

news from

CUASA

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CUASA: A DECADE OF PROGRESS

It is now more than ten years since Carleton's academic staff opted for collective bargaining. Our Ontario Labour Relations Board certificate is dated June 18, 1975.

In future CUASA releases we will review some of the major milestones in our first decade and remind you of some of your rights under the collective agreement.

A few of the milestones are:

SALARY RATIONALISATION, a process through which salary inequities can be adjusted at any time.

EXTENDED BENEFITS FOR RETIRED MEMBERS, such as continued medical and dental coverage, free tuition for immediate family members, free use of the Carleton athletic facilities.

MID-CAREER OPTIONS, such as voluntary acceptance of a reduced or part-time workload, leaves of absence, financial incentives for early retirement.

SABBATICAL LEAVES, guaranteed by collective agreement, with stipends rising from 60% at the time of our first collective agreement to the current 80%.

DENTAL PLAN, a 100% employer-funded benefit won in our initial collective agreement.

ARBITRATION VICTORIES, such as restoration of 1983-84 Career Development Increments for almost 600 members who had been denied their increases through the employer's misinterpretation of the provincial Inflation Restraint Act.

We will also review CUASA's leadership from founding President Jill Vickers (1974) through to current President-Elect David Cray.

The twofold purpose of these bulletins will be to remind you of your rights and to itemize the benefits won by our association over a decade of strike-free collective bargaining with our employer.

The first in the series will deal with Salary Rationalisation. Surprisingly, there are still many members who are not aware of this ongoing review of salaries with upgrading of those which are clearly too low compared to the going rates inside and outside the University.



by Bob Rupert, President