

COLLECTIVE AGREEMENT

between

**The Canadian Union of Public Employees
Local 4600 (Unit 2)**

CUPE·SCFP / *Canadian Union of Public Employees
Syndicat canadien de la fonction publique*

and

Carleton University



01 September 2019 to 31 August 2022

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ARTICLE 1 - PURPOSE

- 1.1 The purpose of this Agreement is to maintain a harmonious and mutually beneficial relationship between the Employer and employees represented by the Union and to establish terms and conditions of employment relating to remuneration, hours of work, employee benefits and working conditions, and to provide a method of settling any differences which may arise between the parties.

ARTICLE 2 - DEFINITIONS

- 2.1 Employee is a person included in the bargaining unit as defined by the certificate issued by the Ontario Labour Relations Board, dated February 10, 1995, as may be amended from time to time by the Ontario Labour Relations Board or by agreement of the parties.

Employer is the Board of Governors of Carleton University, the President and Vice-Chancellor, Vice-Presidents, Associate Vice-Presidents, Deans, and, for the purposes of Article 13 (Grievance Procedure), academic department heads.

Union is the Canadian Union of Public Employees and its Local 4600, Unit 2.

Parties are the parties to this agreement, namely Carleton University and the Union.

Contract Instructor(s) is an employee hired to teach a course approved for credit by Senate.

Academic department is used to signify any academic department, school, institute, college or the like responsible for a program of instruction and reporting to a Faculty Board.

Doctoral Student is a student registered in a Ph.D. program at Carleton University.

Posting is a notice advertising an available Contract Instructor position, as set out in Article 15.

The definition of a Visiting Scholar, and the conditions applicable to their appointment as such, are governed by the Visiting Appointments at Carleton University Policy under the responsibility of the Office of the Provost and Vice-President (Academic) and approved by the Academic and Research Committee.

ARTICLE 3 - RECOGNITION

- 3.1 Pursuant to the certificate issued by the Ontario Labour Relations Board dated the 10th of February 1995, the Employer recognizes the Union as the exclusive bargaining agent of all employees of Carleton University in the City of Ottawa employed as Contract Instructor(s), save and except retired academic staff and professional librarians who,

prior to their retirement, had an academic position at Carleton University, and employees in bargaining units for whom any trade Union held bargaining rights as of November 24, 1994.

- 3.2 Employees shall not be required or permitted to make a written or oral agreement with the Employer which conflicts with the terms of this agreement.

ARTICLE 4 - MANAGEMENT RIGHTS

- 4.1 Subject to the provisions of this Agreement, the Union acknowledges that it is the exclusive function of the Employer to:

- (a) to maintain order, discipline and efficiency;
- (b) to establish and enforce reasonable rules and regulations covering the conduct, duties and methods of operation of the employees;
- (c) to hire, retire, direct, assign, classify, transfer, promote, demote, lay-off, and to discipline, suspend or discharge employees for just cause;
- (d) generally to manage and operate Carleton University.

ARTICLE 5 - TECHNOLOGICAL CHANGE

- 5.1 No employee shall suffer a reduction of their normal earnings as a result of any technological change introduced during any work assignment.
- 5.2 All required technological training shall be provided by the Employer, who shall pay any costs associated with developing and providing such training.
- 5.3 The Employer shall notify the Union and all affected employees at least sixty (60) days prior to the implementation of significant change(s) to method(s) of course delivery or any other aspects of their job duties out of technological change.
- 5.4 The information provided in accordance with Article 5.3 shall include, but is not limited to:
- (a) the nature of the technological change;
 - (b) the date on which the Employer proposes to implement the technological change; and
 - (c) the Employer's assessment of the effects that technological change may be expected to have on the Employees' terms and conditions of employment.
- 5.5 The Union may request that the JCAA convene a meeting, during the sixty (60) day period described in Article 5.3 with appropriate representatives of the University to provide the Union the opportunity to discuss the issue, including suggestions for minimizing any negative impact to employees directly affected by the changes.

ARTICLE 6 - HEALTH & SAFETY

- 6.1 (a) The Employer shall comply with the *Ontario Occupational Health and Safety Act, R.S.O. 1990, c.O.1* as amended from time to time.
- (b) The parties shall co-operate in establishing rules and practices which promote the safety and health of employees.
- (c) No employee shall be required to act, nor shall any employee act in the course of their employment, in a manner which constitutes a health or safety hazard.
- (d) No employee shall be disciplined for refusal to perform work where the employee has acted in compliance with the *Occupational Health and Safety Act*.
- (e) The Employer shall maintain a Joint Health and Safety Committee in accordance with the *Occupational Health and Safety Act of Ontario*. CUPE 4600 (Unit 2) shall appoint one (1) member of the bargaining unit to the Joint Health and Safety Committee.
- (f) All time spent by a CUPE 4600 (Unit 2) member of the Joint Health and Safety Committee as is necessary to carry out the member's duties under the *Occupational Health and Safety Act* shall be paid at the regular graduate student hourly rate of pay provided in Article 23.01 in the Teaching Assistant Collective Agreement between Carleton University and CUPE Local 4600 (Unit 1).
- 6.2 The Employer recognizes a responsibility to provide an environment intended to protect the health, safety and security of employees as they carry out their responsibilities. The Employer shall establish and maintain reasonable measures and procedures for this purpose which shall include training for employees. In return, individual employees shall assume an appropriate responsibility to respect and assist in the implementation of rules adopted to protect the health, safety and security of employees and the Union will so encourage its members to do so.

6.3 Compliance Training

This includes all training (herein after referred to as compliance training) provided by the Employer as mandated by legislation. Compliance training refers to any training mandated by federal or provincial legislation.

Such compliance training currently includes but is not limited to:

- Workplace Violence and Harassment training;
- Worker Health and Safety Awareness training;
- Accessibility for Ontarians With Disabilities Act (AODA) training;

The Employer reserves the right to amend from time to time, and in accordance with legislative requirements, the above list of compliance training modules. The union will

receive written notification of such amendments at least six (6) weeks prior to their implementation. Where possible the University will endeavor to meaningfully consult with the union concerning matters related to the development and/or implementation of compliance training.

ARTICLE 7 - EMPLOYER/UNION RELATIONS

Union Dues

- 7.1 The Employer shall deduct from the monthly pay of all employees an amount equal to the monthly Union dues as established from time to time by the Union, the structure of which shall not require deductions that are not compatible with the University payroll system, and shall remit such amounts to the office designated by the Union by the 15th day of the following month. The remittance shall be accompanied by a statement listing the name, department and, the home address and telephone number of each employee and the amount deducted from each employee.
- 7.2 The Union shall indemnify and save harmless the Employer from any claims which may be made against it by an employee as a result of the deduction or non-deduction of Union dues.
- 7.3 The Employer shall indicate on each employee's income tax slip the amount of the deductions under this Article for the preceding calendar year.

Correspondence and Notice

- 7.4 All correspondence between the parties arising out of this Agreement shall be sent to the designated representative of the Employer and the office of the Union.
- 7.5 Where this agreement requires written notice to be delivered, delivery through the Employer's internal mail shall be deemed sufficient.

University Facilities

- 7.6 Upon request from the Union, the Employer will provide a furnished office to the Union at the standard rate and in accordance with relevant space guidelines and policies as established from time to time. The Union will be provided with a telephone and high-speed internet connections and will reimburse the University for all associated costs.
- 7.7 The Employer shall allow the Union to make use of the following facilities at the Internal fee which currently exists or which may be established from time to time:
 - (a) photocopying and graphic services;
 - (b) internal postal service;
 - (c) audio-visual equipment;

- (d) computer facilities, for internal use only; and
- (e) 1 bulletin board and space on departmental boards for the posting of official Union notices.

7.8 The Employer shall permit the Union to book University rooms for Union meetings, subject to the prevailing internal regulations.

7.9 Members holding an executive position in the Union or any elected position on a university committee will be credited 0.5 seniority points per semester that they hold that position.

Information

7.10 The Employer shall provide to the Union such information as is agreed to be necessary for the purposes of collective bargaining or the administration of the agreement. The Employer shall not be required to compile information or statistics if such data are not already compiled in the form requested. The Employer shall also provide to the Union a copy of the University Budget.

7.11 The Employer shall provide the Union with a list of all courses taught by retired faculty, with their names.

7.12 When a written formal offer of employment is made, the Employer will advise each prospective employee that this Agreement exists, that it can be found on both the Employer and Union Web Sites web sites, and will provide a brief description of the Union. It is understood that the Union shall supply the Employer with such description. The Employer will provide employees a link to a document entitled "Highlights of the Collective Agreement". The content of the Highlights document must be agreed by the Joint Agreement for the Administration of the Agreement. Employees shall be provided with a hard copy of the Collective Agreement upon request.

7.13 Wherever possible, committee meetings shall be scheduled to accommodate the classroom commitments of committee members.

7.14 The Employer agrees to link to both the CUPE 4600 (Unit 2) Collective Agreement and the CUPE 4600 website on the human resources webpage.

7.15 (a) A contract instructor hiring processes information session shall be developed to disseminate and educate the Carleton Community as to their commitments and obligations under the CUPE 4600 (Unit 2) Collective Agreement.

