

## **Summary of the Proposed 2014 – 2017 Collective Agreement**

This document outlines briefly the proposed changes to the 2014 – 2017 Collective Agreement. The full text of the agreement can be found at <http://blog.cuasa.ca>. If you have any questions, please contact the CUASA Office.

### **Article 2: Definition of the Unit**

- Ensured that no CUASA member can be a member of management at the same time. Letter of intent addresses the issue of members at satellite campuses.

### **Article 5: No Discrimination**

- Letter of Intent will develop protocols for situations where the Employer requests information from members requiring accommodation in the workplace.

### **Article 6: Past Policies and Practices of the University**

- Introduced strengthened language about provision of technology and general services to members.

### **Article 9: Appointments**

- Clarified language around permanent residents applying for Carleton positions.
- Clarified language about sabbatical entitlement for reduced time appointees.
- Increase to librarian department head stipend and introduction of sabbatical credit entitlement.

### **Article 10: Tenure and Promotion**

- Strengthened language in 10.2 in reference to research criteria for tenure and promotion.
- Clarified process for the development of unit standards in 10.3 (see below for new process).

### **Article 13: Tenure and Promotion**

- Reduced teaching workload for faculty members to less than 2.5 credits.
- Instructor teaching load reduced to 3.0 credits (averaged over two years).
- Clarified that there is no expectation to answer email from students in the evening or on weekends.
- For librarians, time spent at conferences will not count towards research days.
- Deleted the Academic Workload Plan.

### **Article 16: Confidentiality and Access to Personnel Files**

- Members will be advised to contact the Association if a FIPPA request requires the member to provide information.

### **Article 17: Financial Stringency and Program Redundancy**

- Status quo, but abeyance of Article 17.12 extended to April 30, 2017.

### **Article 18: Rights and Privileges of the Association and its Members**

- Increase in number of course releases that may be purchased from the University from 2 (non-bargaining year) and 4 (bargaining year) to 3 and 5.
- Chief Negotiator will not be required to teach more than 1 full course (employer paid, same as grievance chair and president).

### **Article 19: Courses Offered Through Non-Traditional Methods**

- Deleted.

### **Article 20: Leaves**

- Clarified the status of Family Day under holidays.

### **Article 21: Leaves**

- Increase to second and subsequent sabbatical allowances (starting July 1, 2015)
  - Full Year: 80% to 85%
  - Half Year: 70% to 80%
  - If employer defers full year sabbatical: 85% to 90%
- Elimination of \$2,000 research allowance (ends June 30, 2015).
- Updated CV will suffice as a CDI report for sabbaticants.

### **Article 22: Other Terms and Conditions of Employment**

- Ergonomic workstations in accordance with Ministry of Labour guidelines.
- Additional \$25,000 (total \$50,000) for ergonomic workstation purchases each year.

### **Article 25: Duties and Remuneration of Chairpersons**

- Increased stipends for Chairs/Directors by \$500.00 for each of five categories.
- Stipend for departments with more than 15 contract instructors increased from \$300 to \$500.
- Increase in research fund for Directors of joint Carleton-UOttawa Institutes from \$3,000 to \$5,000 per year.

### **Article 26: Teaching Evaluation**

- Starting in September 2015, all courses are eligible for evaluation.
- Lowest score for faculty and lowest two scores for instructors will be dropped.
- Maximum of 2.0 credits per year can be used for career decisions.

### **Article 30: Complaints, Grievances and Arbitrations**

- Elimination of Grievance Sub-Committee.
- If grievances not resolved at Stage 2, grievance can go to arbitration without waiting for the employer.

### **Article 33: Duration and Continuance of the Agreement**

- Three years: May 1, 2014 to April 30, 2017

### **Article 34: Interest Arbitration**

- Changed from Binding Arbitration to Interest Arbitration.
- No longer final offer selection.
- No longer have to give notice to opt out of Article 34 to have right to strike on monetary issues.
- Added one arbitrator to list of arbitrators.

### **Article 39: Copies of the Agreement**

- The Employer is responsible for a searchable version of the Agreement on the HR website.

**Article 40: Benefit Plans**

- Association to be provided with more information on health and dental benefit plans.
- PER increased from \$1,800 to \$2,000 per year for each year of the agreement.

**Article 41: Career Development Increment**

- Maintenance of the CDI.
- For improved equity, increased Instructor CDI by \$425.00.

