

MORE CHRONICLES OF NEW CARLETON:

I AM A PLANNER



IN THE BEGINNING I GAVE
YOU BILL'S



THEN I GAVE YOU F-T-E'S



NEXT I DISCOVERED
PACKAGE BARGAINING



THIS YEAR, I INVENTED
MAINTENANCE COSTS



TRUST ME



VOTE OF CONFIDENCE

J. Wilcox

Approximately 200 CUASA members and 25 non-members attended a General Meeting on Thursday, September 8th, to discuss the current state of negotiations. There was, as one early speaker put it, a need for more information so that members could, with any certainty, feel confidence, or a lack of confidence, in how well the CUASA negotiating team had to date represented the interests of its constituency.

It was a need for information most likely produced in part by previous attempts to inform: the CUASA Negotiations Bulletins have been characterized by brevity, though I must confess I had until now always thought that a stylistic and rhetorical virtue.

The purpose of this General Meeting was largely to determine just what is meant by the two negotiating teams in two areas - compensation and a package of several non-monetary issues. There is, of course, no real separation between monetary and non-monetary topics; the parts of the contract that will govern salaries and fringe benefits will also obviously have an inescapable impact upon the academic quality of this institution in the years ahead, and such non-monetary features as promotion appeal must be viewed in a financial setting.

The employer, in a letter to you of Sept. 1, claimed to have offered 9.6% in increased compensation; and in its own release of the same date, the CUASA team interpreted this as 8.3% at best, 7.7% at worst, in so far as a legitimate salary raise is concerned. The difference, as already noted by both sides, stems from how the increase is measured, from the base salary used as a comparison:

THE ISSUES THAT "REALLY DON'T MATTER"

J.M. Vickers

In recent days, I have heard a number of my colleagues suggest that some of the issues being pursued by the CUASA negotiators "really don't matter". Even further, encouraged no doubt by blue-sheet debate, several have suggested to me that this pursuit of "trivial" matters is a sign of pettiness on the part of our negotiators. I would, therefore, like to outline briefly the reasons why I believe these issues are neither trivial nor meaningless.

In fact, the intense unwillingness of the administration's negotiators to compromise on these "trivial" issues alone should suggest that they really do matter. The difficulty is, however, that they don't immediately appear to affect the interests of most individuals in the bargaining unit. They are issues which affect the bargaining unit as a whole or which affect minorities within the unit. In the history of negotiations elsewhere these types of issues are more quickly seen to be important by management and by the bargaining agent than by the members of the bargaining unit. They are also, traditionally, issues which managements try to win by bypassing official negotiating teams (whose members know they aren't "trivial") by appealing to the broader membership in

VOTE OF CONFIDENCE (continued)

i.e., the "salary year" of 1 July 1976 to 30 June 1977, or the "end rates" of 30 June. The employer takes the former position; CUASA, the latter. The employer, however, also "cannot have it both ways", to quote a criticism from a 6 September letter to you - the administration seeks to back its argument by comparison to other Ontario universities, to the "end rate" salaries at those universities (for only Carleton and Trent have a discrepancy between "end rate" and "salary year"; and note, the 10% increase at Trent is based on "end rate").

Aside from how you express and therefore how you evaluate a compensation offer, one specific monetary item that several speakers addressed at this General Meeting was CDI. By the CUASA proposal this would be a 3.07% increase in your salary, and a 2.35% increase by the employer's last proposal. The speakers on this issue, all from higher salary levels as they themselves stressed, expressed grave concern about what this lower CDI would mean to their less affluent and younger colleagues: that is, not much perhaps in 1977-78, only about \$175 gross loss based on Carleton's average salary, but far more than that when compounded over the 30 or so years left in that younger colleague's career.

These technical explanations, however, of the employer's proposals regarding salary are ultimately not the substantive reasons for the present difficulties at, or away from, the bargaining table. Those largely should be seen as limited to how the two parties define what is legitimately charged to the academic staff's compensation increase:

thus, for example the employer's conception of an academic travel fund, wholly administered at the discretion of the Dean of Graduate Studies, a \$30,000 deduction from our pay package, or the \$6,000 deduction for released teaching time for two CUASA officers (President and Grievance Administration Chairman, easily half-time tasks). Only \$36,000, not a very significant sum perhaps, not at least until you add to it another \$20,000 for the employer's more expensive merit plan, also a charge to the pay package, and not until you recall that the two compensation proposals differ only by about \$160,000. The real, legitimate difference, in other words, is in the order of \$100,000, an amount easily absorbed in various ways, including a more reasonable proposal for sessional expenses as suggested below.

The non-monetary issues, as indicated above, for the most part are not so non-monetary in fact. Job security for professional librarians, a point at one time satisfactorily resolved but withdrawn by the employer as one of several conditions or "sweeteners" for its 9.6%, or 8.3%, or 7.7% increase, is an exception, though not hence of less importance. Another condition, the employer's unwillingness to agree to a bona-fide peer system of promotion appeal, would appear to be an exception as well - but not so if you place that position in the context of the administration's eagerness to obtain salary "caps" in the near future.

And then the "non-monetary" issue of funds for sessional lecturers: in 1976-77 the employer had the contractual right to spend \$860,000 on this item, but used only about \$780,000 (the uncertainty is the employer's, not mine),

VOTE OF CONFIDENCE (continued)

and now wishes to raise the figure to \$920,000 for 1977-78, the year of a predicted enrollment drop according to an August press release. Whether or not the prediction is based on reality is here irrelevant; what matters instead is that the employment of sessionals be related to both demonstrable need and a certain priority to provide to young, new academics full-time jobs, not part-time insecurity. And it should be noted here again, as it was at the General Meeting, that the increased funds requested by the employer for an expanded use of sessionals represents nearly precisely the dollar value of the present discrepancy between the two compensation positions held by CUASA and the employer.