(b) The session shall be delivered once per year by representatives from Carleton University and CUPE 4600 (Unit 2). The session shall be delivered at a venue that would ensure maximum attendance by those directly involved in the hiring process.

- (c) Information and data gathered during such sessions shall be used to constructively work towards improvements in our understanding of the operation of the current Collective Agreement.

ARTICLE 8 - JOINT COMMITTEE FOR THE ADMINISTRATION OF THE AGREEMENT (JCAA)

- 8.1 A JCAA composed of four (4) representatives of each party shall be established within fourteen (14) days of the signing of this agreement.
- 8.2 The purpose of the JCAA is to provide a forum for discussion of matters pertinent to the operation of the agreement and other matters of interest to both parties and to perform such other functions as may be assigned to it by this agreement or by the parties to this agreement.
- 8.3 The parties agree that any change contemplated by Carleton University that impacts either the working conditions of Contract Instructors, or the overall teaching environment at Carleton University, and which is brought to CUASA for discussion, will be brought to the JCAA for meaningful consultation with the Union prior to being implemented.
- 8.4 The JCAA shall meet as necessary, but normally at least once a month. Meetings may be called by either party on five (5) days written notice or by mutual consent. A quorum shall consist of two (2) representatives of each party.
- 8.5 Minutes of meetings shall be taken, and the responsibility for doing so shall alternate between the Union and Employer. Minutes of all such meetings will be shared between the parties no later than fifteen (15) business days following the date of the meeting. The minutes so recorded shall be reviewed for approval at the next meeting of the JCAA.
- 8.6 The parties agree to refer the matter of participation by Contract Instructors in University governance at the level of the department, faculty, Senate, and Board of Governors to the JCAA.

ARTICLE 9 - ANTI-DISCRIMINATION AND ANTI-HARASSMENT

- 9.1 The Employer and the Union agree that there shall be no discrimination, harassment, violence, interference, restriction, or coercion exercised or practised with respect to any member of the bargaining unit in any matter concerning working conditions, or the application of the provisions of this Agreement by reason of any of the prohibited grounds listed in the *Ontario Human Rights Code* (age, race, creed, colour, ethnic origin, record of offences, citizenship, ancestry, disability, sex, sexual orientation, gender identity, gender expression, family status or marital status, place of origin), political or religious affiliations or beliefs, or by reason of their non-membership or

activity in the Union nor by the employee's exercise of any right or provision under this Agreement.

The Employer shall not restrict the employment of anyone on the basis of disability, provided that such disability does not interfere with their ability to meet the requirements of the job. Where practicable, attempts shall be made to adjust employment requirements to accommodate the person's disability.

- 9.2 The Employer and the Union recognize the rights of employees to work in an environment free from harassment and acknowledge their responsibilities to take all reasonable and appropriate actions to foster such an environment.

Harassment includes, but is not limited to, sexual harassment, gender harassment, racial and ethnic harassment, and personal/workplace harassment whether or not it is based on the prohibited grounds outlined in the *Ontario Human Rights Code*.

Harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome.

Harassment can be psychological, verbal or physical or it can be a combination of these. It is any behaviour, whether deliberate or negligent, which denies individuals their dignity and respect, is offensive, embarrassing or humiliating to the individual and adversely affects the working environment. It may take the form of excluding an employee from rights or privileges related to their employment and to which they are otherwise entitled.

The parties formally recognize their obligations under the *Ontario Occupational Health and Safety Act* and *Ministry of Training, Colleges and Universities Act*, in particular with relation to the prevention of sexual violence and sexual harassment in the workplace. All required training shall be provided and paid for by the Employer, who shall pay any costs associated with developing and providing such training.

- 9.3 Workplace sexual harassment is defined as:

- engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; or
- making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

- 9.4 Sexual violence means: any sexual act or act targeting a person's sexuality, gender identity or gender expression, whether the act is physical or psychological in nature, that is committed, threatened or attempted against a person without the person's consent, and includes sexual assault, sexual harassment, stalking, indecent exposure, voyeurism and sexual exploitation.
- 9.5 Harassment does not include:
- (a) Interpersonal conflict or disagreement;
 - (b) The proper exercise of management's rights;
 - (c) Performance management;
 - (d) Operational directives;
 - (e) Job assignments; or
 - (f) Inadvertent management errors.
- 9.6 The Employer and the Union recognize the right of individuals to determine their own gender identity. Employees shall not face discrimination or harassment for determining or expressing their gender identity.
- 9.7 **Complaint Process**
- (a) The Employer and the Union agree that all employees of the University are responsible to adhere to the University's policies on human rights as well as those on the prevention of workplace/sexual violence and workplace/sexual harassment.
 - (b) Any complaint of harassment may also be grieved using the procedures set out in Article 13 of the agreement.
 - (c) Where the respondent to the complaint is the person who would normally deal with any of the steps of the grievance, the grievance shall automatically be sent forward to the next step.
 - (d) A copy of the following documents shall be retained on the University website; in Human Resources; and in the Union Office:
 - Carleton University's Human Rights Policies and Procedures (including such Discrimination and Harassment Policies as the Sexual Harassment Prevention Policy at Part IV s.4);
 - Carleton's Workplace Harassment Prevention Policy;
 - Carleton's Workplace Harassment Prevention Program;
 - Carleton's Workplace Violence Prevention Policy;
 - Carleton's Workplace Violence Prevention Program;
 - Carleton's Environmental Health and Safety Policy;
 - Carleton's Sexual Violence Policy.

- (e) The Employer will ensure that the above documents are provided electronically to the Union Office.
- (f) All matters arising from this Article will be administered in accordance with the University's Sexual Violence Policy, as amended from time to time; the University's Access to Information and Privacy Policy, as amended from time to time, and the *Freedom of Information and Protection of Privacy Act* (FIPPA).

- 9.8 (a) If an employee, supported by the Union, chooses not to pursue a complaint through Carleton University's Sexual Violence Policy and instead seeks an informal resolution with the respondent, the Employer will, where possible, facilitate this process in cooperation with the Union.

The parties agree that some circumstances involving allegations of discrimination or harassment warrant separation of the complainant and alleged harasser. The complainant may request such a separation in accordance with the appropriate policy listed in Article 9.7 (d).

- (b) Employees are entitled to Domestic or Sexual Violence Leave in accordance with the *Employment Standards Act, 2000, S.O. 2000, c.41* as amended from time to time. Such leaves will be granted without regard to the statutory 13-week service requirement.

9.9 Whistleblower Protection

There shall be no retaliation or threat of retaliation against an employee who, in good faith and on the basis of a reasonable belief, reports wrongdoing by any member of the campus community or who gives information or evidence in relation to the reported wrongdoing. The filing of frivolous, vexatious and or malicious complaints shall constitute grounds for discipline.

ARTICLE 10 - ACADEMIC FREEDOM: RIGHTS & RESPONSIBILITIES

10.1 The parties agree neither to infringe nor abridge the academic freedom of the members. Academic freedom is the right of reasonable exercise of civil liberties and responsibilities in an academic setting. As such it protects each member's freedom to disseminate their opinion both inside and outside the classroom, to practice their profession as a teacher and scholar, to carry out such scholarly and teaching activities as they believe will contribute to and disseminate knowledge, and to express and disseminate the results of their scholarly activities in a reasonable manner, to select, acquire, disseminate and use documents in the exercise of their professional responsibilities, without interference from the Employer, its agents, or any outside bodies. All the above mentioned activities are to be conducted with due and proper regard for the academic freedom of others and without contravening the provisions of this agreement. Academic freedom does not require neutrality on the part of the member, but rather makes commitment possible. However, academic freedom does not confer legal immunity, nor does it diminish the obligations of members to meet their duties and responsibilities.

- 10.2 If a bargaining unit member asks that some of their own books be placed on library reserve, the Employer cannot reject them based on moral, religious or political values.

- 10.3 Notwithstanding any other provisions of Article 10, the Employer reserves the right to specify what textbooks are to be used in order to conform to published course descriptions, to match parallel sections of a course, to meet prerequisites required for other courses or to meet academic objectives of the academic unit.
- 10.4 The parties recognize that the common good of society depends upon the free and open exchange of ideas. The prime role of employees shall be to disseminate knowledge and understanding through teaching. Employees are not required to engage in scholarly activities other than as necessary for the performance of their teaching duties.
- 10.5 All employees shall have the following rights and responsibilities:
- (a) Subject to the provisions of this Article, employees shall have the right and responsibility to organize and structure classroom and laboratory activities within the limits set by curriculum requirements and available facilities and to adopt reasonable means to maintain a learning environment which is both productive and orderly.
 - (b) Employees shall teach conscientiously and competently the course(s) assigned to them, in accordance with course outlines which may be provided by their department.
 - (c) Employees shall work in co-operation with course coordinators.
 - (d) Employees shall deal ethically and fairly with students, foster a free exchange of ideas, not allow or perpetuate discrimination and harassment, respect the principles of confidentiality in a manner consistent with their instructional role, and provide their students with information in the course outline regarding their instructional and evaluation methods.
 - (e) Employees shall be conscientious in the preparation and organization of subject matter and in the revision of that subject matter to reflect changes in the field, in accordance with appropriate departmental guidance.
 - (f) Employees shall not normally miss, cancel or terminate scheduled instruction except in the case of sudden illness or emergency and even in such cases shall make every effort to have their chairperson and students notified. In other circumstances, subject to the approval of the chairperson, arrangements for re-scheduling or for a substitute must be made in advance of missing scheduled instruction. Instruction missed shall be re-scheduled if possible with adequate notice to the students. When an unauthorized absence occurs, the Employer shall invite the employee to a meeting for the purpose of providing the employee an opportunity to explain the reason(s) for the absence. The Union shall be informed of the meeting at least three (3) working days prior to its being held and the employee shall be told of their right to have union representation at the meeting. If as a result of the meeting, the Employer determines that an unauthorized absence occurred without a sudden illness, emergency, reasonable cause, or other mitigating factors, the Employer may, in its reasonable discretion, impose disciplinary measures up to and including termination of the course

contract. Where termination is imposed, the associated seniority points shall not be awarded.

