

news from CUASA

Volume 16, No. 3

Editor: Jon Alexander

November 4th, 1985.

CDI THREAT RAISED AGAIN: TA'S MAY STRIKE

by Bob Rupert, President

CDI

Reduced Career Development. Increments have been raised again by the employer. CUASA has been told that the employer reserves the right to propose at arbitration a partial or "back-loaded" (i.e., coming into effect for the last part of the contract year) CDI. Either way, it would mean less money for you. This seems like a clear attempt by the employer to get back the restored CDI we won back through a third-party decision earlier this year.

CUASA's position is that the CDI plan works, unlike some other practices at Carleton, and should not be tampered with. This seems like yet another inexplicable attempt to create problems and new issues where none need exist.

We are scheduling another meeting to try to resolve the CDI and OHIP-sharing issues right here -- limiting the monetary arbitration decision to scale.

TA'S

CUPE Local 2323, bargaining agent for over 900 undergraduate and graduate teaching assistants at Carleton has gone through the mandatory provincial conciliation process, taken a strike vote and expects to be in a legal strike position soon.

As an invited guest speaker at their membership meeting last week, I told the TA's there is nothing immoral, illegal or disloyal about exercising the right to concertedly withdraw labour if all else fails at the bargaining table.

As it happens, CUASA does not have a signed collective agreement in effect and we are not required by law to write the usual cautionary communique about the provisions of the Ontario Labour Relations Act and illegal concerted action by union members bound by collective agreement. In any event, CUASA members can at no time be required to do the work of members of another bargaining unit.

Despite our best efforts to negotiate one, we do not currently have a signed collective agreement in force.

We earnestly hope more meaningful and productive talks will take place immediately between the CUPE 2323 committee and the employer's representative.

CUPE 2323 officers say the employer does not appear to be taking the negotiations seriously. If so this is a grave error -- and one with which we are familiar.

We are watching the situation carefully and will keep you posted.

RECIPROCAL FREE TUITION

You will have noted that CUASA and the employer have agreed that the JCAA should continue to seek reciprocal free tuition arrangements. The results of last year's attempts to get reciprocal free tuition with three institutions on a trial basis were as follows: Ottawa U. NO; York no response; and Waterloo still looking into it. The office has received the following request from a faculty member at Brock:

"I have a son entering Yr I at Carleton this autumn. As the son of a professor at Brock he is forfeiting free tuition here, a benefit I believe faculty also have at Carleton. If a Carleton faculty member's son or daughter were attending Brock I think it would be possible to convince our respective universities to exchange these benefits thus saving tuition for each of us. Could you possibly survey or circulate to faculty this information in the hope that two of us may benefit from this possibility for this upcoming academic year?"

Anyone interested in corresponding with this professor should contact the CUASA office. 564-6387



RESEARCH FUNDING

CUASA has written the following letters urging that research be guaranteed a secure financial future at Canadian universities on behalf of its members. As you may know, the federal government has been planning to issue a general policy on university research including its conclusions on the funding of the three granting agencies. A Study Team has been appointed by the Deputy Prime Minister (Erik Nielsen) to review all government spending on the university sector and is to report on November 8th. There is also some concern that a policy of importing research and technology into Canada from the United States and Japan may be adopted and used to justify disinvestment in Canadian research and development. CUASA asks its members to take the time to write letters of support for Canadian research to members of the federal government.

 Carleton University
Ottawa, Canada K1S 5B6

October 21st, 1985.

The Right Hon. Brian Mulroney
Prime Minister
House of Commons
Ottawa
K1A 0A6

Dear Mr. Mulroney:

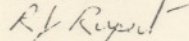
The Carleton University Academic Staff Association, which represents 650 faculty, professional librarians and instructors at Carleton University, hereby urges the full support of you and your government for a continued and expanded research role in Canada's university system.

We refer not only to the important research funded by the Natural Sciences and Engineering Research Council, the Social Sciences and Humanities Research Council and the Medical Research Council of Canada but to all other government funded research.

We are enclosing a document which outlines research activity here at Carleton University. We believe the important work being done here and at other universities in Canada will, as it has in the past, produce significant benefits to the health and well being of Canadians. We further submit that increases in research grants, offset by reduced transfer funds for education, might look impressive in accounting terms but would constitute a "numbers game" approach and a fiscal duplicity which Canadians would identify and resent.

We urge you to guarantee a secure financial future for university research in Canada and to urge the private sector to accept its responsibility in this important area.

Yours sincerely,



Bob Rupert
President.

Encl.

c.c. Dr. Charles McMillan Dr. Pierre Bois
Dr. Ben Wilson Dr. W.E. Beckel
Dr. Stuart Smith Dr. D.J. Brown
The Hon. Michael Wilson Dr. D.C. Savage
Dr. William Taylor

 Carleton University
Ottawa, Canada K1S 5B6

October 21st, 1985.

