (s)	Action Required
1. Land acknowledgement		
2. Approval of the agenda		
3. Minutes	a) Approval of the minutes i. December 11, 2025 ii. March 26, 2026 - EGA b) Matters arising from the minutes	
4. Guest speaker	a) At 10:15am: Larry Savage, Brock University	a) Information
5. President's report	a) Bargaining 2026-20xx b) Notice to bargain c) JCCC - Complement d) Workday	a) Information b) Information c) Information d) Information
6. Secretary Treasurer's report	a) 2026 – 2027 Budget	a) Information
7. Other business (varia)	a) Notice of motion – CAUT	a) Information – Decision



## REGULAR GENERAL MEETING

Date: **December 11, 2025**  
Time: **10:00 a.m. to 12:00 p.m.**  
Format: **In person & ZOOM**  
Location: **Desmarais (DMS) 12102**

### MINUTES

#### 1. Land acknowledgement

The president read the land acknowledgement

#### 2. Approval of the agenda:

The approval of the agenda was moved and seconded. **(MORRISON/PAVLOVIĆ)**

#### 3. Minutes

##### a) Approval of the minutes

##### i. April 30, 2025

##### **RESOLUTION GA2425.X (DEKKER/MOFFAT)**

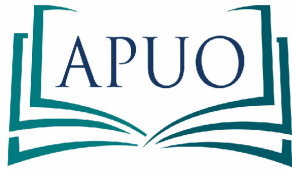
Be it resolved that the MINUTES for the APRIL 30, 2025, Annual General Meeting be approved.

An amendment was proposed.

##### **RESOLUTION GA2425.XX (GRABOWSKI/YAZBECK)**

Be it resolved that the MINUTES for the APRIL 30, 2025, Annual General Meeting be amended to show the adjournment time at 1:10 p.m.

The resolution was adopted.



An amendment was proposed.

**RESOLUTION GA2425.XXX (KOGAN/SIMON)**

Be it resolved that the MINUTES for the APRIL 30, 2025, Annual General Meeting be amended to show the numerical results of each vote.

The Assembly discussed the motion.

**RESOLUTION GA2425.XXXX (DEKKER/GIROUX)**

Be it resolved that the REGULAR GENERAL ASSEMBLY stop discussing the previous motion and proceed to vote.

The resolution was adopted.

the Assembly proceeded to vote on the following motion that was discussed prior to the vote being called.

**RESOLUTION GA2425.XXX (KOGAN/SIMON)**

Be it resolved that the MINUTES for the APRIL 30, 2025, Annual General Meeting be amended to show the numerical results of each vote.

the resolution failed.

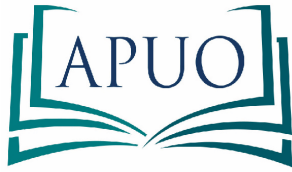
the Assembly proceeded to vote on the original approval of the minutes.

**RESOLUTION GA2425.X (DEKKER/MOFFAT)**

Be it resolved that the MINUTES for the APRIL 30, 2025, Annual General Meeting be approved, as amended.

The resolution was adopted.

- ii. Matters arising from the minutes: N/A



**4. Secretary Treasurer's report: N/A**

**5. President's report:**

- a) **OCUFA presentation:** OCUFA representatives, Michael Savage and Rob Kristofferson, talked about NOUS to the Assembly.
- b) **Bargaining 2026-20xx:** The First Vice-president elaborated on the structure test, membership engagement and the most recent results. The postcard campaign was also mentioned.
- c) **Constitution revision:** The new constitution modifications were presented by A. Singh.
- d) **Bylaws revision:** The new bylaws modifications were presented by A. Singh.

A period of questions and comments followed.

**RESOLUTION GA2425.XXXXX (LOPEZ/WISEMAN)**

Be it resolved that the Regular General Meeting be extended by 15 minutes.

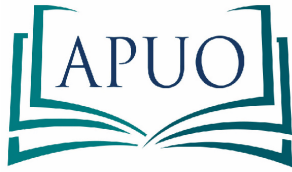
The resolution was adopted.

The discussion continues.

**RESOLUTION GA2526.XXXXXX (BLAIR/SAURETTE)**

Be it resolved that the Regular General Assembly approve the revised constitution and bylaws.

