



Carleton University Academic Staff Association

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Collective Bargaining Update

NOVEMBER 22ND, 2017

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List of Articles

*"Reserve" means that the parties intend not to reply until later in bargaining. Usually monetary items are reserved until non-monetary items are tended to.

What the Employer Served Notice To Open

- 10
- 13
- 18
- 19 (housekeeping)
- 20
- 21
- 23 (housekeeping)
- 26
- 33
- 40
- 41
- 42 (housekeeping)
- 43
- 45

What CUASA Served Notice To Open

Articles to be opened:

- 2
- 4
- 6 [note reserve list]
- 9 [note reserve list]
- 11
- 12
- 13
- 15 [note reserve list]
- 16
- 22
- 27
- 30

Reserve:

- 5
- [6.1]
- 10
- [9.1]
- [9.3]
- [9.7]
- 14
- [15.6]
- 18
- 20
- 21
- 25
- 26
- 40
- 41
- 43
- 45
- Appendix E
- Appendix I

Packages Tabled To Date

- ❖ Workload (15th September 2017)
- ❖ Tenure, Promotion, and Unit Standards (29th September 2017)
- ❖ Governance and Process (6th October 2017)
- ❖ Librarian (5th November 2017)
- ❖ Equity (5th November 2017)
- ❖ Article 18 (5th November 2017)
(Rights and Privileges of the Association and Its Members)

November-December Negotiations Timeline

Nov 4 th & 5 th	Bargaining with the Employer
Nov 23 rd	Bargaining with the Employer
Nov 29 th	Bargaining with the Employer
Dec 5 th & 6 th	Bargaining with the Employer
Dec 19 th	Bargaining with the Employer

Schedule for January-February to be determined

Pinked Articles

A “Pinked” article refers to one that the parties have tentatively agreed to and printed on pink paper as per the protocols.

Pinked articles are still subject to ratification but may be expected to be included in the future collective agreements, as shown.

Workload Package

Article 9.8, Instructor Employees

Article 12.3 (c), Renewal and Confirmation of Appointment (Instructor Employees)

Article 12.6, Parity Committee on Instructors at Carleton University

Article 15.2, Rights and Responsibilities of Faculty Employees as Teachers

Article 15.3, Rights and Responsibilities of Instructor

Article 15.4, Rights and Responsibilities of Professional Librarian Employees

Articles Pinked

(continued)

November 4th and 5th was a very productive weekend.

Article 4.1

Article 13.1, 13.2, 13.5, 13.6 7

Article 15.6

Article 30.2, 30.3, 30.8, 30.11, 30.14

Article 41.2, 41.3, 41.4

Letter of Understanding, regarding changes to Article 13.6 & 13.7



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Workload Package

Workload Package

Article 13.2, Teaching Workload of Faculty Employees

Why pinked?

- Supervisions of graduate and undergraduate students are now formally recognized as workload.
- The same applies to tutorials and to supervising directed studies

Workload Package

Article 13.5, Service

Why pinked?

- Service get its own definition and recognition, independent of research and teaching.
 - ✓ Participation in departmental, faculty, and University committees
 - ✓ Administrative and non-teaching/non-research responsibilities within the university
 - ✓ contributions to the effective operation of learned societies, professional organizations and union/labour organization (including CUASA) etc...

Workload Package

Article 13.6-7, Reduced-Time Provisions for Long-Service Employees

Why pinked?

- All members who are eligible for retirement transition reduced-time should be entitled to the same number of years, regardless of age.
- Align the Collective Agreement with the Ontario *Human Rights Code*: eliminate discrimination based on age
- A Letter of Understanding that ensures members who already submitted their applications before the ratification of the new collective agreement will not be affected.

Governance and Process Package

Governance and Process Package

Article 30 (30.2, 30.3, 30.8, 30.11, 30.14) Complaints, Grievances and Arbitrations

Why pinked?

- In the current collective agreement, members cannot grieve issues regarding employment equity, tenure, promotion, appointment renewal, or dismissal. Now, you can grieve all these important aspects of your career.
- Many of the housekeeping recommendations that the Grievance Committee requested were accepted by the Employer.

Governance and Process Package

Article 41 (41.2, 41.3, and 41.4) Career Development Increments (CDI)

Why pinked?

- Openness: opportunities for members to respond
 - The Dean has to meet with faculty members before the denial of an CDI.
 - The faculty member can provide additional information related to the CDI if they wish.