The Hon. Tom Siddon
Minister of State for Science and Technology
House of Commons
Ottawa
K1A 0A6

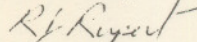
Dear Mr. Siddon:

The Carleton University Academic Staff Association, which represents 650 faculty, professional librarians and instructors at Carleton University, hereby pledges its full support for the five year plan currently under consideration for the funding of the Natural Sciences and Engineering Research Council.

We are aware of the government's concern with rising taxes and of its attempts to place controls on spending. We are also acutely aware of the increasingly onerous financial constraints universities and university research have been forced to accept in recent years. These financial constraints have more than reached the critical point and in our view the role of the university in conducting research for society has been under attack too long. The very survival of universities as institutions of research is at stake.

We submit with respect that universities and university research have already come through the cut-back period and should now be guaranteed a secure and meaningful future.

Yours sincerely,



Bob Rupert
President.

c.c. Dr. C. McMillan Dr. S. Wise
Dr. B. Wilson Dr. D.C. Savage
Dr. J. Gordon MacNabb
Dr. S. Smith
Dr. A.E. Collin
Hon. M. Wilson
Dr. W.E. Beckel
Dr. D.J. Brown
Dr. N.E.S. Griffiths
Dr. D. Forcece
Dr. J. Neelin
Dr. S. Riordon

Carleton University Academic Staff Association (CUASA)
447 St. Patrick's Building ☐ (613) 569-6387

 Carleton University
Ottawa, Canada K1S 5B6

October 21, 1985

The Hon. Benoit Bouchard
Secretary of State
House of Commons
Ottawa, Ontario
K1A 0A6

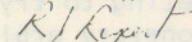
Dear Mr. Bouchard:

The Carleton University Academic Staff Association, which represents 650 faculty, professional librarians and instructors at Carleton University, hereby pledges its full support for the five year plan currently under consideration for the funding of the Social Sciences and Humanities Research Council.

We are aware of the government's concern with rising taxes and of its attempts to place controls on spending. We are also acutely aware of the increasingly onerous financial constraints universities and university research have been forced to accept in recent years. These financial constraints have more than reached the critical point and in our view the role of the university in conducting research for society has been under attack too long. The very survival of universities as institutions of research is at stake.

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Bob Rupert
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c.c. Dr. Charles McMillan
Dr. Ben Wilson
Dr. Stuart Smith
Hon. Michael Wilson
Dr. William Taylor
Mr. R. Rabinovitch

 Carleton University
Ottawa, Canada K1S 5B6

October 21st, 1985.

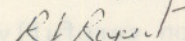
The Hon. Jake Epp
Minister of Health and Welfare
House of Commons
Ottawa
K1A 0A6

Dear Mr. Epp:

The Carleton University Academic Staff Association, which represents 650 faculty, professional librarians and instructors at Carleton University, hereby expresses its support for the work of the Medical Research Council and for continued funding as envisioned in the Medical Research Council's five year plan.

We strongly recommend that none of the Medical Research Council's funds be treated as "supplementary" in this or the final two years of the five year plan. This measure delayed important research last year and should not be repeated.

Yours sincerely,



Bob Rupert
President.

c.c. Dr. C. McMillan
Dr. B. Wilson
Dr. S. Smith
The Hon. M. Wilson
Dr. P. Bois
Mr. D. Kirkwood
Dr. W.E. Beckel
Dr. D.J. Brown
Dr. D.C. Savage
Dr. N.E.S. Griffiths
Dr. D. Forcece
Dr. J. Neelin
Dr. S. Riordon
Dr. S. Wise

Carleton University Academic Staff Association (CUASA)
447 St. Patrick's Building ☐ (613) 569-6387

FURNISHED HOUSE FOR RENT: January 1, 1986-May 31, 1986
3 bedroom stone house facing Canal near Carleton University. 2 bathrooms, oil heating, fireplace, single garage and parking for 2 other cars. No pets.
\$1000 monthly plus utilities. Mrs. R. McKendry, 643 Echo Dr. 232-6655 after 5 p.m.

REPORT ON THE JOINT OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

At the end of the first year of activity on the Occupational Health and Safety Committee (H & S), there are three issues which have occupied and will continue to receive particular attention:

1. Smoking Guidelines

In the summer of 1984, a Sub-Committee of the H & S Committee suggested a series of guidelines for dealing with the contentious issue of smoking. These were submitted to the President and at present Carleton stresses meetings or discussions of the matter in office settings. According to the present guidelines, compromise is the basic procedure to be employed.

