

CUASA COMMUNIQUÉ

Volume 39 No. 1

Editor: Janice Scammell

September, 2008

CUASA Executive

President

ARND BOHM
English

President-Elect

ANGELO MINGARELLI
Mathematics & Statistics

Past-President

SUSANNE KLAUSEN
History

Chief Negotiator

BRETT STEVENS
Mathematics & Statistics

Secretary/Treasurer

SUSAN JACKSON
Library

Grievance Chair

GERALD DE MONTIGNY
Social Work

Salary and Benefits Officer

FRED AFAGH
Mech. & Aero. Engineering
Editor CUASA Communiqué

JANICE SCAMMELL
Library

External Relations Chair

MARK LANGER
Film Studies

Internal Affairs Chair

DIANE HUBERMAN-ARNOLD
Business

Retired Members Rep.

DON WESTWOOD
Architecture

Members at Large

SAMUEL AJILA
Sys. & Comp. Engineering
PATRIZIA GENTILE
Women's Studies
DONALD SWARTZ
Public Policy & Administration

CUASA OFFICE

2004 Dunton Tower
(613) 520-5607
FAX: (613) 520-4426
email:cuasa@carleton.ca
www.caut.ca/cuasa/

Executive Director
PATRICIA A. FINN, LL.M.

Office Manager
DEBORAH JACKSON

That All May Prosper

by Arnd Bohm, President/CUASA

Can it be September already? Where did the summer go? I hope you were able to balance rest and recuperation with research and class preparation. Welcome back!

At CUASA things were busy over the summer: dealing with the aftershock of the closure of a unit (more below), responding to CDI denials, finding a new Executive Director (to be announced), advising members on a wide range of issues, preparing and delivering two tenure and promotion workshops. Not everything went our way -- does it ever? -- but on the whole members can be very satisfied with CUASA's dedication and service.

Two good events mark the beginning of this academic year. One is the arrival on campus of President Runte, bringing high aspirations (as well as her signature cookies!). CUASA looks forward to working with her and her administration amicably and positively.

The other is a series of safety measures that respond to sad facts. More remains to be done to address the root causes of violence on campus and in our society. Not even a place dedicated to the pursuit of truth and insight is a "haven in a heartless world."

CUASA affirms both events because they benefit everyone, not just this or that group. Presidential leadership and enhanced safety are inclusive, covering students, non-academic staff, librarians, instructors, faculty, and visitors. It is a principle summed up as well by CUASA's motto: "That All May Prosper." This ideal is a sound, decent and eminently Canadian one. We are all in this together.

Report on the Closure of the Centre for Intensive Language Education

by Pat Finn, Executive Director

In the mid-1980's CUASA was asked to include Non-Credit Language Teachers in the bargaining unit. These employees taught in the department that later became SLALS and CUASA negotiated special provisions on their behalf. Two years ago, this group of teachers was removed from SLALS and from FASS becoming a Centre. The Centre reported to Ed Kean (administrative) and to Feridun Hamdullaphur (academic matters).

On April 24, 2008 the Acting Provost and Vice-President (Academic) met with all the CILE teachers to announce the employer's decision to close CILE and terminate all appointments effective August 29, 2008 on the grounds of financial insolvency. CILE was not making enough money to cover the administrative overhead and classroom rental amounts charged by the employer although it made enough money to cover the cost of all salaries and benefits for the teachers and the support staff in the Centre.

CUASA's Grievance Chair, Gerald de Montigny, immediately reviewed the relevant provisions of Article 17 of the collective agreement and conducted discussion with legal counsel. Given that the employer had the right to close a self-funded operation for whatever reason it decided, CUASA's next step was to try to ensure that those whose jobs were terminated received all that was due to them.

Nine of the nineteen women qualified to take retirement and were advised to do so to protect their right to benefits (including free tuition) under the provisions of Article 40 of the collective agreement. All 19 received severance pay under the terms of the Employment Standards Act (maximum of 26 weeks salary). Record of Employment certificates for EI benefits have been provided by Human Resources. Those ineligible to retire have a right of recall for 1 year and a right to redeployment to another suitable job for 4 years.

