



Agreed July 27, 2014

~~CUASA Proposal
16 June 2014
Carleton Proposal
19 June 2014;
Carleton *Re-tables*
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~~



Malcolm Butler
For the Employer



Janice Scammell
For the Association

Article 6: Past Policies and Practices of the University

<Article 6.1: University Governance *Agreed, status quo* language>

<Article 6.2: Dismissal *Agreed, status quo* language>

<Article 6.3: Continuation of Past Practices *Agreed, status quo* language, and *Agreed* language changes as follow:>

- (d) Consistent with the employer's acknowledged responsibility as set out in 6.3(c) above, the following general support service **shall** be provided **though it is understood that a change in technology might affect the way in which the service is provided:**
- (i) Administrative support staff and related services
 - (ii) Telephone service and voice mail
 - (iii) Appropriate office space so as to protect the health, safety and security of employees as they carry out their duties on University premises. The Employer agrees to adhere to health and safety standards as embodied in current government legislation
 - (iv) Supplies and Equipment
 - (v) Computing Services and computing support services
 - (vi) Instructional Aids
 - (vii) Photocopying and Printing

(viii) Teaching and Research Assistance

Where users subcommittees exist in relation to these services, they shall continue to perform their advisory functions during the term of this Collective Agreement.

(e) Consistent with the employer's acknowledged responsibility as set out in 6.3(d) above, the employer shall make a reasonable effort to provide each employee with a standard model computer **and/or comparable technology and** access to **software and** printing resources; appropriate for teaching and administrative responsibilities.

6.4 No disciplinary measures shall be imposed on an employee except for just and proper cause; such disciplinary action shall be reasonable and shall be demonstrably proportionate to the seriousness of the specific violation and shall not be contrary to the provisions of Article 6.3.