
LETTER OF UNDERSTANDING

Between

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

And

The University of Ottawa (“the Employer”)

Article 7 of the Collective Agreement – Employment of Non-Members

THE PARTIES AGREE that, as specified in the Memorandum of Settlement of the 2012-2016 Collective Agreement, the Employer will do as follows:

1. For the duration of the 2012-2016 Collective Agreement, the Employer agrees that the number of APUO member appointments shall not be fewer than the current number of appointments in the 2012-2013 contract year of 1250 members.
2. The 1250 member count is inclusive of the current thirty-one (31) LTRP appointments.
3. The Employer will create and start the hiring process for 60 net new tenure-track positions and 1 librarian continuing appointment throughout the duration of this Collective Agreement.
4. Prior to the expiry of the 2012-2016 Collective Agreement, the APUO complement shall be 1250 members plus 60 net new tenure-track positions and 1 continuing librarian appointment for a total of 1311 members. The parties understand that some of these net new positions may still be *in recruitment* upon the expiry of this Collective Agreement.
5. From the expiry date of the 2012-2016 Collective Agreement, the 1311 positions number will become the new complement base number to be relied upon by both parties, unless negotiated otherwise.
6. The Parties agree that in the event of any dispute over the terms of this Letter of Understanding, Mediator William Kaplan is seized with this dispute.