Out placement consultation was provided by Human Resources through KWA Partners who ran a two day job search workshop and provided those interested with 2 hours of personal coaching.

Gathering this information, negotiating agreements with Human Resources, meetings and emails with CILE (as a group and individually) took up an enormous amount of the summer work schedule. Unfortunately, not everything has been resolved and CUASA has filed a grievance with respect to the provision of free tuition benefits for the 10 members not eligible to retire. We have been promised a resolution and look forward to seeing it.

The net result is that 19 teachers must seek other employment. CILE provided Carleton with a valuable service and, perhaps, the decision to close it will be viewed as a poor decision down the road. It is ironic that this decision took place at the same time as Senate is revisiting the closure of some of the small language departments with a view to reinventing them.

Deadline Reminder: Sabbatical

October 31 is the deadline to have your "green" form in for taking a sabbatical effective July 1, 2009 or January 1, 2010. Your detailed statement of sabbatical activities is due no later than **March 31, 2009** (and the employer hopes that you will get it in as soon as possible).

Speaking of sabbaticals, did you know that it is possible to request a **2 year sabbatical**? Although it is not a right, you may apply for a 2 year sabbatical at a stipend of 65% of nominal in each of the 2 years as an alternative to a 1 year sabbatical. You need to make an excellent case with respect to the use of time and the project(s) involved to your Dean.

CUASA's web site contains a Handbook for Planning a Sabbatical at <http://www.caut.ca/cuasa/sabbatical.html>

CUASA hires a new Executive Director

Pat Finn, CUASA's Executive Director for the past 32 years, has announced her intention to retire effective November 1, 2009. Effective November 1, 2008, CUASA has hired **Mr. Tony Wohlfarth** who will overlap with Pat's last year to provide time for training and an orderly succession with the same level of service to members.

Tony is a Carleton alumnus (Economics) with a graduate degree in Industrial and Labour Relations from Cornell University. He brings many years of professional experience as a negotiator and advisor in collective bargaining, most recently as a National Representative with the CAW-Canada in Toronto. He is also a Director of the Ontario Pension Board and a member of two academic societies who has contributed to the annual Congress of the Humanities and Social Sciences as a speaker, organizer and session chair as well as contributing to the academic

Exercise Caution when supporting students who are coping with crisis

Always remember that your actions that go beyond your job description and teaching assignment may make you **personally** liable to legal and civil penalties.

1. Initiate direct intervention only if there is a clear and imminent danger to someone else.
2. Do not interfere in the lives of others unless they explicitly ask you for help. Implicit is not good enough. Presume that someone who comes to your office to talk about an assignment has come to talk about the assignment, not about issues you imagine or believe might be troubling them. Confine your assistance to informing them that there are professional services on campus where they can go for trained, professional and confidential help. Do not "follow up" in any way.
3. Always act to preserve the privacy and dignity of others. Causing them any shame or embarrassment could make the situation worse and could have severe negative consequences for you later on.
4. Protect yourself by keeping careful written notes of any incident. Be detailed and precise. Such notes can be invaluable if problems arise later about your role. These notes should be written (not stored electronically) and must be kept in a secure place off campus.
5. Never discuss any student's non-academic problems by name with **anyone** except when required to do so by a duly authorized safety or medical officer. This is the only way to protect privacy. If the person you trusted completely talks to a third party and names the student, you will be in deep trouble.

CAUT Travel Advisory

(September 2008)

U.S. Customs Searches of Electronic Devices at the Border and International Airports

Stories of U.S. Customs officials searching travelers' laptop computers at the Canada-U.S. border have been in the news lately and there have been conflicting U.S. court decisions about the legality of such searches under the U.S.

Constitution. Complete document at: http://www.caut.ca/uploads/Travel_Advisory_Laptops.pdf