- (g) Employees shall comply with established procedures and deadlines for providing course outlines and for reporting and reviewing the grades of their students, and with other reasonable procedures and deadlines as may be necessary for the well-ordered operation of the University. This may include responsibilities for academic counseling, assisting in supervision of their course examinations, and setting and grading deferred examinations as required. Apart from deferred examinations and minor administrative tasks, employees will not be required to perform teaching related duties outside the periods of employment specified in their contracts.
- (h) Employees shall inform the students and department of the times when and/or the methods by which they will normally be available for consultation. The times and/or methods shall be such as are likely to be convenient for the students and adequate for the numbers of students involved.

10.6 The Employer acknowledges a continuing responsibility to maintain a climate in which the teaching functions of employees may be effectively carried out and undertakes to provide employees with reasonable opportunity to carry out their responsibilities effectively.

10.7 Every employee may indicate that they are employed by Carleton University as a Contract Instructor in their curriculum vitae, resumes, websites and other social media, so long as they do not purport to represent the Employer or to speak on the Employer's behalf unless specifically authorized to do so.

ARTICLE 11 - DISCIPLINE AND DISCHARGE

11.1 The Employer shall not discipline, suspend or discharge an employee without just and proper cause. Disciplinary action shall be reasonable and shall be demonstrably proportionate to the seriousness of the specific violation. Where the Employer cancels a course at any time prior to the third scheduled class because of insufficient enrolment, the position is thereby terminated, and such termination does not contravene this Article. In any grievance over disciplinary action, the burden of proof of just cause lies with the Employer.

11.2 The Dean shall be responsible for administering discipline in accordance with the provisions of this Article.

11.3 An employee shall have the right to have a Union representative present, at any meeting between the representative of the Employer and the employee called expressly to discuss or impose discipline or discharge. The Employer will inform the employee of this right prior to any disciplinary meeting. If an employee chooses not to exercise this right, the employee's decision shall be communicated to the Union by the Employer and shall copy the member on the communication.

- 11.4 Where a meeting concerning discipline is to be called, the Employer shall normally notify the employee, in writing, at least two (2) working days prior to the meeting about the purpose of the meeting, the allegations to be discussed, the time and location of the meeting, that a representative of the union, if readily available, may attend the meeting, should the employee so choose.
- 11.5 When an employee is suspended or discharged, the suspension or discharge shall be confirmed in writing to the employee with a copy to the Union stating the reasons for the discipline, within three (3) working days following the date on which the decision to implement a suspension or discharge was made. A copy of any written reprimand shall set out the reasons for the reprimand and shall also be provided to the Union within three (3) working days following the date on which the decision to issue the reprimand was made.
- 11.6 An employee who has been suspended or discharged may, with the support of the Union, present a grievance directly at Step 2 of the grievance procedure within ten (10) working days of receipt of written notice of suspension or discharge.
- 11.7 Any informal discussion (such as coaching, advice, or recommendations for performance improvement) shall not be considered discipline.

11.8 Progressive Discipline

Disciplinary action shall normally be taken in accordance with the principles of progressive discipline, and be reasonable and commensurate with the seriousness of the violation.

A written disciplinary warning shall normally precede more serious disciplinary action (such as a suspension or discharge), except in the case of serious misconduct as determined by the Employer. If applicable, any written disciplinary warning, shall include a description of the improvement required and identify a reasonable time in which the employee must demonstrate the required sustained improvement in the area of concern.

Prior to the imposition of any discipline, the Employer has the right to impose a non-disciplinary suspension with pay during the period of an investigation of a matter or until the end of the current appointment, whichever comes first.

- 11.9 All matters arising from this Article will be administered in accordance with the University's Access to Information and Privacy Policy, as amended from time to time, and the *Freedom of Information and Protection of Privacy Act* (FIPPA).
- 11.10 Where the Employer adopts or implements any discipline policy with respect to the members of the Bargaining Unit, copies of this policy shall be available in the departmental offices and be provided to the Union.

ARTICLE 12 - CONFIDENTIALITY & ACCESS TO PERSONNEL FILES

- 12.1 The parties agree that this Article is intended to be consistent with the University's Policy on Privacy and Freedom of Information.
- 12.2 (a) An employee shall have the right to examine the contents of the employee's personnel file(s) during normal business hours, with the exception of confidential letters of reference. The employee may request and the Employer shall provide the names of authors of such confidential letters.
- (b) Except for confidential letters of reference and student teaching evaluations, no material on the employee's file related to the employee's performance shall be used in a hiring decision unless the employee has been notified that it has been placed on the file.
- 12.3 An employee shall have the right to have the Employer prepare, at reasonable intervals, a copy of the non-confidential items in the employee's personnel file(s), at no cost to the employee.
- 12.4 **Disciplinary Documents**
- (a) Subject to Article 12.5, where a letter imposing discipline, or other disciplinary documents, or both is being added to an employee's file, the employee must, where possible, be notified and asked to initial any documents relating to the disciplinary action
- (b) In the event of alleged distortion or error, the employee may request the inclusion of material pertinent to the alleged distortion or error. In the event of an error being established, the file shall be corrected and any erroneous material removed.
- (c) Provided that there has been no subsequent disciplinary action taken against the employee, all documents relating to a disciplinary action shall be removed from an employee's file:
- (i) eighteen (18) months from the date the disciplinary action was recorded in the file; or
- (ii) where the employee has taught the equivalent of one (1) full credit, whichever occurs first.
- 12.5 **Student Comment on Employee File**
- Where the Employer places a signed student comment on an employee's file,
- (a) the student's name shall only be disclosed with the student's consent;
- (b) the employee shall be notified in writing of the substance of the comment to the extent possible without disclosing the identity of the student;

- (c) the employee shall be given an opportunity to place a comment or rebuttal on the file;
- (d) the material may not be used in a disciplinary action unless the student's name is disclosed to the employee;
- (e) if the student's name is disclosed after final grade reports, the employee shall be given a further opportunity to place a comment or rebuttal on the file,
- (f) if the student's name is not disclosed to the employee, the comment, along with the employee's comment or rebuttal, shall be removed from the employee's file, following completion of final grade reports; and
- (g) compliments and letters of thanks shall be retained in accordance with the University's Records Retention Schedule.

ARTICLE 13 - GRIEVANCE PROCEDURE

13.1 Definition

A grievance shall be defined as any difference arising out of the interpretation, application, administration or alleged violation of this Collective Agreement.

The Union has carriage of the grievance. In order to file a grievance, an employee must have the approval of and be represented by the Union.

13.2 Union Representation

The Employer acknowledges the rights and duties of the Union Stewards and representatives to assist employees in presenting their grievances in accordance with the procedure. The Employer will recognize stewards designated by the Union, provided that the Union has notified the Employer in writing of the name of each steward, including the Chief Steward. Stewards shall be employees of the Employer.

A Steward shall obtain the permission of their Department Head before leaving their work to investigate complaints or grievances of an urgent nature, or to meet with the Employer to deal with these matters. Such permission shall not be unreasonably withheld.

13.3 Complaint Stage

An employee who feels aggrieved shall attempt to resolve the matter informally with their department head. Subject to Article 9.7(c) an Employee Grievance shall not be considered at Step 1 or higher unless it includes evidence of an attempt to resolve the matter at the complaint stage.

13.4 Types of Grievance

Employee Grievances

An employee grievance is a claim by an employee, who is solely affected, that the terms and conditions of this agreement have been violated, misapplied or misinterpreted.

Group Grievances

Any dispute affecting a group of employees which is taken up on their behalf by the Union constitutes a group grievance. A group grievance may be presented directly at Step 1 within twenty (20) working days of the date when the circumstances giving rise to the grievance could reasonably have become known by the employees.

Union Grievances

A grievance arising directly between the Union and the Employer, which could not form the subject of an individual or group grievance, may be presented as a Union grievance directly at Step 2 within twenty (20) working days of the date when the circumstances giving rise to the grievance could reasonably have become known by the Union.

- 13.5 (a) The Employer acknowledges the right of a representative of the Union to be present at all complaint and grievance meetings.
- (b) In all cases, a written response at each step shall be delivered to the Union.

13.6 Step 1

An employee and Union representative may present a grievance in writing to the department head or their designate within twenty (20) working days of the date when the circumstances giving rise to the grievance could reasonably have become known to the employee. The department head or their designate shall sign and date the form, and shall return a copy to the griever. A copy shall be forwarded to the Director, Labour Relations (Academic).

