

ARTS FACULTY

- D. LeBerrurier 2774 Art History/Music (1979)
- A.T. Hodge 3740 Classics (1979)
- R. Lovejoy 3687 English (1980)
- A. Tilson 7116 English (1978)
- J.S. Tassie 3853 French (1978)
- R. Gould 2605 German (1978)
- P. King 2710 History (1978)
- R. Bird 5530 Journalism (1979)
- C.S. Jones 5573 Linguistics/Russian (1979)
- J.C.S. Wernham 3617 Philosophy (1979)
- L.T. Librande 3873 Religion (1979)
- F. Atienza 4465 Spanish/Italian (1980)

SOCIAL SCIENCES

- E. Swimmer 6360 Public Admin./Commerce (1980)
- R.L. Carson 4377 Economics (1979)
- J.E. Tunbridge 3659 Geography (1978)
- J.G. Neuspiel 3618 Law (1978)
- J.M. Vickers 2712 Pol.Sci./Int. Affairs (1978)
- J. Alexander 4309 Pol.Sci./Int. Affairs (1979)
- W. Jones 6310 Psychology (1978)
- R.F. Hoffmann 5580 Psychology (1978)
- A. Moscovitch 3641 Social Work (1980)
- A. Steeves 6650 Soc.Anthropology (1979)

ARCHITECTURE

- M. Hancock 6380 Arch./Indust.Design (1978)

ENGINEERING

- Vacant Mechanical Engineering
- I. Reichstein 3860 Systems Engineering (1979)
- Vacant Electronics/Civil Engineering

SCIENCE

- W. Illman 3813 Biology (1979)
- C.H. Langford 4334 Chemistry (1978)
- K. Bell 3743 Geology (1978)
- D.W. Sida 6752 Mathematics (1978)
- E.J. Norminton 7136 Mathematics (1979)
- T.J.S. Cole 5538 Physics (1979)

ST. PATRICK'S COLLEGE

- B. Egyed 2690 Philosophy (1980)
- C. Farmer 4370 Sociology (1978)

LIBRARY

- S. Jackson 2673 (1978)
- E. Ross 6653 (1979)

INSTRUCTORS

- A. Ruprecht 3853 Arts (1979)
- M. Fox 4421 Non-Arts (1979)

STEERING COMMITTEE

President

D.W. Sida 6387

President-Elect

B. Rutland 2676

Past President

A. Brook 3868

Secretary/Information Officer

J. Wilcox 2669

Treasurer

L. Copley 7167

Staff Welfare Chairman

W. Jones 6310

Salary Chairman

S. Jones 5573

Members at Large: M. Fox 4421
E. Swimmer 6360

Committee Chairmen:

Grievance Administration

A. Tilson 7116/3847

Statute Review

P. Laughton 6675

CUASA OFFICE

424 HERZBERG PHYSICS BUILDING

STAFF: *Business Agent*
P.A. Finn 6387

Secretary
K. Turmaine 6387

HOURS: 8:30 a.m. - 4:30 p.m.
Monday - Friday

WHAT IS IN YOUR PAY-PACKET *D.W. Sida
President*

The ratification vote was held in time for the first implementation of the new Collective Agreement on your November pay-cheque. This was the 5.6% (less tax) for the five months July-November: your December cheque will also reflect this increase. About half goes to income tax and pension contributions and the rest you are allowed to keep.

The new CDI (Article 41.5), to be paid in January and back-dated to July 1st, will amount to about \$71.67 per month for Faculty, \$57.50 per month for Librarians, and \$52.50 per month for Instructors. The appropriate ceilings are also given in Article 41.5.

Then in February will be announced the winners of the Merit Awards; approximately 40 people will get additional increases equivalent to a full CDI.

You should expect, however, an increase to your OHIP contribution in January to offset increased costs to your dental plan. Claims have been exceed premiums since the plan's inception so that an increase is inevitable. We anticipate a change of carrier in order to retain a favourable rate. Watch out for notification of details before January 1st, 1977.

WESTRATE MARTUS
INSURANCE

REPRESENTATIVE: Bob Jones

Available Tuesdays and Wednesdays on campus in Room 523 Herzberg phone 4307.
Other times: FREE 1-800-268-2610

PROSPECTS FOR 1978: *D.W. Sida
President*
PROVINCIAL FUNDING

The Minister has announced a 5.8% increase to the operating grant which effectively means a 5% total increase. We should anticipate Carleton being at the bottom of the pile again and more cries going up about belt tightening. This will no doubt produce a miniscule salary offer and a deterioration of direct support services to the teaching and scholarship of this University. We hope the Administration will see fit to improve its image and its efficiency without any further enlargements to its own staff.

EQUALISATION OF WORKLOAD

The Collective Agreement has put the problem of workload into the hands of a Vice-Presidential committee. We wish it god-speed. While enrolments are falling and financial support is inadequate it is remarkable how the workload of some people is increasing, but for some it has decreased. There appears to be a certain imbalance across the faculties and it will need guts, if nothing else, on the part of the Deans to begin correcting it.

