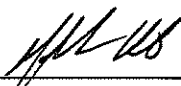
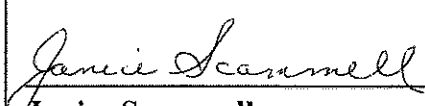


CUASA Proposal
04 July 2014
Carleton Counter
07 July 2014
CUASA Proposal
09 July 2014
Carleton Counter
10 July 2014
CUASA Proposal
11 July 2014
Carleton Counter
11 July 2014
CUASA Proposal
26 July 2014
Carleton Counter
26 July 2014
CUASA Proposal
27 July 2014, 12:00 pm
Carleton Counter
27 July 2014

7 J.S. MB.
Agreed July 26, 2014


Malcolm Butler
For the Employer


Janice Scammell
For the Association

Article 18: Rights and Privileges Of The Association And Its Members

<Article 18.1: *Agreed, status quo language* >

18.1 The employer agrees to provide the Association, at a reasonable reasonable reasonable charge of ~~\$1.00 per year of \$1.00 per year~~ (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), ~~of \$1.00 per year~~ (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), with the use of suitable, serviced, office space, with telephone line(s), and with the use of the internal University postal service. ~~Effective May 1, 2014, the rent charged to CUASA shall be reduced by 50%. Future rate rates of rent increase shall not exceed the rate of increase of the Consumer Price Index calculated for Ottawa-Gatineau as of May 1 of each year. Rent on the full square footage occupied shall be frozen at present rates until 30 April 2016. Effective 01 May 2016 rent will be increased by no more than the rate of increase of the Consumer Price Index as calculated for Ottawa-Gatineau as of 01 May 2016.~~

<Article 18.2-18.7: *Agreed, status quo language* >

<Article 18.8(a): *Agreed, language changes as follows:*>

- 18.8 (a) The President of the Association, **the Grievance Policy and Administration Committee Chairperson and the Collective Bargaining Committee Chairperson** shall not be required to teach more than one full course, or its equivalent, ~~and the Grievance Policy and Administration Committee Chairperson shall not be required to teach more than one full course, or the equivalent,~~ during the term of office, without prejudice to their salaries, benefits or any rights and privileges within the University. Where the President, or Grievance Chairperson or **Collective Bargaining Chairperson** is an Instructor employee, a Non-Credit Language Teacher or a professional librarian, the workload reduction under this Article shall be negotiated by the parties at JCAA. Disputes about the assignment of duties to these employees shall be referred for resolution to the Joint Committee for the Administration of the Agreement. This arrangement is understood to be a special provision, applicable only to this Article and without prejudice to the more general arrangements for reduced workload with prorated pay specified in Article 13.6.

<Article 18.8(b): *Agreed, status quo language* >

- (c) ~~The Employer shall provide the Association with eight (8) full-course equivalents per contract year to be distributed at the discretion of the Association. Unused credits shall be carried forward for use in future years. The Association may purchase from the employer, at the appropriate contract instructor rates, up to two (2) full-course equivalents per contract year and during a bargaining year, up to four (4) full-course equivalents, to be distributed at the discretion of the Association. Payment by CUASA for a contract instructor replacement is contingent upon the employer hiring a contract instructor to teach a course which would normally have been taught by the individual to whom the release applies. The Association may purchase from the employer, at the appropriate contract instructor rates, up to two (2) full-course equivalents per contract year and during a bargaining year, up to four (4) full-course equivalents, to be distributed at the discretion of the Association. Payment by CUASA for a contract instructor replacement is contingent upon the employer hiring a contract instructor to teach a course which would normally have been taught by the individual to whom the release applies.~~ **The Employer shall provide the Association with seven (7) full-course equivalents per contract year to be distributed at the discretion of the Association. Unused credits shall be carried forward for use in future years. The Employer shall provide the Association with seven (7) full-course equivalents per contract year to be distributed at the discretion of the Association. Unused credits shall be carried forward for use in future years.** The Association may has the right to purchase from the employer, at the appropriate contract instructor rates, up to two (2) ~~four (4) two (2) three (3)~~ **four (4) two (2) three (3)** full-course equivalents per contract year and during a bargaining year, up to four (4) ~~six (6) four (4) five (5)~~ **four (4) five (5)** full-course equivalents, to be distributed at the discretion of the Association. Payment by CUASA for a contract instructor replacement is contingent upon the employer hiring a contract instructor to teach a course which would normally have been taught by the individual to whom the release applies. For professional librarian employees, a full-course equivalent shall be deemed to be one working day per week over the contract year. ~~Unused course releases shall be carried forward for use in future years.~~

