



February 4, 2016

Mr. Allan Rock  
President  
University of Ottawa  
Ottawa, Ontario  
K1N 6N5

**Subject: APUO Members and Online Courses**

Dear President Rock,

It is our understanding that the University of Ottawa has, in the past, engaged in direct negotiations through TLSS and other entities with members of the APUO bargaining unit to establish a contract related to the development and delivery of hybrid or online courses, which include terms and conditions not agreed to by the parties to our collective agreement. As you know, APUO is the sole and exclusive bargaining agent for all academic staff except for those explicitly excluded under article 3.1.3.1. Direct negotiations, such as those between the University of Ottawa and academic staff resulting in individual contracts for the development and delivery of hybrid or online courses or any other forms of academic work violates both the Collective Agreement and the Ontario Labour Relations Act.

Hereby we also formally confirm APUO's position that all such contracts with members of its bargaining unit including contracts with respect to the development and delivery of hybrid or online courses must in the future be concluded in accordance with terms and conditions agreed upon between APUO and the University, notwithstanding any position which the Association has taken or may be perceived as having taken in the past.

At this time, the APUO is also requesting copies of all existing individual agreements.

We anticipate that this issue will continue to be a topic of discussion at bargaining. However, in the meantime, should the University of Ottawa wish to establish terms and conditions of employment for bargaining unit members (such as the terms and conditions related to the development and delivery of hybrid or online courses), you must do so through the bargaining agent. We would be happy to meet and discuss this issue at any time, but we will not consider the terms established through direct negotiations as binding on bargaining unit members.

With my best wishes,

Jennifer Dekker  
APUO President

cc: Michel Desjardins, APUO Chief Negotiator  
Jules Carrière, University of Ottawa Chief negotiator