

## MEMORANDUM OF UNDERSTANDING

### BETWEEN

The Association of Part-Time Professors of the University of Ottawa (“**APTPUO**”)

and

The University of Ottawa (the “**University**”)

With respect to the impact of COVID-19 on the evaluation of teaching and courses at the Toronto and Windsor campuses through students’ responses to questionnaires

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WHEREAS in response to the evolving circumstances regarding the spread of the coronavirus disease (COVID-19) in Canada and internationally, to recommendations by public health officials, and in the interest of the health and safety of the University community while ensuring, to the extent possible, the continuity of academic activities, the University cancelled in-person instruction from March 16, 2020, until the end of the Winter 2020 term and until further notice. The University has also encouraged all employees to work remotely unless the duties of their position require their physical presence on campus.

AND WHEREAS the COVID-19 pandemic has given rise to significant, unforeseen, changing, and uncertain circumstances (“**exceptional circumstances**”) impacting the delivery of courses by professors for the Winter 2020 term (“**exceptional period**”).

NOW THEREFORE, the parties agree to the following:

1. For the Winter 2020 term, students’ responses to the questionnaire specified in paragraph 10 of the Toronto-Windsor Collective Agreement cannot on their own serve as a basis for a formal warning, disciplinary action, or an “unsatisfactory” teaching performance evaluation pursuant to articles 10 and 11 of the Collective Agreement.
2. Should it appear that the exceptional circumstances will continue and give rise to the cancellation of in-person instruction for the Spring-Summer 2020 term, the parties agree to review this memorandum of understanding by April 30, 2020, and to amend it as agreed to by the parties.
3. This memorandum of understanding is effective on the date of signature by both parties.

Agreed to on April 3, 2020.

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Robert Johnson  
President, APTPUO

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Jules Carrière  
Vice-Provost, Faculty Relations