

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(APUO)

PAY EQUITY

The University of Ottawa and the Association of Professors of the University of Ottawa (APUO) confirm their mutual agreement that gender should not be the basis for salary differences and their mutual intent to ensure there is pay equity within the bargaining unit.

The University of Ottawa and the Association of Professors of the University of Ottawa (APUO) agree to task the Anomalies Committee, hereinafter "*the committee*" as defined by article 41.4, with investigating pay equity.

The parties agree that the following directions shall apply to *the committee's* deliberations:

1. *The committee* shall evaluate various methodologies to determine if pay inequities exist within the bargaining unit, gather information about the estimated costs of various methodologies and options, and assess techniques used to alleviate inequities if they are found.
2. Based on its findings, *the committee* shall decide on a methodology to be used for a pay equity study of the bargaining unit.
3. *The committee* shall consult broadly with interested sectors of the University community and revise the methodology, if it wishes, based on the results of this consultation. *The committee* shall report to the parties on the consultations and the methodology to be used.
4. *The committee* shall use the methodology agreed to in paragraph 3 to conduct a study to determine if pay inequities exist among employees and report its findings to the two parties.

5. In the event that pay inequities exist, *the committee* shall consider what procedures, criteria, and mechanisms should be put in place to correct the pay inequities.
6. *The committee* shall report the final mechanism agreed to in paragraph 5 to the parties no later than one (1) year after ratification of the 2016-20xx Collective Agreement.
7. All pay inequities identified by *the committee* shall be corrected as established in paragraph 5 by the University of Ottawa within six (6) months after publication of the report referred to in point #6.

For the Employer

Date

For the Association

Date