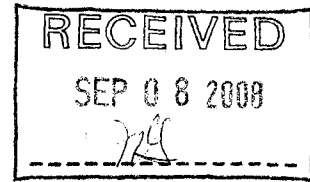


September 8, 2008

Louise Pagé-Valin
Associate Vice-President
Human Resources Services
University of Ottawa
Tabaret Hall
550 Cumberland Street
(delivered by hand)



Re: Grievance G-17 (my code) – Workload assignment 2008-2009.

Dear Mrs. Pagé-Valin:

The employer did not assign my workload for 2008-2009 by May 1, 2008, as required by the Collective Agreement. The employer initiated (and has to this day not completed) an investigation about my grading in PHY 4385/5100 of the winter 2008 semester as an excuse to not assign my teaching load.

In its letter of August 18, 2008 (Dean's letter), the employer clarified and reiterated its unjustified and disproportionate decision to not assign me any teaching of courses for academic year 2008-2009. I again offered a potential solution and offered to discuss my workload in an email to the Dean dated August 21, 2008, which has not been answered.

I hereby grieve against the employer's treatment of my workload assignment and against the employer's decision, last communicated in the letter of August 18, 2008, not to assign me any teaching.

These employer actions and decisions were not and are not justified. The entire on-going manoeuvre of the employer appears to be aimed at limiting my academic freedom (including my right to exercise my profession and my right to exercise my professional responsibilities in teaching) and appears to constitute unjustified discipline.

I seek that my teaching load for 2008-2009 be assigned in consultation with me immediately. I seek written retraction of and apology for the discipline of having removed me from teaching.

Sincerely,

A handwritten signature in cursive script that reads "Denis Rancourt". The signature is fluid and includes a long, sweeping horizontal line at the end.

Denis Rancourt
(Professor)