

CUASA proposal
Date: June 11, 2012

9.7 (e) Library Department Heads

(vi) Recognition for Service as Library Department Head/Acting Department Head

(1) In recognition of Department Head duties, each shall receive a minimum annual stipend ~~as calculated in 9.7(e)(iv)~~ **of \$7,000.00**

(2) ~~1-9 employees \$2,000.00~~
~~10-19 employees \$2,500.00~~
~~20+ employees \$3,000.00~~

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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.

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Article 25: Duties and Remuneration of Chairperson

25.1

(iii) If upon conclusion of the employee's term as chairperson s/he has more than six (6) years of credited service towards a sabbatical, the extra year(s) of service earned as a chair in accordance with paragraph (i) above may be used as follows:

(1) up to three (3) years of service may be used, notwithstanding Article 21.3(b), to increase the sabbatical stipend by 5% for each such year of service, to a maximum of ~~95%~~, **115%** of nominal salary;

(2) if the employee takes a combined sabbatical and study leave in accordance with Article 21.5, the increase in sabbatical/study leave stipend shall be 2 1/2% of nominal salary for each year of additional credited service, to a maximum of ~~72 1/2%~~ 87 1/2 % of nominal salary;

(3) one (1) year of service may be carried over, notwithstanding Article 21.4(e), towards the employee's next sabbatical following the sabbatical taken pursuant to Article 25.1(b) (i)

25.1 (c) (i) Effective July 1, 2006~~12~~, a chairperson (or equivalent) during his/her term of office shall receive in addition to his/her annual salary, an annual stipend of **\$7,000.00**. ~~related to the number of employees, and technical and administrative support staff in his/her department (or equivalent) as set out below:~~

1-9 employees	\$4,100.00
10-19 employees	\$4,600.00
20-29 employees	\$5,100.00
30-39 employees	\$5,600.00
40 or more employees	\$6,100.00

(ii) A chairperson (or equivalent) shall receive an additional stipend of ~~\$300~~ **\$100.00 per** ~~if his/her department (or equivalent) employed fifteen (15) or more contract instructors~~ **employed** in the Fall/Winter Session of the year immediately preceding the preceding academic year.

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.

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

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ARTICLE 40: BENEFIT PLANS (reserve)

40.2 Health Benefit Plans - Cost-Sharing Arrangements

The employer shall contribute to the costs of Health Benefit Plans stipulated in Article 40.1(a) as follows based on premium rates in effect as of April 30th, ~~1998~~: **2012**.

(a)

The cost of premiums for the Group Life Insurance Plan shall be borne wholly by employees.

(b)

The cost of premiums for the Long Term Disability Plan shall be borne wholly by employees.

(c)

For the Extended Health Care Plan, the full premium. Effective ~~September 1, 2009~~, **date to be inserted** the Extended Health Care Plan shall provide vision care of ~~\$400.00~~ **\$500.00** maximum with no deductible every twenty-four (24) months with ~~80%~~ **100%** reimbursement; **hearing aid coverage with 100% reimbursement of actual cost; acupuncture to be added to the list of paramedical services; and the limit on chiropractic and massage therapy shall be increased to \$500.00 at 100% reimbursement; drugs and medical devices that require prescription with 100% reimbursement.**

(d)

For the Dental Plan, the full premium costs. Effective ~~January-May 1, 2007~~**2012**, the Dental Plan shall provide annual coverage of ~~80~~**100**% of the cost of eligible orthodontic treatment per person covered per calendar year to a maximum of ~~\$2,500~~ **\$4,000.00** per person in a lifetime.