**Article 43: Summer School Stipend**

- Increased the stipend from:
  - \$10,900 to \$12,966 for a full course
  - \$5,490 to \$6,483 for a half course

**Article 45: Financial Compensation**

- Scale increases:
  - Year 1: 2.1%
  - Year 2: 1.7%
  - Year 3: 1.6%

# **Unit Approved Standards Process (Article 10.3)**



# **STEP 1**

## **THE UNIT DEVELOPS STANDARDS**

- **The Unit develops its standards for tenure and promotion.**
- **Standards are approved by a majority of the tenured and tenure-track faculty.**
- **Standards must be consistent with the collective agreement.**



Step 1

The Unit

Sends standards for review

Peer Reviewers

Step 2

Peer Reviewers

Review and send feedback

Unit

Dean

Step 3

The Unit

Considers Feedback and:  
1) accepts in part,  
2) accepts in whole, or  
3) rejects  
then, sends for review to

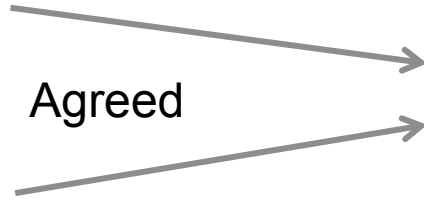
Dean

Provost

Unit



Step 4

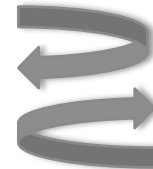


Unit and Provost sign off on Standards – copies sent to Dean and CUASA

Or

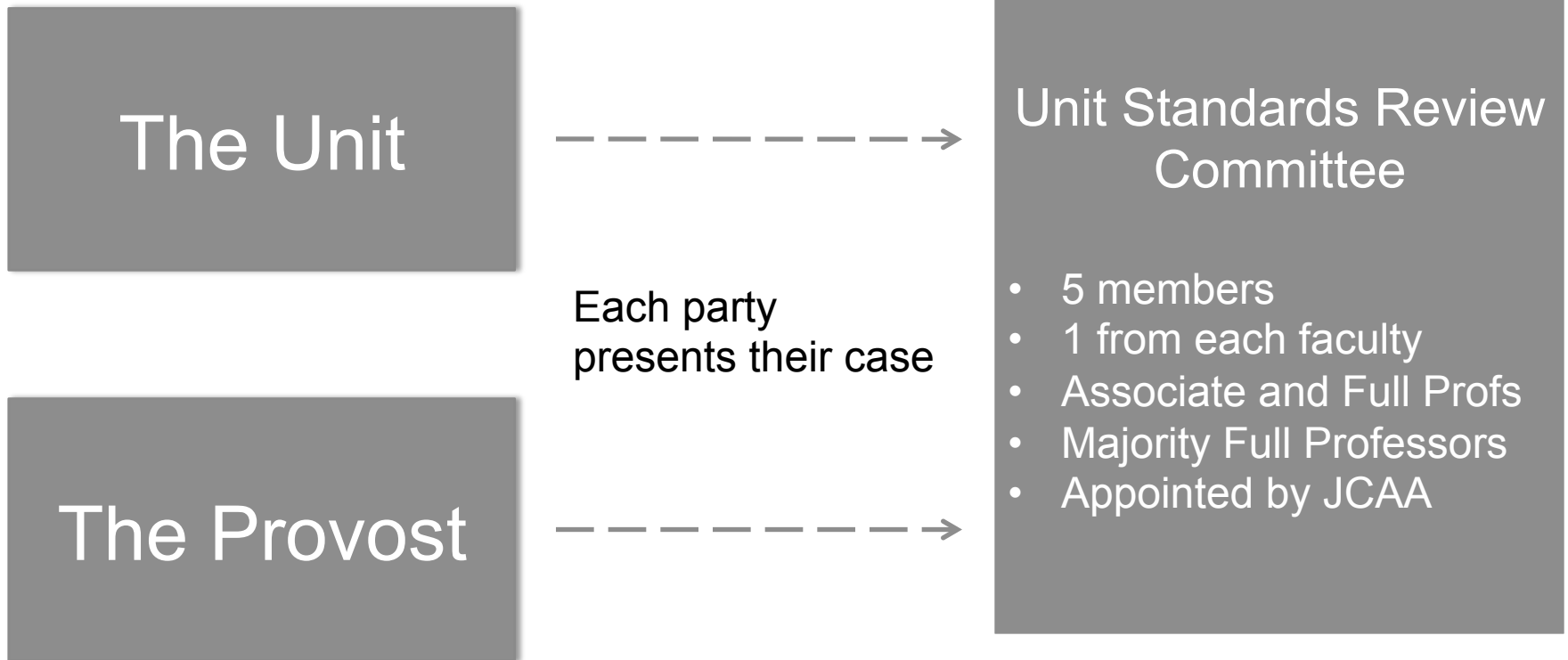


Concerns regarding consistency with University Criteria



Dean puts concerns in writing and engages in iterative process with unit. If agreement can be reached – sign off occurs as above.

# If No Agreement Is Reached





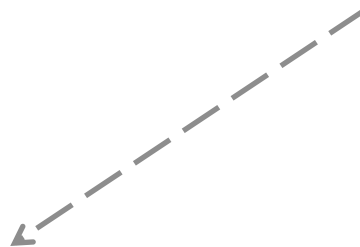
Unit Standards  
Review  
Committee  
Issues Report



The Unit



The Provost



The Provost Makes the  
Final Decision

