

CUASA COMMUNIQUÉ

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Since the ratification of the Collective Agreement by a 95% vote following the Arbitration Award handed down in January 2011, CUASA Steering has been working hard on behalf of CUASA members, tackling a number of on-going issues of importance to the membership. For a review of the past year's events and of on-going issues that remain to be resolved, please plan to attend the:

CUASA Annual General Meeting
Wednesday, April 6th
C264 Loeb
12 noon- 2 p.m.

Second verse same as the first? Not if CUASA can help it!

CUASA members will recall that in this last round of bargaining CUASA's move to a strike vote (which resulted in an overwhelming strike mandate) was **strictly defensive**. When CUASA, hopeful of a new mode of bargaining following the "collegial" round of 2009, came to the table with a modest opening proposal, the administration chose to launch a surprise attack. Claiming, falsely, that CUASA had forfeited its right to strike, the employer attempted to **force** changes to the tenure provisions of our collective agreement, despite the fact that a sub-committee of JCAA had been working on a report on tenure and promotions at Carleton and despite the fact that CUASA had proposed a Memorandum of Agreement so that this committee might resume its work following bargaining, an MOA the employer refused to accept. Of course, this is all history...

So where do we stand now? **Currently**, the Senate Tenure Appeals Committee is considering another round of tenure denials. **Currently**, CUASA's Grievance Committee is managing an unprecedented load of grievances. Moreover, it appears likely that a greater proportion of these than ever before will go to arbitration, a costly (for CUASA and the University), painful (for the members) and, ultimately unsatisfactory (for everyone) process. While the details of these arbitrations are confidential, **currently** the administration is taking an arbitrated award to a CUASA member to judicial review! Since it is now a matter of public record, for those interested, here are some of the details of the case:

<http://www.canlii.ca/eliisa/highlight.do?text=CUASA&language=en&searchTitle=Search+all+CanLII+Databases&path=/en/on/onla/doc/2010/2010canlii35902/2010canlii35902.html>

On 20 January the Chairs and Directors of FASS sent a letter to Carleton's President, Provost, Deans, Governors and the Presidents of CUASA, CUPE 4600 and CUPE 2424, in which they expressed their desire for a change in the "culture of labour negotiations at Carleton University." There is nothing to disagree with in this letter. And yet, given the facts outlined above – and even after a certain cooling off period -- it is very hard to be hopeful.

In their letter, the Chairs and Directors of FASS also indicated that an early start to bargaining would be desirable. Again, CUASA agrees: given the unproductiveness of this past round, we will have to bargain soon and we will have to be prepared to bargain anything and everything in this coming round. For that reason, CUASA Steering has already instructed your bargaining team to opt out of binding arbitration by giving notice as per article 34.3 of the Collective Agreement.

With all respect to the Chairs and Directors of FASS – and indeed to all members of the Carleton Community who don't want another round of "brinkmanship bargaining" – the problem at Carleton isn't just the bargaining climate - it is the whole working climate! Until the administration of Carleton University respects the rights of those who work at Carleton collectively, and until the administration respects the basic humanity of the individuals behind "the collective agreement" or "the union," then history will, of needs, repeat itself. Clearly, it is time for real change at Carleton University. In the meantime, whenever necessary CUASA will continue to defend vigorously our rights collectively, as well as the rights of each individual member.