



September 05, 2017

Jules Carrière, PhD
Associate Vice-President, Faculty Affairs
University of Ottawa
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Tel.: 613 562 5800 (2315)

Re.: Supplementary Notice of Arbitration – Denis Rancourt (G-17-10)

Dear Jules:

The following is the Supplementary Notice of Arbitration as per article 13.6.2 of the Collective Agreement.

a) The questions to be submitted at arbitration are:

- 1) Whether the Employer's decision to unilaterally destroy all of Denis Rancourt's scientific samples, which was done without informing or consulting him, directly or indirectly, and without his knowledge or consent while he was employed as a Full Professor at the University of Ottawa, was:
 - i. Contrary to the Collective Agreement or to the obligations of the Employer;
 - ii. Unreasonable;
 - iii. Contrary to the requirements of procedural fairness?

- 2) Whether the Employer's refusal to receive the grievance filed by Denis Rancourt and to meet with him in a Step 1 Meeting is in breach of the Collective Agreement and the Memorandum of Settlement (signed February 2014) between the Employer and the APUO.

b) Name of the APUO representative: Brianne Carlson, Grievance Officer, APUO

c) Grievor: Denis Rancourt

Classification of grievance: Association Grievance (Individual grievance assumed by APUO)

Parties: APUO and the Employer

Sincerely,

L. Brianne Carlson
Grievance Officer, APUO