

MEMORANDUM OF UNDERSTANDING

BETWEEN

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

and

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

WHEREAS the COVID-19 pandemic has given rise to significant, unforeseen, changing, and uncertain circumstances (“**exceptional circumstances**”).

WHEREAS the exceptional circumstances have impacted the delivery of the following courses (“**courses**”) offered by the Faculty of Health Sciences for the Winter 2020 term: NSG 2313, NSG 2713, NSG 3307, NSG 3707, NSG 3311, NSG 3711, NSG 4245, NSG 4645. Moreover, since March 16, 2020, students registered in the courses (“**students**”) have been unable to complete their practicums in hospital or agency settings as part of their course requirements because of the exceptional circumstances.

WHEREAS since March 16, 2020, employees with a teaching contract for one or more of the courses for the Winter 2020 term (“**teaching contract**”) listed in Appendix A (individually the “**professor**” and collectively the “**professors**”) have been unable to complete the clinical teaching hours in hospital or agency settings as well as the course-related duties stipulated in their teaching contract because of the exceptional circumstances.

AND WHEREAS the professors received compensation for the Winter 2020 term until the termination date specified in their teaching contract without having completed the clinical teaching hours in hospital or agency or academic settings as well as the course-related duties stipulated in their teaching contract.

NOW THEREFORE, the parties agree to the following:

1. The termination date for all professors’ teaching contracts is extended to April 30, 2021 (“**extension**”), to allow professors to complete the clinical teaching hours in hospital or agency settings as well as all the duties stipulated in their teaching contract.
2. At the end of the extension, a lump sum of \$500 will be paid to each professor for the completion of the clinical teaching hours in hospital or agency or academic settings as well as all the duties stipulated in her teaching contract during the extension.
3. Should the professor be unable to complete the clinical teaching hours in hospital or agency or academic settings as well as the duties stipulated in her teaching contract during the extension, the professor will submit her student evaluations to her academic director in a timely manner.
4. Should the exceptional circumstances continue during the extension, the University will determine, as necessary, whether there are specific means available to the professors to allow students to develop practical skills without completing a practicum in a hospital or agency or academic setting. In cases where only in-person teaching or evaluation is needed, APTPO and the University will encourage part-time professors to conduct in-person teaching and evaluation activities to the extent possible in light of the exceptional circumstances.
5. APTPO will recommend that professors demonstrate flexibility in the course of their duties.

6. The Faculty will ensure members are given the necessary flexibility to complete their required teaching hours and duties based on their availability.
7. The completion of contracts will have no impact on the calculation of credits for the application of article 5.9.3 of the Collective Agreement.
8. This memorandum of understanding is without prejudice and creates no precedent.
9. This memorandum of understanding is effective on the date of signature by both parties and shall end on April 30, 2021.

For APTPUO

Robert Johnson
President

May 20, 2020

Date

For the University of Ottawa

Jules Carrière
Vice-Provost, Faculty Relations

May 22, 2020

Date

APPENDIX A

CODE	PROFESSOR	Total hours	Hours worked	Hours remaining
NSG 2713				
	Bruno Sontia	102	40.8	61.2
	Yehi Rita Adou	102	40.8	61.2
	Espérance Nkuzimana	104	42.8	61.2
	Michelle Denard-Robelin	102	40.8	61.2
	Chantal Decoeur	102	40.8	61.2
NSG 2313				
	(Connie) Kam-Yuk Tang	102	40.8	61.2
	Sandra Djuric-Graham	102	40.8	61.2
	Julie Bui	104	42.8	61.2
	Megan Manning	102	40.8	61.2
	Lori Jarvis	102	40.8	61.2
	Sarah Navabzadeh	102	40.8	61.2
	Sarah St. Pierre	102	20.4	81.6
	Ndolo Njie-Mokonya	102	40.8	61.2
	Sarah Roggie	102	40.8	61.2
	Hannah Nari	102	40.8	61.2
NSG 3707	Natalie Lair			
	Laviolette Kimberley	RES	27.75	83.25
	Leduc Francine	111	27.75	83.25
NSG 3307	Lori-Ann Hancock			
	Virginia Cyr (Graves)	113	76	37
	Carla Watson	113	76	37
	Lynch Barbara	111	27.75	83.25
	Williams Rachel	111	27.75	83.25
	Ross Andrea	111	27.75	83.25
NSG 3711	Karina Saavedra			

	Yvedane Louis Jeune	113	29.75	83.25
	Laura Vo	111	27.75	83.25
	Sherley Etienne	111	27.75	83.25
NSG 3311	Carla Watson			
	Anna Don	111	27.75	83.25
	Alandra Minors	111	27.75	83.25
	Marbe Sumitro	111	27.75	83.25
	Roshena Moledina	111	27.75	83.25
	Karina Saavedra	111	27.75	83.25
NSG 4245	Lisa Stewart	172		
	Dawn Bien-Aimé	172		39
	Sandra Djuric-Graham	172		39
	Kerry-Ann Hogan	172		39
	Lori Jarvis	172		39
	Marbe Sumitro	172		39
	Nancy Watters	172		39
NSG 4645				
	Sylvie Buisson	172		39
	Michelle Denard-Robelin	172		39
	Sherley Etienne	172		39
	Yvedane Louis-Jeune	172		39
	Adolphe Tetsekopua			39