

# CUASA COMMUNIQUÉ

Volume 38 No. 3

Editor: Arnd Bohm

January, 2008

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## **St. Thomas University Lockout & Strike**

For updated information on the difficult situation at St. Thomas University (Fredericton, NB), where faculty were pre-emptively locked out in the middle of negotiations, see

<http://www.caut.ca/faust/jobaction/>

## **CUASA President Welcomes Dr. Roseann Runte to Carleton University**

Along with many of our colleagues, I attended the recent celebration of the appointment of Professor Roseann Runte to the positions of President and Vice Chancellor of Carleton University, effective July 1. During her introduction a number of Dr. Runte's many professional achievements were highlighted, including her wide-ranging experience as a university administrator, most recently at Old Dominion University in Norfolk, Virginia. Her depth of experience and apparently boundless energy should stand her in good stead as she leads us in facing and overcoming the challenges ahead, as well as in defining new goals for a strong future. Not least among positive signals, the appointment of Carleton's first woman president breaks through the glass ceiling and opens the way to greater equality and equity on campus. We especially look forward to working with President Runte on the task of restoring the strong sense of collegiality and cooperation at Carleton, a process that both Acting President Samy Mahmoud and Vice-President Feridun Hamdullahpur have been giving high priority.

On behalf of CUASA I have written to Dr. Runte and extended to her a warm welcome to Carleton University. I also invited her to meet with the CUASA Steering Committee at her convenience. She replied quickly, indicating that she would be delighted to meet with us during one of her upcoming trips to Ottawa in advance of the July 1 start date of her appointment.

**Susanne Klausen**  
**President/CUASA**

## **Moving Forward: Academic Libraries and Collective Bargaining Workshop**

submitted by Laurie Campbell (Library) [the report was shortened for publication]

In October I attended a two day workshop on collective bargaining for academic librarians in Vancouver. This report provides a brief summary of the workshop's highlights.

## *Workshop Highlights*

\* Over 60 librarians from across Canada attended this session but very few had bargaining experience. It was recommended that Academic librarians should do more to educate their colleagues about the bargaining process and how to bargain at the negotiating table.

\* Librarians are reluctant to stand up for their issues. They are too willing to make sacrifices in the interests of the collective membership.

\* Issues Librarians are concerned about:

1. Workload
2. Salaries
3. Academic Freedom
4. Copyright
5. Compensation - benefits including time off for caring for parents or family members
6. Job security
7. Retention
8. Clarity of collective language to reflect current practices e.g. recognition for work that has become mandatory for example a practicum workshop for grad students.
9. Support for sabbaticals including funding to do research

\* Special Note on Salaries

Queen's University presented a table for 2005/2006 comparing Queen's University Librarian/Archivist salaries in comparison with other Ontario universities. The data were based on salary information provided by the 13 libraries in Ontario who are members of ARL.

## *How Does Carleton Compare?*

In looking at the Age-Adjusted Comparison of Mean 2005/2006 Salaries in Ontario table Carleton ranked 9th in the <35 age group, and in the 35-44 age group it ranked 7th. Carleton's ranking improves in the 45-54 age group where it ranks 4th, and in the 55+ group where it ranks 2nd behind York University. The average ranking for Carleton in terms of age adjusted salaries is 4th. However, Carleton ranks 7th in comparison of 2005/2006 base rate scale salaries in Ontario.

This information is very useful in making the argument for increasing the scale for Librarians at the lower ranks. Management focuses on the salaries of senior librarians in making the argument that librarians' salaries are among the highest in Ontario.

## *Plan of Action*

What do librarians have to next? Librarians have to start to make preparations for bargaining.

\* Librarians need to be proactive in understanding their collective agreements, and the business of their associations or unions.

\* Librarians need to meet on a regular basis to discuss issues such as workload to prioritize their needs, and decide if bargaining is the best avenue for achieving their objectives.

\* Librarians need to know about their library and their university. They need to know statistics including budgets, size of library staff and number of students.

\* Librarians need to know who are their comparable universities are and what are the current trends.

\* Librarians need to become involved in drafting language to be presented at negotiations.

- \* Librarians need to be able to articulate their priorities to faculty.
- \* Librarians have to convince faculty for why they should be considered as colleagues, not just as 'librarians'. They need to demonstrate that issues such as intellectual property and academic freedom are not solely the interest of faculty.
- \* Librarians need to bring their skills to the bargaining table. Librarians have many skills beyond their professional librarian skills.
- \* Librarians have to understand who they are bargaining with this includes members of the union bargaining team and with members of the management team.

### *Summary*

This list of what needs to be done is long and can not be achieved by one or two people. Nor can the list of tasks be completed in a short period of time before bargaining begins.

Successful bargaining involves team effort in preparing and planning bargaining positions and strategy. The next round of bargaining will be in 2009. In the upcoming year librarians will need to start making preparations.

A list of online resources which can be used in doing research was handed out to attendees at the Workshop. Attendees also received a copy of the CAUT Collective Bargaining Manual. Copies can be made available to librarians.

### **The Grievance Policy and Administration Committee: Positions Open**

CUASA will be undergoing a period of change as it makes the transition from its current Executive Director to a new Executive Director. Our new employee will need time to learn the job at a time when the number grievances seems to be on the increase as well as the time required to achieve a resolution of each complaint. In order to provide our Grievance Chair with the support necessary to carry out this vital area of Association activity, CUASA has decided to revive the Grievance Policy and Administration Committee (GPAC).

The CUASA constitution (Article VII (7)) provides that:

The Standing Committee on Grievance Policy and Administration shall be comprised of five members (exclusive of the chairperson) to be selected so as to be as representative as possible of the academic units of the University as defined by the Collective Agreement

Although the CUASA constitution requires an active GPAC, until recently it has not been necessary to convene the committee. Grievance work has been carried out by the Grievance Chair together with the Executive Director. This was a functional arrangement until the last few years, when open and collegial union/management relations at Carleton meant that there were fewer grievances; those that did arise could usually be resolved quickly and straightforwardly. Unfortunately, over the last few years, Carleton managers, along with managers at universities across Canada, have moved to more legalistic and confrontational relations with employee unions. The result has been an increase in the numbers of grievances and more complex negotiations for their resolution. The concern by managers to protect their 'management rights' has resulted in an expansion of the time required to bring grievances to resolution.

**CUASA is asking for interested members to volunteer to become a Grievance Officer, and**

**to serve on the GPAC. Ideally there should be a Grievance Officer from each Faculty and from the Library.**

*What Qualifications are needed to be a Grievance Officer?*

Being a Grievance Officer requires having a commitment to union principles of fairness, justice, and equity within the workplace. To be a Grievance Officer one must be able to be an advocate on behalf of colleagues irrespective of personal relationships, that is to have a fundamental commitment to protecting their rights under the terms of the Collective Agreement. Volunteers should be tenured.

*What work is required?*

The work of the Grievance Officers and the CGPAC is vital to the members of CUASA. It is anticipated that the Grievance Committee will meet every couple of weeks, and that Officers will report on grievance related issues and activities within their units (Faculties and the Library). Grievance Officers will identify issues in their units that may be subject to grievance procedures, work with unit members to develop grievances, and engage in the first stages of the grievance process. Grievance Officers will report back to the CGPAC both to ensure coordination of Grievances across campus and to problem solve and to explore strategies for grievance resolution. Education and training for those interested will be provided through CAUT's Grievance Officer training program. As a standing committee, the CGPAC will report on a regular basis to the Steering Committee.

Anyone interested in volunteering or finding out more about the position should contact the CUASA Electoral Officer, Janice Scammell, or to Gerald de Montigny.