

news from CUASA

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ASSOCIATION AND ADMINISTRATION SEEK EXTENSION TO THE AGREEMENT

On December 12th and 13th respectively, the CUASA Council and the Board of Governors took the unprecedented step of authorizing the immediate commencement of negotiations to seek mutually agreeable terms for the extension of the term of our Collective Agreement. This action was taken on the recommendation of the Committee on Article 19 (Academic Career Planning) and stems from the inability of the two parties to reach full agreement on the implementation of a set of proposals made by the Committee in late October.

The proposals are contained in a report entitled "On Adjusting to Slow Growth and High Inflation", which addresses certain aspects of the dual problem of an aging faculty and of revenue increases that do not keep pace with the rate of inflation. A dual problem requires a duality of approaches. One set of proposals is aimed at achieving a reduction of the current on-campus, full-time faculty establishment. These include a revision of sabbatical leave policy, improvement of the terms and conditions of reduced time appointments, and the introduction of voluntary separation and early retirement plans. A second set makes a larger slice of the financial pie available for full-time salaries by substantially reducing the funds currently expended on sessional lecturers.

Although it endorsed the intent of these proposals, CUASA's Steering Committee felt that there were costs to the membership associated with their implementation that require a quid pro quo from the employer. What it saw as a concomitant to implementation was time: time in which to monitor the effectiveness of the proposed policies, to engage in rational and unpressured planning, and to arm Carleton against the economic and demographic forces which will buffet it in the mid- and late 1980's.

The Board of Governors had reservations of their own, about which we can only speculate. What was made clear to us was that, prior to the introduction of a voluntary separation scheme, they wanted a reexamination of all methods of effecting separations. An added complication was the recommendation by another committee of a salary rationalization plan, and the growing recognition that the procedures in the current Collective Agreement are inadequate.

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All these matters involved substantive changes to the Collective Agreement that required ratification by the membership. In the face of these difficulties both parties agreed to commission the Article 19 Committee to explore a solution within a framework of an extension to the Collective Agreement.

Accordingly, after a number of meetings, the Committee issued a report recommending that negotiating teams be established by both parties to attempt to achieve such an extension for a period of two or three years and to include: (i) implementation of the Article 19 recommendations with certain revisions, (ii) implementation of the Salary Rationalization Plan, (iii) negotiation of a new grievance procedure, (iv) a formula for salary settlement, (v) further exploration of ways and means of controlling faculty salary overheads, (vi) examination of the provisions of Article 17 (with the exception of 17.1 and 17.2), and (vii) no initiation of procedures leading to involuntary separation, other than dismissal for cause, during this period.

The report was accepted by both parties, i.e. the CUASA Council and the University's Board of Governors, and negotiating committees were named: for CUASA, the members are Barry Rutland (Chairman), Geza Kardos, Bill Jones, and Jill Vickers; for the employer, Chuck Watt (Chairman), Tom Ryan, and David Van Dine. The two teams met for the first time on December 18th. They have until January 15th, 1980 to achieve an extension of the Agreement within the terms of the Report. If this has not been accomplished by that date, the attempt will be abandoned and the two sides will revert to the full-scale negotiations, beginning February 1980, called for in the Collective Agreement.

The CUASA team is fully aware of the advantages, to the membership and the Carleton community as a whole, to be derived from two or three years within which the Article 19 proposals and the Salary Rationalization scheme can take effect, and new options developed. At the same time, the team is also aware of the difficulty of agreeing with management at this time on what constitutes fair salary increases for the academic staff in a period of projected two-figure inflation, and on terms of reference for the discussion of Article 17 which will in no way jeopardize the job security and career prospects we fought so hard to win in the first contract. Nevertheless, the Steering Committee and the Council felt that the attempt was worth making.

the CUASA STEERING COMMITTEE

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A NEWSLETTER DESCRIBING THE DETAILS OF THE ARTICLE 19 AND
SALARY RATIONALIZATION PROPOSALS WILL BE CIRCULATED IN
EARLY JANUARY.