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**LETTER OF UNDERSTANDING**

Between

The Association of Professors of the University of Ottawa (“the Association”)

And

The University of Ottawa (“the Employer”)

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**Childcare Expansion by the University of Ottawa**

WHEREAS the University supports the goal of ensuring that there is quality childcare for the children of any member of the University of Ottawa community.

WHEREAS the Parties agree that accessible childcare is a desirable goal for any member of the University of Ottawa community and that current limits on access of the community to onsite, or nearby childcare are not ideal.

THEREFORE, the University agrees to create a working group to study requirements for childcare places near the main University of Ottawa campus. The working group shall be comprised of:

- (a) a maximum of 1/3 representing management, appointed by the employer, one of whom shall act as co-chair;
- (b) at least 2/9ths are persons appointed by the Association, one of whom shall act as co-chair;
- (c) the balance are persons representing and appointed by the other user groups.

Within 12 months of the ratification of this collective agreement, the mandate of the working group is to:

- 1) Summarize the current state of knowledge linking career success, commitment and employee retention to access to quality childcare;
- 2) Determine with some precision the approximate number of additional childcare spaces needed on or near campus;
- 3) Determine whether there is a suitable space on or near campus that could house a childcare centre;
- 4) Explore the various options for expanding childcare spaces on or near campus, including partnerships or cooperatives, or private service providers;
- 5) Make practical recommendations in the form of a “Childcare Action Plan” to the Vice-President, Resources aimed at increasing the number of childcare spaces on or near campus to at least the lesser of the number determined in two (2) or one hundred (100).
- 6) Within sixty (60) days of the working group completing its Childcare Action Plan, the co-chairs of the working group shall present the report to the Administration Committee.

Expiry: This letter of understanding will expire at the end of the current collective agreement as long as the mandate has been fulfilled.