~~18.9 For the purposes of the remainder of this article, employee shall refer to individuals employed by Carleton University Academic Staff Association and not to members of the bargaining unit.~~

~~18.10 The University shall be responsible for payroll for all full time employees of the Association. Employee and Association contributions to the Multi Sector Pension Plan (MSPP) as defined by the SMPP agreement shall be reflected on the employee's pay and T4 slips. All employee union dues deducted shall be reported on T4 slips.~~

~~18.11 Full time employees of the Association shall be enrolled in the same health and dental plan as members of the bargaining unit. In addition, employees shall have access to University computing resources (including email), the library, athletics and campus identification cards on the same basis as bargaining unit members.~~

~~18.9 For the purposes of the remainder of this article, employee shall refer to individuals employed by Carleton University Academic Staff Association and not to members of the bargaining unit.~~

~~18.10 The University shall be responsible for payroll for all full time employees of the Association. Employee and Association contributions to the Multi Sector Pension Plan (MSPP) as defined by the SMPP agreement shall be reflected on the employee's pay and T4 slips. All employee union dues deducted shall be reported on T4 slips.~~

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~~18.11 Full time employees of the Association shall be enrolled in the same health and dental plan as members of the bargaining unit. In addition, employees shall have access to University computing resources (including email), the library, athletics and campus identification cards on the same basis as bargaining unit members.~~

~~(CUASA would consider accepting deletion of 18.9, 18.10, and 18.11, if similar were in an MOA external to the Collective Agreement Employer to draft such an MOA for CUASA authorization).~~

~~Letter of Intent RE: CUASA Offices Rent Increases and Calculation Methodology~~

~~Whereas article 18.1 confirms that the Employer provides the Association with suitable, serviced, office space at a reasonable cost,~~

~~And~~

~~Whereas, the Employer has agreed to review its charges and determine rent increases to manage the increase within reasonable market conditions,~~

~~The Employer agrees that:~~

~~Notwithstanding the language in the collective agreement, the rent increase will be based on the charge per square foot for 2011-2012 increased by the increase in CPI (Ottawa) effective April 30th, 2012, applied to the square feet occupied in 2012-2013.~~

~~The parties agree during this period to discuss and agree to a calculation methodology that will ensure a fair and reasonable method to calculate rent adjustments that respects the cost per square foot.~~

~~**The parties shall come to a reasonable agreement on rent that is based on historical data and is relative to the faculty scale increases by December 31, 2014. Failing agreement, rent shall be frozen at January 1, 2012 levels and any increases since January 1, 2012 shall be refunded to the Association.**~~

<Letter of Intent RE: CUASA Offices Rent Increases: *Agreed, status quo* language >

Letter of Intent RE: CUASA Offices Rent Increases and Calculation Methodology

Whereas article 18.1 confirms that the Employer provides the Association with suitable, serviced, office space at a reasonable cost,

And

Whereas, the Employer has agreed to review its charges and determine rent increases to manage the increase within reasonable market conditions,

The Employer agrees that:

Notwithstanding the language in the collective agreement, the rent increase will be based on the charge per square foot for 2011-2012 increased by the increase in CPI (Ottawa) effective April 30th, 2012, applied to the square feet occupied in 2012-2013.

The parties agree during this period to discuss and agree to a calculation methodology that will ensure a fair and reasonable method to calculate rent adjustments that respects the cost per square foot.

[outside of / separate to the Collective Agreement]

Memorandum of Agreement
Between
Carleton University (the University)
And
Carleton University Academic Staff Association [CUASA] (the Union)

RE: Hosting CUASA staff employees on the Carleton University Payroll and Benefits System

The Parties agree to meet to, ~~as Employer to Employer, with a view to considering CUASA's request that Carleton:~~

- Review the services as Paymaster provided by Carleton University to the CUASA staff group;
- Review the access to Benefits plan structure to the University for the CUASA staff group

Signed in Ottawa, 27 July, 2014

FOR THE UNION

FOR THE UNIVERSITY

Jamie Scammell

[Signature]

Kimberly A. Benoit

[Signature]
