

Carleton University's response (using MSWord tracked change) on Article 25.1 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA) CUASA proposal

Without Prejudice

Date: ~~June 13, 2012~~ August 08, 2012

Article 25: Duties and Remuneration of Chairperson

25.1 (a) The normal term of office for a chairperson shall be as established by Senate in the NUG document as of July 1st, 1977.

- (b) (i) In recognition of departmental, administrative and other duties, a faculty employee who at the signing of this Collective Agreement, or who during its term, is a chairperson of a department shall receive a credit equivalent to one (1) additional year of service towards a sabbatical entitlement for each complete two (2) years of service as chairperson, or ~~two-three~~ additional years of credit for each complete ~~three (3)~~ five (5) years of service as chairperson. The provisions of Article 25 apply to directors of Centres and Institutes, other than Joint Ottawa-Carleton Institutes, where such directors are members of the bargaining unit.

(ii) A chairperson is expected to take a sabbatical when eligible or upon conclusion of his/her term of office, whichever occurs later. Such sabbatical shall be subject to the provisions of Article 21, except as provided in (iii) below.

(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)~~ five (5) 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%~~~~ 105% of nominal salary;

(2) if the employee takes a ~~n extended sabbatical and/or combined sabbatical~~ and study leave in accordance with Article 21.5, the increase in extended sabbatical and/or 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%~~~~ 77.5% 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:-

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

(ii) A chairperson (or equivalent) shall receive an additional stipend of \$300 ~~\$100.00~~ **\$300 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.

25.1(bd)(i)—Notwithstanding Article 25.1(b)(i), Directors of Joint Ottawa-Carleton Institutes shall be eligible to receive a research grant of \$3,000.00 annually, upon the employer being satisfied that the normal rules and requirements pertaining to approval of research proposals have been satisfied.