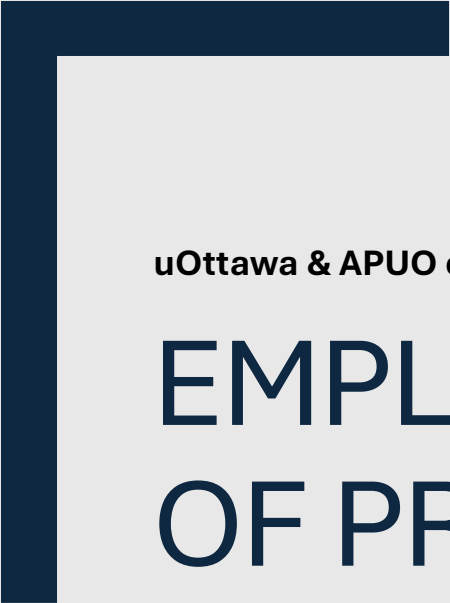
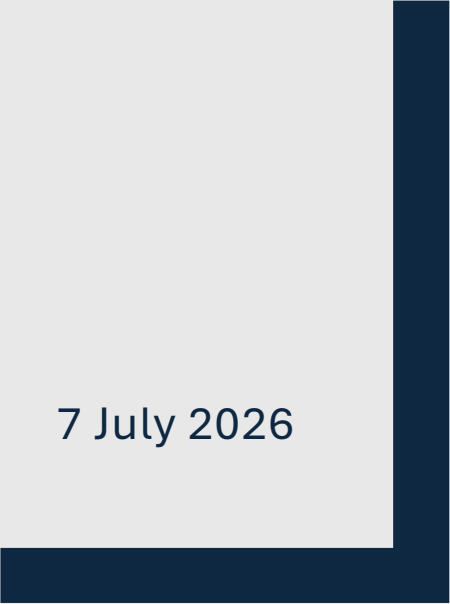




uOttawa & APUO collective bargaining 2026

EMPLOYER'S BOOK OF PROPOSALS

7 July 2026



uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 3 The bargaining unit

The Employer wishes to introduce a slight expansion to the list of exclusions from the bargaining unit, to eliminate an anomaly between the Faculty of Medicine and the Faculty of Health Sciences.

3.1.3.1 The following persons are excluded from the bargaining unit:

[...]

(c) persons engaged in the practice of medicine in the course of clinical teaching of medicine or health care, and research fellows appointed in a clinical department of the Faculty of Medicine;

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 8 Absence of discrimination

The APUO has been informed in writing of the Employer's position that Article 8.2 contravenes current Ontario legislation, which, as already stated in the Collective Agreement, prevails over the Collective Agreement when there is a conflict between them:

8.2.1.1 The Employer is committed to maintaining a work environment that is free from harassment, discrimination and/or sexual violence. The parties recognize the need to address any allegations of harassment, discrimination and/or sexual violence as per the Ontario Human Rights Code and the Occupational Health and Safety Act and acknowledge that if there is a discrepancy between legislation and this article that legislation supersedes this Collective Agreement.

In order to bring Article 8.2 into alignment with provincial laws, the Employer proposes to strike out all of 8.2 after 8.2.1.1 and replace it with:

All current University Policies pertaining to the prevention of harassment, discrimination, and sexual violence apply to APUO members, save and except that wherever an Appropriate Authority is indicated or implied, the Member's Dean shall be the Appropriate Authority. In matters in which the Dean cannot act as the Appropriate Authority, for example where the Dean is named as a Party, the Provost shall be the appropriate authority.

The APUO shall be consulted when any substantive changes are proposed to any University Policy with a bearing on this Article.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 13 Grievances and arbitration

In order to improve the efficiency of the grievance process, the Employer wishes to introduce the possibility of delegation in some early pre-grievance and grievance steps.

13.2.7 Upon written request from the Member, the Dean **or delegate** will forward to the Member, no later than five (5) working days prior to a pre-grievance or Step 1 meeting, a list of all documents related to the matter which were considered by the DTPC, chair, FTPC, or Dean.

