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Agreed July 27, 2014

  
\_\_\_\_\_  
Malcolm Butler  
For the Employer

  
\_\_\_\_\_  
Janice Scammell  
For the Association

## Article 25: Duties and Remuneration of Chairperson

### 25.1 Remuneration

<Article 25.1(a): *Agreed, status quo* language >

- (b) (i) In recognition of departmental, administrative and other duties, a faculty employee who at the signing of this Collective Agreement, or who during its term, is a chairperson of a department shall receive a credit equivalent to one (1) additional year of service towards a sabbatical entitlement for each complete two (2) years of service as chairperson, or two additional years of credit for each complete three (3) years of service as chairperson. The provisions of Article 25 apply to directors of Centres and Institutes, other than Joint Ottawa-Carleton Institutes, where such directors are members of the bargaining unit.
- (ii) A chairperson is expected to take a sabbatical when eligible or upon conclusion of his/her term of office, whichever occurs later. Such sabbatical shall be subject to the provisions of Article 21, except as provided in (iii) below.
- (iii) If upon conclusion of the employee's term as chairperson s/he has more than six (6) years of credited service towards a sabbatical, the extra year(s) of service earned as a chair in accordance with paragraph (i) above may be used as follows:

*[Adjustment to this article as per the negotiated amount for 21.3(b)(i)]*

- (1) up to three (3) years of service may be used, notwithstanding Article 21.3(b), to increase the sabbatical stipend by 5% for each such year of service, to a maximum of 95%, of nominal salary;

- (2) if the employee takes a combined sabbatical and study leave in accordance with Article 21.5, the increase in sabbatical/study leave stipend shall be 2 1/2% of nominal salary for each year of additional credited service, to a maximum of 72 1/2% of nominal salary;
- (3) one (1) year of service may be carried over, notwithstanding Article 21.4(e), towards the employee's next sabbatical following the sabbatical taken pursuant to Article 25.1(b)(ii).

(ebc) (i) Effective July 1, 2006, ~~2014~~, a chairperson (or equivalent) during his/her term of office shall receive in addition to his/her annual salary, an annual stipend related to the number of employees, and technical and administrative support staff in his/her department (or equivalent) as set out below:

1	-	9 employees	\$4,100.00	<del>5,000.00</del>	\$4,500.00	\$4,600.00
10	-	19 employees	4,600.00	<del>5,600.00</del>	\$5,000.00	\$5,100.00
20	-	29 employees	5,100.00	<del>6,150.00</del>	\$5,500.00	\$5,600.00
30	-	39 employees	5,600.00	<del>6,750.00</del>	\$6,000.00	\$6,100.00
40 or more employees			6,100.00	<del>7,300.00</del>	\$6,500.00	\$6,600.00

*~~[contingent on employer acceptance of 25.1(e)(ii)]~~*

~~(ii) The stipend in Article 25.2(c)(i) shall be increased on July 1 of each year by that year's nominal salary increase as outlined in Article 45.2, rounded up to the nearest 10. The stipend in Article 25.2(e)(i) shall be increased on July 1 of each year by that year's nominal salary increase as outlined in Article 45.2, rounded up to the nearest 10.~~

<Article 25.1(c)(ii): *Agreed*, language changes as follow:>

~~(iiiiii)~~ A chairperson (or equivalent) shall receive an additional stipend of \$300 ~~\$500~~ if his/her department (or equivalent) employed fifteen (15) or more contract instructors in the Fall/Winter Session of the preceding academic year.

<Article 25.1(c)(ii): *Agreed*, ~~strike~~ language as follow:>

~~(iv) A chairperson (or equivalent) may choose, by notifying Human Resources by July 1 of each year, to have 50% or 100% of the annual stipend deposited into his/her PER account or a research fund administered through the Research Office. Funds transferred to a PER under this clause shall not be included in the calculation under Article 40.12(c).~~

<Article 25.1(d): *Agreed*, language changes as follow:>

- (d) Notwithstanding Article 25.121(b)(i), Directors of Joint Ottawa-Carleton Institutes shall be eligible to receive a research grant of ~~\$3000.00~~ **\$5000.00** annually, upon the ~~employer~~ **Director's Dean at Carleton** employer being satisfied that the normal rules and requirements pertaining to approval of research proposals have been satisfied.

<Article 25.2-25.3: *Agreed, status quo* language >

~~[Moved from Article 9]:~~ *remains in 9.7* *45*  
**9.725.5 Librarian Appointments** *JS*

<*status quo* language on Librarian Department Heads (9.7(e)) with the exception of the following stipend increases>

(e) **Library Department Heads**

...

(vi) **Recognition for Service as Library Department Head / Acting Department Head**

- (1) In recognition of Department Head duties, each shall receive a minimum annual stipend as calculated in 9.7 (e) vi (2).

(2)	1-9 employees	\$2,000.00	<del>5,000.00</del>	<b>\$2,250.00</b>	<del>\$4,500.00</del>	<b>\$2,400</b>
				<b>\$2,500</b>		
	10-19 employees	\$2,500.00	<del>5,600.00</del>	<b>\$2,750.00</b>	<del>\$5,000.00</del>	<b>\$2,900</b>
				<b>\$3,000</b>		
	20+ employees	\$3,000.00	<del>6,150.00</del>	<b>\$3,250.00</b>	<del>\$5,500.00</del>	<b>\$3,400</b>
				<b>\$3,500</b>		

- ~~(ii) At the completion of his/her term as a library department head, the employee shall be entitled to the provisions of Article 25.2(b).~~
- (ii) A Librarian who at the signing of this collective agreement, or who during its term, is a department head shall receive a credit equivalent to one (1) additional year of service towards a sabbatical entitlement for five (5) years of service as department head.

~~At the completion of a five year his/her term as a library department head, the employee shall be entitled to one additional year of service toward a sabbatical entitlement the provisions of Article 25.2(b).~~

~~(iii) The stipend in Article 9.7(e) shall be increased on July 1 of each year by that year's nominal salary increase as outlined in Article 45.2, rounded up to the nearest 10.~~