

PROGRESS REPORT ON SUMMER NEGOTIATIONS

Statement from the Negotiating Team

This summer's round of negotiations concerning salaries and benefits are progressing well and should be concluded within the next two weeks, provided no late difficulties arise. The negotiations have taken place in an atmosphere of cooperation and candidness which seems to us to speak very well for the future of the institution.

The essential items which the two negotiating teams have agreed to recommend to their principals (in our case that means Council and the membership) are as follows:

1. SALARY

An average increase to June 30th salaries of 9.7%. Since our June 30th rates were higher than the average salary we earned throughout the year, this is worth at least 11.5% over what we actually made last year, and so is slightly higher than the provincial average, which ranges between 11.2% and 11.5% depending on how it is calculated.

Although this is not as high as comparisons with high-school teachers and others would suggest we should be earning, it is in the opinion of the Negotiating Team all that the University can afford without incurring deficits which are likely to continue and force a declaration of financial stringency. The University has provided the Negotiating Team with the information we needed to analyse the budget fairly accurately and we are satisfied that the University has offered us as much as the budget can bear, in a year in which Carleton lost its supplementary grant, without further major cutbacks in academic and administrative support.

This increase will be distributed in a scale increase of as much as the AIB will allow (they will insist on counting the increase we got on July 1st) and a full additional CDI increment in the autumn.

Complete information on the distribution and on the relation of this increase to the University's budget will be available when the final settlement is presented for the ratification.

2. BENEFITS

The University has agreed to provide about \$100 to each member to reduce members' contributions to benefit plans. This will generate tax advantages which will make the increase worth a good deal more than \$100 to each member. Funding of the Dental Plan will remain at its present level. The Housing Plan will return to what it was before the AIB forced us to modify it. The two teams are still working on other changes, including improvements to the Long-Term Disability Plan.

3. SALARY RATIONALIZATION

The parties have agreed to institute a programme of salary rationalization, so that salaries in this period of limited resources will more nearly reflect service, age, qualifications, etc.

4. LONG-RANGE PLANNING

The University and the Association will undertake long-range academic career planning, so that we can prepare to cushion the blows of the even tighter times to come. (The President's Report in the last Newsletter outlined the need for such study.)

(continued on reverse)

As always, a number of items which we proposed were not accepted, including a merit plan and the plan to handle market differentials which is entrenched in our Constitution. The latter however is tied to the salary rationalization question, and so is by no means a dead issue.

The CUASA Team is willing to recommend this outline settlement because of the state of the University's finances and because the University was prepared to commit themselves to the very important matters of salary rationalization and academic career planning. A more complete report will appear in about two weeks.

NOMINATIONS FOR SEATS ON COUNCIL WILL BE OPEN SHORTLY

Members should be thinking about who would best be able to represent their interests.

N E X T   N E W S L E T T E R

A Newsletter reporting on the Association's activities over the summer is in preparation. It will contain the following:

- complete package which the two Negotiating Teams are recommending for acceptance, together with background material
- drafts of guidelines on Workload and Career Development assessments, on which the views of the membership are needed
- reports on the new Group Life Plan, grievances heard over the summer, travel funding, and other matters
- plans for the coming year
- report on Statute Review