APUO and University of Ottawa Bargaining
Global monetary offer of the Employer
Without prejudice

Presented 7 October 2026

OPTION ONE
(*all proposals are predicated on a four-year collective agreement)

Salary and PTR (Article 41.2)

2026-27	3% increase
2027-28	3% increase
2028-29	3% increase
2029-30	3% increase

Complement (Article 17.10)
(*increases to complement are predicated on the addition of the language "…*of which up to 10% may be CSAP* [or whatever terminology is adopted for CSAPs] *members*" to 17.10.1

2026-27	1335
2027-28	1335
2028-29	1350
2029-30	1365

Benefits (Article 40)
Status quo

EDI Special Fund (LOU)
Up to $300,000 per annum

PER (40.8.1)

January 2027	$2600
January 2028	$3100
January 2029	$3100
January 2030	$3100

Retirees' benefits
LOU: one-year working group to recommend additional mechanisms (besides distinguished, emeritus, or adjunct status) by which retirees can maintain their affiliation with the University and receive access to library resources

OPTION TWO
(*all proposals are predicated on a four-year collective agreement)

Salary and PTR (Article 41.2)

2026-27	2.5% increase
2027-28	2.5% increase
2028-29	2.5% increase
2029-30	2.5% increase

Complement (Article 17.10)
(*increases to complement are predicated on the addition of the language "…*of which up to 10% may be CSAP* [or whatever terminology is adopted for CSAPs] *members*" to 17.10.1

2026-27	1335
2027-28	1335
2028-29	1360
2029-30	1385

Benefits (Article 40)
Status quo

EDI Special Fund (LOU)
Up to $300,000 per annum

PER (40.8.1)

January 2027	$2600
January 2028	$3100
January 2029	$3100
January 2030	$3100

Retirees' benefits
LOU: one-year working group to recommend additional mechanisms (besides distinguished, emeritus, or adjunct status) by which retirees can maintain their affiliation with the University and receive access to library resources