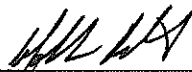
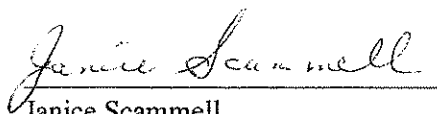


CUASA Proposal
04 July 2014
Carleton Counter
07 July 2014
CUASA Proposal
09 July 2014
Carleton Counter
10 July 2014
CUASA Proposal
11 July 2014
Carleton Counter
11 July 2014
CUASA Proposal
26 July 2014
Carleton
26 July 2014

Agreed July 27, 2014



Malcolm Butler
For the Employer



Janice Scammell
For the Association

Article 22: Other Terms and Conditions of Employment

<Article 22.1-22.6: *Agreed, status quo* language >

<Article 22.7: *Agreed*, language changes as follows:>

22.7 Ergonomic Workstations

The employer recognizes the need to provide ergonomically suitable furniture to be used in connection with carrying out the duties of academic staff members.

- (a) Workstations **shall be in accordance** with the **Ministry of Labour guidelines for computer ergonomics**.
- (b) Members of the academic staff who use computer equipment to carry out their duties as academics shall be provided with ergonomically suitable furniture to accommodate computer equipment.
- (c) The employer will give first priority to the upgrading of all workstations in response to requests from employees with disabilities, where such requests are accompanied by satisfactory documentation.
- (d) The parties agree to a goal of upgrading all workstations and the employer agrees to provide up to **\$50,000** in each year to implement this goal.
- (e) The JCAA will monitor the implementation of this Article.

<Article 22.8: *Agreed, status quo* language >