Since the Report was adopted, it has become clear that more progressive action to limit smoking is being used by other institutions. It is also quite clear that the serious effects of "second-hand" or "sidestream" smoke are greater to others than the original polluter. Therefore, we are going to have to address the question of smoking in a more direct manner.

2. Weed Spraying

Each year the campus is sprayed with Killex as a form of weed control. In the past, signs have not been used to warn people that an area had been sprayed. There was wide consensus from observers that people were eating lunch and sitting in areas immediately after they had been sprayed.

Provincial environmental representatives stress that pregnant women, children and persons who are hypersensitive, should use extreme caution in areas which have just been sprayed.

This year, due to comments in the H & S Committee, hand-written signs were used. I have checked with the Ministry of the Environment representatives who informed me that a logo representing Killex and similar products have been devised. This fall, I will be proposing that small posters of that logo and an appropriate caution be used by Carleton in the future in areas which have been sprayed.

3. UFFI in the Arts Tower

There are a number of questions regarding this matter which remain to be answered.

The Safety Office was asked by a H & S Committee member to identify the white insulation which was found blowing around campus. After at least two weeks, no answer had been given. Yet in four days, that member was able to get an assessment in writing from the N.R.C. that the substance was indeed UFFI. Why did such a delay occur?

The Administration was cited in The Citizen as saying that there were "no harmful effects" from the UFFI. Yet, by its own admission, no tests had at that time been done which would identify the presence of formaldehyde or hydrogen cyanide. These are two crucial indicators in testing for the effects of UFFI. In light of the absence of relevant evidence, how could the claim be considered to be credible?

Why has the Director of the Physical Plant failed to provide information from a study of air quality in the Arts Tower (requested in H & S Committee) when it is clearly known that failure to do so is a violation of Section 14.2 of the Occupational Health and Safety Act?

Why is it claimed that there has been no knowledge that UFFI was used in the construction of the Arts Tower?

To what extent is UFFI used in other buildings on campus?

One of the studies commissioned by the Administration on the Arts Tower includes the following statement: "The present Arts Tower scene does not appear to be characterized by the objective seeking of truth". Apparently this refers to a notice regarding harmful effects of UFFI and efforts to have UFFI identified. Is this the kind of assertion one would find in a professional assessment of such a situation?

A second study commissioned by the Administration on the Arts Tower suggests that: "...the airborne levels of formaldehyde are not likely to present long term health hazards, though complaints may occur as a result of individual susceptibilities to formaldehyde. The odour threshold of formaldehyde has been stated to be as low as 0.08 p.p.m. (parts per million)". Is the Administration prepared to acknowledge that individual susceptibilities do, in fact, exist and to take them into consideration in relation to our employment?

How valid is the claim that the working conditions in the Arts Tower are acceptable when it is clearly acknowledged that these tests 1) were shorter than the standard length of time needed to get valid measurements; 2) have been done on some floors where the walls were open to the outside; and 3) were done when 100% outside air was being pumped through the ventilation system. How can tests under these conditions represent what the effects will be in normal working situations?

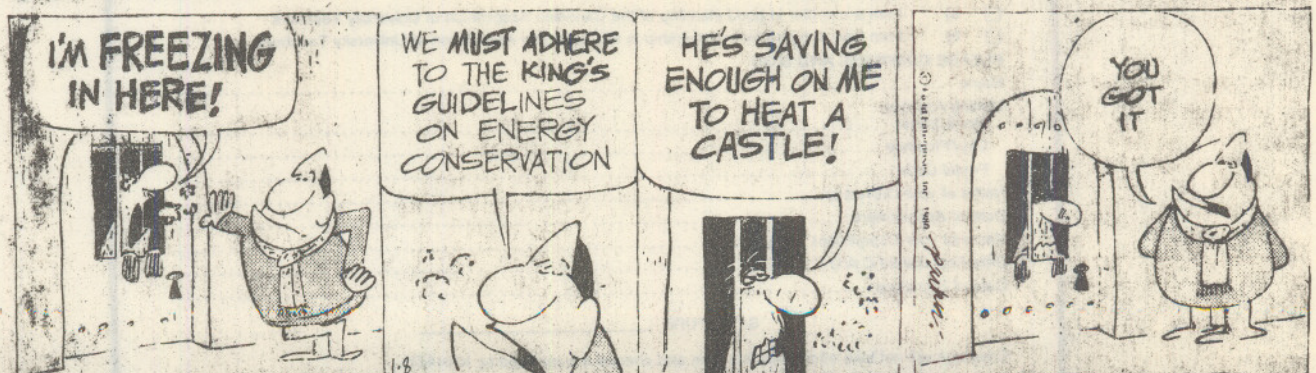
What guarantee can be given that the UFFI is really sealed from the inside?