40.3 Health Benefit Plans - Premium Increases and Rebates

~~(a)~~

~~In the event that the premium rates in effect for the Health Benefit Plans referred to in Article 40.1(a) change on or after May 1, 1998, one half (1/2) of the cost of such change shall be passed on to the employees. The employer will bear the remainder of the cost of such change.~~

~~(b)~~

~~One half (1/2) of any rebates for any of the Health Benefit Plans referred to in Article 40.1 shall be passed on to the employees in the same manner as changes in premium rates. The remainder shall accrue to the employer.~~

40.9 Benefits for Retired Employees

(e) ~~Where the dean of the appropriate Faculty agrees in writing,~~ Upon the recommendation of the department, that there is a continuing need for graduate supervision by a particular retired faculty member, the retired faculty member will be permitted to elect to continue the supervision or not. If the retired member elects to continue the supervision, the retired member shall be paid the sum of ~~\$2,000~~ **\$2,500.00** when the Master research thesis is accepted by Graduate Studies and ~~\$4,000~~ **\$5,000.00** when the PhD research thesis is accepted by Graduate Studies.

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ARTICLE 40: BENEFIT PLANS

40.7 ~~Athletic Facilities~~– **Health and Wellness**

All ~~employees~~ shall have free access to the facilities of [Carleton University](#)'s Athletic and Physical Recreation Centre.

Whereas both CUASA and the employer recognize the need to maintain the health and wellness of employees of the bargaining unit, the employer shall make available to each member of the bargaining unit a sum for the purchase of equipment or memberships that promote their health and wellness. A member may use this sum provided he/she presents the dean with receipts or records of purchase for memberships or equipment related to health and wellness.

- (i) for the period May 1st, 2012 to April 30th, 2013 the sum shall be \$1,000.00.**
- (ii) On each May 1st, unspent portions will be carried over to the next academic year, provided that the total does not exceed three (3) years entitlement. On each May 1st, balances in excess of three (3) years will be permanently removed and transferred to the CUASA Scholarship Fund.**

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40.12 Professional Expense Reimbursement (reserve)

(a) The employer shall make available to each member of the bargaining unit a sum for the purchase of items related to the performance of his/her professional and/or teaching duties. A member may use this sum, provided he/she presents the dean with receipts or records of purchase, for the purchase of books, equipment, or memberships in professional associations and/or for travel related expenses not covered by or in excess of other travel grants.

(i) for the period May 1st, ~~2010-2012~~ to April 30th, ~~2011-2013~~ the sum shall be ~~\$1,200.00~~
\$1,800.00.

(ii) for the period from May 1, 2013 to April 30, 2014 the sum shall be \$2,000.00.

Instructor Priority List

- transfer of rank (12.4)
- Instructor floor (increase of \$10,00)
- workload (13.4) workload based on actual rather than nominal faculty workload.
- first sabbatical at 100% (**21.3**)

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12.4 Appointment to Faculty Ranks

(a) An Instructor ~~employee~~ ~~may~~ **shall** be appointed to a faculty rank where a suitable vacancy occurs, ~~and~~ **or** his/her qualifications are demonstrably equal to those of the best external applicant who meets the requirements of the position.

(b) However, an Instructor employee holding a preliminary or confirmed appointment ~~may~~ **shall** in exceptional circumstances be transferred to faculty rank with the same appointment status without there being a suitable vacancy when:

(i) his/her research or scholarship in an appropriate discipline is **deemed by his or her unit tenure and promotion committee to be** of a caliber and nature normally required for a faculty appointment,

(ii) his/her qualifications meet those normally required for a faculty appointment; and,

(iii) he/she is **deemed by his or her unit Chair or Director to be** doing a job which is effectively the same as that normally required of a faculty employee. Recommendation for such a transfer shall be made by the departmental promotion committee to the faculty promotion committee and then to the appropriate dean.

(iv)The dean shall confirm the transfer of rank.

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45.3

(a)

Floors: add \$10,000 to instructor floor to boost their CDIs, \$2,000 to the Assistant Professor floor and \$2,000 for the librarian floor.

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13.4(b)

Instructor Positions Without Job Descriptions

(i)

Subject to the Memorandum of Agreement signed by the parties on 11th day of December, 2003, these Instructor employees shall not teach more than four (4) credits or the equivalent of one-and-one half (1.5) times the ~~normal~~ **actual** full teaching load of faculty employees in the same unit or sub-unit, whichever is less, averaged over each consecutive twenty-four (24) month period, and shall not teach more than the equivalent of one-half credit course in excess of 1.5 times the **actual** ~~normal~~ faculty employees' teaching workload in any twelve (12) month period.

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