



Dear colleague,

As you know, bargaining with the university administration has been extremely difficult. The Bargaining Committee is confronted with an intransigent employer, who has set in motion the wheels for a work stoppage.

The administration has issued a statement to the university community, except APTPUO members, which contains a number of factual errors about the current state of bargaining. [You can find the university's statement here.](#)

The University administration implies that the main issue at hand is the limitations of Bill 124. Nothing could be further from the truth. The APTPUO and its members are fully aware of the limitations of the law and the maximum 1% increase in any compensation.

The administration continues to demand concessions from its professors. These non-monetary concessions would exacerbate precarity and undermine working conditions. It is clear that they are not negotiating an agreement "*...that ensures the well-being of our teaching staff,*" nor "*an agreement that provides APTPUO members recognition for the important role they play with our students and in our community*".

As a result of the University administration's actions, the parties will now be in a legal lockout/strike position as of 11 August. You can consult [the initial proposals submitted by the parties here.](#)

The Association will continue its fight for job security, better working conditions, and recognition. We know that our working conditions are students' learning conditions, and that is why we negotiate for:

- A limit on class size
- Sufficient preparation time for courses (fixed hiring dates)
- Professional development and training
- Institutional support
- Access to the Employee Assistance plan

In addition, the Association is proposing:

- A 4-year agreement that includes an indexation clause based on the increase in the cost of living (COLA).
- A salary scale in year 4 of the agreement.

We are one of the few groups on campus for which experience and expertise is not recognized in the determination of salary. We have members who have been teaching for 20, 30 or even 50 years, and they are paid the same as a starting professor. The recognition of experience and expertise also promotes retention and enhances students' learning experience.



These reasonable proposals are an excellent way to provide "*APTPUO members recognition for the important role they play with our students and in our community.*"

We are prepared to continue negotiations and hope that the employer will return to the table with a mandate to negotiate a fair agreement before the beginning of the Fall session that is of benefit to members, students, and the University community at large.

Shared Concerns and Uncertainty

We understand that the potential lockout/strike leaves the entire community in a state of uncertainty. It is disappointing that the university administration has led us to this point, especially when we were looking forward to this academic year as a "return to normal" after two years of the pandemic.

No doubt parents and students will have many questions about the consequences of a potential labour dispute with APTPUO members, who teach nearly 60% of the students on campus.

We suggest that you refer students or their parents to the office of the President and Vice-Chancellor, Jacques Frémont, and the Provost and Vice-President, Academic Affairs, Jill Scott.

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