Will continuous testing be undertaken to allow for on-going assessment of the situation?

by Ken Hatt

CUASA's members on the Joint Occupational Health and Safety Committee are: David Moizer (Architecture) 6380
Ken Hatt (Sociology/Anthropology) 7412

The Wizard of Id



Actions on Appointment Terminations at University of British Columbia:

Events at the University of British Columbia continue to cause serious concern. Twelve tenured and untenured faculty members in the faculties of Education and Dentistry have received termination notices under a redundancy plan unilaterally imposed by the UBC Board of Governors without the agreement of the UBC Faculty Association.

In late May the University Senate approved the discontinuation of several programs, though apparently without full information on the imminent loss of faculty positions this would imply. The Board of Governors approved some of these program terminations in the faculties of Education and Dentistry in June. A short time later, the Executive Committee of the Board approved a policy which permitted the termination of faculty for redundancy, and imposed it without the agreement of the UBC Faculty Association. It then unilaterally implemented that policy by sending notices of termination to the twelve faculty members at the end of June. The President of the UBC Faculty Association received only one hour's notice of this action.

The CAUT Academic Freedom and Tenure Committee has established a committee of inquiry to investigate the circumstances surrounding the appointment terminations. The committee is chaired by Professor A.E. Malloch of the Department of English, McGill University. He is assisted by Professor Ursula Franklin (Metallurgy and Material Science, Toronto) and Professor Ken Norman (Law, Saskatchewan). The Committee visited UBC on October 10-12. A few days earlier the Board of Governors proposed to the Faculty Association that negotiations be re-opened on the procedures in dispute.

Negotiations on procedures covering

financial exigency and program redundancy had been underway for over a year with the University administration but collapsed in April, 1985. There is concern at the University that the termination of the appointments of the twelve faculty members is a prelude to more lay-offs in the future. A special advisory committee convened in 1984 under the auspices of the association and the administration to examine the University's financial position did not find that the University was in a financial crisis. The suspicion lingers at the University that the policy on redundancy will be used to reduce faculty numbers without a full disclosure of the University's fiscal resources.

Faculty associations throughout Canada as well as the United States, France, Britain, Ireland, Australia and New Zealand expressed concern about the events at UBC to the President (pro tem) of the University, Professor Robert Smith, and to the Chairman of the Board of Governors, Mr. David G.A. McLean.

At a meeting in July, the UBC Faculty Association overwhelmingly voted non-confidence in the President (pro tem), the Vice-President (Academic), and the Board of Governors. Since then the association has implemented plans to secure fair treatment for those whose appointments have already been terminated and to protect those who may be affected in the future. Remedies are being sought under the grievance and arbitration provisions of the "special plan" which governs the appointments of faculty at UBC. It may also be necessary to undertake action in the courts. The CAUT Council has approved the establishment of a BC Defence Fund to be financed by voluntary contributions from local faculty associations across the country.

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Presents

A Professional Property Insurance Plan for Members

Protect Business and Professional Property owned or in your custody

The Canadian Association of University Teachers recognizes the problem that its members have in owning personal equipment used for business and professional purposes. Who protects your books, microscopes, computers, brief cases, typewriters, transits, etc., against such perils as theft, fire and flood?

We have now arranged for an "ALL RISKS POLICY" to cover all of your Business and Professional property at your home, in your office and as a matter of fact ANYWHERE IN THE WORLD. (The policy also covers professional property belonging to others but for which you are legally liable.) This coverage is not usually provided under Homeowners, Tenants, University or Employer Insurance Policies.

AMOUNT OF INSURANCE	\$10,000 Per occurrence
DEDUCTIBLE	50 Per occurrence
ANNUAL COST	50

Your coverage is effective upon receipt of the enrollment form and your cheque in the amount of \$50.00, made payable to "KANATIA - C.A.U.T. INSURANCE TRUST". All enrollment forms, cheques and correspondence should be directed to:

KANATIA
C.A.U.T. Insurance Trust
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OTTAWA, Canada
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This coverage is underwritten by the Commercial Union Assurance Company of Canada.
CUT ALONG DOTTED LINE

ENROLLMENT FORM

I understand that in signing this application I am certifying that:
Check one only

- ☐ a) I am a member in good standing of the Canadian Association of University Teachers
☐ b) I am now applying for membership in the Canadian Association of University Teachers

PLEASE COMPLETE AND SIGN

Name
Mailing Address
No. & Street
City/Province
Postal Code
Name of your University
Date of Appointment
Name of your Department
Date First Joined C.A.U.T.
Date of Signature

SIGNATURE

Coverage will not take effect until this form and cheque are received by KANATIA.

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