

Carleton University's response (using MSWord tracked change) on Articles 33 and 45 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)

CUASA Proposal

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Without Prejudice

Date: August 23, September 16, 10.45September 17, 2012 2:00AM

Article 33: Duration And Continuance Of The Agreement

33.1 Except as specifically otherwise provided herein, the Collective Agreement ratified by the parties on shall be binding and remain in effect from May 1st, 2012 until and including the 30th day of April ~~2014 2015 2014 2016 2014 2014~~.

Article 45: Financial Compensation

May 1, 2012 – 1.00% scale increase	May 1, 2012 – 1.2% 2.0%1.2%
May 1, 2013 – 1.00% scale increase	May 1, 2013 - 1.2% 2.0%1.2%
May 1, 2014 – 1.25% scale increase	May 1, 2014 – 2.0%
May 1, 2015 – 1.50% scale increase	

~~*This financial proposal is being presented on the basis that any change to monetary items in addition to this proposed scale increase will be costed as part of a total compensation package.*~~

~~May 1, 2012 – 3.5% scale increase
————— \$1,500.00 equity adjustment
————— 2.5% market adjustment~~

~~May 1, 2013 – 3.5% scale increase
————— \$1,500.00 equity adjustment
————— 2.5% market adjustment~~

~~May 1, 2012 – 3.5% scale increase
————— \$750.00 equity adjustment
————— 1.5% market adjustment~~

~~May 1, 2013 – 3.5% scale increase
————— \$750.00 equity adjustment
————— 1.5% market adjustment~~

EMPLOYER PROPOSALS September 16, 2012, 10.45 pm

~~This package sets out the Employer's bargaining position on the articles included as of this date. The offer contained in this package (the "Conformation of the Final Agreement") is contingent on agreement on Tenure & Promotion.~~