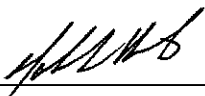



CUASA Proposal
09 July 2014
Carleton Counter
10 July 2014
CUASA Proposal
11 July 2014
Carleton Counter
11 July 2014
CUASA Proposal
26 July 2014
Carleton Counter
26 July 2014
CUASA Proposal
27 July 2014, 12:00 pm
Carleton Counter
27 July 2014

Agreed July 27, 2014



Malcolm Butler
For the Employer



Janice Scammell
For the Association

Article 40: Benefit Plans

<Article 40.1 40.11: *status quo* language>

<Article 40.1-40.11: *status quo* language, with the exception of the addition of Article 40.5(d):>

[Withdrawal of benefits language by CUASA is contingent on acceptance of ~~40.11A~~ 40.5(d), as below, and Appendix M]

40.5 Information and Reporting

~~40.11A~~ (d) The Employer shall provide the Association with such information as outlined in Appendix M as at January 1 and July 1 of each year no later than one month following the relevant date.

40.12 Professional Expense Reimbursement

- (a) The employer shall make available to each member of the bargaining unit a sum for the purchase of items related to the performance of his/her professional and/or teaching duties. A member may use this sum, provided s/he presents the dean with receipts or records of purchase, for the purchase of books, equipment, or memberships in professional associations and/or for travel related expenses not covered by or in excess of other travel grants.
- (i) ~~for the period May 1st, 2012 to April 30th, 2013 the sum shall be \$1,600.00.~~
- (ii) ~~for the period May 1st, 2013 to April 30th, 2014 the sum shall be \$1,800.00.~~
- (i) for the period May 1st, 2014 to April 30th, 2015 the sum shall be \$2,000.00.

(ii) for the period May 1st, 2015 to April 30th, 2016 the sum shall be ~~\$2,200.00~~
~~\$2,000.00~~ ~~\$2,200.00~~ ~~\$2,000.00~~ ~~\$2,100.00~~ \$2,000.00.

(iii) for the period May 1st, 2016 to April 30th, 2017 the sum shall be ~~\$2,400.00~~
~~\$2,000.00~~ ~~\$2,400.00~~ ~~\$2,000.00~~ ~~\$2,200.00~~ \$2,000.00.

- (b) Any employee who takes leave of absence without pay as in Article 20.1, of one hundred and eighty (180) days or more during the twelve (12) month period commencing May 1st and ending April 30th shall have his/her annual entitlement prorated and may only use the prorated sum.
- (c) On each May 1st, unspent portions will be carried over provided the total does not exceed three (3) years entitlement. On each May 1st, balances in excess of three (3) years will be permanently removed and transferred to the CUASA Scholarship Fund.
- (d) Amounts transferred to an individual's Professional Expense Reimbursement fund pursuant to Article 42.4(a) shall not count towards the maximum entitlement permitted to be carried forward.
- ~~(e) The employer shall refund the employees in programs where professional accreditation is necessary for the fees incurred to maintain these credentials. This reimbursement shall be in addition to the member's professional expense reimbursement. The employer shall refund the employees in programs where professional accreditation is necessary for the fees incurred to maintain these credentials. This reimbursement shall be in addition to the member's professional expense reimbursement.~~