The resolution was adopted



**RESOLUTION GA2425.XXXXX (ST-PIERRE/TURCOTTE)**

Be it resolved that the Regular General Meeting be extended by 15 minutes.

The resolution was adopted.

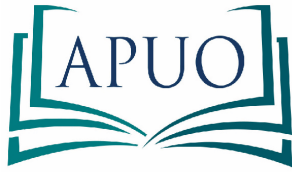
- e) **Update on motion on Mil Rate (Dues):** An update was provided regarding the application of the new dues.
- f) **Update on Motion on *Guaranteeing a home for the Bernadette Child Care Centre*:** N. Desnoyers informed the Assembly that a letter was sent to the uOttawa President in September.
- g) **Update on Motion on *Institutional Obligations relating to Violations of International Legal Standards*:** The President informed the Assembly that a letter was sent to the uOttawa President in September. M. Desjardins provided an update regarding the motion and how it is moving forward.

A period of questions and answers followed.

**6. Other business:**

- a) **APUO 50<sup>th</sup> Anniversary:** N. Desnoyers provided an update and additional information regarding this event. More information to come.

**Adjournment: 12:28 p.m.**



## EXTRAORDINARY GENERAL ASSEMBLY

Date: **March 26, 2026**  
Time: **10:00 a.m. to 12:00 p.m.**  
Format: **In person & ZOOM**

### MINUTES

**1. Land acknowledgement:**

The president read the land acknowledgement

**2. Approval of the agenda:**

The president stated that no approval of the agenda was necessary as this is an extraordinary Board of Directors meeting.

**3. President's report:**

**a) Bargaining 2026-20xx:**

The First Vice-President proceeded to start the presentation of the bargaining mandate. Additional speakers during this presentation were the Past President and the Academic Officer.

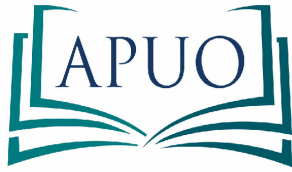
Each member took turns expanding on the points in the bargaining mandate.

A period of questions and answers followed.

**RESOLUTION GA2526.XX (PAVLOVIĆ/BOUCLIN)**

Whereas the bargaining mandate is based on the priorities that APUO members have identified through the following consultative mechanisms:

- Bargaining survey of APUO members;
- Consultations with APUO members represented the following APUO committees: Academic Affairs Committee; Collective Bargaining Committee; and Equity, Diversity and Inclusion Committee (EDIC)



- Consultations with APUO members in the following workgroups specified by the Collective Agreement: Continuing Special Appointment Professors (CSAPs); Language Teachers; Librarians; Replacement Professors; Research Fellow(s)
- Consultations with First Nations, Metis and Inuit APUO members;
- Consultations with the Association of Retired Professors of the University of Ottawa;

Be it resolved that the General Assembly accept the mandate for the 2026 bargaining round.

A period of discussion followed.

**RESOLUTION GA2526.XX (PAVLOVIĆ/LAMB)**

Be it resolved that the Extraordinary General Assembly be extended by 15 minutes.

The motion passed, and the assembly proceeded to vote on the main motion.

The period of discussion continued.

**RESOLUTION GA2526.XX (BLAIR/KERR)**

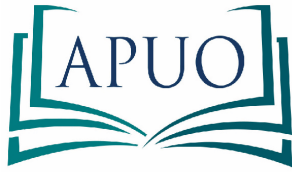
Be it resolved that the debate be closed and the assembly proceed immediately to a vote on the pending question.

The motion passed, and the assembly proceeded to vote on the main motion.

**RESOLUTION GA2526.XX (PAVLOVIĆ/BOUCLIN)**

Whereas the bargaining mandate is based on the priorities that APUO members have identified through the following consultative mechanisms:

- Bargaining survey of APUO members;

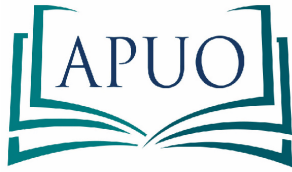


- Consultations with APUO members represented the following APUO committees: Academic Affairs Committee; Collective Bargaining Committee; and Equity, Diversity and Inclusion Committee (EDIC)
- Consultations with APUO members in the following workgroups specified by the Collective Agreement: Continuing Special Appointment Professors (CSAPs); Language Teachers; Librarians; Replacement Professors; Research Fellow(s)
- Consultations with First Nations, Metis and Inuit APUO members;
- Consultations with the Association of Retired Professors of the University of Ottawa;

Be it resolved that the General Assembly accept the mandate for the 2026 bargaining round.