PENSIONS

Yet again the cry goes up that the pension plan is inadequate, that the unfunded liabilities will lead to severe financial problems in a few years time as more and more people reach retirement age. The difficulty is to get reliable data as to how serious the problem is. Another new initiative is being undertaken by a joint committee of the Presidents and OCUFA; but without the active support of the finance officers this is doomed to failure. Unfortunately, these officers refer everything to their consultants, who naturally

PENSIONS (continued)

are not the slightest bit interested in a provincial plan, or a government-backed plan (most are far better than ours), or in your pension. It is time the administrative officers paid more attention to the good of the employees and less to the good of their paid Consulting firms.

EARLY RETIREMENT & REDUCED WORKLOADS

For a number of years the problem of an imbalance in age profile which is causing the salary budget to increase, plus the static nature of the faculties which makes it difficult to bring in new young scholars, has caused the Universities to look into the possibilities of early retirement. However, because of the enormous pension costs most studies show this to be unrealistic. But there are other ways which could be cheaper. The Association has already proposed 5-year study leave cycles ('sabbatical' would be a misnomer!); this would increase the number on sabbatical at any time and either reduce the effective complement in the over-staffed disciplines or open more opportunities for replacements in the others. There is also the provision of reduced workload appointments (with pro-rated pay), either of a possibly permanent nature (see Article 9.12) or for a shorter period and more specific purposes as outlined in the leave of absence clauses Article 20. Members should look into these possibilities.

The Association has also proposed that part of the money now being spent on sessional lecturers (some of whom have well paid employment elsewhere) should be used to generate Post-Doctoral Fellowships to ease the current un-

employment of young scholars. Perhaps before the next Collective Agreement is signed we will be able to persuade the Administration to do something constructive.

CONSTITUTIONAL CHANGES IN CUASA

These are not very momentous but it is being proposed that the annual changes in the Presidency and the Council should take place in the spring rather than summer. This will avoid a two month 'lame duck' occupancy and allow the new executive time to become acclimatised to its task before the summer depletes the numbers on campus. There is also a proposal to set up a Research and Contract Committee to provide on-going year-round preparation for negotiations instead of having these left until the last moment. In order to increase the flow of information to the membership there will be a committee to generate the newsletter and the editor will be an important member of a revised steering committee.

Our experience this summer at negotiations has convinced us that the negotiating team and the executive should not be identical. Thus the implications of the constitutional changes will make it even more necessary to separate these two groups and early in the new year Council will be requested to appoint a Chief Negotiator, and subsequently the negotiating team, leaving the President and the other members of the Steering Committee free to 'run the shop'.

GRADUATE PLANNING AND APPRAISALS

Following recent problems of ensuring that due process and academic freedom are upheld in actions of OCGS regarding graduate appraisals, members should keep a close watch on future graduate developments. The OCGS decision to implement the new Appraisals and ACAP By-laws without awaiting their ratification by the Senates of the Universities is a case in point.

GRADUATE PLANNING AND APPRAISALS (cont.)

One glaring omission is an adequate grievance procedure for faculty, and all should be concerned with ensuring adequate involvement in all internal decisions regarding OCGS appraisal and planning. CAUT and OCUFA acting in concert have made some progress recently but only the faculty on each campus can ensure fair and equitable treatment of graduate development and support of the programs.

A PLEA FOR ASSISTANCE

D. Swartz

An historic and critically important battle is being waged by 25 women employees of the British American Bank Note Company here in Ottawa. The women, members of the Ottawa Steelplate Examiners Union (local 31) are on strike over the issue of *EQUAL PAY*. Their job, performed solely by women, involves the inspection of products such as Bonds, Stocks, Lottery Tickets and Paper Currency. It is skilled work requiring a two year training program, at the beginning of which they earn \$3.75 per hour, and at the end of which earn just over \$5.00 per hour. The starting pay of the lowest classification of male employees, which requires no training is \$5.37 per hour, and after one year they earn over \$6.00 per hour. The women on strike are demanding that the company end its discriminatory pay policies and pay them, at least, the same base rate as the lowest paid male workers.

The company has not even tried to deny that they are discriminating against the women. Nor have they claimed that they are financially unable to meet the women's demands. The argument is that women have traditionally been paid less and that to end their discriminatory policy would upset the company's historic pay differentials.

It should be noted that according to the law they are not engaging in discrimination. Existing equal pay legislation only covers pay differentials between men and women doing the same job. But because the British American Bank Note Company hires only women as steel plate examiners, the law doesn't apply. This case reveals the general limitation of the existing equal pay legislation as typically women workers are found in 'job ghettos' i.e. job categories which are exclusively filled by women.

It is for this reason that these women have been forced to resort to a strike to eliminate the sex discrimination practised by their employer. Yet it is this same reason that makes their struggle so hard. A victory might well inspire many women workers, the bulk of whom are in all-female job ghettos to follow suit. This would be a big step against discrimination but a costly setback for the thousands of employers who benefit from relatively cheap female labour.

These 25 women, who have never been on strike before, merit the support of CUASA members because of the principle involved in this strike, a principle to which CUASA is unequivocally committed. Specifically the women desperately need financial support immediately. The strike thus far has lasted 8 weeks during which their strike pay has been only \$25.00 per week. Their international union, both small and weak, normally provides strike pay for a maximum of 8 weeks and thus may shortly discontinue support. Obviously the Christmas season for these courageous women portends to be a bleak and joyless one. Donations can really change this future. Please give generously! Cheques should be made out to the Ottawa Steelplate Examiners and forwarded to the CUASA Office, 424 HP.