



Carleton University Academic Staff Association

**your union**  
**your contract**

# Information Session

MAY 9TH, 2018

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# What is conciliation?

- ❖ Conciliation is a process by which a trade union or an employer can ask the Ontario Ministry of Labour for help in resolving their differences so that they can reach a collective agreement. Either party may apply to the ministry. If parties are in negotiations, they must use the government's conciliation services before they be in a legal strike or lock-out position.

Definition from the Ontario Ministry of Labour website:

[https://www.labour.gov.on.ca/english/lr/faqs/lr\\_faq2.php](https://www.labour.gov.on.ca/english/lr/faqs/lr_faq2.php)



# Legal Definition of a Strike

## Strike

“strike” includes a cessation of work, a **refusal to work** or to continue to work by employees in combination or **in concert** or in accordance with a common understanding, or a slow-down or other **concerted** activity on the part of employees designed to restrict or limit output;



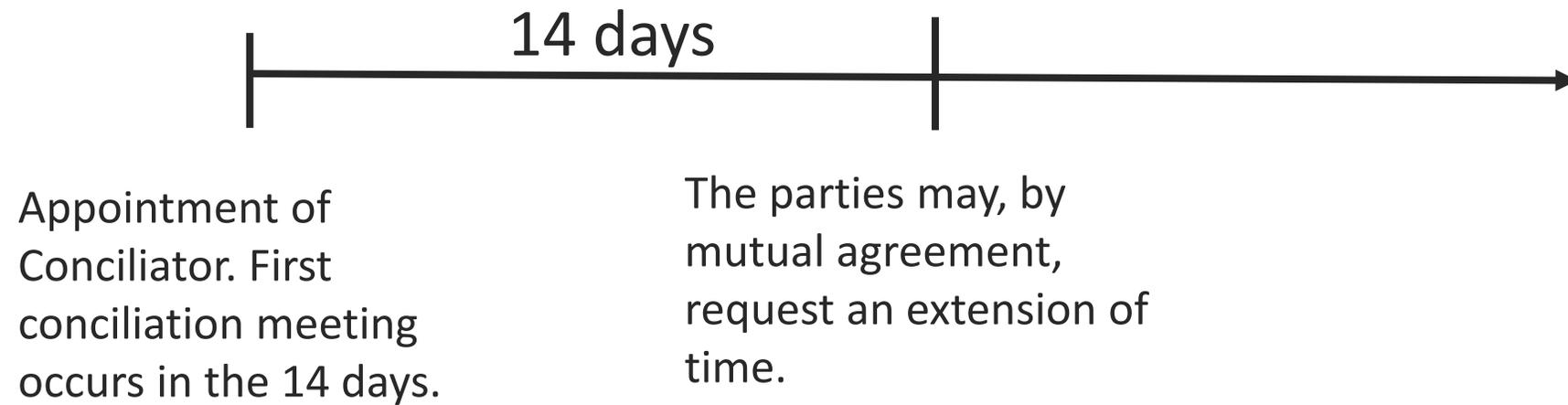
# Legal Definition of a Lock-Out

## Lock-Out

“lock-out” includes the closing of a place of employment, a suspension of work or a refusal by an employer to continue to employ a number of employees, with a view to **compel** or **induce** the employees, or to aid another employer to compel or induce that employer’s employees, to **refrain from exercising any rights or privileges** under this Act or to agree to provisions or changes in provisions respecting terms or conditions of employment or the rights, privileges or duties of the employer, an employers’ organization, the trade union, or the employees;