The motion passed.

**Adjournment: 12:06 p.m.**



**For information purposes:**

APUO COLLECTIVE BARGAINING MANDATE 2026

*Final approval by the Extraordinary General Assembly on March 26, 2026*

*Approved by the Board of Directors for recommendation on March 19, 2026*

*Approved by the Executive Committee for recommendation on March 5, 2026*

- Ensure transparency, participation, and accountability in university decision-making.
- Introduce measures to exert more control over teaching scheduling and secure course releases for graduate supervision.
- Address gaps and barriers in the Collective Agreement as they relate to Indigenization and decolonization of the University.
- Expand measures to help retain equity-deserving members.
- Improve terms and conditions of work for Academic Librarians.
- Address promotion and workload issues of Language Teachers, Replacement Professors and Continuing Special Appointment Professors.
- Guarantee a space for a childcare centre at the University of Ottawa.
- Introduce measures to reduce delays in the grievance process.
- Establish safeguards in the Collective Agreement to ensure that the adoption and use of artificial intelligence respects members' rights, academic freedom, and working conditions.
- Maintain fair compensation levels, for regular and retired members, that preserve our relative position in total compensation compared to other Ontario universities.

**BUDGET 2026/27 APUO**

<b>REVENUS ET DÉPENSES - REVENUE AND EXPENSES pour la période qui se termine - for the period ending</b>	<b>Budget 26-27</b>	<b>Budget 25-26</b>	<b>Vérfic./ Audit 24-25</b>	<b>Vérfic./ Audit 23-24</b>	<b>Vérfic./ Audit 22-23</b>	<b>Vérfic./ Audit 21-22</b>	<b>Vérfic./ Audit 20-21</b>
<b>REVENUS / REVENUE</b>							
1a. cotisations / dues (general fund)	\$2,330,294	\$2,418,090	\$1,998,487	\$2,180,877	\$1,952,130	\$1,927,613	\$1,881,145
1b. cotisations / dues (strike fund)	\$296,998	\$308,188	\$315,912	\$189,641	\$169,750	\$167,619	\$163,578
2. revenus de placements - interest on investments	\$50,000	\$50,000	\$316,864	\$203,268	\$180,204	<b>-\$212,940</b>	\$263,301
3. bourses aux étudiants / student awards	\$121,378	\$118,206	\$115,695	\$118,559	\$106,049	\$104,352	\$102,261
3a. Revenus de placement sur bourses aux étudiants - interest on investments on bursaries							
<b>REVENUS BRUTS - GROSS REVENUE</b>	<b>\$2,798,670</b>	<b>\$2,894,484</b>	<b>\$2,746,958</b>	<b>\$2,692,345</b>	<b>\$2,408,133</b>	<b>\$1,986,644</b>	<b>\$2,410,285</b>
<b>OPERATING : REVENUS BRUTS - GROSS REVENUE</b>	<b>\$2,380,294</b>	<b>\$2,468,090</b>	<b>\$2,315,351</b>	<b>\$2,384,145</b>	<b>\$2,132,334</b>	<b>\$1,714,673</b>	<b>\$2,144,446</b>
<b>STRIKE FUND : REVENUS BRUTS - GROSS REVENUE</b>	<b>\$296,998</b>	<b>\$308,188</b>	<b>\$315,912</b>	<b>\$189,641</b>	<b>\$169,750</b>	<b>\$167,619</b>	<b>\$163,578</b>
<b>BOURSES / BURSARIES : REVENUS BRUTS - GROSS REVENUE</b>	<b>\$121,378</b>	<b>\$118,206</b>	<b>\$115,695</b>	<b>\$118,559</b>	<b>\$106,049</b>	<b>\$104,352</b>	<b>\$102,261</b>
<b>DÉPENSES - EXPENSES</b>							
1. ACPPU - CAUT	\$309,364	\$301,133	\$296,128	\$296,290	\$273,443	\$267,966	\$251,614
2. Caisse de défense de l'ACPPU - CAUT Defence Fund	\$108,300	\$108,300	\$113,684	\$113,617	\$91,987	\$83,430	\$82,880
3. UAPUO - OCUFA	\$287,068	\$280,311	\$274,651	\$267,734	\$262,991	\$257,013	\$242,228
<b>TOTAL DES COTISATIONS - TOTAL DUES</b>	<b>\$704,732</b>	<b>\$689,744</b>	<b>\$684,463</b>	<b>\$677,641</b>	<b>\$628,421</b>	<b>\$608,409</b>	<b>\$576,722</b>
4. salaires & avantages - salaries & benefits	\$1,265,598	\$1,145,814	\$1,190,879	\$948,553	\$980,994	\$1,001,149	\$897,705
5. indemnité de cessation d'emploi - severance allowance							
6. administration, équipement, néovations - administration, equipment, renovations	\$75,000	\$75,000	\$36,349	\$57,970	\$68,042	\$69,668	\$35,007
