

Addendum:

**Any employee hired or who accepts an offer of employment at Carleton University before the ratification of this agreement shall have the right to determine whether their tenure and promotion considerations rely on the processes in the 2009-2010 collective agreement or the new Collective Agreement. Either as the approved (unit) criteria are first developed or are revised an employee shall have the right to determine whether their tenure and promotion considerations rely on the criteria in place at the time of his/her acceptance of offer of employment or the new approved tenure criteria. When the procedures or criteria have changed in between a candidate negotiating an offer of employment and accepting the formal offer, the employee shall have the right to determine whether their tenure and promotion considerations rely on the procedures and criteria in place at the time of his/her negotiating an offer of employment or the new procedures and approved tenure criteria**