These are not new arguments, nor indeed did the General Meeting hear new arguments. Rather the 200 or so members present heard essentially the same arguments and evidence as seen before in the Negotiations Bulletins, though perhaps expressed with greater cogency and persuasiveness at the General Meeting. That they were persuasive is empirically evident: the Meeting concluded with an overwhelming acceptance of a motion of confidence put forth by Vickers/Schwartz: that this meeting reaffirms its confidence in the duly appointed negotiating team to negotiate on behalf of the membership of CUASA.

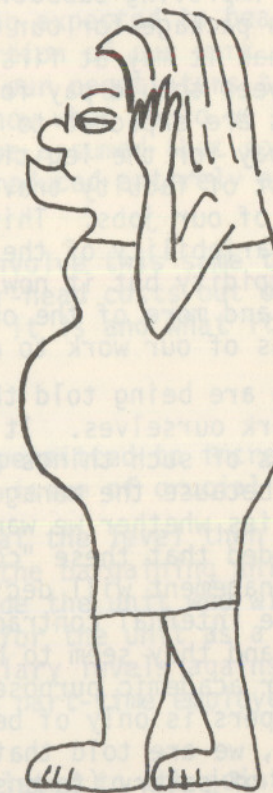
CARRIED, with 1 nay and 6 abstentions

This vote was followed by another motion by Vickers/Blockley: that the Association request that the conciliator postpone his arrival by one to two weeks providing that the Administration is willing to return to the negotiations and that further postponements of the conciliator be requested so long as satisfactory progress is being made at

the negotiating table.

CARRIED, with 3 nays.

Thus the CUASA negotiating team has informed the employer's negotiators of its willingness to postpone the arrival of the conciliator so that negotiations may continue, as they often do in such cases, and so that perhaps the services of a conciliator will not even prove necessary.



THAT AIN'T SEXUAL ORIENTATION
MA'AM!

THE ISSUES THAT "REALLY DON'T MATTER" (continued)

costs (not even typing or office space) of their research and scholarship.

The argument that transferring work out of the full-time unit now to avert the need for lay-offs of full-time faculty later is partially valid and was the reason we accepted controls at the level of 3/4 of a million dollars. But at what point does the planner's logic however valid, threaten the quality of the enterprise we wish to improve and preserve? One counter-productive element of the planner's logic is the inability of this university to recruit the next generation of academics and scholars. Even if the close to 20% increase in the sessional budget now being demanded were to be used instead to employ at full-time some of the many bright young unemployed PhD's, the planner's logic would not be seriously disturbed and the over-all quality of our collective enterprise would be enhanced.

The issue of unit security in the library is similar. By demanding the right to assign vacant unit jobs to new employees without the qualifications of professional librarians the management is either telling us all "lady-librarians" are the same to them or that they are less concerned than we are that the quality of professional service from the library will deteriorate as a result. Again what at first glance seems to be a "trivial" issue of concern only to a small minority of our members is in fact an issue which our bargaining team sees in terms of the quality of our enterprise even if management sees it primarily in terms of the \$ to be saved.

Finally, on the "trivial" issue of the 1% which divides the two bargaining teams, this is a quantitative issue which also has crucial qualitative aspects. The difference will make rather less impact on the lives of senior members, partly because of the management's insistence on percentage increases which produce less for low earners than for high earners and their demand that fixed-dollar CDI amounts be reduced from full value. The long-term impact of this loss is also far greater to the junior member who can face 20-30 years compounding of that "trivial" loss. Some of those junior members would, if we bought management's proposals, leave the university and be replaced by sessional lecturers or non-professional librarians. If it were clear that winning the one % would harm the quality of our enterprise, I would say "forget it". In fact, even transferring the \$140,000 now demanded by management to hire more sessional lecturers to the full-time academic budget would slow the deterioration being caused by the so-called planning policies of this administration.

I am, therefore, most pleased (from the vantage point of an old negotiator) that the two-hundred or so of my colleagues who attended last Thursday's meeting shared the concerns of their negotiators over these "trivial" issues.

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NEWS FROM BRITISH COLUMBIA

8 SEPTEMBER - THE BRITISH COLUMBIA LEGISLATURE GAVE FIRST READING TO A BILL THAT WOULD DENY ALL UNIVERSITY AND COMMUNITY COLLEGE ACADEMICS THE RIGHT TO ORGANIZE UNDER THE BRITISH COLUMBIA LABOUR CODE.

FURTHER CHRONICLES OF NEW CARLETON:



RESPONSES FROM THE EMPLOYER

(1) On Friday, 9 September, the following answer from Dr. Love to CUASA's invitation to continue negotiations:

"In your letter of September 8, 1977, you propose that formal negotiations be resumed and conciliation be temporarily delayed.

We are prepared to meet with you at the time suggested to receive any new proposals you may wish to make and to explore with you the conditions under which negotiations might be resumed.

Our general position, however, remains unchanged: we do not wish to negotiate under threat of inevitable conciliation. For that reason, we would suggest that you do not delay or defer conciliation until after we have had an opportunity for discussion next week."

(2) On Monday morning, 12 September, the CUASA team met with the employer's team and presented them with a typed copy of the CUASA proposals presented orally on August 24th. It was agreed that the employer's team would study the CUASA proposal and contact the CUASA team when they were ready to see them.

(3) A memorandum from Dr. Love dated September 12 was received which stated that the administration's team "would be prepared to exchange proposals and information in the interests of getting a clearer picture of where the parties stand and as a basis for future discussion".