

# CUASA COMMUNIQUÉ

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## Don't Dis Us, Please

In the end it came down to respect. Once the administration actually listened to what members of CUPE 2424 were trying to tell them, actually heard that non-academic staff want to be treated with dignity and not fobbed off patronizingly, Carleton's longest and most devastating strike was resolved quickly. Everywhere on campus one heard the same message from CUPE 2424: they were glad to be back at work, they were satisfied with the settlement package, but most of all they were proud they had recuperated a measure of well-deserved respect.

Therein is an important lesson for the administration, one that has far-reaching implications. The entire Carleton community should be grateful to CUPE 2424 for having articulated what has been a growing sense of malaise that something is seriously amiss with the administration's effort to run the University like an academic W\*\*m\*rt. That process relies upon squeezing employees harder and harder in order to keep costs down and profits up. Essential to the process is an adamant contempt for the employees, who have no role as partners in a common undertaking but are merely interchangeable cogs. There is no need to consult, only to implement. The recent imposition of centralized scheduling is a stark demonstration of the attitude at work. Perhaps a reasonable and persuasive case could be made for centralized scheduling, but the discussion never happened. Not surprisingly faculty members perceive the disrespect served out in such treatment.

At a fundamental level, the entire campaign of running the university as though it were a furniture store, with logos, branding and bargain-basement specials, reflects the current management style. It is hard to quantify the deleterious impact of the marketing model and its inevitable distortions. Some effects are insidious. For example, new faculty freshly graduated from outstanding universities resent hearing that Carleton is so much better than where they earned the degrees that got them their jobs here. Get real.

But then showing public respect for them would entail a more fitting modesty about Carleton's strengths. Indeed, the administration might begin to show respect for faculty by stressing in public that the advantage of a university education is the privilege of learning from fine teachers, experts in their field. Instead students are lured with promises of jobs and careers, sold to them at sale prices, and consequently tend to treat staff, both academic and non-academic, as little more than sales clerks. The model of thinking in which students are considered "clients" and "customers" is based upon a profound disrespect for professors and everyone who works here. It is a model completely at odds with visions of a community where people do more than put in time. The solidarity with CUPE 2424 of academic staff, undergraduates and graduate students demonstrated that we all want and deserve the genuine respect of our community. Genuine respect goes beyond tokenism: it has to be felt in hearts and minds as well as in the pocket-book.

### Stipend for Teaching after Retirement

The stipend has been increased with effect from May 1, 2007 to \$6,080 for a ½ credit course.

The information is not readily apparent from reading the collective agreement because only the 2006-07 stipend is listed followed by a statement that the amount is to be adjusted annually. In order to find out what the stipend is for 2007-08 and 2008-09 you need to consult the following page:

<http://www.caut.ca/cuasa/salary.html#summer>

## Reimbursement for Tenure and Promotion Dossiers

During the last round of negotiations, the President agreed to a subsidy towards the cost of preparing and duplicating tenure and promotion dossiers. The amount is \$150.00 once every three years, as per a memorandum sent to Deans on 16 November 2006:

The Employer shall cover the costs associated with the production of dossiers for the purpose of tenure, confirmation, promotion and transfer applications, up to a maximum of \$150.00 per individual over a three year period. The employee shall provide the appropriate receipts to the Dean to support such costs.

## Ergonomic Furniture

Some confusion seems to have arisen. CUASA does not supply ergonomic chairs; they and all other equipment and supplies are provided by the employer. The information from the CUASA website explaining how to get an ergonomic chair, and the relevant clause of the Collective Agreement (also posted on the CUASA website: <http://www.caut.ca/cuasa/agreement/index.html>) is reprinted below:

### **FAQ: I have recently developed back problems and my medical practitioner has suggested that I should have an ergonomic chair. How do I get one?**

Write to David Hepplewhite (Purchasing Services) indicating in the request that you have a medical note or medical practitioner's letter (do not include the note or letter) and a chair will be supplied.

## **Article 22: Other Terms And Conditions of Employment** **22.7 Ergonomic Workstations**

The employer recognizes the need to provide ergonomically suitable furniture to be used in connection with carrying out the duties of academic staff members.

(a)

Workstations shall comply with the standards listed in Appendix D.1 of the Personnel Policy Manual (September 1991).

(b)

Members of the academic staff who use computer equipment to carry out their duties as academics shall be provided with ergonomically suitable furniture to accommodate computer equipment.

(c)

The employer will give first priority to the upgrading all workstations in response to requests from employees with disabilities, where such requests are accompanied by satisfactory documentation.

(d)

The parties agree to a goal of upgrading all workstations and the employer agrees to provide up to \$25,000 in each year to implement this goal.

## **Scholarships and Bursaries Supported by CUASA**

CUASA members are proud to support Carleton students through contributions to bursaries and scholarships.

In 2006-07, eighteen students received CUASA bursaries for a total of \$16,440.00.

## **Representatives for Council**

Representatives are still need for CUASA Council from the following units. It is imperative that all units be represented by the beginning of 2008 as we begin the process of building our platform for bargaining.

Architecture & Industrial Design

Business (½)

Earth Science

Electronics & Civil and Environmental Engineering (½)

French

Law (2)

Mechanical & Aerospace Engineering (½)

Political Science/Political Economy (2)

Lecturer [Instructor] (3)

Biology

College of Humanities/Religion/Classics

Economics

English (2)

Journalism (½)

Library (½)

Physics

Psychology (1/3)