

Summary of changes from the Unit 2 2025 bargaining round

Article number	Article name	Change Summary
Article 10	Academic Freedom	Introduced robust new language that defines and protects academic freedom for Contract Instructors
Articles 15, 16, 17	Postings and Hiring	<p>The postings, pre-postings, and hiring articles have been updated, with a standardized posting process, defined postings period, and significantly shortened emergency hiring period.</p> <p>Seniority points maintained for two years from last accrued point (not last time worked).</p>
Article 18	Student Evaluation Questionnaire	Language ensuring SEQ comments are solely for the benefit of the instructor, and not for discipline or action plan meetings.
Article 19	Working Conditions	Addition of language clarifying that once their TA hours have been allocated, CIs are the ones to set the hourly breakdown of tasks of their TAs
Article 20	Professional Development Fund	<p>CUPE 4600 will take over the administration of the PDF fund as of fall 2026.</p> <p>Carleton's financial contributions will continue unchanged, and previous</p>

		<p>unspent funds will be carried over</p> <p>The fund will be evenly split between professional development (ie: relevant academic conferences, professional association fees, etc.) and teaching-related expenses (ie: books, equipment, etc.).</p>
Article 21	Leaves	Expanded pregnancy leave into parental leave.
Article 22	Salary	<p>For 2025, a retroactive 3% pay adjustment increase, plus a retroactive 2% raise.</p> <p>For 2026 a 2% raise</p> <p>For 2027 a 2% raise</p> <p>(see salary grid at end of document)</p> <p>Deferred exams are now paid per exam at \$150 each</p> <p>Proportional increased rate of pay for course cancellations</p> <p>Course preparation meetings pre-contract are now paid at \$50/hr up to two hours</p>
Article 26	Tuition Waiver	<p>Tuition waiver increased from \$900 to \$1000</p> <p>To be eligible, Cls are required to teach 2.0 credits in previous 36 months, down from 3.0</p>

		Tuition waiver now available <u>per</u> dependent on first come, first serve basis
Article XX	TA Supervision	New article that acknowledges and outlines CI responsibilities for supervising TAs
LOU	Seniority Points	We signed an LOU that preserves CI seniority points until September 2028, so that CIs do not lose their accumulated seniority points during Carleton's financial crisis.
<ul style="list-style-type: none"> ● Article 2 ● Article 7 ● Article 8 ● Article 12 ● Article 24 ● LOU 	<ul style="list-style-type: none"> ● Definitions ● Employer-Union relations ● JCAA ● Records ● Duration and renewal ● Job posting template 	These articles were updated for housekeeping, clarity, or to reflect current practice with no major substantive changes.

2025-2027 Contract Instructor Salary*

	September 1, 2025	September 1, 2026	September 1, 2027
Half Credit Course	\$9,074	\$9,255	\$9,440
Full Credit Course	\$18,145	\$18,508	\$18,878

*as of May 1, 2023, the University shall provide an additional 3% to all Contract Instructors, calculated over and above the CI Salary, to reflect entitlement to public holiday pay.