

CUASA PROPOSAL September 15<sup>th</sup>, 2017  
Carleton Counter Proposal October 4, 2017  
CUASA Counter Proposal October 4, 2017 4:00pm  
CU Counter Proposal October 6, 2017  
CUASA Counter Proposal October 6, 2017 1:00pm  
CU Counter Proposal November 4, 2017  
CUASA Counter Proposal — November 4, 2017 1:10pm  
CU Counter Proposal November 5, 2017 9:30 am

<CUASA acceptance of this Article is contingent on Employer acceptance of attached proposed Letter of Understanding regarding this Article>

### **13.67 Reduced-Time Provisions for Long-Service Employees**

- (a) Notwithstanding the provisions of Article 13.5(a) and 9.10(b)(iv) of the Agreement, any employee aged fifty-five (55) years or over and with ten (10) or more years of full-time service at Carleton University is entitled to, and may apply for, a special reduced-time arrangement on the basis of the provisions set out below:
- (i) A faculty employee shall normally be assigned a teaching load of one-half (½) of the normal teaching load as defined in Article 13.2. Any deviation from this normal teaching load shall occur only at the request of the employee concerned, and with the agreement of the Dean.
  - (ii) A faculty employee's workload in the other areas of responsibility (graduate and honours student supervision, research, and service to the University ~~as per article 13.5~~ ~~(as per article 13.5)~~) shall be pro-rated so that their total workload, including the teaching load as defined in (i) above, does not exceed one-half (½) of a full workload as defined in Article 13.2 in any remaining year of service.
  - (iii) The distribution of the reduced workload, as defined in (ii) above, in respect of the normal components of a full workload, as defined in Article 13.2, shall be a matter of agreement, subject to (i) above, between the Employer and the faculty employee.
  - (iv) An Instructor or professional librarian employee shall be assigned a workload that does not exceed one-half of a full workload, as defined by Article 13, as appropriate to their category of employee.
  - (v) The provisions of (iii) above shall apply to an instructor or professional librarian employee, *mutatis mutandis*.
  - (vi) An employee who enters into a special reduced-time arrangement shall receive a salary equivalent to one-half (50%) of their nominal salary at the time of entering into the arrangement, plus an additional three percent (3%) of the said nominal salary for each year of full-time service at Carleton in excess of ten (10) years to a maximum of fifteen (15) years of full-time service, to produce an actual salary not exceeding sixty-five percent (65%) of nominal salary.
  - (vii) Unless prohibited by agreement with the carrier(s), the Employer shall provide a reduced-time appointee with the same benefits and coverage as specified in

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Article 40 for employees (except the Carleton University Retirement Plan) and shall, where applicable, contribute to the cost of these plans on the basis of nominal full-time salary.

- (1) For the Carleton University Retirement Plan, the reduced-time appointee shall contribute at the rate of six percent (6%) of their actual salary.
  - (2) The Employer shall contribute to the plan at the rate of six percent (6%) of the reduced-time employee's nominal salary, plus an amount equal to the difference between six percent (6%) of the employee's nominal salary and six percent (6%) of their actual salary.
  - (3) Full credited service shall be granted to each reduced-time employee for each year in which the provisions of (a) and (b) above apply. Where an employee has been employed on a reduced-time basis prior to the application of this Article as here worded, credited service shall be pro-rated in accordance with the level of contribution they elected to make under the terms of this Article before revision.
  - (4) For the purposes of the Minimum Guarantee as defined in the text of the Carleton University Retirement Plan, the employee's full-time nominal salary shall be used to calculate the average of the best five (5) years' earnings.
- (viii) Normally, the employee shall take up the option on either July 1 or January 1 with at least six (6) months' notice provided to the appropriate Dean or University Librarian.
- (b) This special reduced-time arrangement is conditional on the employee agreeing to retire early on either July 1 or January 1, ~~as follows:~~
- ~~reduced time at age 55 retire within five (5) years~~ **three (3) five (5) four (4)** years of taking up the option.
- ~~reduced time at age 56 or 57 retire within four (4) years of taking up the option~~
- ~~reduced time at age 58 or older retire within three (3) years of taking up the option.~~
- (c) Notwithstanding Article 9.10(g), when an employee enters into a special reduced-time arrangement, that arrangement shall normally be considered as permanent for the duration of their service at Carleton University.
  - (d) An employee on a reduced-time appointment shall be entitled to sabbaticals at times as defined in 21.1(a) and 21.1(b). Workload and compensation during the sabbatical period

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will be pro-rated appropriately. For the purpose of a sabbatical, a reduced-time appointee shall have the right to a pro-rated accrual of sabbatical entitlement based on nominal salary. To calculate the sabbatical stipend, refer to Article 21.3(h). Workload shall also be reduced appropriately. For example; an employee on an ongoing 50% reduced-time appointment, in a unit where the normal teaching workload is 2.0 credits, would be assigned to teach 1.0 credit. A full-time employee who has a six month sabbatical would be relieved of 1.0 credit after completing three years of full-time service. Therefore, the 50% reduced-time employee who has accrued a six month sabbatical shall also be relieved of 1.0 credit after completing three years of full-time equivalent service. This example is meant to assist in the calculation of a variety of sabbatical credits.

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Chantal M Dion–Chief Negotiator  
CUASA/the Union

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Date

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Wayne Jones–Chief Negotiator  
Carleton University/the Employer

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Date