

Carleton University's response (using MSWord tracked change) on Article 21.3 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)  
**CUASA Proposal**

Without Prejudice

Date: June 13~~20~~, 2012

### 21.3 Sabbatical Allowance

(a) For an **Instructor, 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 **confirmed**/tenured faculty member's initial appointment at Carleton University or another University, the rate of sabbatical allowance shall be 100% of nominal salary.