

Carleton University's response (using MSWord tracked change) on Article 21.4 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)

CUASA Proposal

Date: ~~September 16, 2012~~10:45 September 17, 2012 at 2:00AM6:00AM

21.4 General Provisions

(a) Each department, school or equivalent shall plan the sabbaticals of its employees sufficiently in advance in order that sabbaticals need not normally be delayed.

(b) Full-year sabbaticals shall commence July 1st except at the discretion of the employer.

(c) Not later than three (3) months after the end of the sabbatical, an employee shall submit a report on scholarly/research activities undertaken during each sabbatical to the appropriate faculty dean or University Librarian. A statement certifying compliance with Articles 21.1(e) and 21.3(g) above shall be attached.

(d) Subject to the approval of the appropriate dean and of the President, a sabbatical may be taken after five (5) years but this option will require seven (7) years' full-time, on campus service at Carleton University before the next sabbatical.

(e) When an employee takes a sabbatical, all prior accumulated years of entitlement are exhausted.

(f) An employee who takes a sabbatical will normally return to service at Carleton University.

(g) The employer reserves the right to determine if persons on sabbatical will be replaced.

(h) Following the approval of the written sabbatical plan for second and subsequent sabbaticals each member shall become eligible to receive ~~At the same time that the written statement is submitted for second and subsequent sabbaticals, each member shall~~ have a Research Leave Grant of ~~\$1000.00~~~~6,660.00~~~~\$1,200.00~~ \$2,000.00 ~~\$2,500.00~~ made available equivalent to 7.5% of the member's nominal salary when the sabbatical commences. This Grant is to support research while on sabbatical and shall be available at the commencement of the sabbatical.

EMPLOYER PROPOSALS September 16, 2012, 10:45 pm

~~This package sets out the Employer's bargaining position on the articles included as of this date. The offer contained in this package (the "Confirmation of the Final Agreement") is contingent on agreement on Tenure & Promotion.~~