13.3.4 The Employer's Liaison Officer shall arrange for a meeting to be held within ten (10) working days of receipt of the brief, or such other time as agreed to by the Liaison Officers, to be attended by the Liaison Officers or their delegates, the concerned Member, and the Dean **or delegate**. The provisions of 13.4.3 apply to such a meeting, mutatis mutandis.

13.4.2 Step 1 meeting A Step 1 meeting shall take place no more than fifteen (15) working days of receipt of the written notice of grievance, or such other time as agreed to by the Liaison Officers, to be attended by the Liaison Officers or their delegates, the grievor, and the Dean **or delegate** [...]

This would require a consequential change:

3.1.3.1 The following persons are excluded from the bargaining unit:

a) the President, the Vice-Presidents and Associate Vice-Presidents, the University Chief Negotiator, the Liaison Officer, the Deans **and vice-deans** and administrative exclusions [...]

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 17 Appointments

The Employer proposes to remedy the transitional language in Article 17.1.3.4 and the vestigial language in 17.7.1.3.

17.1.3.4 The EDIC shall recommend resources and/or trainings regarding equity issues to Members, including a mandatory program of training on Employment Equity for Members of appointments committees. The Parties shall not unreasonably refuse to implement the EDIC's recommendations in this regard. The Employer and the APUO shall jointly develop and regularly update an online training module that must be completed, at least once every three years, by any individual wishing to exert their voting right in an academic appointments process. The mandatory training shall include information on Employment Equity legislation, University policies, and applicable provisions of the Collective Agreement.

17.7.1.3 (c) Any member of Library Council serving on a selection committee shall participate in a program of training on Employment Equity. The training shall be developed and delivered jointly by the Employer and the Association and shall include information on the University Policy on Employment Equity and of the relevant articles in the collective agreement. The Employer and the APUO shall jointly develop and regularly update an online training module that must be completed, at least once every three years, by any individual participating in a library appointment process. The mandatory training shall include information on Employment Equity legislation, University policies, and applicable provisions of the Collective Agreement.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

17.2.2 Visiting Professors

The Employer wishes to expand the category of Visiting Professors to include non-academic professionals who will contribute in the area of their professional expertise.

17.2.2.1 A person may be appointed as a Visiting Professor in an academic unit, provided:

(a) the appointee is a recognized scholar, or an Indigenous Knowledge Keeper or other recognized expert in Indigenous language and culture, or artist or established professional in a related professional field whose presence will enhance the breadth or quality of the University's scholarly or teaching activities;

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 17.xxx *NEW*** Continuing Special Appointment Professors**

After numerous LOUs defining the working conditions of CSAP Members over multiple rounds of collective bargaining, the Employer proposes to fully incorporate CSAP members into the Collective Agreement, beginning with a discussion of how they can be incorporated into Article 17. The Employer proposes a cascade of consequential changes to other Articles reflecting the existing working conditions that apply to CSAP members as the result of the LOUs, save and except that the Employer does not wish to adopt the cap on CSAP members articulated in the 2016 LOU. The Employer will propose more detailed language for Article 17 and elsewhere, drawn from the LOUs, if the principle of incorporation is accepted by the Association.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 17.7.2 [Library] Temporary staffing

The Employer seeks to refine the temporary staffing process to better support staffing needs created by librarian mobility and leaves, and to mirror the introduction of Indigenous expertise in the Visiting Professor criteria during the last round of bargaining.

