

9.8 Instructor Employees

- (a) The ranks Instructor I, II and III are reserved for those persons in the bargaining unit not covered by 9.5 or 9.6 above who are either engaged primarily in teaching or who perform duties defined by a specific job description, and whose responsibilities do not require participation in or conduct of research other than that required by their teaching duties or by the appropriate job description as approved by the JCAA.
- (b) Instructor employees initially appointed during the term of this Collective Agreement shall be appointed according to the provisions of Article 9.
 - (i) Term appointments shall be made in accordance with Article 37 (Term Appointments).
 - (ii) Preliminary appointments shall be for a period of one (1), two (2), or three (3) years and shall be made in expectation of renewal and/or confirmation.
 - (iii) In addition to the provisions of Article 9, Instructor employees shall, upon appointment, receive statements in writing as to which of the following categories, identified under Article 12.1, applies to the appointment in question: primarily classroom teaching, or a position governed by an individual job description. Where an Instructor employee is appointed to the category involving individual job descriptions and the position to which the person has been appointed is not governed by one of the job descriptions appended to this Collective Agreement, a job description which is reasonably equitable in terms of workload and by comparison with other job descriptions for similar positions, shall be developed **and provided with the letter of appointment. A copy of the job description must be given to the employee, included in the employee's official file, and sent to CUASA.**
- (c) An Instructor employee who is newly recognized by the Employer as a member of the bargaining unit shall be granted a preliminary appointment if they have at least two (2) years previous full-time service with the Employer in an academic capacity, and shall be considered for a confirmed appointment if they have five (5) or more years of full-time service with the Employer in an academic capacity.

Chantal M Dion—Chief Negotiator
CUASA/the Union

Wayne Jones—Chief Negotiator
Carleton University/the Employer

Date

Date

~~CUASA Proposal September 15, 2017~~
Carleton Counter Proposal October 4 2017