

IN THE MATTER OF AN INTEREST ARBITRATION

BETWEEN:

Carleton University

and

CUASA

Before: William Kaplan
Sole Arbitrator

Appearances

For the University: John Brooks
Hicks Morley
Barristers & Solicitors

For CUASA: Steven Barrett
Sack Goldblatt Mitchell
Barristers & Solicitors

This matter proceeded to a hearing held in Ottawa on December 20, 2010.

Award

The issues in dispute proceeded to a mediation on October 28, November 2, 6, 7 & 14, 2010. Unfortunately, a mediated resolution could not be achieved. The parties then agreed to substitute final and binding arbitration before me as sole arbitrator on all outstanding issues in lieu of arbitration under Article 34 of the Collective Agreement. Having carefully considered the submissions of the parties made before me on December 20, 2010, I direct as follows:

ATB

May 1, 2010	1.00%
November 1, 2010	0.50% (non-compounded)
May 1, 2011	1.00%
November 1, 2011	0.50% (non-compounded)

Equity Adjustment

May 1, 2010	\$375
November 1, 2010	\$375
May 1, 2011	\$375
November 1, 2011	\$375

Summer School stipend and Retiree Teaching stipend to be increased by ATB and percentage equivalent of Equity Adjustment on May 1st of each year.

CDI

CDI to be implemented as per past practice. For clarity, the full year value of the flat dollar equity adjustment and percentage ATB's in each of 2010/2011 and 2011/2012 to be used to determine the increase to nominal salary as per the rules in Article 45. The parties to amend Article 45 accordingly.

PER

May 1, 2010 Increase by \$100.

May 1, 2011 Increase by \$100.

Librarians – Section Heads

Issues regarding Term, Duties, Appointment Process and Stipends to be referred to a joint committee with three members appointed by the University and three members appointed by CUASA. The joint committee to meet and make recommendations to the JCAA by May 1, 2011. If recommendations have not been made and/or accepted by both parties, either party may, any time after May 1, 2011, refer any outstanding issues to arbitration. The arbitrator will have the jurisdiction to make an award on the outstanding issues, including retroactivity, if any, to May 1, 2010.

I remain seized with respect to this award.

DATED at Toronto 5th day of January 2011.

“William Kaplan”

William Kaplan, Sole Arbitrator