

CUASA Proposal September 29, 2017
CU Counter Proposal November 4, 2017
CU Counter Proposal December 5, 2017
CUASA Counter Proposal January 12, 2018 — 3:00pm
CU Counter Proposal January 18, 2018
CUASA Counter Proposal January 18, 2018 — 3:00pm
CU Counter Proposal February 9, 2018

This proposal sets out CUASA's bargaining position on the individual articles included as of this date. CUASA reserves the right to amend its position, including the right to add, modify or delete any component of each individual article if not accepted in its entirety

Article 5: No Discrimination


- 5.1 The parties agree that there shall be no discrimination, interference, restriction or coercion exercised or practised with respect to any employee in regard to salaries ~~employee in regard to salaries member of the bargaining unit in any matter concerning working conditions, or the application of the provisions of this Agreement by reason of prohibited grounds listed in the Ontario Human Rights Code.~~ (rank, appointment, promotion, tenure, confirmation of appointment, reappointment, sabbatical, fringe benefits or any other terms and conditions of employment by reason of rank, appointment, promotion, tenure, confirmation of appointment, reappointment, sabbatical, fringe benefits or any other terms and conditions of employment by reason of ~~prohibited grounds listed in the Ontario Human Rights Code~~ (age, race, creed, colour, ~~national ethnic or national~~ origin, record of offences, citizenship, ancestry, disability, political or religious affiliation or belief, gender expression, and gender identity, sex, sexual orientation, family status, or marital status, place of origin), or ~~by reason of their non-~~ by reason of their membership or non-membership in the Association. ~~nor by the employee's exercise of any right or provision under this Agreement.~~
- 5.2 Further, in accordance with previous University policy and practice, the parties agree that there shall be no discrimination practised with respect to any employee in regard to salaries, rank, appointment, promotion, tenure, confirmation of appointment, reappointment, sabbatical, fringe benefits or any other terms and conditions of employment by reason of family relationship. The parties also agree, however, that no employee of the bargaining unit or person acting as an Officer of the University shall take part in formal discussions or vote with regard to the determination of the aforementioned terms and conditions of employment of a member of their immediate family.
- 5.3 (a) The Employer is committed to providing a work environment that facilitates the full participation of all employees. The parties encourage all employees with a requirement for accommodation to notify Human Resources and CUASA. Employees have the right to CUASA representation at meetings regarding requests for accommodation.
- (b) The parties agree to act in accordance with all applicable legislation, including, but not limited to, the *Ontario Human Rights Code*; the *Ontarians with Disabilities Act*; and the *Occupational Health and Safety Act*.
- (c) No member shall be subjected to retaliation or reprisal for taking action to obtain accommodation for oneself.


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- (d) Such accommodations may include but are not limited to:
- (i) alterations of workload;
 - (ii) modifications to the means by which an employee can meet the means by which ~~an employee can meet the means~~ by which an employee can meet the criteria for tenure or confirmation;
 - (iii) modifications to the means by which an employee can meet the means by which ~~an employee can meet the means~~ by which an employee can meet the criteria for CDI; and,
 - (iv) modifications to the means by which an employee can meet ~~means by which an employee can meet the means~~ by which an employee can meet the criteria for promotion.

~~5.4 — Any hiring, tenure, and/or promotion committee shall be composed of a majority of persons who have self-identified as belonging to one of the protected groups recognized by the Ontario Human Rights Code.~~

~~5.5 — The University and CUASA will form a standing, parity committee, within three (3) months of the ratification of this agreement, tasked with establishing an Equity Plan for Carleton. This plan shall include but is not limited to: diversity and inclusivity in hiring; obtaining and appointing research chairs and other distinguished positions; reviewing the current practices of assessing pedagogical impact; and ensuring equity on all Tenure and/or Promotion committees and hiring committees. This committee will put this Equity Plan in place by January 1 2019. The JCAA shall oversee the implementation of this plan.~~


Chantal M. Dion—Chief Negotiator
CUASA/the Union


Date


Wayne Jones—Chief Negotiator
Carleton University/the Employer


Date