

## Bargaining bulletin 2

The following lengthy bargaining bulletin covers important information. It will include a summary of the negotiations to date, a list of the major proposals on the table, reasons why progress has been slow and what we have proposed to the employer to get things going again. In addition to this bulletin we are calling a General membership meeting for 10:00, 20th July, The purpose of this meeting is to explain the current situation in more depth and answer any of your questions.

We have met with the the employer's negotiating team for eight 3-hour sessions over six dates in May and June. Notwithstanding the difficult issues we have encountered, the general tone of the meetings has been respectful and collegial. We would like to summarize the major items that are on the table and we have posted [PDFs of all the proposals](#) on CUASA's webpage. The following are the major proposals tabled by CUASA:

- prevention of negative working climates and discrimination;
- importance of being provided materials, supplies and services that we need to do our jobs;
- requiring workload assignments to be fair , equitable and reasonable;
- gathering information on workload to help find a solution to this important issue;
- protecting faculty jobs in cases of program redundancy in difficult economic times;
- addressing Instructors' workload issues;
- fair practises for department heads in the library and protecting librarians' research time.

The employer has tabled the following major proposals:

- language giving them completely unfettered access to all our intellectual property including teaching and research;
- language requiring employees to pay back their sabbatical salaries with a 25% additional penalty if they do not return to Carleton University;
- language which would make it the default for all courses to be designated for student evaluations which will be used in career decisions (CDIs, Tenure, Promotion, etc.);
- language excluding recognition of administrative service in consideration of CDIs and limiting evaluation only to teaching and scholarship/research;
- The reserved right to bring to the table, at any time, proposals concerning tenure and promotion criteria procedures and appeals.

At first glance this last item may not seem very important but it remains a main barrier to progress at the negotiating table. The reserved right to table proposals is a technical term allowing either side to indicate that they have language prepared on a topic but are not bringing it to the table currently. It gives the freedom to bring these proposals at any time during the negotiations. For example, both CUASA and the employer have reserved their monetary proposals; a normal practise. However, the reserved right to table language on promotion and tenure poses a structural impediment for us in bargaining because we do not know what proposals the employer will make in this extremely crucial area which is integral to every facet of our professions. For example, what they might propose on tenure or promotion impacts how we counter-propose to their other items, such as the CDI language. Thus, our progress is limited to counter-proposing on minor and routine language. As a result, the number of proposals remaining on the table is exceptionally high and the employer has effectively created a stalemate.

In April, an eight member joint CUASA/employer subcommittee started meeting to review our tenure and promotion language. The mandate of this subcommittee is to report its findings to the

CUASA/employer Joint Committee for the Administration of the Agreement (JCAA), which includes CUASA's Presidential and Grievance officers, for thorough consideration by both parties. The reports from this subcommittee are being finalized for presentation to JCAA when it resumes meeting after negotiations conclude. At the same time, to have also reserved the right to bring language on tenure and promotion to the table violates the subcommittee's mandate and proper process. CUASA's position is that this does not permit the careful and proper consideration of the subcommittee's discussions, findings and suggestions.

A review of the collective agreement demonstrates that tenure and promotion relate and intertwine with almost every aspect of our professions and employment; it is essential that changes to tenure and promotion criteria, processes and appeals undergo careful, lengthy, and proper consideration including broad consultation with you. Although this long process could happen at the current negotiating table, the obvious consequence of this would be a very lengthy round of negotiations with the potential of taking more than one year and delaying your CDIs and any other improvements. CUASA proposes that the subcommittee mandate and process be allowed to proceed, that the employer withdraw its reserved right to table tenure and promotion proposals, and tenure and promotion not be negotiated this round. We have six 3-hour sessions scheduled with the employer on 12, 13 and 16<sup>th</sup> of July which can only be productive if this stasis is resolved. We have suggested the right way to resolve this and we are awaiting the employer's response.

Given the current situation outlined above, CUASA's Bargaining committee feels that it is imperative that we turn to you for input. We are calling a general meeting to discuss bargaining for Tuesday 20<sup>th</sup> July at 10:00. The room will be communicated to you soon. We are aware that this is a busy time for members but we encourage you to attend to discuss these critical issues and look forward to seeing you there. For your general access and perusal before the general meeting we have posted all the proposals tabled by [CUASA](#) and the [employer](#) on our website. These are lengthy documents so we have also included a PDF of the [more important of the employer's proposals](#).

CUASA Bargaining Committee:

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