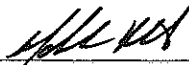



Agreed July 27, 2014

~~Carleton Proposal~~
~~16 June 2014~~
~~Carleton Re-tables per noted below~~
~~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

Articles 9.10(e)

<Article 9.10: Reduced Time Appointments *Agreed* language changes as follows;>

9.10 Reduced-Time Appointments

(e) An employee on a reduced time appointment shall be entitled to sabbaticals at times as defined in 21.1(a) and 21.1(b). Workload and compensation during the sabbatical period will be pro-rated appropriately. For the purpose of a sabbatical, a reduced-time appointee shall have the right to a pro-rated accrual of sabbatical entitlement based on nominal salary. To calculate the sabbatical stipend, refer to Article 21.3(h). Article 9.4(d) shall apply with respect to the calculation of service toward tenure, confirmation, promotion and sabbatical. Workload shall also be reduced appropriately. For example; an employee on an ongoing 50% reduced-time appointment, in a unit where the normal teaching workload is 2.0 credits would be assigned to teach 1.0 credit. A full time employee who has a six month sabbatical would be relieved of 1.0 credit after completing three ~~calendar~~ years of **full time** service. Therefore, the 50% reduced-time employee who has accrued a six month sabbatical shall also be relieved of 1.0 credit after completing **three** ~~six calendar~~ years of **full time equivalent** service. The example is meant to assist in the calculation of a variety of sabbatical credits.