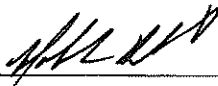
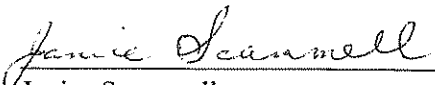


CUASA Proposal
04 July 2014
Carleton Counter
07 July 2014
CUASA Proposal
09 July 2014
Carleton Counter
10 July 2014
CUASA Proposal
11 July 2014
Carleton Counter
11 July 2014
CUASA Proposal
26 July 2014
Carleton
26 July 2014

Agreed July 27, 2014



Malcolm Butler
For the Employer



Janice Scammell
For the Association

Article 5: No Discrimination

<Article 5 Agreed, status quo language with the exception of a letter of intent as follows:>

Letter of Intent

~~Re: Development of protocol regarding medical information of CUASA members as related to accommodation requests~~

~~CUASA and the Employer agree to constitute a committee to develop protocols on medical information required of CUASA members requesting medical workplace accommodations.~~

~~The committee shall meet for two full working days as necessary within 120 days of the ratification of this collective agreement and shall work toward developing a Memorandum of Agreement on such protocols that is acceptable to both parties. The agreed upon Memorandum of Agreement shall be developed with a view for inclusion in the next collective agreement. The committee shall include three representatives appointed by CUASA and three representatives appointed by the employer, and Peter Simpson, Dispute Resolution Services, Ministry of Labour for Ontario, shall chair and mediate such discussions.~~

LETTER OF INTENT [*outside of / separate to the Collective Agreement*]

RE: Information regarding CUASA members requesting workplace accommodation(s)

WHEREAS all parties are required to take part co-operatively in the accommodation process;

AND WHEREAS conceptually, workplace accommodation is a continually evolving process;

THE PARTIES hereby agree as follows:

1. To meet to discuss general principles as related to Employer requests for information (medical or otherwise) regarding CUASA members requesting workplace accommodation(s);

- 2. The presence and participation of legal counsel / legal representation at these meetings if desired, and where desired and intended, to notify the other side of this intention;**
- 3. The purpose of this (these) meeting(s) is to develop a *Memorandum of Agreement* that outlines protocols regarding such requests for information (medical or otherwise) regarding CUASA members requesting workplace accommodation(s);**
- 4. Peter Simpson, Dispute Resolution Services, Ministry of Labour for Ontario, shall chair and mediate this (these) meeting(s).**