

LETTER OF UNDERSTANDING

BETWEEN

University of Ottawa (the “Employer”)

And

Association of Professors of the University of Ottawa (“APUO”)

Regarding

COVID-19 Use of PER by Members who retire

WHEREAS, in response to the evolving circumstances regarding the spread of the Coronavirus COVID-19 in Canada and internationally, to the issuance of statements, declarations of emergency, directives, orders and recommendations by public health and government officials in connection with containing the spread of COVID-19 and protecting the public, 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 Employer cancelled in-person instruction from March 16, 2020, with all courses to be delivered via distance learning for the remainder of the 2020 Winter term and for the 2020 Spring/Summer term, and requires all employees to work remotely unless their physical presence is required by the Employer (referred to as the “exceptional circumstances”);

AND WHEREAS the exceptional circumstances will continue for a period until public health and government officials advise the public that normal business operations can return and until the Employer decides to return to its normal activities (referred to as the “exceptional period”).

NOW THEREFORE, the parties agree as follows:

1. Members, retiring on or after March 16, 2020, will be allowed a grace period of up to April 29, 2021 to use their Professional Expense Reimbursement (PER) funds and internal and general research funds remaining as of the date of retirement for allowable professional expenses and eligible expenditures, respectively.
2. This Letter of Understanding is effective on the date of signature by both parties and shall end on April 29, 2021.
3. Both parties reserve all of their rights under the Collective Agreement.
4. This Letter of Understanding is without prejudice and precedent to both parties.

Agreed to on the ___15th___ day of May, 2020.



Dimitri Karmis
President, APUO



Jules Carrière
Vice-Provost, Faculty Relations, University of Ottawa