A grievance resolution meeting shall take place within twenty (20) working days of the Employer's receipt of the grievance.

The grievance shall be answered in writing within ten (10) working days of the grievance resolution meeting.

Step 2

If the employee is not satisfied with the response at Step 1, they and the Union representative may, not later than ten (10) working days after receipt of the decision, or if no decision was received, not later than ten (10) working days after the last day on which they were entitled to receive a decision, transmit the grievance, along with the Step 1 decision, if any, to the appropriate Dean or their designate, with a copy to the Director, Labour Relations (Academic).

A grievance resolution meeting shall take place within twenty (20) working days of the Employer's receipt of the grievance.

The grievance shall be answered in writing within ten (10) working days of the grievance resolution meeting.

If the grievance is not resolved, the Union may refer the grievance to arbitration.

13.7 Time Limits

The time limits stipulated in the procedure may be extended by agreement between the Employer representative, and the Union representative. In exceptional circumstances, the Union may apply to the Director, Labour Relations (Academic) for expedited processing of a grievance. If the Employer consents, or if the Employer does not respond in a reasonable amount of time at the other steps, the grievance may be presented directly at Step 2.

Where an employee pursues a remedy under a Carleton University policy and procedure concerning sexual harassment and/or sexual violence, the time limits in this Article shall be held in abeyance. Any member who has experienced workplace sexual harassment and/or sexual violence shall have one (1) year from the date that the incident or situation occurred to initiate a grievance.

For purposes of greater clarity, any employee who proceeds first in accordance with University policies ("Policy") related to sexual harassment and/or sexual violence does so without prejudice to all grievance protections under this Collective Agreement.

An employee shall be free to present a grievance at any time during the policy process (save and except where the employee has agreed to a mediated binding settlement). Further, where the process has completed, an employee who is dissatisfied with the outcome of the Policy process shall have twenty (20) working days from the date the employee is advised of the conclusion/results of the Policy process to initiate a grievance as per the regular grievance process.

13.8 Binding Decisions

The parties shall be bound by and shall promptly implement all decisions arrived at under the procedures described in this Article.

13.9 Withdrawal of Grievances

The withdrawal of a grievance by the Union at any step prior to the Union's referral to arbitration shall be without prejudice to grievances on similar matters provided the Union notifies the Employer in writing of its decision to withdraw the grievance without prejudice.

ARTICLE 14 - ARBITRATION

- 14.1 Either of the parties may, within ten (10) working days after the grievance procedure under Article 13 has been exhausted, notify the other party in writing of its desire to submit the grievance to arbitration. The notice referring a grievance to arbitration shall confirm the name of the first party's appointee to an arbitration board. The recipient of the notice shall, within five (5) working days, inform the other party of the name of its appointee to the arbitration board. The two (2) appointees so selected shall, within five (5) working days of the appointment of the second of them, appoint a third person who shall be the chairperson. If the recipient of the notice fails to appoint an arbitrator, or if the two (2) appointees fail to agree upon a chairperson within the time limit, the appointment shall be made by the Minister of Labour for Ontario upon the request of either party. The arbitration board shall hear and determine the grievance and shall issue a decision and that decision is final and binding upon the parties and upon any employee affected by it. The decision of a majority is the decision of the arbitration board, but, if there is no majority, the decision of the chairperson is the decision of the arbitration board. Notwithstanding the foregoing, the parties may select one (1) person as an arbitrator to whom any such grievance may be submitted for arbitration and such person shall have the same powers and be subject to the same restrictions as a board of arbitration appointed under this agreement.
- 14.2 The arbitration board shall have no authority to add to, subtract from, change, alter or ignore in any way the provisions of this agreement or any expressly written amendment or supplement thereto or to extend its duration, or to make an award which has such effect unless the parties have expressly agreed, in writing, to give it specific authority to do so.
- 14.3 Where the grievance concerns discharge, suspension or disciplinary action, the board has the authority to reinstate an employee with or without compensation for wages and any other benefits lost, or to make any other award it may deem just and reasonable which is consistent with the terms of this agreement.
- 14.4 Each party shall bear the expenses of its representatives, participants and witnesses and of the preparation and presentation of its own case. The fees and expenses of the chairperson, the hearing room and any other expenses incidental to the arbitration hearing shall be borne equally by the parties. The parties agree to use University facilities whenever possible.
- 14.5 Time limits set out in this Article may be extended by agreement in writing between the parties.
- 14.6 No grievance shall be deemed to be lost due to minor technical irregularities.

ARTICLE 15 - POSTINGS AND APPLICATIONS

- 15.1 Except as provided in Article 17 and Article 16, all positions shall be advertised and applications solicited in accordance with this Article.
- 15.2 (a) The Employer shall establish and maintain a centralized web page with links to departmental Contract Instructor job postings by January 1, 2018.
- (b) Departments that anticipate offering courses to Contract Instructors in the following term(s) shall post a notice on the departmental website, and send an electronic copy to the Union, listing such courses and inviting applications, in writing, for specific courses. Postings must be sent to the Union within five (5) business days.
- (c) Departments that anticipate hiring Contract Instructors shall post their notices and send a copy to the Union by May 1st for courses being offered for the following fall and winter and by December 15th for courses being offered in the summer.
- (d) If no courses are available by these deadlines, the department shall post a notice, with a copy sent to the union, indicating whether it will not hire Contract Instructors in the following term(s), or whether the posting is simply delayed. A timeline for posting may be included if known.
- (e) Except for needs which arise within ten weeks of the start of classes (Article 16.9), courses which become available after the May 1st and December 15th deadlines must be posted as quickly as possible, and an electronic copy provided to the Union within five (5) business days. Additionally, departments shall make an effort to notify members of the added postings.
- (f) Notices shall be posted for at least twenty-one (21) calendar days on websites, with a copy to the Union. Each notice shall include:
- (i) the course number, title and description,
 - (ii) the qualifications required for the position,
 - (iii) the deadline and procedure for application, and
 - (iv) a footer containing the following:

A note to all applicants: As per Articles 16.3 and 16.4 in the CUPE 4600 (Unit 2) Collective Agreement, the posted vacancies listed above are first offered to applicants meeting the incumbency criterion. A link to the current CUPE 4600 (Unit 2) Collective Agreement can be found at the Academic Staff Agreements webpage on the Carleton University website.

- 15.3 (a) All applicants must apply to the Academic Department Head in writing and in relation to each course for which they wish to be considered. All applications must include an up to date CV, including a complete listing of all courses taught within the CUPE 4600 (Unit 2) bargaining unit at Carleton University. Applicants shall not be required to submit more than one (1) CV to each department. Other required documents must be relevant to judge qualifications and should not

require applicants to provide details as to how they would shape or teach the course.

- (b) When applying to classes for which they have incumbency, applicants shall not be required to (re)submit documentation beyond their updated CV.

- 15.4 The Employer shall endeavour to make offers of employment sufficiently in advance of the commencement of the course to provide adequate time for preparation. Where practicable, offers shall be made at least eight (8) weeks prior to the first scheduled class. An offer of employment is not valid unless it is signed by the Academic Department Head and the Dean. It becomes a contract when it is then signed by the employee.
- 15.5 Applicants shall reply electronically within seven (7) calendar days of receipt of an offer of employment.

ARTICLE 16 - HIRING, INCUMBENCY & SENIORITY

Hiring Process

- 16.1 Except as provided in Article 17, all positions shall be filled in accordance with this Article.
- 16.2
 - (a) Department heads wishing to offer teaching to doctoral students or postdoctoral fellows must first contact the Dean to ascertain their allocation of such positions within the Faculty's limit of seventeen percent (17%) (see Article 17.2).
 - (b) Hiring of doctoral students and postdoctoral fellows under the provisions of Article 17, and of Visiting Scholars under the provisions of Article 16.3 (f), will be undertaken before Article 16.3 (d).
- 16.3
 - (a) Where a vacancy is posted and an applicant meets the incumbency criterion in Article 16.4 (a), the course shall be offered to the incumbent.
 - (b) Where two (2) or more applicants have incumbency rights under Article 16.4 (a) and (b), the more senior employee shall be offered the course.
 - (c) Where there are no incumbents, the Employer shall consider qualified members with seniority as outlined in Article 16.5 provided they have applied to that course in accordance with Article 15.3, before non-members. For the purposes of this Article, qualifications shall mean a candidate's academic and professional qualifications and skills, teaching competence and other relevant experience. When there are two (2) or more qualified members and the qualifications of the candidates are relatively equal, the candidate with the greatest seniority shall be appointed. In the event that two or more qualified members hold relatively equal qualifications and the members hold an equal number of seniority points, the Academic Department Head shall appoint a candidate.

- (d) Employees shall be contacted indicating all of the courses for which they are the most senior incumbent and/or qualified member with the most seniority. If the course has multiple sections, the most senior incumbent should be offered all sections. If the number of courses offered is over the allowed limit of two (2) credits in the fall/winter terms or will put an employee over the three (3) credit limit for the academic year, the employee shall be asked to choose which courses and sections they will teach.
- (e) Where there are no incumbents or qualified members with seniority rights willing to teach the course, the hiring is open to outside applicants. The best available candidate shall be appointed, taking into account the candidates' academic and professional qualifications, skill, teaching competence and other relevant experience.
- (f) Where a person who has been appointed as a Visiting Scholar is available to teach a course, the Employer may offer the position to that person without a competition. The Employer will advise the Union when a course is assigned pursuant to this Article. Where a Visiting Scholar is assigned to a course for which at least one (1) employee has incumbency and is displaced by such an appointment, the employee who is the most senior incumbent shall be offered another available position for which they are qualified and most senior. If no such position is available, the employee will be credited with seniority for that course.

