

CUASA proposal
Date: August 1, 2012

16.12 The parties agree that the principle of academic freedom requires that employees of Carleton University and employees of the Association have a right to custody and control, and privacy in their personal communications and files, whether on paper or in electronic form, and the parties undertake to respect that right to the fullest extent possible. ~~Personal files mean those which are not maintained for university purposes or business, and personal communications includes those that are stored or transferred electronically on university computer systems.~~ The employer shall ensure that in any FIPPA request involving an employee, that the Association shall be contacted at the earliest possible time. ~~Personal files and communications do not include the official file of employees of Carleton University, materials pertaining to students, or official records of university committees and are intended to include files respecting or associated with research conducted or proposed by an employee except where governed by rules of disclosure.~~ Nothing herein shall interfere with the employer's rights and responsibilities including the need to guard against illegal activities, the need to meet concerns about liability, the need to comply with the law or an order of a court, or the need to protect the security or health of individuals.