

Carleton University's response (using MSWord tracked change) on Articles 33 and 45 with respect to collective bargaining with the Carleton University Academic Staff Association (CUASA)

Without Prejudice

Date: August 08, 2012

Article 33: Duration And Continuance Of The Agreement

33.1 Except as specifically otherwise provided herein, the Collective Agreement ratified by the parties on shall be binding and remain in effect from May 1st, **2012** until and including the 30th day of April **2016** ~~2014~~.

Article 45: Financial Compensation

May 1, 2012 - 1.00% scale increase

May 1, 2013 - 1.00% scale increase

May 1, 2014 - 1.25% scale increase

May 1, 2015 - 1.50% scale increase

This financial proposal is being presented on the basis that any change to monetary items in addition to this proposed scale increase will be costed as part of a total compensation package.

~~May 1, 2012 — 3.5% scale increase~~

~~————— \$1,500.00 equity adjustment~~

~~————— 2.5% market adjustment~~

~~May 1, 2013 — 3.5% scale increase~~

~~————— \$1,500.00 equity adjustment~~

~~————— 2.5% market adjustment~~

~~CUASA Proposal June 11, 2012~~

~~EMPLOYER PROPOSALS May 11, 2012~~

~~This package sets out the Employer's bargaining position on the articles included in this package as of this date. The Employer reserves the right to amend its position, including the right to add, modify or delete any proposals if not accepted in its entirety.~~