

Carleton University's response (using MSWord tracked change) on Article 16.12 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA) CUASA proposal

CUASA Proposal  
Without Prejudice

Date: ~~August 123, 2012~~ August 30, 2012

16.12 The parties agree that the **principle of academic freedom requires 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** ~~custody and control, and~~ privacy in their ~~personal~~ **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. 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~~ ~~Where a faculty member is involved in any FIPPA request, the employer will encourage that member to contact 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. 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** **Personal files and communications** 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.

Clean version is below:

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. Where a faculty member is involved in any FIPPA request, the employer will encourage that member to contact the Association. 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~~ **Personal files and communications** include files respecting or associated with research **and teaching** 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.