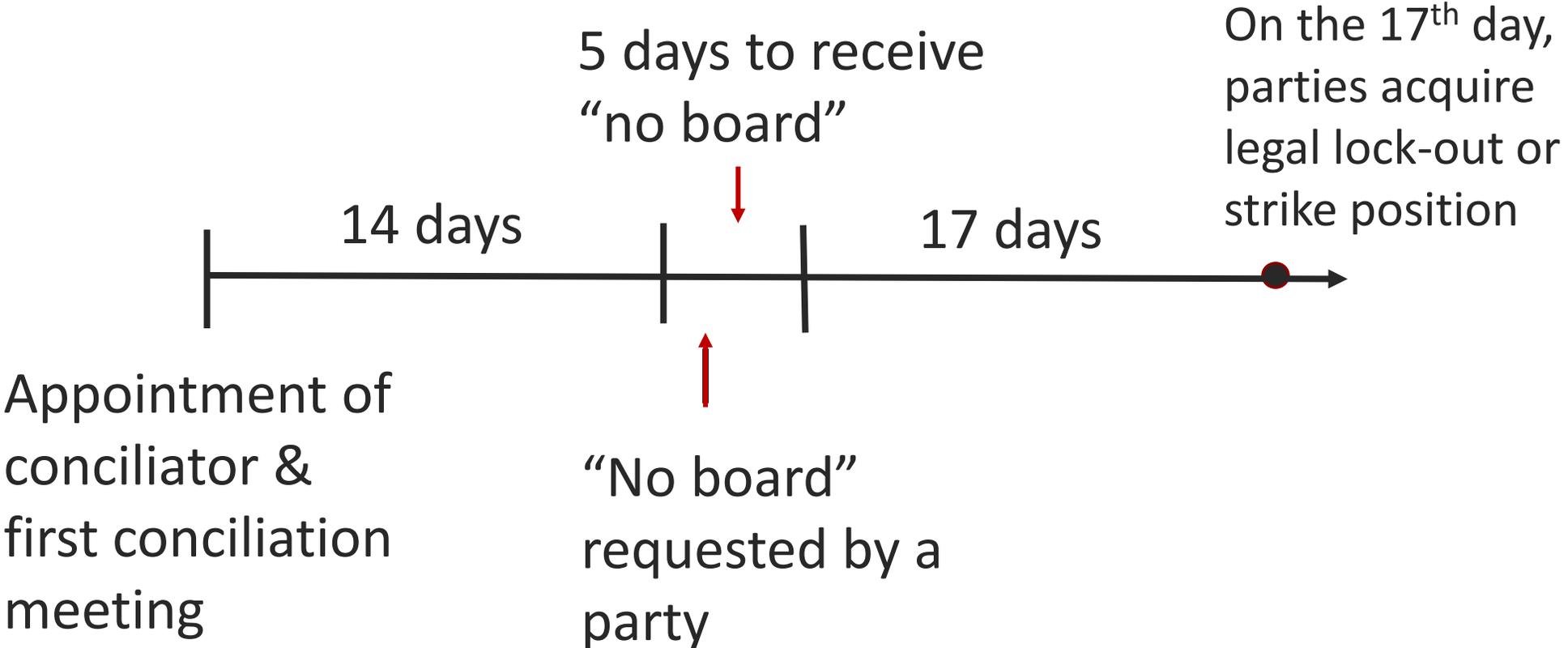
# How does the process work?



**Reference:** *Labour Relations Act, 1995*, S.O. 1995, CHAPTER 1, SCHEDULE A, SECTION 20 (1) & (2)



# Timelines





# Why do we want a strike vote now?

- ❖ Your negotiation team is putting its best effort to prepare for conciliation sessions. We want a fair deal, not a rushed deal.
- ❖ We need a strong strike vote to show the Employer that we are serious in our demands. We also need to make sure that we fulfill our obligations under the law (section 79(3) of the Act) and hold the mandatory strike vote so the Employer doesn't exclusively control the process.
- ❖ A strike vote will put pressure on the Employer so that they will start taking negotiation seriously and hopefully meet with us more often at the table. There is nothing prohibits the parties from during direct negotiations with each other after the request for conciliation.
- ❖ With a strike vote, we can balance the power at the table.

# Strike Pay – applicable to both strike and lock-out

❖ Members who perform picket or office duties will receive strike pay from two sources:

- (1) \$88 per day from CAUT (Canadian Association of University Teachers), which will kick in on the fourth day of strike.
- (2) CUASA daily top-up



## Benefits – applicable to both strike and lock-out

- ❖ The Employer will stop paying to your health benefit plans. This applies to all sabbaticants travelling, persons on LTD, maternity/parental leave, etc. If the Employer agrees, CUASA can make payment to these health benefit plans.
- ❖ Research grants. The Employer can't cut you off from research grant money that isn't theirs. That money doesn't belong to them, they just administer it.

Your negotiation team will do everything they can to negotiate strike/lock-out protocols.

There is no guarantee that the Employer will agree to them.

# Strike/Lock-Out Planning Committee

- ❖ Policies on emergency loan, hardship fund, strike pay to members who are out of the country.
- ❖ Strike / Lock-Out line captains, shifts, and supplies.
- ❖ Line logistics such as trailer, washrooms, etc.
- ❖ Works with the Negotiations Team so that the team has a clear sense of what they need to negotiate in the protocols.

While your negotiation team was preparing counters, the Employer filed for conciliation and cancelled the May 3 session.

