

CUASA COMMUNIQUÉ

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Welcome Back!

As CUASA's new president, I want to welcome you all back to campus and the new academic year. I have been busy welcoming new faculty to the campus and it was reminiscent of my arrival in Ottawa in 1974 – new baby, new city, new job. How does anybody do that!? It took me a little while to find CUASA back then, so it has been all the more enjoyable to meet new colleagues as early as July and August and to let them know that CUASA is available to help them sort out any issues related to employment.

CUASA has been busy through spring and summer with several activities on behalf of our members. Last May, there was a well-attended tenure and promotion workshop. One of the highlights was a presentation by Robin Farquhar, former Carleton president, on tenure and promotion. The main points of his presentation are posted on the CUASA web-site.

Throughout the summer, and in conjunction with the Education and Development Centre's orientation for new faculty, Pat Finn, our Executive Director, and I met with groups of new academic staff to introduce them to CUASA. On August 25 we also conducted a brief workshop on tenure and promotion. On September 8 members approaching retirement were invited to a seminar on issues related to that major change in their careers. We hope this seminar as well as the workshops on tenure and promotion will become regular events.

Although we won't have the drama of last year's contract negotiations taking so much of our energy this year, there are indications that the climate on campus is still rather chilly when it comes to relations between management and employees. For reasons not entirely transparent to us, management appears unwilling to work amicably or expeditiously on labour issues. The members of CUPE 2424 are apparently being driven to the brink of a strike in a pattern all too familiar on campus.

Quite troubling to us is the growing number of grievances CUASA has had to file with management and the fact that so many of them remain unresolved, despite the efforts of Gerald de Montigny, chair of the Grievance Committee. Of course we would like grievances resolved in a timely way so that our members do not have to endure needless stress. In the case of one set of grievances, we have been compelled to move towards an expedited arbitration, a costly step but one approved unanimously by Council on August 26.

CUASA will continue to do what is necessary to get our members' needs met and to protect their rights. This includes making sure that the employer adheres to the letter of the Collective Agreement – negotiated by both sides in good faith – and that we will be prepared for the next round of bargaining with a stellar team. I very much look forward to working with Council on these and other matters.

But we also need to hear from you. Check the CUASA web-site to make sure that your unit has elected a delegate to Council. Make your issues known to your Council delegate or to me directly.

Thomas Kunz, our Past-President, is happily hiking in Germany as I write this, but he has stayed in the picture all summer and guided me along. I'm trying to do the same for next year's President, Edward Osei-Kwadwo Prempeh, so that I can go hiking next summer too.

Have a wonderful start to your new academic year!!

Fran Cherry

CAUT Long Service Award

The first CAUT Long Service Award conferred on a *CUASA* member was awarded to *CUASA*'s Treasurer - Susan Jackson. Susan has served the Association in many capacities since 1975 including numerous negotiating teams (1978-2001), Council representative (1975-1981), Treasurer (1980-1987 and 1991-present), President Elect (1988-89), President (1989-90), Past-President (1990-91) and was instrumental in bringing academic librarians at Carleton University into *CUASA*.

Susan Jackson was also the first recipient of the CAUT Academic Librarians Distinguished Service Award in 1996.

Congratulations Susan and thanks for your many years of dedicated service to *CUASA* and its members.



Pat Finn on Sabbatical

CUASA's Executive Director, Pat Finn, will be away on sabbatical for 6 months commencing September 26. Pat will be spending her time at the University of Ghana attached to the office of the Dean of International Education Programmes.

In her absence, Alistair Tilson (Adjunct Professor of English) who was Grievance Chair of *CUASA* for 18 years and also President (1983), will return on a part-time basis to provide member counselling with respect to terms and conditions of employment and the collective agreement.

To make an appointment with Alistair, call the office at 5607 or, if the matter is urgent, call Alistair at home at 244-0473 or at 819-463-1915.

September 30 Deadline

September 30, is the deadline to **nominate** colleagues for Research Achievement Awards and Teaching Achievement Awards. Nominations must be submitted to your faculty dean.

The **application** deadline for these awards is October 31. A new application form for Teaching Achievement Awards is available from the office of the Provost and Vice-President (Academic). Application forms for Research Achievement Awards are available from GSRO.

Did you know ?

\$50,731.02 was transferred from member's unused professional expense reimbursement accounts to the Bill Jones Memorial Scholarship in 2004.