

**Letter of Understanding regarding changes to Article 10.12 (a)**

The parties agree that the changes to the promotion criteria in Article 10.12(a) shall only be applied for promotion applications made after the date of ratification of this collective agreement. Current Professional Librarians on staff at the ranks of Librarian II and III shall be subject to the promotion criteria specified in the 2014-2017 collective agreement for their one (1) next promotion application. Thereafter, the Professional Librarians shall be subject to the new promotion criteria in Article 10.12(a) for the subsequent Librarian rank.

This ~~grandfathering provision~~ <sup>WT</sup> **letter of understanding** shall not apply to new hires after the date of signing this letter of understanding.



Chantal M. Dion - Chief Negotiator  
CUASA/the Union

Jan 12, 2018  
Date



Wayne Jones - Chief Negotiator  
Carleton University/the Employer

Jan 12, 2018  
Date