

LETTER OF UNDERSTANDING

BETWEEN

THE UNIVERSITY OF OTTAWA

(Employer)

- and -

THE ASSOCIATION OF PROFESSORS OF THE UNIVERSITY OF OTTAWA

(APUO)

GENDER SALARY DIFFERENTIALS

WHEREAS the parties confirm their agreement that gender should not determine salary differentials between APUO members and that they will work together in good faith to eliminate any potential gender wage gap within the bargaining unit.

THE PARTIES AGREE TO THE FOLLOWING TERMS:

The Employer and the APUO shall create a Gender Wage Gap Committee (“GWGC”) to investigate potential gender-based, internal pay inequities. Each party shall appoint at least one person with demonstrated expertise in salary differentials, econometrics, pay equity, or faculty labour relations, to the committee. If a party objects to an appointment from the other party, they can request a different appointment. Such an objection shall be objectively evaluated and shall not be unreasonably refused. The committee shall consist of four (4) persons, to include two (2) persons appointed by each party. In addition to the committee members, the parties shall jointly appoint an impartial observer with demonstrated expertise in university faculty compensation exercises to serve as a resource person, and who may fully participate in all meetings but shall not have voting rights.

The committee shall follow, as a starting point, the methodology used in 2016 and 2017 by the Wilfrid Laurier University and Wilfrid Laurier University Faculty Association exercise to determine if gender-based pay differentials exist within the bargaining unit.

The following stipulations shall apply to *the committee’s* deliberations:

1. *The committee* may invite additional assistance from individuals or organizations with expertise in gender-based, internal pay equity analyses, as the need arises. In such cases, the parties shall agree to the invitee and all costs entailed by this invitation shall be divided equally between both parties.
2. In the event that gender-based pay differentials are identified, *the committee* shall recommend appropriate salary and other adjustments required to correct the differentials.
3. *The committee* shall report its findings and recommendations to both parties no later than one (1) year after ratification of the Collective Agreement whose start date is May 1, 2018.

4. All pay differentials identified by *the committee* shall be addressed by the Employer within twelve (12) months after publication of the report referred to in point #3.