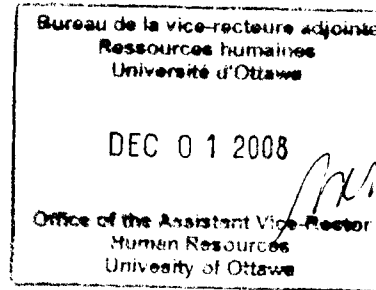


December 1, 2008

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



Re: Grievance G-20 (our code) – interference with PHY4006 and deregistration of student Marc Kelly.

Dear Mrs. Pagé-Valin:

By deregistering student Marc Joseph Kelly from PHY4006, academic year 2008-2009, the employer has directly interfered with our ability (as co-supervisors of the student's PHY4006 project) to do our work and has violated academic freedom.

There have been many violations of the collective agreement in the events that have led to the President's recent decision (November 10, 2008, expressed to the SFUO student federation) to not repair the student's out of process and unjust deregistration.

The related incidents in this matter that constitute violations include but are not limited to:

- refusal to include PHY4006 in the 2008-2009 workload of professor Denis Rancourt
- interference with the project description, refusal to include the project description in information to students
- use of the DTPC to judge the acceptability of the PHY 4006 project (based only on the project description and outside of any past or established practice or process)
- refusals at all departmental levels to state the criteria for judging the acceptability of the project
- Department chair and DTPC refusals to meet the project supervisor(s) or the student to discuss the project, and failures to consult (or attempt to consult) the supervisors and student
- unilateral and unjustified deregistration of the student from PHY4006 before the deadline date for student deregistration
- refusals by the dean and by the president to examine or explain the illegitimate (*prima facie*) actions of the department chair and DTPC

- the out of hand mischaracterisation of the situation by Secretary Nathalie DesRosier in her letter of November 10, 2008, and refusal to acknowledge or address gross procedural abuse by the chairman of physics, DTTC, Faculty of Science, and the Registrar

The above and other administrative behaviours in this matter are arbitrary (e.g., refusal to consider arguments), discriminatory (e.g., no other projects were evaluated for acceptability by the chair, DTTC, vice-dean academic, dean, secretary of the university, and president), and in bad faith (e.g., discrimination by association, ideologically motivated, rejection of interdisciplinary research topics, refusal to provide criteria).

The vehement refusals of and actions to block a student's PHY 4006 project elaborated with the student's co-supervisors (the grievors), based *only* on the short promotional project description(s) intended to incite students to discuss possible projects with potential supervisors, are, in the broad discriminatory context against co-griever Rancourt, unethical, in bad faith, and a violation of academic freedom.

We ask that this situation be repaired immediately and that guidelines, supervised by an external arbitrator, be implemented at all levels to protect students and professors from such abuses of power and violations of process and of academic freedom rights regarding undergraduate research project courses. In appealing to the employer's responsibilities to students, we ask that reparations be made to the student.

Sincerely,

Claude Lamontagne

Denis Rancourt

