

**University of Ottawa
&
Association of Professors of the University of Ottawa**

Strike and Lockout Protocol

The University of Ottawa and the Association of Professors of the University of Ottawa (APUO) are in negotiations for the renewal of the collective agreement between the parties for the period May 1, 2011 to April 30, 2012.

In the event of a strike by APUO members or a lock-out regarding the renewal of the above collective agreement, the parties agree to the following:

1. University of Ottawa agrees to continue to provide payroll services and benefits for APUO staff during the period of the strike or lock-out.
2. University of Ottawa agrees to continue to provide access to University of Ottawa email, computing and telecommunications services, for members of APUO.
3. University of Ottawa agrees to continue payroll services for APUO members who are, during the strike or lock-out: on academic leave, certified sick leave, parental leave (including adoption), leave of absence (with pay), professional leave (Language Teachers), professional leave (Librarians); until the end of the leave entitlement or, the end of the strike or lock-out, whichever comes first.
4. The Employer will continue to pay premiums on Basic Life, Dependent Life, Optional Life and Long Term Disability for all APUO members.
5. The APUO is prepared to reimburse the premiums for Dental and Extended Health for all striking or locked out APUO members. The Employer will continue said coverage and will invoice APUO for reimbursement.
6. The Employer will continue to contribute to the Pension Plan for all APUO members for the duration of the strike or lock-out.
7. The continuation of the strike or lock-out shall be considered *uninterrupted service* at the University for all purposes (excluding salary); for example, in calculation of vacation, academic leave, parental leave, leave of absence, professional leave (Language Teachers), professional leave (Librarians), pensions, transition to retirement, severance pay etc.
8. All pre-approved and ongoing leaves, including academic leave, will be respected, and members on leave will not be considered to be on strike or locked out and will continue to receive salary and benefits.

In short, there will be no disruption in benefits coverage.

9. Expenses and advances that have been submitted before strike or lock-out action begins will be reimbursed.
10. Internal grant application deadlines will be extended.

11. For members in the probationary phase of employment, the probation period will be extended by the length of the strike or lock-out.
12. There will be extensions to Limited Term Appointment contracts and for any other APUO member who is working at the University of Ottawa on a contractual basis by the length of the strike or lock-out.
13. Timelines/deadlines in the Collective Agreement will be suspended, including applications for contract renewals, tenure and promotion, and within the grievance/arbitration process (with the exception of arbitration hearings which have already been scheduled).
14. Members who are involved in sensitive research projects, including those with laboratory animals, will be permitted by the Union to cross picket lines in order to maintain animals and/or experiments on a reasonable and regular basis.
15. Members who cross picket lines without authorization from the Union, as per paragraph 14, and who engage in their regular duties and are paid, will have dues deducted by the employer and remitted to the Union.
16. It is understood that following a strike or lock-out, APUO members shall not be required to work uncompensated overtime to restore services, but that the parties may agree to reach an agreement on compensated overtime.

Christian Rouillard
President, APUO

(Date)

Caroline Roy-Egner
Associate Vice-President, Human Resources, uOttawa

(Date)