

Minutes of Settlement

Between

Carleton University (CU)

And

Carleton University Academic Staff Association (the Union or CUASA)

RE: Reaching a collective agreement between the Parties, following the conclusion of the bargaining process

WHEREAS the Parties have successfully concluded a round of bargaining, following the expiration of the CUASA Collective Agreement 30 April 2014;


THE PARTIES HEREBY AGREE as follows:

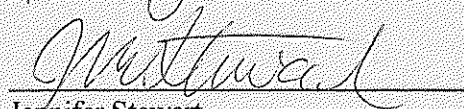
1. That the terms and conditions contained in the 2012-2014 CUASA Collective Agreement shall continue except where the Parties have agreed to amend the contents as appended;
2. That the amended contents as appended form a tentative 2014-2017 CUASA Collective Agreement and both Parties agree to recommend ratification to their Principals;
3. That the amended contents as appended forming a tentative 2014-2017 CUASA Collective Agreement shall be subsumed into the 2012-2014 CUASA Collective Agreement and a complete document shall be produced for signatures within a reasonable period;
4. That changes to Article 26 (*Teaching Evaluation*) shall be effective 01 September 2015; the relevant provisions of the 2012-2014 CUASA Collective Agreement shall remain in effect until this time;
5. That changes to Articles 21.3 and 21.4 (*Sabbaticals*) shall be effective 01 July 2015; the relevant provisions of the 2012-2014 CUASA Collective Agreement shall remain in effect until this time;
6. That the financial settlements reached in this agreement shall be retroactive to 01 May 2014;
7. That these Minutes of Settlement reflect closure and complete resolution of the following outstanding grievances:
 - i. The CUASA Grievance on the imposition of University-wide teaching evaluation standards on individual units in the development of Unit Standards;
 - ii. The CUASA Grievance on the imposition by the Dean of FASS of Unit Standards on several academic departments; *and*
 - iii. The CUASA Grievance on the grievance process;

Signed in Ottawa, this 27th day of July 2014.


FOR THE ASSOCIATION


Janice Scammell


Kimberly Benoit


Jennifer Stewart

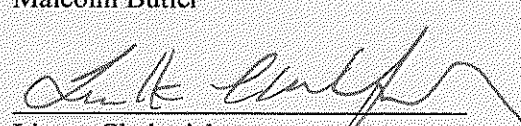

Richard Dansereau


Pum van Veldhoven



Daniel Draper

FOR THE EMPLOYER


Malcolm Butler



Lisetta Chalupiak


Wayne Jones


Rafik Goubran


Andre Plourde


Katherine Graham


Ljsa Hughes