

CUASA COMMUNIQUÉ

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Although your faculty union's work is most visible during bargaining for a new contract, there are many issues being addressed all the time, especially by committees such as the Grievance Committee, the Joint Committee for the Administration of the Agreement (JCAA), and the External Relations Committee. Good progress has been made internally on two matters: access to the athletic facilities and procedures for resignations. Off campus CUASA has been doing its part to help colleagues from other faculty associations get decent settlements.

Access to Athletic Facilities

Shortly after additional fees were levied for use of Athletics facilities (such as the Cardio room opened in 2005), members lodged their complaints with CUASA. On December 23, 2005, CUASA filed a grievance on the grounds that the employer had violated the provisions of Article 40.7 which specify that CUASA members "shall have free access to the facilities of Carleton University's Athletic and Physical Recreation Centre".

The employer initially claimed that the new cardio room, the squash courts, the tennis courts, and ice rink were "programmable spaces" and not "athletics facilities," and therefore not covered by Article 40.7, CUASA continued to press the issue. The grievance dragged on without resolution through bargaining in 2006. Frustrated by the lack of progress, CUASA informed the employer in the spring of 2007 that we were prepared to go to arbitration. Finally, in the week before the arbitration date, the employer contacted CUASA and made a reasonable offer of settlement.

Prior to the settlement members had free access only to the pool, the weight room, the basketball courts, and the ice rink. CUASA members will now have free access during set hours for all athletics facilities. Free access times will be extended to the squash courts, the cardio room, and the tennis courts. The specific times are being determined and Athletics will be sending out a notice to members; however, the memorandum of agreement sets out the following structure:

Effective immediately, CUASA members have free access to:

the squash courts for 4 hours/day (Mon-Fri);

the cardio room for 2 hours/day (Mon-Fri); and

2 tennis courts for 1 hour/day (Mon-Fri) with open recreation times for CUASA members for free access during the spring/summer to the outdoor court (access schedule to be determined).

While the settlement took several years to achieve, result is good for CUASA members. In addition to the work of the Grievance Committee Chair, Gerald de Montigny and the Executive Director, Pat Finn, special mention should be made of the assistance provided by Jason Etele (member of Grievance Committee).

Notification of Resignations

Revised clauses in the Collective Agreement:

22.5 Resignations

- (a) Faculty employees on preliminary or tenured appointment and Instructor employees on preliminary or confirmed appointment shall have as their normal resignation or early retirement dates June 30 and December 31. A minimum of one term's advance notice of intention to resign or retire will be given in writing to the Dean. Requests for an alternative resignation or retirement date of August 31 must be made in writing to the appropriate dean by May 1. The employer shall not unreasonably refuse such a request. Within one (1) month of receiving such a request, the dean shall provide a written response indicating:
- (I) that the Dean agrees that the employee will be active between June 30 and August 31 conducting Carleton University business in teaching, research and/or graduate supervision and that, therefore, the August 31 date of resignation is accepted; or,
 - (ii) that the employer is not in agreement that the employee will be active on Carleton University business during the entire period between June 30 and August 31 and that an earlier resignation date between the period of June 30 and August 31, inclusive, is being imposed, in which case, the employer's written response will include reasons for the decision.
- (b) A Professional Librarian employee may resign or retire from his/her position at any time provided that a minimum of one (1) month's notice is given in writing in advance of the resignation or retirement date.

Solidarity with Faculty Associations

Solidarity activities undertaken at other institutions where faculty associations go on strike such as walking the picket line, financial aid, moral support, and contributions to the CAUT Defence Fund are among the least visible activities of CUASA but are vitally important.

A disturbing national trend has been an increasingly aggressive and intransigent approach by university administrations in bargaining. In the last year academic staff associations, at two universities – Bishop's and St. Thomas – were locked out by their management. In the second case, without the St. Thomas union even having taken a strike vote. These are only the most extreme examples of a more bellicose attitude towards bargaining by managements across the country. Contract negotiations resulting in academic staff strikes or lockouts in the past year have exceeded all records in numbers and in duration. In addition to Bishop's and St. Thomas, strikes have occurred or are underway now at Acadia, University of Quebec at Trois Rivières, and Wilfred Laurier. Other contracts, such as Guelph, were settled only hours before the picket lines were to go up.

Even though these labour actions have taken place at relatively small universities, the number of them has been so high that, for the first time in over a decade, the assets of the Canadian Association of University Teachers Defence Fund, which provides strike benefits, will shrink.

CUASA has played an active role in defending the rights of academic staff in all of these actions. Your union has provided help with direct financial support, with the presence of our members walking the picket line beside locked out or striking colleagues, and with the administration of the CAUT Defence Fund.

Reminder about Annual General Meeting

CUASA has always been an association built up, from the grassroots. An important part of our democratic culture is the Annual General Meeting:

Annual General Meeting

The Annual General Meeting will be held **Tuesday, April 8, 2008**
from 12:30 - 2:30 p.m. in Room 624 Southam Hall.

Guest speakers will include the OCUFA President, Brian Brown and
OCUFA Executive Director, Henry Mandelbaum.

All CUASA members are strongly urged to attend.
