



**Carleton University Academic Staff Association**

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## **Bargaining Suspended; CUASA Requests Conciliation: Bargaining Update #3**

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CUASA's Bargaining Team has suspended negotiations with the Employer. We will be requesting the appointment of a conciliator from the Ministry of Labour (see below for more information on conciliation).

We do not take this action lightly. Our temporary withdrawal from bargaining comes as a response to the Employer's intransigence on our proposed changes to the process for developing unit standards for tenure and promotion. Despite clearly indicating to the Employer that changes to this article need to be part of any agreement, they have refused to negotiate with us.

It is also a response to the other demands that they have made at the table. These demands include:

- Taking away your right to designate courses for career decisions;
- Allowing the Employer to do what they want without regard or adherence to past practice with respect to performance management;
- Elimination of the use of past practice for the interpretation of clauses in relation to performance review;
- Refusal to eliminate the right of Senate to close programs, rendering tenure meaningless and causing layoffs; and,
- Taking away CUASA's right to advise job candidates on the terms of their appointment.

The Employer knew our proposal on unit standards was coming. We have been working with them for over a year to resolve this issue. Grievances, arbitration and side table negotiations have thus far failed to resolve our dispute. A resolution can only be reached through collective bargaining.

Resolving these issues would be beneficial to all parties. Clarification of the unit standards process ensures Carleton a fair and transparent tenure and promotion system. It also resolves two grievances and avoids future conflicts.

Conflict between the Employer and CUASA is costly. The Employer is forcing more grievances than ever before to arbitration. Your tax dollars are being wasted because the Employer would rather take an issue to arbitration instead of working with CUASA to resolve issues. Not only that, your union dues recently increased as a direct result of their unwillingness to settle grievances in house.

The bargaining team remains committed to securing the best deal possible for our members. We are ready. Once the Employer indicates a willingness to negotiate fairly, we are prepared to return to the table and to present the remainder of our proposals.

We will continue to keep you updated.

In solidarity,  
CUASA Bargaining Team

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For more information on the status of bargaining, including full text of all proposals by both the Employer and CUASA, visit [www.cuasa.ca/bargaining](http://www.cuasa.ca/bargaining).

### **What is conciliation?**

Conciliation is a process by which a trade union or an employer can ask the Ontario Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the ministry. If parties are in negotiations, they must use the government's conciliation services before they can get into a position to engage in a strike or lock-out. (Ministry of Labour, [http://www.labour.gov.on.ca/english/lr/faqs/lr\\_faq2.php](http://www.labour.gov.on.ca/english/lr/faqs/lr_faq2.php))