17.7.2.2 Interim Appointment

[...] ~~Notwithstanding the above, an~~ **In addition to the above**, an interim appointment may be renewed **for a maximum of thirty-six months in total including the initial appointment, until the original librarian returns to work** in the following circumstances: (a) the librarian is on pregnancy and/or parental leave, with or without an additional leave of absence; (b) the librarian is on a leave of absence for medical reasons, including long term disability, for a maximum of thirty-six (36) months; **or the head of the relevant administrative unit and the LPC agree that, for other valid reasons, there is a continuing need for the interim position, in which case the APUO will be informed of the reasons.**

17.7.2.3 Replacement Appointment

[...] ~~Notwithstanding the above, an~~ **In addition to the above**, an interim appointment may be renewed **for a maximum of thirty-six months in total including the initial appointment, until the original librarian returns to work** in the following circumstances: (a) the librarian is on pregnancy and/or parental leave, with or without an additional leave of absence; (b) the librarian is on a leave of absence for medical reasons, including long term disability, for a maximum of thirty-six (36) months; **or the head of the relevant administrative unit and the LPC agree that, for other valid reasons, there is a continuing need for the replacement position, in which case the APUO will be informed of the reasons.**

17.7.2.4 Visiting librarian

The Employer may appoint a Visiting Librarian to carry out a special project requiring specific qualifications, **including recognized expertise in Indigenous language and culture**, which are such that it cannot be taken on by Librarian Members of the bargaining unit, or in order to implement personnel exchanges with other universities or organizations. In such an event, the following provisions shall apply.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 21 Rights and responsibilities

21.1.3 A Faculty Member shall:

[...]

i) be present on campus for the majority of the work week from Monday to Friday during the normal business hours of the University throughout a term in which they are teaching, and as frequently as is required by their department chair during their non-teaching terms.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 23.5.4 [Library]

Equivalent of MLS

Reflecting that Librarian Members may be internationally educated, the Employer wishes to remove discriminatory language.

23.5.4.1 A Member shall be deemed to have the equivalent of an MLS (Master of Library Science) if they have obtained a degree equivalent to a Master's degree from a Canadian or American university in an ALA- in an accredited program in Library and Information Science (eg. Master of Library and Information Science or Master of Library and Information Studies), it being understood that this equivalence must be recognized by the ALA.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 38 Resignation and rights of retirees

Recognizing that career paths differ, especially for members of equity-deserving groups, the Employer seeks to remove a sentence that is discriminatory, with the aim of placing all Members on a level playing field.

38.1.1 ~~Notwithstanding the above, a Member shall be deemed to have made an “exceptional contribution” for the purpose of 38.1.1 when they have been a Full Professor for at least ten (10) years at the University of Ottawa.~~

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Article 40 Benefits

Monetary. No normative changes proposed.

Article 41 Remuneration

Monetary. No normative changes proposed.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

Housekeeping

The following Articles require housekeeping / consequential changes. The Employer also reserves the right to reintroduce these Articles at a later date.

Article 4 This agreement

Consequential change: will be updated when the dates of the agreement are known.

Article 18 Continuing appointments, tenure, and promotion for librarians, language teachers, counsellors

Consequential changes from the 2023 round of bargaining, replacing references to 23.3.2.7 with 23.5.5.7 throughout:

18.2.2.3 d) have engaged in academic service activities of sufficient quantity and the significance of which is deemed to be good by peers at the University of Ottawa and elsewhere, and either scholarly activities or administrative activities of sufficient quantity and the significance of which is deemed to be good by peers at the University of Ottawa and elsewhere, pursuant to **23.3.2.7 23.5.5.7**, mutatis mutandis, with the FTPC being replaced by the LPC.

18.2.2.4 (d) have evidenced two (2) of the following three (3):

(i) scholarly activities of sufficient quantity and the significance of which is, pursuant to 23.5.1.4, deemed to be outstanding by their peers at the University of Ottawa and elsewhere, pursuant to **23.3.2.7 23.5.5.7**, mutatis mutandis, with the FTPC being replaced by the LPC.

(ii) academic service activities of sufficient quantity and the significance of which is deemed to be outstanding, pursuant to 23.5.1.4 by peers at the University of Ottawa and elsewhere, pursuant to **23.3.2.7 23.5.5.7**, mutatis mutandis, with the FTPC being replaced by the LPC.

