

# news from CUASA

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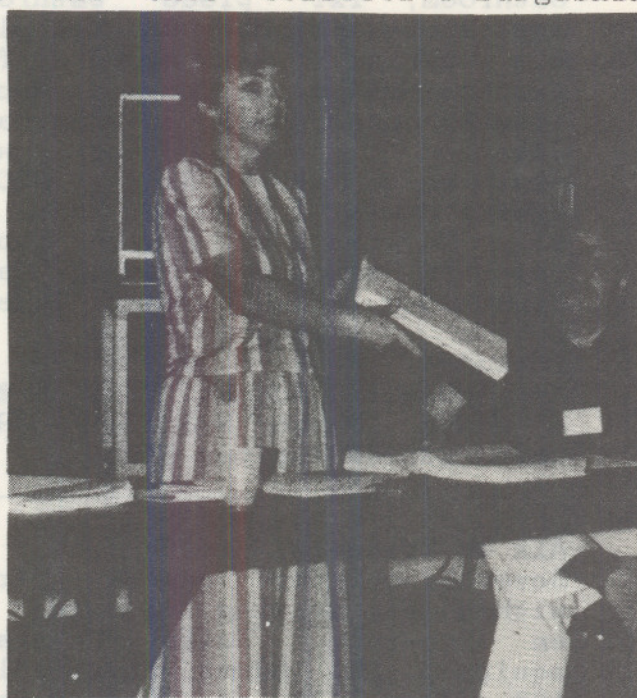
## REPORT ON MID-CAREER OPTIONS

This report is an updated and abbreviated version of an invited talk given by CUASA Business Agent, Pat Finn, at the CAUT Collective Bargaining Conference in June 1986.

Stemming from a paper written by the OCUFA Salary Chair (Derek Sida, 1978) for OCUFA's brief to OCUA and a conference organized by OCUFA through OISE (Manpower Flexibility in Ontario, November 1979), CUASA was successful in negotiating a package of "mid-career options" in 1980.

There are a number of reasons behind introducing 'mid-career options' only one of which is to benefit the individual member. These options permit faculty renewal to take place at a faster pace than would normally be the case and facilitate hiring in growth areas. They also allow the University to modify the faculty age profile so that departments are not hiring only every 10-20 years and thus promotion and tenure committees also have their workload evened out. As well, they help stabilize the budgetting process by ameliorating the effect of a high proportion of faculty culstered at the top end of the salary scale.

Currently in the U.S. 40% of all higher education teaching is done by part-time staff (i.e., sessionals with no benefits, pensions, etc.) and it is estimated that by the year 2000, half a million full time replacements will be required to stop this percentage from increasing even further. (Figures quoted at NEA Higher Education Annual Conference, San Antonio, Texas, March 1988).



There are two ways of dealing with the future quest for new faculty. One is to jump the gun and hire now before we have to compete with the rest of the world and the other is to convince senior faculty to remain in service until the competition for newcomers eases off. CUASA has attempted to put in place processes designed to enhance Carleton's chances in the competition.

How has the process been working so far? Going back to the year before we officially put the package in the agreement the union was able to negotiate 7 reduced time workload arrangements and 2 voluntary separations on an ad-hoc basis. Since that time, the scheme has produced the following:

ARTICLE	NAME	80/1	81/2	82/3	83/4	84/5	85/6	86/7	87/8
9.10	REDUCED TIME	2	4	6	3	9	11	10	10
13.6	REDUCED WORKLOAD	4	2	4	4	6	6	7	9
13.7	SEMI-RETIREMENT	0	1	3	4	4	2	7	12
21.5	EXTENDED SABBATICAL	1	2	3	8	16	16	12	7
22.5	VOLUNTARY SEPARATION	4	3	3	3	6	2	4	3

(size of bargaining unit: 675)



(OVER)



The figures indicate that the objective of optimizing faculty resources is being met in that 28 positions were generated by Voluntary Separation and 19 half positions were acquired through the semi-retirement option.

In 1982, members were sent a brochure entitled Mid-Career Options and more recently the Employment Benefits Booklet (January, 1987), which was provided to members, contains all the mid-career option information in Section V. Those who have taken advantage of the various components

of the scheme have indicated that they are very happy with it. It only remains to ensure that adequate information is provided to all members of CUASA so that they may make an informed decision about whether or not they are interested in one of the options. CUASA will be hosting a Workshop on Mid-Career Options in the fall of 1988 along the lines of last year's Tenure and Promotion Workshop. CUASA will be writing individually to all those near 55 or above about the workshop. For further information, please contact the CUASA Office at 6387.

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## HOUSING NOTICES

Semi-detached three bedroom house in Sandy Hill, 1x4 piece updated bathroom, 1x1 piece bathroom, 5 appliances included, updated plumbing & wiring, hardwood floors, professionally landscaped backyard, 14'x16' cedar deck, on-lot parking, detached garage, easy walking distance to Pearson Bldg., NRC Bldg, Byward Market, Downtown core, Ottawa U., English & French public & separate schools. Rideau Canal & Strathcona Park, easy access to public transportation, cable included, heat & utilities extra. Available in August. Rent is \$985.00 a month. Phone N.J. Baisi 996-8324 days, 235-0087 after 6:00pm.

### Aix en Provence, France

Several country houses for rent within easy driving distance of Aix en Provence. Fully furnished & equipped, 2&3 bdrms. Available Oct. '88 - June '89 or shorter periods. For further information call Julie Woodsworth 827-3930. Three bedroom semi-detached house, Centre Town, 4 new appliances, parking. Available Aug 1. Phone 728-6989/235-6144.

Three bedroom furnished house, very private, off Revelstoke Dr. Large family/recreation room & a den, lovely grounds. Avail. September '88 to May '89. Please call Mrs. Baldwin at 733-5578.

Fully furnished two bedroom house, office, T.V. den, washer & dryer, 5 minute drive from Carleton U., all utilities incl. except phone. References please. Available Nov. 1/88. Rent is \$700 a month. Please call Robert Martin at 733-1776.

Three bedroom unfurnished house on waterfront property in Manotick. Double garage, large sundeck, fire-place, 15 minutes from Carleton U. Available September 1. Two years plus. \$850.00 a month. Phone 692-4336.

Architect designed 3 bedroom furnished family home, large lot backing onto Greenbelt woodland. Close to schools, Nepean Sportsplex, buses. Available Aug '88 to June '89. \$1,000 a mth. Terms may be negotiable. Phone 226-4014.

Three bedroom semi-detached house, Centre Town, 4 new appliances, parking. Available Aug. 1. Phone 728-6989.

Three bedroom house plus study in Sandy Hill. Fully furnished, air conditioning, parking. Available August '88 for 12 months. Phone 237-2476 after 5pm

1-2 bedroom apt. Centre Glebe. Avail. Aug 1/15. Phone 225-0981

WANTED - HOUSE TO RENT  
Family home needed Aug-Sept '88 for 2 years. Please contact Yvan Champoux, Mech. Engineering Dept., U de Sherbrooke.

