

CUASA Proposal November 5, 2017  
CU Proposal November 23, 2017 5p.m.  
CUASA Counter Proposal December 19, 2017  
CU Counter Proposal February 9, 2018  
CUASA Counter Proposal February 9, 2018 11:30am

## Article 18: Rights and Privileges Of The Association And Its Members

- 18.1 The Employer agrees to provide the Association, at a reasonable charge (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), at a reasonable charge (as referred to in the Letter of Intent re: CUASA Offices Rent Increases and Calculation Methodology), with the use of suitable, serviced, office space, in accordance with relevant office space guidelines and policies as established from time to time, with telephone line(s), and with the use of the internal University postal service. ~~The rent increase will be based on the charge per square foot for 2016-2017, increased annually by the increase in CPI (Ottawa) effective April 30<sup>th</sup> of each year, applied to the square feet occupied. Until April 30, 2019 the rent will be based on the charge per square foot for 2014-2015 applied to the square feet occupied. Beginning May 1, 2019 the charge per square foot will be increased annually at the rate of increase in CPI (Ottawa) effective the preceding April 30<sup>th</sup> of each year. The rent will be based on the resulting annual charge per square foot applied to the square feet occupied.~~
- 18.2 Subject to availability, the Employer will allow the Association to use Carleton University reproduction services, computing facilities, and audiovisual equipment at rates and on the same basis as those applicable to other internal University users.
- 18.3 Subject to availability, the Employer shall provide the Association with suitable meeting rooms as required, free of charge, provided this can be done without interrupting the instructional programs of Carleton University.
- 18.4 A member's service to the Association shall be considered in assessment of workload and the evaluation of performance. In these contexts, it shall be treated in the same manner as similar duties performed in departmental, faculty and University committees, and administrative duties undertaken for learned or professional societies.
- 18.5 The Association shall have the right to have an observer present at open University meetings and, subject to the usual consent of the University body meeting, to make representations to such meetings.
- 18.6 The Association agrees to provide the Employer with a current list of Association representatives from time to time with whom the Employer would be expected to deal in regard to the administration of this Collective Agreement.
- 18.7 The Association shall have the right at any time to call upon the assistance of representatives of the Canadian Association of University Teachers (CAUT) and the Ontario Confederation of University Faculty Associations (OCUFA). Such representatives shall have access to Carleton University premises to consult with members, Association officials or the Employer. Access in this Article shall not include the right of CAUT or OCUFA representatives to call meetings on Carleton University's premises.



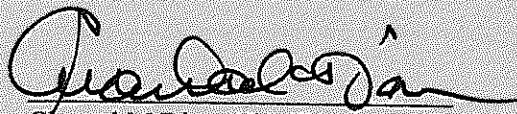
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- 18.8 (a) The President of the Association, the Grievance Policy and Administration Committee Chairperson and the Collective Bargaining Committee Chairperson shall not be required to teach more than one full course, or its equivalent, during ~~each year of each year of~~ the term of office, without prejudice to their salaries, benefits or any rights and privileges within the University.

Where the President, Grievance Chairperson or Collective Bargaining Chairperson is a professional librarian, the workload reduction under this Article shall be negotiated by the parties at JCAA. Disputes about the assignment of duties to these employees shall be referred for resolution to the Joint Committee for the Administration of the Agreement.

This arrangement is understood to be a special provision, applicable only to this Article and without prejudice to the more general arrangements for reduced workload with pro-rated pay specified in Article 13.6.

- (b) On conclusion of their term as Past President or as Grievance Chairperson of the Association, the Past President and the Grievance Chairperson of the Association shall be entitled mutatis mutandis to the provisions of Article 25.1(b). These provisions shall apply to their full terms as ~~President-Elect, President and Past President~~ and to their term as Grievance Chairperson.
- (c) The Association has the right to purchase from the Employer, at the appropriate contract instructor rates, up to ~~three (3) five (5) six (6) five (5)~~ full-course equivalents per contract year and during a bargaining year, up ~~five (5) to ten (10) to twelve (12) ten (10)~~ full-course equivalents, to be distributed at the discretion of the Association. ~~Payment by CUASA for a contract instructor replacement is contingent upon the Employer hiring teaching replacement~~ **Payment by CUASA for a contract instructor replacement is contingent upon the Employer hiring a contract instructor said replacement to teach a course to teach a course whenever there is a release that applies within the unit, which would normally have been taught by the individual to whom the release applies. In the event the replacement is assigned to teach additional courses for reasons not related to this provision, CUASA shall only be required to make a pro-rated payment.** For professional librarian employees, a full-course equivalent shall be deemed to be one working day per week over the contract year.



Chantal M Dion—Chief Negotiator  
CUASA/the Union

Feb 9, 2018  
Date



Wayne Jones—Chief Negotiator  
Carleton University/the Employer

Feb. 9, 2018  
Date