7. traduction - translation	\$10,000	\$10,000	\$5,773	\$5,547	\$3,642	\$3,483	\$9,194
9. réunions / meetings	\$25,000	\$25,000	\$13,327	\$17,951	\$8,038	\$1,124	\$134
10. voyages et conférences - travel & conferences	\$34,000	\$29,000	\$16,157	\$18,692	\$17,409	\$16,974	<b>-\$9,122</b>
13. loyer - rent	\$63,545	\$61,694	\$57,525	\$66,926	\$75,556	\$94,885	\$98,628
15. prix d'excellence en recherche/enseignement - teaching/research awards	\$5,000	\$5,000		\$7,500	\$7,500	\$10,000	\$5,000
16. vérification - audit	\$15,000	\$15,000	\$15,614	\$14,339	\$11,354	\$8,124	\$7,402
17. solidarité et dons - solidarity and donations	\$46,606	\$48,362	\$13,588	\$11,751	\$18,705	\$35,445	\$61,694
18. assurance - insurance	\$25,000	\$25,000	\$18,121	\$26,327	\$23,916	\$22,690	\$19,089
19. amortissement - amortization	\$40,000	\$40,000	\$21,347	\$42,645	\$43,806	\$8,034	\$36,086
20. négociation collective - collective bargaining	\$40,000	\$10,000	\$41,899	\$3,500		\$5,455	\$6,600
21. griefs - grievances							
22. arbitrage - arbitration	\$120,000	\$150,000	\$73,342	\$153,775	\$148,256	\$99,136	\$83,459
23. bourses aux étudiants - student awards	\$120,000	\$120,000	\$110,689	\$120,000	\$135,000	\$111,000	\$112,500
<b>TOTAL DES DÉPENSES - TOTAL EXPENDITURES</b>	<b>\$2,589,480</b>	<b>\$2,449,614</b>	<b>\$2,299,073</b>	<b>\$2,173,117</b>	<b>\$2,170,639</b>	<b>\$2,095,576</b>	<b>\$1,940,098</b>
<b>EXCÉDENT - SURPLUS</b>	<b>\$209,189</b>	<b>\$444,870</b>	<b>\$447,885</b>	<b>\$519,228</b>	<b>\$237,494</b>	<b>-\$108,932</b>	<b>\$470,187</b>
<b>OPÉRATION / OPERATING : TOTAL DES DÉPENSES - TOTAL EXPENDITURES</b>	<b>\$2,469,480</b>	<b>\$2,329,614</b>	<b>\$2,188,384</b>	<b>\$2,053,117</b>	<b>\$2,035,639</b>	<b>\$1,984,576</b>	<b>\$1,827,598</b>
<b>OPÉRATION / OPERATING : EXCÉDENT - SURPLUS</b>	<b>-\$89,187</b>	<b>\$138,476</b>	<b>\$126,967</b>	<b>\$331,028</b>	<b>\$96,695</b>	<b>-\$269,903</b>	<b>\$316,848</b>
<b>OPÉRATION / OPERATING : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD</b>	<b>\$2,584,335</b>	<b>\$2,445,859</b>	<b>\$2,318,892</b>	<b>\$1,987,864</b>	<b>\$1,891,169</b>	<b>\$2,161,072</b>	<b>\$1,844,224</b>
<b>OPÉRATION / OPERATING : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD</b>	<b>\$2,495,148</b>	<b>\$2,584,335</b>	<b>\$2,445,859</b>	<b>\$2,318,892</b>	<b>\$1,987,864</b>	<b>\$1,891,169</b>	<b>\$2,161,072</b>
<b>FONDS DE GRÈVE / STRIKE FUND : TOTAL DES DÉPENSES - TOTAL EXPENDITURES</b>							
<b>FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT - SURPLUS</b>	<b>\$296,998</b>	<b>\$308,188</b>	<b>\$315,912</b>	<b>\$189,641</b>	<b>\$169,750</b>	<b>\$167,619</b>	<b>\$163,578</b>
<b>FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD</b>	<b>\$2,893,960</b>	<b>\$2,585,772</b>	<b>\$2,269,860</b>	<b>\$2,080,219</b>	<b>\$1,910,469</b>	<b>\$1,742,850</b>	<b>\$1,579,272</b>
<b>FONDS DE GRÈVE / STRIKE FUND : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD</b>	<b>\$3,190,959</b>	<b>\$2,893,960</b>	<b>\$2,585,772</b>	<b>\$2,269,860</b>	<b>\$2,080,219</b>	<b>\$1,910,469</b>	<b>\$1,742,850</b>
<b>BOURSES / BURSARIES : TOTAL DES DÉPENSES - TOTAL EXPENDITURES</b>	<b>\$120,000</b>	<b>\$120,000</b>	<b>\$110,689</b>	<b>\$120,000</b>	<b>\$135,000</b>	<b>\$111,000</b>	<b>\$112,500</b>
<b>BOURSES / BURSARIES : EXCÉDENT - SURPLUS</b>	<b>\$1,378</b>	<b>-\$1,794</b>	<b>\$5,006</b>	<b>-\$1,441</b>	<b>-\$28,951</b>	<b>-\$6,648</b>	<b>-\$10,239</b>
<b>BOURSES / BURSARIES : EXCÉDENT DÉBUT DE L'EXERCICE - SURPLUS BEGINNING OF PERIOD</b>	<b>\$13,901</b>	<b>\$15,695</b>	<b>\$10,689</b>	<b>\$12,130</b>	<b>\$41,081</b>	<b>\$47,729</b>	<b>\$57,968</b>
<b>BOURSES / BURSARIES : EXCÉDENT FIN DE L'EXERCICE - SURPLUS END OF PERIOD</b>	<b>\$15,279</b>	<b>\$13,901</b>	<b>\$15,695</b>	<b>\$10,689</b>	<b>\$12,130</b>	<b>\$41,081</b>	<b>\$47,729</b>