Waiting for 1st counter from the Employer

- ❖ Equity Package
- ❖ Librarian Package



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Equity Package

Equity Package

❖ **Truth and Reconciliation**

CUASA is working towards ensuring Carleton develops a plan to increase Indigenous representation among Faculty, Instructors, and Librarians.

❖ **Employment Equity**

Recruiting underrepresented equity-seeking scholars has proven to be beneficial to intellectual rigour and academic excellence. CUASA's proposals will ensure the best qualified candidates are hired, while addressing diversity in each unit.

Equity Package

❖ **Teaching Effectiveness Evaluations**

Student questionnaires do little to evaluate teaching effectiveness and are often used to covertly discriminate against marginalized groups.

CUASA is working towards a fair teaching evaluation process that has less focus on the student opinions and more on effectiveness.

Equity Package

❖ **Maternity and Parental Leave**

Federal regulations now allow for parental leaves up to 18 months. CUASA is working to ensure benefits and job security continue to be provided during this type of leave and that it remains an affordable option for our members.



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Librarian Package

Librarian Package

- ❖ Collegial decision making in the hiring process

Despite the fact that the library already has two committees in charge of hiring, the University Librarian can still veto the decisions made by these committees. CUASA fights for the elimination of the veto power of the University Librarian to increase collegiality in management.

Librarian Package

As professional librarians are highly specialized positions, it will be a disservice to job candidates, the library, and our academic community as a whole to have someone who are not CUASA librarians to evaluate job applications. CUASA is proposing the majority of these hiring committees has to be CUASA librarians. Excellent services begins with a collegial hiring process.



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What about monetary?

Monetary: Background

- ❖ The university's finances are healthy and a variety of funds are running ongoing surpluses.

Monetary

❖ Salary

Carleton lags behind our comparator institutions; for example, our Assistant Professors are paid, averaged across the bottom decile, at least \$10,000 less than their colleagues at the University of Ottawa and University of Guelph.

For example,

<u>Salary Floors</u>		
2016/2017	Carleton	Guelph
Assistant Professor	68590	85717
Associate Professor	85740	90635

Monetary

❖ CUASA also seeks:

To increase PER (Professional Expense Reimbursement). Not all the tools we need are provided by the Employer or sufficiently covered by the existing amount.

To improve sabbatical provisions

Monetary

❖ Benefits

To increase vision and dental care benefits

The employer bears 100% of the cost of Health, Dental, and Disability plans.

Monetary

- ❖ For retired members:

Increase the remuneration for retired members who teach courses

Access to PER



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Current Observations

Current Observations

The Employer is already demonstrating resistance in several areas.

Tenure, Promotion, and Unit Standards

- Committee Composition
- Allowing academic decisions to be made by academics
- Single-track process
- Shortened preparation time for members to prepare for their appeals
- Introduction of a “probationary period” concept into the collective agreement

Current Observations

Instructor workload

- Strong resistance against improving Instructor workload calculations
- Continued imbalance workloads cutting into Instructor professional development time

Current Observations

Governance and Process

- Extremely strong resistance against removing the “judge, jury and executioner” power of the Provost in academic processes
- Attempts to implement short timelines to file grievances
- Strong resistance from Employer for having to share the burden to prove past practices, including refusing to enshrine practices by the way of written constitutions

Current Observations

Scope of the Bargaining Unit

- Extremely strong resistance against changing scope calculations and continuing with hiring non-bargaining unit members to do bargaining unit work
- Refusal to cease the practice of assigning non-bargaining unit work to CUASA members (i.e., administrative duties recognized by other union certificates)

What Happens Next?

Strike Aversion

- We start having hard conversations about how to speed things up and what priorities will need more focus to close this round of bargaining
- We mobilize
- We start finalizing plans for our worst-case scenarios (strike or lock-out)

What You Can Do To Help Now



i support my **CUASA** negotiations team

Wear **RED** on days the team is at the table.

Read updates from CUASA and your Councillors.

Wear CUASA **swag** everywhere.

Attend general meetings and events

Join in on the social media campaigns

Volunteer for CUASA

#Fairness4Faculty

#Fairness4Librarians

#StandWithFaculty

#GetLoud

Next Update: Brown-Bag Lunch
December 15, 12:00-1:00pm
CUASA Boardroom
Bring your lunch!

THANK YOU FOR COMING!