

Article 27: Employment Of Non-members

- 27.1 (a) The employer agrees not to employ non-members of the bargaining unit to teach courses in the Summer Session without first circulating the advertisement of all such courses to members of the bargaining unit.
- (b) The employer shall normally give preference to members of the bargaining unit applying to teach courses in the Summer Session where the members' qualifications are demonstrably equal to those of non-member applicants.
- 27.2 (a) (i) The employer recognizes the desirability of minimizing contract instructor expenditures.
- (ii) In each academic year, the number of full-course equivalents that may be taught by non-members of the bargaining unit during the Fall and Winter terms (excluding those taught by persons referred to in Articles 27.3, 27.4 and 27.5 and academic staff retired from Carleton University) shall not exceed y where $y=0.404 \times$ the number of members paying dues to CUASA or charity as reported on the November dues print-out transmitted to CUASA by December 10.
- (b) In the event of a declaration of financial stringency by the Board of Governors pursuant to Article 17, the employer shall reduce the amounts as determined in Article 27.2 (a) by 60% within twelve (12) months of such declaration.
- 27.3 Nothing herein shall prevent persons holding professorial rank, who occupy academic or administrative posts or serve as members of the Board of Governors and are employed full-time, from doing academic work at Carleton University.
- 27.4 Nothing herein shall prevent the performance of instructional duties by students currently registered in a program in the Faculty of Graduate Studies at Carleton University in accordance with the rules of that Faculty as of the signing of this Collective Agreement.
- 27.5 Nothing herein shall prevent the performance of instructional duties by contract instructors hired to replace employees who have been granted any form of leave or teaching release.
- (a) The employer agrees to provide the Association by June 30th of each year, with a report on the number of full-course equivalents taught in accordance with Article 27.2 during the previous academic year.

- (b) In addition, within two (2) months of the beginning (of classes) of the Fall Term and the Winter Term, the employer agrees to provide the Association with the numbers, by department, of non-members appointed to teach and the number of courses to be taught by non-members.

27.6 Except as provided for in this Article, no instructional work in the credit programs of the University shall be performed by non-members of the bargaining unit.