Incumbency

- 16.4 (a) Where an applicant is a member of the bargaining unit and has previously taught the course for which they are applying or an equivalent course within the last sixty (60) months, provided their teaching performance in the course is satisfactory in accordance with Article 18 (Teaching Evaluations), the course must be offered to the employee in writing. An employee shall not be disqualified from such employment until all steps outlined in Article 18.2 are fulfilled. The Employer may refuse to offer the position to the employee where such refusal is part of a disciplinary action subject to the provisions of Article 11 (Discipline and Discharge).
- (b) Where a member's first teaching evaluation is still forthcoming, the Department Head shall treat a candidate as an incumbent.
- (c) Where two (2) or more incumbents have taught the course or an equivalent course within the last sixty (60) months, the employee with the greatest seniority shall be appointed.

Seniority

- 16.5 For the purposes of this Article seniority means the number of full course equivalents that the candidate has taught as a Contract Instructor at the University since September 1, 1994. Seniority ceases if the employee has not worked as a Contract Instructor for twenty-four (24) months. This period shall be extended by any period for which the

employee was on approved leave under this agreement, served on the Executive Board of the Union or was employed as a full time Academic staff member at Carleton.

- 16.6 Where a current employee is applying for a position for a subsequent term, they shall, for the purposes of that application, be credited with seniority for the current term.
- 16.7 Seniority must be considered at the time of hiring, not at the time of course commencement. For example, where an employee applies for a course that starts on January 1, 2013 and the employee's seniority ceases on December 31, 2012, the employee's seniority points must be considered in the hiring decision.
- 16.8 The Employer shall provide the Union with a Seniority List of all bargaining unit members. The seniority list will be posted on the University website, and shall be updated each term by the end of the second month of the following term. The Employer and the Union shall notify the members of the existence of the list on the website. Ensuring the accuracy of individual seniority points as included in the posted seniority list is the purview and responsibility of each employee. Where seniority has ceased as per Article 16.5, and an employee has not worked as a Contract Instructor for thirty-six (36) months or longer, their name shall be removed from the Seniority List.

Need within Ten (10) Weeks of the Start of Class

- 16.9 (a) Where the need for a Contract Instructor position arises within ten (10) weeks of the first day of classes, the Employer may fill the position without re-posting the course in accordance with Article 15.2. Notice of this practice shall be given to the Union within one (1) week of the decision to use the clause.
- (b) In such cases, the Employer shall offer the course to the most senior incumbent. If the most senior incumbent is unavailable, then the Employer shall offer the course to the next most senior incumbent pursuant to the Seniority List (see 16.8) until the pool of incumbents in the course is exhausted.
- (c) Where there are no incumbents, the Employer shall consider qualified members with seniority as outlined in 16.5 before non-members. For the purposes of this Article, qualifications shall mean a candidate's academic and professional qualifications and skills, teaching competence and other relevant experience. Where there are two (2) or more qualified members and the qualifications of the candidates are relatively equal, the candidate with the greatest seniority shall be appointed.
- (d) Where there are no incumbents or qualified members with seniority, the Employer may fill the position without re-posting and without a competition.
- (e) If an applicant is offered a course under this Article, they shall reply electronically within five (5) calendar days of receipt of an offer of employment.

- 16.10 Where a person has designed a new course not previously listed in the Calendar, the Employer shall offer the position to that person without a competition the first time the course is to be given. Where the course is not offered in the first year after it is designed, the department and the employee shall agree on suitable compensation for the design work. If they cannot agree, the matter shall be referred to JCAA. Any such agreements shall be without prejudice and shall not establish a precedent.
- 16.11 The Employer shall advise the Union of any positions filled without a competition pursuant to this Article.
- 16.12 Each department shall post a list of all Contract Instructors of record in the department.
- 16.13 Human Resources shall develop a list of all Contract Instructors per course, along with a list that indicates whether the Contract Instructor was hired due to incumbency, incumbency with the most seniority, seniority, an Article 17 appointment, a Visiting Scholar (Instructor) appointment or open competition. Any questions or concerns regarding the generation of this list will be dealt with at JCAA. These lists will be sent to CUPE 4600 (Unit 2) on a monthly basis.

ARTICLE 17 - APPOINTMENTS OF DOCTORAL STUDENTS, AND POSTDOCTORAL FELLOWS

- 17.1 At its discretion, the Employer may offer Contract Instructor(s) duties to registered doctoral students, and postdoctoral fellows without competition, subject to the following provisions.
- 17.2 The total number of credits taught by doctoral students and postdoctoral fellows under this Article shall not exceed seventeen percent (17%) of all credits taught by Contract Instructors in each Faculty in the preceding year.
- 17.3 An employee who has been assigned Contract Instructor(s) duties pursuant to this Article will accrue seniority in accordance with Article 16; however, such seniority cannot be used until after the employee has won a position pursuant to Article 16.
- 17.4 No doctoral student or postdoctoral fellow may be assigned more than a lifetime maximum of two (2) credits (or equivalent) under this Article.
- 17.5 Once a position has been posted for open competition, no appointment shall be made pursuant to Article 17.
- 17.6 Where a doctoral student or postdoctoral fellow is assigned to a course for which at least one (1) employee has incumbency, the employee who is the most senior

incumbent shall be offered another available position for which they are qualified and most senior. If no such position is available, the employee will be credited with seniority for the course.

- 17.7 Displacement of employees who have incumbency shall not exceed one and one-half (1.5) full courses (or equivalent) in any one (1) department in any year.
- 17.8 The Employer shall report to the Union the name of the student contract instructor or postdoctoral fellow and the course taught for any course that is assigned to a doctoral student or postdoctoral fellow pursuant to this Article. The Employer shall maintain a record of the number of courses taught by each doctoral student, or postdoctoral fellow pursuant to this Article.
- 17.9 Where a person who has been appointed as a visiting scholar has previously been employed as a contract instructor under this agreement, their hiring will be governed by Article 16 unless there is demonstrable evidence of an employment change leading to the Visiting Scholar appointment.
- 17.10 In order to ensure that seniority points are awarded as outlined in Article 17.6, the courses being assigned under this Article must be posted under a separate heading on the course postings. The posting will contain a notice stating that the following courses have been assigned to doctoral students, postdoctoral fellows, or visiting scholars, and therefore are not open for applications. The department will contact the most senior incumbent to review their rights under Article 17.6 of the CUPE 4600 (Unit 2) Collective Agreement.
- 17.11 Every doctoral student appointed under this Article shall be notified in writing that, should they wish a leave from duties from their existing teaching assistant assignment, they must fill out a leave from duties form, subject to the applicable terms of the agreement between the Employer and CUPE 4600 (Unit 1).

ARTICLE 18 - TEACHING EVALUATIONS

- 18.1 (a) Recognizing that the establishment of a high-quality classroom learning environment is beneficial to both parties to this Agreement, student teaching evaluations shall be conducted in all classes having enrolments of five (5) or more students.
- (b) The instrument used, and the information required shall be determined by the Employer.
- (c) In accordance with Article 8.3, any change to teaching evaluation instruments or teaching evaluation processes or both contemplated by Carleton University which

may impact CUPE 4600 (Unit 2) employees will be brought to the JCAA for meaningful consultation with the Union prior to being implemented.

- 18.2 (a) The teaching evaluation score in any course shall be determined by the Instructor score reported in column B on the Retrospective Teaching Evaluation Report produced by the Office of Institutional Research and Planning (OIRP), or the Instructor score reported in the Average column on the Retrospective Teaching Evaluation Report, whichever is higher.

The response rate in any course shall be determined by dividing the number reported in the “number of respondents” (# Resp) column by the number reported in the “enrolment” (Enrl.) column on the Retrospective Teaching Evaluation Report produced by the OIRP.

Where the response rate in any course falls below fifteen percent (15%), the teaching evaluation score for that course shall be deemed anomalous and no further action will be required.

- (b) Any assessment of teaching performance will be based on the employee’s performance in a specific course.
- (c) When assessing the teaching performance of individual employees, the Academic department head may consider the following factors of each individual course: course outline, student assessment strategies, student teaching evaluation scores, adherence to applicable deadlines and University regulation, responsiveness to student inquiries, and other relevant factors.
- (i) When the Academic department head determines that there is a need to discuss the teaching performance of an employee in a particular course, the Academic department head will convene a meeting with that employee. At this meeting, the Academic Department head and the employee will discuss the latter’s teaching performance and strategies to address any issues identified.
- (ii) If within a period of four (4) years, the Academic department head determines that there is again a need to discuss the teaching performance of a given employee, the Academic department head will convene a meeting with that employee. The Academic department head will advise the employee of their right to Union representation at this meeting. This meeting will give the employee an opportunity to provide additional information they deem relevant to their teaching performance.

