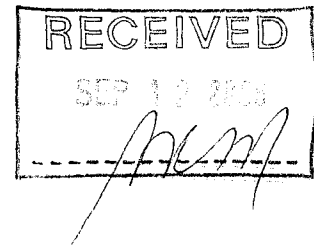


September 12, 2008



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

**Re: Grievance G-18 (my code) – FGPS membership.**

Dear Mrs. Pagé-Valin:

Dean of the Faculty of Graduate and Postdoctoral Studies (FGPS) Gary Slater sent me an email and letter on August 22, 2008, questioning my supervisory skills and initiating my removal from the FGPS pursuant to section 32.2.2.1 of the Collective Agreement.

The FGPS dean's grounds for this action were not and are not sufficient to invoke section 32.2.2.1 in a fair and unbiased way free of differential treatment, and in the spirit and intent of section 32.2.2.1.

The FGPS dean has (in his emails of September 2, 2008, and September 9, 2008) then pursued his use of 32.2.2.1 despite my written explanations and despite student written testimony to him (from graduate students directly and via their association, the GSAED) that invalidates his grounds for invoking 32.2.2.1.

I grieve these actions by FGPS dean Gary Slater. They constitute unfair treatment and an illegitimate initiation of a disciplinary process against me. They appear to be part of a broad pattern of employer harassment against me.

I seek a written retraction and apology from Dean Gary Slater and that the employer, in collegial collaboration with the faculty and the APUO, elaborate and apply written guidelines for an FGPS dean's use of section 32.2.2.1.

Sincerely,

A handwritten signature in cursive script that reads "Denis Rancourt".

Denis Rancourt  
(Professor)