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MEMORANDUM OF SETTLEMENT

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between

The Association of Professors of the University of Ottawa

Association

and

The University of Ottawa

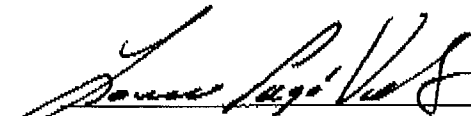
Employer

Regarding a grievance filed by Prof. Denis Rancourt on 11 October 2005,
and assumed by the Association, with respect to Dean Detellier's actions of 21 September 2005
(In-class intervention and temporary suspension of a course)
and the subsequent handling of the situation

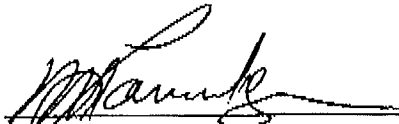
The above-noted grievance is hereby settled on the following agreed terms.

1. The employer and Association recognize that intervention by the employer or any of its representatives in a classroom is a serious matter that should only occur in exceptional circumstances.
2. In the circumstances, other less drastic options could have been used.
3. The employer regrets this situation.

*Reviewed
1 page*


for the Employer

Signed on Nov. 7, 2007


for the Association

Signed on Nov. 6, 2007