

In an arbitration award, date August 26, 1996, Mr. William Kaplan has selected the CUASA financial offer. It provides for four days of unpaid leave in 1996-97.

The award is in the context of major savings to the University deriving from retirements and severances. For the remaining academic staff, the net compensation increase - with career increments for lower paid faculty - is 0.6.%

Mr. Kaplan remarked that the "Association has taken the Employer's financial situation extremely seriously."

He noted "that in both percentage terms, as well as in total amount, the Association's offer is, fairly described, extremely modest and self evidently affordable given total Employer revenues."

He concluded that "the selection is consistent with the employer's ability to pay and is, as well, the proper and fair selection in all of the circumstances of the case."

CUASA is committed to problem solving and building the University.  
We look forward to discussions with the new Administration.