

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)

Without Prejudice

Date: August 08, 2012

CUASA Proposal

Date: August 23, 2012

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 ~~2016-2014 2014~~.

Article 45: Financial Compensation

~~May 1, 2012 – 1.00% scale increase~~

~~May 1, 2013 – 1.00% scale increase~~

~~May 1, 2014 – 1.25% scale increase~~

~~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~~