After this meeting, the Academic department head shall notify the employee whether or not an action plan is warranted. When an action plan is warranted and such a plan has not been developed for that employee within the past four (4) years, an action plan shall be developed by the Academic department head in consultation with the

employee. The Academic department head may require that support be put in place to assist the employee. Such support may include advice and assistance from the Educational Development Centre at no cost to the employee.

The Academic department head may also require that a peer evaluation be undertaken as part of the action plan. If a member of the CUPE 4600 (Unit 2) bargaining unit is requested to undertake this peer evaluation, and agrees to do so, an honorarium of two hundred fifty dollars (\$250) will be paid to that person.

The action plan must be in writing and signed by the Academic department head who shall ask the employee to sign the action plan as well. A copy of the signed action plan will be sent to CUPE 4600 within two (2) working days. This may be done electronically if appropriate.

It is the responsibility of the employee to provide evidence to the Academic department head that they have satisfactorily completed the action plan. All instances in which an employee fails to fulfill an action plan will be referred to the Dean and addressed in accordance with the application provisions of the Collective Agreement.

- (iii) If within a period of four (4) years of an action plan having been developed, an Academic department head decides that an action plan is again warranted in the same course for the same employee, the matter will be referred directly to the Dean.

18.3 The data from all courses shall be compiled to determine department, Faculty, Contract Instructor and University norms as required.

18.4 Each term (Fall, Winter, Summer), OIRP will request that employees who are teaching courses that include an in-class portion identify their evaluation format preference (either paper copies distributed in class or electronic). If an employee does not respond, an online evaluation will be undertaken.

ARTICLE 19 - WORKING CONDITIONS

19.1 (a) To the extent that departmental resources permit, and as are required for the performance of their duties, departments shall provide employees with:

- appropriate space and use of other facilities, services and equipment;
- library, computing and audio-visual facilities;
- allocation of classrooms equipped with computer, audio visual and multimedia equipment;
- office supplies, and access to e-mail, printing, photocopying, and mail services;
- and a telephone with voicemail to conduct University business and a listing in the electronic information directory.

- (b) To the extent possible, a contract instructor shall not be required to share an office with a teaching assistant.
- (c) Upon proof of having been hired for a course(s) in the upcoming Academic Year, Employees or prospective employees shall have access to library, computing and e-mail facilities as provided in Article 19.1 (a) for the purpose of performing their functions as a contract instructor.

Library access shall be maintained for a period of twelve (12) months from the last day of the end of the academic term in which the employee worked as a Contract Instructor. The parties acknowledge that any extension of library access must be consistent with the Library's obligations under the provisions of applicable licensing agreements.

E-mail access shall be maintained for a period of twenty-four (24) months from the last day of the end of the academic term in which the employee worked as a Contract Instructor.

- (d) Employees shall not be discriminated against with respect to the allocation of teaching assistants by virtue of their membership in the bargaining unit.

19.2 An employee may request, in writing stating reasons, that the Employer complete the form required by Canada Revenue Agency (currently the T2200 Form) for the employee to use in support of a claim for home office expenses. Such request shall not be unreasonably denied.

19.3 At the request of the employee, the Employer shall send University mail to the employee's home address. An employee's home telephone number shall not be given to anyone outside the department or University administration and the Union without the permission of the employee.

19.4 Employees shall have free access to the facilities of Carleton University's Athletic and Physical Recreation Centre from the commencement of their appointment.

Such access shall cease at the conclusion of the academic year in which the appointment occurs.

19.5 Employee Assistance Fund

Student Contract Instructor(s) shall have access to the Employee Assistance Fund set out in Article 24 of the Collective Agreement with CUPE 4600 (Unit 1).

ARTICLE 20 - PROFESSIONAL DEVELOPMENT

20.1 Professional Development Fund

Effective September 1, 2016, the Employer agrees to provide a fund of ninety thousand dollars (\$90,000) per year to be administered by the Joint Committee for the Administration of the Agreement (JCAA), to support teaching-related professional development activities, and for the purpose of offsetting the cost of such books and materials required for the performance of an employee's teaching duties and responsibilities which are otherwise not provided to the employee. Any unused funds shall be carried over and added to the next year's fund.

20.2 Criteria, priorities and procedures for application to, and distribution of, the fund shall be established by the JCAA.

20.3 Effective September 1, 2020, there shall be two Contract Instructor Teaching Innovation Grants awarded per year valued at six thousand dollars (\$6,000) each. The application process and the criteria for awarding this grant will be developed by the JCAA.

20.4 Where the Employer is requiring that an employee attend training or orientation the employee will be provided with timely, advance notice, where possible.

20.5 In-house training or orientation for a bargaining unit position, if required by the Employer, shall not be considered a qualification for the position.

ARTICLE 21 - LEAVES

Application Process

- 21.1 (a) Where an employee is under contract and unable to perform scheduled duties, they shall, as soon as possible, notify the Department Chair/Director and shall provide the reason for the absence. The employee shall, in consultation with the Department Chair/Director, endeavour to reschedule those duties or make other arrangements which, subject to the approval of the Department Chair/Director, may include providing a substitute or trading assignments with another employee.
- (b) Where an employee with seniority is not under contract and unable to perform scheduled duties in an upcoming semester, they shall, as soon as possible, notify the Department Chair/Director in writing, with the appropriate supporting documentation for the leave (e.g. medical certification, and/or other evidence reasonable to the circumstances) and an expected date for the leave to end.

Type of Leave

- 21.2 Where an absence due to illness is authorized in accordance with Article 21.1 (a), the employee shall suffer no loss of stipend for such absence of up to two (2) calendar weeks in any academic session.
- 21.3 Where an absence for compassionate reasons is authorized in accordance with Article 21.1(a), the employee shall suffer no loss of stipend for such absence of up to two (2) calendar week(s) in any academic session.
- 21.4 Where an employee is on an authorized absence for more than the periods set out in Articles 21.2 or 21.3, the employee's stipend shall be prorated to account for the amount of the work assignment not performed.
- 21.5 Where an authorized absence continues for more than three (3) weeks in a term, the Employer may, at its discretion, terminate the appointment. In such a case the employee shall be credited with seniority for that term provided that the employee performed scheduled duties for at least 4 weeks.
- 21.6 Under normal circumstances, an unpaid leave due to illness will end after twenty-four (24) months. This provision does not apply to an employee who is suffering a compensable injury in the meaning of the *Ontario Workplace Safety and Insurance Act 1997, S.O. 1997 c. 16* Schedule A.
- 21.7 An employee shall reschedule duties or make other arrangements in accordance with Article 21.1(a) in order to attend an academic conference. The employee shall notify the students and the Department Chair/Director two (2) weeks in advance. The employee shall suffer no loss of stipend for such absence of up to one (1) calendar week in any academic session.
- 21.8 Employees may apply to their Department Chair/Director for unpaid leave for academic or research reasons of up to two (2) years in order to maintain their seniority.
- 21.9 Employees shall be eligible for pregnancy and/or parental leave in accordance with the Employment Standards Act, 2000 S.O. 2000, c.41. The employee's seniority will be extended by extent of the leave taken, pursuant to the Act.
- 21.10 The Employer shall arrange an employee's work assignment, or arrange an exchange of duties with other employees as necessary, to enable an employee who is the partner of the birth parent to have up to three consecutive days free of duties on the occasion of the birth of their child.
- 21.11 If an employee who is complainant under the University's *Sexual Violence Policy* or who is pursuing informal resolution as referred to in Article 9.5 (b) and who requires time off

to deal with an incident of sexual violence shall suffer no loss of stipend for such an absence of up to two calendar weeks. There shall be no expectation that the employee shall make up the hours at a later date.

21.12 No employee covered by this agreement shall be required to work on any of the following holidays: Family Day, May Day, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day, New Year's Day, Good Friday, Victoria Day, Canada Day, August Civic Holiday. Neither shall any employee be required to work on any day on which the University is closed in accordance with the schedule in the academic calendar.

If any other day, such as Remembrance Day by way of example, is proclaimed by the federal, provincial or municipal governments as a statutory holiday, it shall be added to the holidays stated above and May Day shall be removed from the holidays stated above so that the current number of eleven (11) statutory holidays shall be maintained.

21.13 An employee shall be entitled to observe holidays of the employee's religion other than those specified in Article 21.12 above. Employees shall arrange with their Department Chair/Director, at least thirty (30) days in advance of the absence, to reschedule assigned duties and student contact hours.

ARTICLE 22 - SALARY

22.1 Effective September 1, 2019, the base minimum stipends shall be fourteen thousand seven hundred and fifty-eight dollars (\$14,758) for a full course and seven thousand three hundred and seventy-nine dollars (\$7,379) for a half course.

Effective September 1, 2020 the base minimum stipends shall be fourteen thousand nine hundred and six dollars (\$14,906) for a full course and seven thousand four hundred and fifty-three dollars (\$7,453) for a half course.

Effective September 1, 2021 the base minimum stipends shall be fifteen thousand and fifty-five dollars (\$15,055) for a full course and seven thousand five hundred and twenty-eight dollars (\$7,528) for a half course.

Where an appointment is for a portion of a full course or half course, the stipend shall be prorated accordingly.

All stipends are inclusive of vacation pay, which shall be recorded on the pay stub.

