

**CARLETON UNIVERSITY'S  
PROPOSALS  
FOR COLLECTIVE BARGAINING  
WITH  
THE CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION  
(CUASA)  
September 29, 2010**

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EMPLOYER PROPOSALS September 29, 2010

This package sets out the Employer's bargaining position on the articles included in this package as of this date. The Employer reserves the right to amend its position, including the right to add, modify or delete any proposals if not accepted in its entirety.

Delete the following portions of the Collective Agreement:

- Articles 6.2(a) and (b);
- Article 10;
- Appendix A;
- Appendix B;

Include the dismissal portions of Appendix A, specifically paragraphs C1 to C15, in the body of the Collective Agreement in Article 6.2.

Amend any other articles in the Collective Agreement that refer to tenure or promotion and adjust accordingly to comply with the following Article 10.

**NEW:**

**Replace Definition #35 with the following:**

**"Tenure" means permanency of appointment including the right to fair consideration for increases of responsibility and salary, and for promotions in rank, and the right of a faculty member to continue as such until resignation, retirement, lay-off due to financial stringency and program redundancy, death or dismissal for just cause.**

**NEW:**

**The Employer wishes to discuss how to transition to the new Tenure and Promotion procedures.**

- **The new process would be effective July 1, 2012 with no change for this year;**
- **current preliminary employees can apply for tenure and promotion in their third year if they wish;**
- **effective July 1, 2012, all preliminary employees will be eligible to take up to six years to apply for tenure and promotion or they may choose to apply earlier if they wish**

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