**WINTER GENERAL ASSEMBLY**  
**April 30, 2026**  
**10:00 a.m. – 12:00 p.m.**

**NOTICE OF MOTION**

**RESOLUTION AG2526.XX (NAME/NAME)**

Be it resolved that the General Assembly support the submission of the motion “*Support for the Canadian Federation of Students–Ontario Against OSAP Cuts*” to the CAUT Council.

## **Support for the Canadian Federation of Students-Ontario Against Ontario Student Assistance Program (OSAP) Cuts**

WHEREAS CAUT's Policy Statement on "Student Fees and Student Aid" recognizes that all "barriers to access and participation in post-secondary education, including financial barriers" should "be removed";

WHEREAS Ontario's Doug Ford government has announced significant changes to the Ontario Student Assistance Program (OSAP) in February 2026 that threaten access to post-secondary education for low- and middle-income students by reducing grants in favour of with interest-bearing loans that will increase student debt and further privatize public education;

WHEREAS affordable, accessible, and publicly funded education is essential to a just, equitable, and democratic society;

WHEREAS the Canadian Federation of Students–Ontario (CFS–O) has mobilized students and allies across the province in a campaign to defend and expand OSAP, calling for fully funded education and an end to student debt;

WHEREAS the Ontario Confederation of University Faculty Associations has endorsed the CFS–O's Hands Off Our Education campaign;

BE IT RESOLVED THAT the Canadian Association of University Teachers express its solidarity with the CFS–O in opposing the Ford government's cuts to OSAP;

BE IT FURTHER RESOLVED THAT the Canadian Association of University Teachers issue a public statement supporting the campaign to restore and enhance OSAP funding and call on the provincial government to reinvest in accessible quality post-secondary education through public grants;

BE IT FURTHER RESOLVED THAT Canadian Association of University Teachers share information about upcoming CFS–O actions and encourage members to participate in advocacy efforts defending student financial aid and education accessibility in Ontario.