

CUASA proposal

Date:

21.1(c) The pro-rated accrual of service toward sabbatical entitlement for employees on any form of reduced time appointment shall be equal to the proportionate reduction of a full-time workload, i.e., an employee who is entitled to a six month sabbatical shall be relieved of ½ of the equivalent of a full time workload.

21.3 Sabbatical Allowance

(a) ~~For a Lecturer, Assistant, Associate or Full Professor, w~~ Where the first sabbatical is for a period of twelve (12) or six (6) continuous months and, is taken within the first fifteen (15) years of a preliminary or tenured faculty member's initial appointment at Carleton University or another University, the rate of sabbatical allowance shall be 100% of nominal salary.

(b) With the exception of (a) above, the amount of the allowance that a sabbaticant is entitled to receive shall be based on the following calculations:

(i) The rate of sabbatical allowance for a full-year sabbatical shall be ~~80%~~ **100%** of nominal salary .

(ii) The rate of sabbatical allowance for a six- month sabbatical under Article 21.1(b) shall be ~~70%~~**100%**of nominal salary .

(iii) who have been required by the employer to delay a full-year sabbatical shall be entitled to remuneration of ~~85%~~ **105%**of nominal salary . Alternatively, such employees may elect to be credited with the period of service arising from the delay, to be applied toward their next sabbatical.

(iv) Employees who have been required by the employer to delay a six-month sabbatical to the next academic year shall be credited with one (1) year of service, commencing on the July 1 following completion of the sabbatical, such service to be applied toward their next sabbatical.

(c) A portion of the sabbatical allowance to which an employee is entitled may be paid as a research grant. The award of a research grant shall be made in accordance with University policy for awarding research grants which provides that the employee shall receive as a research grant that portion of his/her sabbatical allowance required to cover his/her approved research and travel expenses.

(d) Subject to Article 41.5(b) , employees on sabbatical are eligible for career development increments and research/teaching/professional achievement awards, and entitled to other increments to nominal salary and improvements to fringe benefits which may become effective during their absence.

(e)

(i)

All Health Benefits specified in Article 40.1 shall be maintained on behalf of any employee taking a sabbatical, in accordance with the cost-sharing arrangements specified in Article 40.2 .

(ii)

The Long Term Disability Plan shall be maintained in relation to the employee 's nominal salary .

(iii)

An employee on a sabbatical will contribute to the Carleton University Retirement Plan in accordance with the provisions of Article 13.6(a) .

(iv)

An employee on a sabbatical retains the right to all other benefits specified in Article 40 .

(f)

Employees shall have periods spent on sabbatical counted as periods of full service towards promotion and are also eligible to apply for and to receive promotion during their absence on sabbatical.

(g)

The total of sabbatical stipend plus grant and/or income received for employment with another employer during the period of the sabbatical may not exceed 150% of nominal salary for that period.

(h)

The following interpretation shall apply in calculating the sabbatical stipend cited in Article 9.10(e) and 13.5(d) .

(i)

If the equivalent service is less than six (6) full years, and the employee has held an appointment for at least six (6) consecutive years since his/her last sabbatical, the sabbatical allowance shall be:

$1/6$ (number of years of full time equivalent service) X the usual allowance based on nominal salary .

(ii)

If the equivalent service is equal to or greater than six (6) full years then he/she will be entitled to the usual sabbatical allowance based on nominal salary , subject to (iii) below.

(iii)

If the equivalent service is greater than six (6) full years because the employer required delay then the individual will be entitled to the usual sabbatical allowance based on nominal salary plus an additional 5% of nominal salary .

(iv)

The calculation of 70% after three years is as follows:

$1/3$ (number of full time equivalent years of service) X 70% of nominal salary where the maximum value for the number of equivalent years service is three (3).

(i) The employer and the union agree that when a CUASA member is on an approved leave, under this Collective Agreement, during the academic year and returns to work the annual workload shall not be compressed into the time remaining in the same academic year. It is further agreed that when CUASA members are on leave for any portion of the

academic year they are not required to compensate the employer prior to taking the leave or in the future though acceptance of any assignment of additional workload.