(iii) administrative activities of sufficient quantity and the significance of which is deemed to be good by peers at the University of Ottawa and elsewhere pursuant to **23.3.2.7 23.5.5.7**, mutatis mutandis, with the FTPC being replaced by the LPC

18.2.3.2 (d) for applications for promotion to Librarian rank IV or V, a list of at least three (3) persons outside the University who could be called upon to evaluate the Member's works, it being understood that this list is to be provided in accordance with the provisions of

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

~~23.3.2.7~~ **23.5.5.7** of this agreement. The provisions of section 25.4.3 concerning opinions from outside evaluators apply, mutatis mutandis.

Article 22 Workload

As a consequential change of removing Appendix J, 22.2.1.1 and 22.2.1.2 should be struck out and the rest of the Article renumbered.

~~22.2.1.1~~ In each department, the normal teaching load per member is determined by the actual teaching loads in that department in the academic years 1992-1993 and 1993-1994, as per appendix J.

Except pursuant to 22.2.1.8, the normal teaching load per member for a department shall not be increased during the period covered by this agreement. It is understood that ~~22.2.1.8~~ shall not be used to circumvent any reductions which result from 22.2.1.2.

~~22.2.1.2~~

~~22.2.1.2~~ The current normal teaching load per member in a department or unit will be brought to 1992-1994 levels if current levels are found to be higher. It is understood that the current normal teaching load per member for a department or unit will not be increased as a result of this.

Article 23.5.1 Performance of workload duties

As a consequential change to the revision of 20.5 in the last round of bargaining, this Article should refer to three (3) categories, not four (4):

23.5.1.4 Any evaluation or review of the Librarian Member's performance of workload duties shall address each of the ~~four (4)~~ **three (3)** categories of activities identified in 20.5 [...]

Article 25 Tenure and promotion

New criteria for satisfactory academic service were adopted in the previous round of bargaining but not explicitly stated in the tenure and promotion criteria.

25.3.2.2 d) The Member has undertaken academic service activities which are, in accordance with 23.2.4.3(a), deemed of satisfactory quality. **Internal service (within the academic unit, Faculty, and / or University) must be deemed satisfactory in order for service to be deemed satisfactory.**

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

25.3.3.2 d) The Member has undertaken academic service activities which are, in accordance with 23.2.4.3(a), deemed of satisfactory quality. **Internal service (within the academic unit, Faculty, and / or University) must be deemed satisfactory in order for service to be deemed satisfactory.**

Appendix I

Now that Appendix J is being permanently removed, the obsolete Appendix I, which remained so that J would still be J, can also be removed from the Collective Agreement.

Appendix J

Now that the conditions of the LOU on teaching loads in Arts, Education, and Telfer have been fulfilled, Appendix J will be permanently removed from the Collective Agreement as agreed in the previous round of negotiations.

uOttawa & APUO collective bargaining 2026

Employer Proposal

Without Prejudice

Presented 7 July 2026

The Employer proposes no changes to the following Articles at this time but reserves the right to introduce them at a later date.

Article 1 Definitions

Article 2 Preamble

Article 5 General administration

Article 6 Rights of the Association

Article 7 Employment of non-members

Article 9 Academic freedom

Article 10 Professional ethics

Article 11 Language requirements

Article 12 Members' files

Article 14 FTPC

Article 15 DTPC

Article 16 Other peer committees

Article 19 Financial exigency and redundancy

Article 20 Academic activities

Article 24 Evaluation of teaching

Article 26 Academic leave

Article 27 Sick leave

Article 28 Vacation leave, holidays and absences

Article 29 Other leaves

Article 30 Reduced workload

Article 31 Special provisions: Librarians

Article 32 Supervisory rights

Article 33 Outside professional activities

Article 34 Grants and contracts

Article 35 Patents and copyright

Article 36 Travel

Article 37 Selection of a chair

Article 39 Discipline

Appendix A, B, C, D, E, F, G, H