

Carleton University's response (using MSWord tracked change) on Article 9.10 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)

CUASA Proposal

Without Prejudice

Date: September 16, 2012 11:00 PM

- 9.10 (e) ~~For the purpose of a sabbatical, a reduced-time appointee shall have the right to a pro-rated sabbatical stipend based on nominal salary. To calculate the sabbatical stipend refer to Article 21.3(h). Article 9.4(d) shall apply with respect to the calculation of service toward tenure, confirmation, promotion and sabbatical.~~

An employee on a reduced time appointment shall be entitled to sabbaticals at times as defined in 21.1(a) and 21.1(b). ~~For an employee who has gone from full-time to reduced-time status since his/her last sabbatical, the years of service will be evaluated on the years of active duty.~~ Workload and compensation during the sabbatical period will be pro-rated appropriately. For the purpose of a sabbatical, a reduced-time appointee shall have the right to a pro-rated sabbatical stipend accrual of sabbatical entitlement based on nominal salary. To calculate the sabbatical stipend, refer to Article 21.3(h). Article 9.4(d) shall apply with respect to the calculation of service toward tenure, confirmation, promotion and sabbatical. Workload shall also be pre-rated 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 calendar years of service. Therefore, the 50% reduced-time employee who has accrued a six month sabbatical shall also be relieved of 1.0 credit after completing six calendar years of service. ~~... could be entitled to take a six-month sabbatical after three calendar years of service. The teaching workload during the academic year of the sabbatical would be 0.50 credits.~~

This example is meant to assist in the calculation of a variety of sabbatical credit

- 13.6 (d) ~~For the purposes of a sabbatical, a reduced-time appointee shall have the right to a pro-rated sabbatical stipend based on nominal salary. To calculate the sabbatical stipend refer to Article 21.3(h).~~

An employee on a reduced time appointment shall be entitled to sabbaticals at times as defined in 21.1(a) and 21.1(b). ~~For an employee who has gone from full-time to reduced-time status since his/her last sabbatical, the years of service will be evaluated on the years of active duty.~~ Workload and compensation during the sabbatical period will be pro-rated appropriately. For the purpose of a sabbatical, a reduced-time appointee shall have the right to a pro-rated sabbatical stipend accrual of sabbatical entitlement based on nominal salary. To calculate the sabbatical stipend, refer to Article 21.3(h). Workload shall also be pre-rated 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, could be entitled to take a six-month sabbatical after three calendar years of service. The teaching workload during the academic year of the sabbatical would be 0.50 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 calendar years of service. Therefore, the 50% reduced-time employee who has accrued a six month sabbatical shall also be relieved of 0.50 credits after completing three calendar years of service.

This example is meant to assist in the calculation of a variety of sabbatical credit

For CUASA

Sonya Hipsett-Rivera

Sept. 17,
2012

For the employee

Jerry Tomberlin