It is understood and agreed that the salary increases are agreed to without prejudice to a successful Court challenge, including the Union's, to the constitutionality of the *Protecting a Sustainable Public Sector for Future Generations Act, 2019 SO 2019,c12*, and to obtain a final remedy following all possible appeals of the constitutional challenge being exhausted and a final decision being rendered.

- 22.2 Where an employee's stipend for a course at the date of signing of this agreement is greater than the minimums set out above, that stipend shall not be reduced for as long as that employee teaches the course.
- 22.3 Where a contract is cancelled not more than four (4) weeks before the first scheduled class, the Employer shall pay a minimum preparation fee based on the following scale:
- not less than three (3) weeks before class, six hundred and fifty-seven dollars (\$657);
 - Effective 1 September 2020 six hundred and sixty-three dollars (\$663);
 - Effective 1 September 2021 six hundred and seventy dollars (\$670);

 - less than three (3) weeks but more than one (1) week before class, seven hundred and fifty-eight dollars (\$758);
 - Effective 1 September 2020 seven hundred and sixty-five dollars (\$765);
 - Effective 1 September 2021 - seven hundred and seventy-three dollars (\$773);

 - one (1) week or less before class, one thousand one hundred and eleven dollars (\$1,111);
 - Effective 1 September 2020 - one thousand one hundred and twenty-two dollars (\$1,122);
 - Effective 1 September 2021 - one thousand one hundred and thirty-three dollars (\$1,133).
- 22.4 Unless otherwise requested by the employee and agreed by the Employer, stipends shall be paid in equal semi-monthly instalments over the term of the appointment. Payment will be made on the next-to-last banking day prior to the 15th of the month and the next-to-last banking day prior to the end of the month. The Employer shall provide a statement of earnings and deductions with each payment. The Employer may require that employees designate a financial institution of the employee's choice for payment by direct deposit.
- 22.5 (a) Employees may be appointed to positions of either a half or a full course as set out in the University Calendars. Salaries for other courses shall be calculated in terms of half course equivalents.
- (b) An employee teaching a course on CUTV or CUOL shall be paid one hundred percent (100%) of the salary specified in Article 22.1.
- 22.6 If after a course has commenced the level of TA and/or marker assistance assigned to that course must be reduced without a corresponding reduction in duties, the Employer will offer the member prorated compensation for the increased duties. The request for compensation must be made no later than fifteen (15) working days after the end of the semester.

- 22.7 Where a Contract Instructor contract is offered to an employee for supervision of honours research thesis, field placement supervision or the giving of field placement seminars, the contract shall specify whether the workload is equivalent to a full course or some stated portion of a full course. The employee's stipend shall be in accordance with Article 22.1. Such contracts shall be consistent with historical precedents within departments, where such precedents exist.
- 22.8 Where the Registrar's Office grants approval for a student to defer a final exam or assignment beyond the end of the period of the contract for an employee, all employees required to mark deferred assignments or final exams shall be compensated in the amount of one hundred fifty dollars (\$150) per student.

22.9 Mandatory Training

At point of first hire, a newly hired Contract Instructor will receive a one-time payment of two hundred dollars \$200 for time spent in conducting on-boarding activities, such as attending mandatory orientation, and completing requisite training required by legislation. The payment will be made upon proof of completion of all mandatory training.

Any additional training required by the Employer will be paid at a prorated rate in accordance with the amount above and will not exceed two hundred dollars (\$200) per training activity. This payment will only be made upon proof of completion of the additional training required by the Employer.

ARTICLE 23 - STRIKES, LOCKOUTS & PICKET LINES

- 23.1 There shall be no strikes or lockouts during the life of this agreement.
- 23.2 Employees covered by this agreement shall not be disciplined for refusal to cross legally established picket lines for the purpose of performing work normally performed by members of the Union setting up the picket line.
- 23.3 An employee who is unable to report for work because of a reasonable apprehension of personal injury resulting from picket line activity shall suffer no loss in pay, provided that the employee contacts University Safety and follows reasonable instructions received from that office.

ARTICLE 24 - DURATION & RENEWAL

- 24.1 Except as specifically otherwise provided herein, this agreement shall come into force on the date of ratification, and shall remain in effect until 31 August 2022. It is understood that both parties shall subject the agreement to a ratification vote. For the

purposes of this Article the date of ratification shall be defined as the date upon which the union ratifies the agreement.

- 24.2 If either party desires to bargain with a view to renewal of this agreement, with or without modification, such party shall give notice of such desire to the other party at least sixty (60) days and not more than one hundred and twenty (120) days prior to the expiry of this agreement.
- 24.3 The parties shall meet within twenty (20) days from the giving of the notice or within such further period as the parties agree upon and they shall bargain in good faith and make every reasonable effort to make a Collective Agreement.

ARTICLE 25 - NEGOTIATION PROCEDURES

- 25.1 The Employer shall recognize a Union bargaining committee composed of not more than six (6) duly elected Union members who are employees or who were employees under the most recent agreement.
- 25.2 The members of the bargaining committee may be accompanied by any or all of the following: an advisor, a business agent, a staff representative, an administrative assistant, or a National Representative of the Union.
- 25.3 The Union shall notify the Employer in writing of the names of the bargaining committee members named by the Union and only those bargaining committee members shall be recognized by the Employer.
- 25.4 Meetings shall be held at a time and place fixed by mutual consent.
- 25.5 Nothing in this agreement shall prevent its subsequent amendment by mutual agreement.

ARTICLE 26 - TUITION WAIVER

- 26.1 Bargaining unit members who have taught at least three full credit courses or equivalent in the bargaining unit during the previous thirty-six (36) months, including at least one position during the twelve month period preceding application, shall be eligible during the subsequent twelve months for a tuition fee waiver for credit courses offered by Carleton University and which are funded by the Ontario Government. This may be either at the graduate or undergraduate level. The limit to the tuition fee waiver in the twelve month period is nine hundred dollars (\$900).

- 26.2 Should the Ontario Government discontinue to fund students covered by the Article during the term of this Agreement, those persons who are registered in courses at the time of such discontinuance shall be eligible to continue in the course until the end of the academic year in which the discontinuance of funding mentioned above occurs. Academic year for purposes of this Article shall be September 1 to August 31.

ARTICLE 27 - PROFESSIONAL ADVANCEMENT

27.1 Consideration for CUASA Position

- (a) Bargaining unit members who apply for and meet the stated requirements as posted for faculty positions shall be evaluated in the same manner as all other candidates when the University advertises for a faculty position covered by the CUASA collective agreement.
- (b) A copy of the advertisement for all faculty and instructor posts in the CUASA bargaining unit shall be sent to the Union within ten (10) working days of its placement in University Affairs, the CAUT Bulletin, and/or websites.

- 27.2 (a) Each year, a bargaining unit member may request to meet with the Academic Department Head in which the member is employed to discuss career possibilities for them and discuss what steps they might take to advance their career. If so requested, a meeting will be held with the member for this purpose.
- (b) A Contract Instructor employee who meets the minimum qualifications for a full-time position within the CUASA bargaining unit shall be entitled, at the member's request, to meet with the Academic Department Head prior to the application deadline to discuss their suitability for the position.

- 27.3 Where a member of the bargaining unit has been appointed to two (2) credits (or equivalent) courses, or credited equivalent seniority points, for a total of three (3) consecutive years, at the request of the member, the Dean(s) shall review whether an Instructor position within the CUASA bargaining unit should be created to teach the courses previously taught by the Contract Instructor(s). The results of the review shall be communicated to the bargaining unit member upon its conclusion. If a CUASA Instructor position is created pursuant to this Article, the bargaining unit member shall be considered as a candidate for the position and shall be evaluated in accordance with Article 27.1. The parties recognize that the provisions of this Article do not confer any priority or preference upon the candidacy of the bargaining unit member.

ARTICLE 28 - CONTRACT INSTRUCTOR TEACHING AWARD

- 28.1 There shall be five (5) Contract Instructor Teaching Awards distributed each year, preferably one (1) per faculty, each valued at one thousand five hundred dollars (\$1,500).

- 28.2 The procedures to be used to arrive at the name of the recipient shall be as follows:
- (a) The committee for determining the recipient shall consist of two (2) persons appointed by the Union and two (2) persons appointed by the Employer.
 - (b) The basis shall be outstanding performance by a Contract Instructor employee in meeting the responsibilities as defined in the Collective Agreement; and
 - (c) Candidates may be either nominated by a colleague or apply directly for the award and shall submit nominations to the Office of the Provost and Vice President (Academic) by November 20 each year.

ARTICLE 29 - BENEFITS

- 29.1 (a) The Employer shall contribute funds towards the purchase of a benefits plan through a third-party vendor of the Union's choice for Contract Instructors while they are under contract with Carleton University. The vendor will administer the plan subject to the plan's terms and conditions.
- 29.2 (a) Health and dental benefits will take effect on 01 September 2014.
- (b) All Contract Instructors shall be automatically enrolled into the health and dental benefit plan while they are under contract with Carleton University.
 - (c) While an Employee is under contract, the Employer shall contribute sixty five percent (65%) of the premium cost for health and dental insurance and each Employee enrolled in the plan shall contribute thirty-five (35%) of the premium cost for health and dental insurance.
 - (d) Notwithstanding Article 29.2(c), the University's contribution under this plan shall be as follows:
 - (i) 01 September 2019 two hundred and four thousand five hundred dollars (\$204,500);
 - (ii) 01 September 2020 - two hundred and four thousand five hundred dollars (\$204,500);
 - (iii) 01 September 2021 - two hundred and nine thousand dollars (\$209,000).
 - (e) The Union acknowledges and agrees that other than making its contributions to the plan as set out in this Article, the Employer shall not be obliged to contribute towards the cost of benefits provided by the plan, or be responsible for providing any such benefits.
 - (f) Notwithstanding Article 29.1(a), employees shall be able to opt-in to the health and dental benefit coverage when they are not under contract during each coverage year. If an employee chooses to opt-in to health and dental benefit coverage when they are not under contract, then the employee shall be responsible for one hundred percent (100%) of the premium cost.

