



CUPE 4600 UNIT 2 BENEFITS

HISTORY

This list of benefits has been hard-won through the long-term persistence and perseverance of members just like you. In the last round of bargaining (2022-23), your elected bargaining team secured significant improvements to the existing benefits as well as new benefits. Exact language with some instructions can be found in Articles 20, 21, 26, 28, and 29 of the Collective Agreement and on our [website](#).

PROFESSIONAL DEVELOPMENT FUND

- May apply for and be reimbursed up to \$1,100 per academic year for costs associated with professional development and teaching (e.g., books, conference fees, software subscriptions, computer, smart phone).

TUITION DISCOUNT

- Must have taught 3.0 credits in the past three years (Article 26).
- May receive up to \$900 per academic year for graduate or undergraduate tuition (ancillary fees not included).
- **NEW THIS CA:** Eligible dependants may now access this benefit.

HEALTH BENEFITS

- **HEALTH BENEFITS:** Drugs, dental, vision, physio, registered massage therapy, chiropractor via [Greenshield](#). Your ID is CLT+employee number-00.
- You may add spouses and dependants at an additional cost. You may also opt out if you have equal or better coverage through other employment or a spouse.

GENDER AFFIRMATION LEAVE (NEW)

- With medical documentation, you may be granted a paid leave of absence of up to four weeks for medical procedures related to gender affirming care (Article 21.14).
- Leave may be extended without pay upon updated medical documentation.



CUPE 4600 UNIT 2 BENEFITS

PREGNANCY LEAVE (NEW)

- Must have completed 13 weeks of employment to be eligible for paid pregnancy leave (less applicable EI earnings) (Article 21.11).
 - For the first 2 weeks, 95% of the average weekly earnings
 - 45% of the average weekly earnings for remaining term of appointment
- Must provide at least 4 weeks written notice with medical documentation to Department Chair.

OTHER LEAVES

- **SICK LEAVE:** Up to 2 weeks without loss of stipend in any academic session (Article 21.2).
- **COMPASSIONATE LEAVE:** Up to 2 weeks without loss of stipend in any academic session (includes bereavement) (Article 21.3).
- **SEXUAL VIOLENCE LEAVE:** If you are pursuing a complaint under the University's Sexual Violence Policy or pursuing informal resolution (see Article 9.5 (b)), you shall be granted a paid leave of up to 3 weeks with no expectation to make up the duties at a later date (Article 22.12).
- **RELIGIOUS ACCOMMODATION:** Upon 30 days written notice to Department Chair, paid time off for religious observances other than those specified in Article 21.15 may be taken (Article 21.16).
- **ACADEMIC CONFERENCE LEAVE:** You may apply for paid leave of up to one week once a year to participate in academic conferences (Article 21.7)
- **ARRIVAL OF CHILD LEAVE:** Duties may be rearranged/exchanged to enable a parent/legal guardian to have up to 3 consecutive working days free of duties upon the arrival of a child (Article 21.11).
- **COURT LEAVE:** Upon written request, a paid leave of absence will be paid at the full rate less what the court pays for the performance of court duties (Article 21.09).
- **UNPAID LEAVE:** Up to 2 years for academic, professional, or research reasons in which you maintain seniority (Article 21.8).

TEACHING AWARDS

- 5 CI Teaching Awards per year of \$2,000 (up from \$1,500).
- Candidates may either be nominated by a colleague or apply directly to the Office of the Provost and VP Academic by November 20 each year.

CAMPUS SERVICES

- Carleton clinic and family doctor
- Confidential counseling and referral service for you and your family through the University's Employee Assistance Program (EFAP)
- Carleton's Athletic and Physical Recreation centre (gym and pool)
- Carleton's library (upon signing of contract until 12 months from the last day of the academic term).