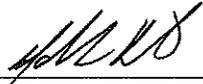


CUASA Proposal  
09 July 2014  
Carleton Counter  
10 July 2014  
CUASA Proposal  
11 July 2014  
Carleton Counter  
11 July 2014  
CUASA Proposal  
26 July 2014  
Carleton Counter  
26 July 2014  
CUASA Proposal  
27 July 2014, 12:00 pm  
Carleton Counter  
27 July 2014

Agreed July 27, 2014

  
\_\_\_\_\_  
Malcolm Butler  
For the Employer

  
\_\_\_\_\_  
Janice Scammell  
For the Association

## Article 45: Financial Compensation

- 45.1 The nominal salary of each continuing employee during the period May 1<sup>st</sup>, 2012 **2014** to April 30<sup>th</sup>, 2013 **2015**; and the period May 1, 2013 **2015** to April 30, 2014 **2016**; and the period **May 1, 2016 to April 30, 2017** shall be composed of the following:
- (a) the nominal salary as of April 30<sup>th</sup> of the previous year of employment as modified by any increases as provided for under Article 45.2, plus
  - (b) the career development increment for the current year, unless denied, as provided for under Article 41, plus
  - (c) any adjustment made to nominal salary as a result of the operation of Article 44 (Salary Rationalization).
- 45.2 (a) Subject to Article 45.3 below, effective May 1, 2012 **2014**, the nominal salary in Article 45.2 (ab) of the 2012-2014 CUASA Collective Agreement shall be increased by ~~an equity adjustment of \$500 and then by a further 3.0%. \$500 and then by a further \$900 and then by a further 1.2% 1.8% 3.5% 1.9% 3.4% 1.9% 2.1%.~~
- (b) Subject to Article 45.3 below, effective May 1, 2013 **2015**, the nominal salary in Article 45.2 (a) shall be increased by ~~an equity adjustment of \$500 and then by a further 3.0%. \$500 and then by a further \$900 and then by a further 1.2% 1.5% 3% 1.7% 3.0% 1.7% 1.7%.~~
  - (c) Subject to Article 45.3 below, effective May 1, 2016, the nominal salary in Article 45.2 (b) shall be increased by ~~an equity adjustment of \$500 and then by a further 3.0%. \$500 and then by a further \$900 and then by a further 1.5% 3%. 1.6% 3.0% 1.6% 1.6%.~~

<tables in 45.3 to be calculated upon agreement>