

CUASA COMMUNIQUÉ

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Editor: Bob Rupert

April, 1992.

special edition

Dear Colleagues:

While many Ontario university administrations have been pressing for concessions in existing collective agreements, CUASA and Carleton's administration are exploring other approaches to deal with the financial situation. Bill Graham of OCUFA has noted that salary rollbacks reduce academic staff lifetime earnings and pensions for years to come, while donations to the University affect only the year or years in which the donations are made. Furthermore, there are tax advantages for donors. In our joint discussions, the administration has agreed with CUASA that donations are preferable to salary rollbacks.

CUASA must, however, be concerned about the 1% Provincial funding increase and the resulting financial crisis at Carleton. We have been, and are, engaged in a series of meetings to identify ways in which we can be of help in reaching a solution.

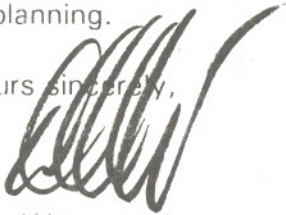
The collective agreement negotiated in early 1991 provides for a scale increase of **6.7%** (CPI + 1%) effective **May 1, 1992**. This increase will be reflected in your **May 28** pay cheque. Career Development Increments will be added to the June pay cheque but backdated to May. This agreement was negotiated in good faith before the current funding crisis, signed and ratified by the Board of Governors and CUASA's membership.

CUASA's Steering Committee has been pleased with the consultative approach through which the administration has informed us about the financial situation and solicited our suggestions. To meet the crisis, CUASA has joined with Carleton's administration in a special fundraising campaign.

We never expected to have to approach you this way. These are exceptionally hard times for the university and we feel it is our duty to help. We strongly urge you to participate as generously as your personal circumstances permit. Although administration prefers unconditional gifts, you may target your donation. Donors will be provided with a tax receipt.

Carleton's administration has agreed to involve CUASA in spending decisions relating to the funds raised through this campaign. We have been assured that maintenance of a reasonable student/teacher ratio will have a high priority. Any major fundraising in the future will involve CUASA as an active co-determinant in planning.

Yours sincerely,



Don Westwood
President



Doug Wurtele
Past President



Mark Langer
President-Elect

SALARY FLOORS/CDI VALUES 1992-93

6.7% Scale Increase plus \$1,000 adjustment to Assistant Professor floor

FACULTY

CDI DATA	\$	SALARY FLOORS	\$
Full CDI	1,940	Lecturer	30,960
2/3 CDI	1,290	Assistant Professor	38,690
CDI Breakpoint	77,380	Associate Professor	48,370
CDI Ceiling	96,730	Full Professor	63,840

INSTRUCTORS

Full CDI	1,560	Instructor I	31,070
2/3 CDI	1,040	Instructor II	35,730
CDI Breakpoint	62,140	Instructor III	41,950
CDI Ceiling	77,680		

LIBRARIANS

Full CDI	1,850	Librarian I	33,170
2/3 CDI	1,230	Librarian II	36,850
CDI Breakpoint	73,700	Librarian III	46,070
CDI Ceiling	92,130	Librarian IV	57,120

NON-CREDIT LANGUAGE TEACHERS IN CALS: hourly rate \$56.10

NON-CREDIT LANGUAGE TEACHERS IN CALS COVERED BY ARTICLE 37.10: \$30,540

SUMMER SCHOOL STIPEND: HALF-COURSE \$3,250 FULL COURSE \$6,030

Please append this information which is published in accordance with Article 45 to your collective agreement.

ALTERATION IN COST SHARING ARRANGEMENTS RE: GROUP LIFE (BASIC) INSURANCE

The collective agreement requires members to pay 1/2 of any increases in premiums of the benefit plans. The Extended Health Care Insurance premiums have increased and CUASA and the management have agreed that the method to be used to recoup this amount will be by reducing the amount the employer pays toward Group Life (Basic) Insurance plan by \$5.69 per member per month. As the amount the employer pays to this plan is a taxable benefit added to taxable income, the taxable income for each employee would be reduced by \$5.69 per month.