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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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**Introduction of special appointments as Continuing Limited-Term Professor positions (CLTP), respecting the Memorandum of Settlement for the 2012-2016 Collective Agreement, signed August 4th, 2013.**

WHEREAS the parties recognize the value of the Teaching Associates, Limited-Term Lecturers, and Limited-Term Replacement Professors, the parties agree to grant special Continuing Limited-Term Professor (CLTP) appointments in the following manner:

1. Special appointments under this Letter of Understanding shall be known as Continuing Limited-Term Professors (CLTP).
2. This agreement applies exclusively to the list of the existing thirty-one (31) LTRP positions as of August 4th, 2013. The list of LTRP positions is attached under Appendix A.
3. All thirty-one individuals holding an LTRP appointment will be granted a continuing appointment (3 year renewable contracts) at the rank and title of Assistant Professor (unless if already at a rank above Assistant Professor) and will be subject to the Associate Professor salary cap.
4. The workloads of the individuals will never increase beyond their 2012-2013 workloads or as per the LOU that covered their original appointment, whichever is less.
5. Individuals will be covered by the collective agreement excluding the Promotion and Tenure article (25).
6. The three year (3) renewable appointment will commence July 1 of the year in which the current appointment expires. It is believed that the majority of the thirty-one (31) CLTP appointments have an expiration date of either June 2015 or June 2016, therefore, the first three year renewable contract shall commence July 1, 2015.
7. The renewal criteria and procedures shall follow article 17.3 of the Collective Agreement, excluding articles 17.3.1 and 17.3.2.2.
8. When these individuals resign or retire, or if their contract is terminated and/or not renewed, their positions shall be converted to regular tenure-track appointments which shall be filled according to the hiring process as per article 17.
9. The Parties agree that this solution is unique to the LTRP incumbents and creates no precedent.