

INTERPRETATION DOCUMENT

Date: November 04, 2020

Re: Interpretation of Section 8b. of the Letter of Understanding entitled *COVID-19 Impact on 2021 Winter Course Development and Delivery* (the “**LOU**”) between the University of Ottawa (the “**Employer**”) and the Association of Professors of the University of Ottawa (“**APUO**”), signed November 04, 2020.

Remuneration: The parties agree that the impacts of a Member being approved for a workload reduction will be interpreted in a similar way to the following examples:

1. A Member is requesting a three-credit course release for the 2021 Winter term, but had not requested a workload reduction for the 2020 Fall term.

Remuneration shall be 90% of the Member’s annual salary for the period of January 1, 2021 to December 31, 2021. The salary will be subject to any salary adjustments negotiated between the University and the APUO, and PTR will be adjusted accordingly. Regarding the impact on the May 2021 PTR, the Member will receive proportional PTR based on their nominal salary for eight (8) months at 100% and four (4) months at 90%. Regarding the impact on the May 2022 PTR, the Member will receive proportional PTR based on their nominal salary for four (4) months at 100% and eight (8) months at 90%.

2. A Member is requesting a three-credit course release for the 2021 Winter term, and had already been awarded a three-credit course release for the 2020 Fall term.

Remuneration shall be 80% of the Member’s annual salary for the period of January 1, 2021 to August 31, 2021, and 90% for the period of September 1, 2021 to December 31, 2021. The salary will be subject to any salary adjustments negotiated between the University and the APUO, and PTR will be adjusted accordingly. Regarding the impact on the May 2021 PTR, the Member will receive proportional PTR based on their nominal salary for four (4) months at 100%, four (4) months at 90% and four (4) months at 80%. Regarding the impact on the May 2022 PTR, the Member will receive proportional PTR based on their nominal salary for four (4) months at 100%, four (4) months at 90%, and four (4) months at 80%.

Dimitri Karmis
President, APUO

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

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