- (g) Benefits coverage for the specified time periods does not in any way imply or connote a continuing employment relationship for that Instructor beyond the terminal date of their appointment.
- 29.3 The benefits plan will be overseen by the Union and the vendor. A copy of the annual audit of the benefits plan will be provided to the Employer.
- 29.4 Notwithstanding Article 29.2(b), a Contract Instructor may be exempt from enrolment in any of the intended forms of benefit, following completion of the vendor's procedures for opting out.
- 29.5 Active members who are sixty-five (65) years of age or older, will be required to submit any eligible expenses under the extended health plan first to the Ontario Drug Benefit (ODB) plan for reimbursement. They may then submit any residual eligible expenses, including deductibles and co-payment amounts administered by the ODB, to the insurance carrier for applicable reimbursement.
- 29.6 Employees under contract with Carleton and their families shall have access to confidential counseling and referral service through the University's Employee and Family Assistance Program (EFAP).

ARTICLE 30 - JOINT COMMITTEE ON THE IMPACT OF TECHNOLOGY

- 30.1 A Joint Committee on the Impact of Technology (JCIT) composed of four (4) representatives of each party shall be established within 60 days of the ratification of this agreement.
- 30.2 CUPE 4600 membership on the JCIT shall be drawn from both CUPE 4600 (Unit 1) and CUPE 4600 (Unit 2).
- 30.3 The JCIT will follow the guidelines established in the Letter of Understanding on the Joint Committee on the Impact of Technology, to examine terms and conditions of employment including workload, with respect to educational technologies used for electronic course delivery within six (6) months ratification of the current collective agreement.
- 30.4 The parties will implement any recommendations which are approved by their principals regarding the terms and conditions of employment with respect to educational technologies used for electronic course delivery.
- 30.5 The parties agree that any technological change contemplated by Carleton University which either party has a reasonable expectation that it will significantly impact either the working conditions of contract instructors or the overall teaching environment at Carleton University, will be brought to the JCIT for meaningful consultation with the Union prior to being implemented.

- 30.6 The JCIT shall meet regularly throughout the year. Any member of this committee may call a meeting with at least seven (7) days' notice. A quorum shall consist of two (2) representatives of each party.
- 30.7 Minutes of meetings shall be taken. The minutes so recorded shall be reviewed for approval at the next meeting of the JCIT.

THIS COLLECTIVE AGREEMENT signed at Ottawa, Ontario this ____day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

Lindy Van Vliet

Gareth Park

Margo Pasley

Dan Sawyer

LETTER OF UNDERSTANDING

between

**Carleton University
“Herein referred to as the Employer”**

and

**Canadian Union of Public Employees and its Local 4600 (Unit 2)
“Herein referred to as the Union”**

Re: Roles and Responsibilities of Contract Instructors

The Employer agrees to create a job description which is limited to a listing of the Roles and Responsibilities for Contract Instructors. The Employer, through JCAA, will consult with the Union on the developed description within eight (8) months from the ratification date of the new Collective Agreement.

The final description shall be provided to the Union in writing.

The Employer will consult with the Union on any future changes to the description.

DATED at Ottawa Ontario, this _____ day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

Lindy Van Vliet

Gareth Park

Margo Pasley

Dan Sawyer

LETTER OF UNDERSTANDING

between

CARLETON UNIVERSITY (the University)

and

CUPE Local 4600-2 Contract Instructors (the Union)

Re: Trial Multi-Term Agreements

THE PARTIES AGREE, without prejudice and precedent to any similar or other matter, as follows:

1. The University will undertake a trial of Multi-Term Agreements (MTAs), for Contract Instructors that is course-specific, effective September 2021. For added clarity, each MTA will be for one particular course (e.g. ECON 1001).
2. The University commits to posting a minimum of fifteen (15) MTAs for September 2021. Each MTA shall be for a duration of not more than two (2) years.
3. The decision to make a specific course subject to an MTA is entirely at the discretion of the Dean, who must commit to the funding. Such decisions are not grievable.
4. As an MTA is course-specific, individual employees may hold more than one (1) MTA at a time, but under no circumstances may an employee exceed a teaching maximum of two (2.0) credits in the fall/winter terms or three (3.0) credits in any academic year.
5. MTAs will be posted as per Article 15 (Postings and Applications), and will identify:
 - i) in which terms the course will be offered as part of the MTA;
 - ii) the total number of sections being offered as part of the MTA.
6. The hiring process for MTAs shall be governed by Article 16 (Hiring, Incumbency and Seniority).
7. Course sections assigned through MTAs are subject to evaluation in accordance with Article 18 (Teaching Evaluation).

8. The University may not terminate an MTA except for cause, or for any of the following:
 - i) because the course will not be offered;
 - ii) for reasons of academic restructuring;
 - iii) as a result of budgetary restraints (including course enrollment decisions);
 - iv) as a result of an employee's failure to maintain credentials, certifications or qualifications identified as a requirement in the job posting;
9. When a course subject to an MTA is replaced by a renamed, renumbered or revised version of what is substantially the same course, the MTA extends to this new course.
10. Where an employee is unavailable to teach an assigned course section in an MTA due to illness, maternity leave or parental leave, the remainder of the MTA is unaffected.
11. Course scheduling is done at the sole discretion of the University in accordance with Article 4 (Management Rights). Where an employee is unavailable to teach any assigned course section in an MTA due to scheduling or availability, they will be deemed to have forfeited that course section of the MTA.
12. Where an employee is unavailable to teach, or forfeits a course section in an MTA, they will not be eligible for:
 - i) remuneration for that course section of the MTA;
 - ii) an alternate assignment to make up for that course section of the MTA;
 - iii) an extension of the duration of the MTA.

This letter constitutes the entire agreement between the parties with respect to the MTAs. There are no other representations or warranties except as incorporated in this letter.

DATED at Ottawa Ontario, this _____ day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

Lindy Van Vliet

Gareth Park

Margo Pasley

Dan Sawyer

LETTER OF UNDERSTANDING

between

CARLETON UNIVERSITY (the University)

and

CUPE Local 4600-2 Contract Instructors (the Union)

Re: Employment Insurance

For the sole purpose of Employment Insurance eligibility, an employee shall be deemed to have worked two hundred thirty-five (235) hours for a half-credit course and four hundred seventy (470) hours for a full-credit course.

DATED at Ottawa Ontario, this _____ day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

Lindy Van Vliet

Gareth Park

Margo Pasley

Dan Sawyer

MEMORANDUM OF AGREEMENT

between

CARLETON UNIVERSITY (the University)

and

CUPE Local 4600-2 Contract Instructors (the Union)

RE: LETTER OF UNDERSTANDING REGARDING A JOINT COMMITTEE ON THE IMPACT OF TECHNOLOGY

WHEREAS the parties recognize that the use of educational technologies and technological change may affect the terms and conditions of employment and professional duties and responsibilities of CUPE 4600 members in all disciplines; and

WHEREAS Article 30 establishes a Joint Committee on the Impact of Technology (JCIT) that will follow established guidelines to examine the terms and conditions of employment including workload, with respect to the use of educational technologies for electronic courses delivery; and

THE PARTIES AGREE, without prejudice or precedent, to any similar or other matter:

1. That the JCIT shall consider the potential impact of technological change and make recommendations to the parties respecting the following:
 - i. Issues respecting ownership of materials, copyright issues, and the utilization of revenue derived from the creation and production of educational technologies such as but not limited to MOOC software, CUOL courses, or other media products;
 - ii. Support services and training opportunities for CUPE 4600 members as is relevant in all disciplines, and the ways these might be developed and enhanced;
 - iii. Communications respecting such matters as changes in available technology, support services and training opportunities, and how these might be improved;
 - iv. Issues directly related to workload;
 - v. Other aspects of supplemental educational technology as are relevant to CUPE 4600 members.

DATED at Ottawa Ontario, this _____ day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

Lindy Van Vliet

Gareth Park

Margo Pasley

Dan Sawyer

MEMORANDUM OF AGREEMENT

between

CUPE Local 4600-2 Contract Instructors (the Union)

and

CARLETON UNIVERSITY (the University)

Re: Right to Determining Gender Pronouns

The University will make best efforts to update relevant systems to be able to reflect employees' pronouns and pronoun changes within the term of this Agreement.

DATED at Ottawa Ontario, this _____ day of _____, 2020.

FOR THE EMPLOYER:

Andre Plourde

Amy Wyse

Pauline Rankin

Patrice Smith

Tim Sullivan

Catarina Bridges

FOR THE UNION:

Meg Lonergan

Narges Zare

Codie Fortin Lalonde

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