

Carleton University's response (using MSWord tracked change) on Article 30.3 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)  
**CUASA Proposal**

Without Prejudice

**Date: August 910, 2012**

### **Article 30: Complaints, Grievances And Arbitrations**

30.3 All communications required by this Article to be in writing shall be by email and shall be directed by the employer to the Grievance Chair and the Executive Director of CUASA with a follow-up hard copy directed to the CUASA Office. All communications required by this article to be in writing shall be by email and shall be directed by CUASA to the Assistant Director, Advisory Services (Academic) and Assistant Vice-President (Human Resources) with a follow-up hard copy directed to the Human Resources Office.~~circulated or delivered by receipted internal mail or Carleton University's official email. Where receipted delivery is specified, the receipted delivery facilities of Carleton's official email service may be used (a "read receipt" requested).~~; ~~when~~Where receipted delivery is specified and appropriate, by Canada Post Office registered mail has been used, with acknowledgement of receipt via Canada Post may be used.

[Titles of personnel in Human Resources shall be corrected throughout Article 30.]

[This contingent on acceptance of CUASA's other changes in Article 30.]

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Jerry Tomberlin  
For the Employer

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Sonya Lipsett-Rivera  
For the Association

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Date