Asking for a conciliator does not stop the parties from negotiating at the table with each other.

# A Brief Overview of Outstanding Issues



# Where we left off on April 20th

1. Article 2
2. Article 6 + LOI
3. Article 9 + Title Page
4. Article 9.11
5. Article 13.4
6. Article 13.9
7. Article 13.10
8. Article 20
9. Article 26 + LOI & LOU
10. Article 27
11. Article 40.8
12. Monetary Part I & II
13. Appendix I & N + LOI



# Governance and Workload

## Article 6 + LOI

- ❖ The burden of proof of past practices is still on the shoulders of employees.
- ❖ The administration has yet to define “sufficiently widely promulgated.”
- ❖ The purchase and replacement of office computers

## Article 13.4

- ❖ The problematic 0.4 workload credit calculation
- ❖ The Employer refused to define “administrative tasks.”



# Workload and Bargaining Unit Work

## Article 13.9

- ❖ The Employer continues slipping in more administrative tasks for CUASA members.

## Article 27

- ❖ Strong resistance to have language that will ensure no non-bargaining unit employees will be doing bargaining unit work.
  
- ❖ Through such resistance, the Employer do not need to create more CUASA positions. Instead, they keep hiring contract instructors and do not need to give them any job security.



# CUOL

## Appendix I & N + LOI

A complete rejection of Appendix N, including any idea related to improving CUOL faculty's actual working conditions now.



# Equity

## Article 9 + Title Page

- ❖ The Employer strongly resists to using the word “unceded” on the title page of the collective agreement

## Article 20

- ❖ The Employer refuses to make extended parental leave a real option by providing additional supplemental income benefits



# Equity and Student Evaluations

## Article 26 + LOI & LOU

- ❖ The Employer is evading the issues of discriminatory comments on teaching evaluations.



# Equity (continued)

Retroactive adjustment to gender pay gap (Article 45)

Faculty

Faculty of Arts and Social Sciences	\$2,837
Faculty of Engineering and Design	\$6,720
Faculty of Science	\$5,828
Faculty of Public Affairs	\$3,854
Sprott School of Business	\$3,258

Instructor

Faculty of Arts and Social Sciences	\$5,580
Faculty of Engineering and Design	\$5,580
Faculty of Science	\$5,580
Faculty of Public Affairs	\$5,580
Sprott School of Business	\$5,580

**The Employer completely rejected this proposal.**



# Employer's Attack on Pension

## 40.8 The Carleton University Retirement Plan

(a) The parties agree that the Carleton University Retirement Plan ~~in effect as of April 30th, 2009,~~ shall continue for the term of this Agreement., ~~except that if the Plan is amended to modify the Employer's obligation to fund the minimum guarantee fund beyond actuarial requirements, that amendment will take effect as provided by the amended plan.~~



# Monetary, Part I

❖ Increase sabbatical allowance and a new Research Leave Grant (Articles 21.3, 21.4 & 21.5)

What we asked:

What the Employer returned:

Full: 95%  
Delayed full: 100%

Full: 85%  
Delayed full: 90%

Both are current amount.





# Monetary, Part I (continued)

❖ Remove the CDI ceiling and raise the salary floor (Articles 41.5 & 45; Appendix E)

❖ Nominal salary increase (Article 45)

**What we asked:**

First two years: \$5,000

Third year: 3%

Fourth year: 2%

**What the Employer returned:**

First two years: \$2,000

Third year: 1.6%

Fourth year: 1.6%



# Monetary, Part I (continued)

❖ Increase summer teaching stipend and introduce remuneration for course cancellation in the summer (Article 43)

What we asked:

Full-credit course:      \$14,612  
Half-credit:                \$7,306

What the Employer returned:

Full-credit course:      \$13,173  
Half-credit:                \$6,586

# Monetary, Part II, to be tabled

- ❖ Extended health plans, dental, orthotics, massage therapy.
- ❖ Increase PER

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# What You Can Do To Help Now



# That's why we need mobilization now!

Vote YES to the strike vote.

Join one or more of the following committees:

- Strike/Lock-Out Preparation Committee
- Mobilization Committee

Please contact Hadia at [Hadia.Walhad@cuasa.ca](mailto:Hadia.Walhad@cuasa.ca)

Fill in the Personal Contact Information Form:

<http://cuasa.hostedincanadasurveys.ca/index.php/964826?lang=en>



# i support my CUASA negotiations team

Read updates from CUASA and your Councillors.

Attend general meetings and events

Join in on the social media campaigns

**[twitter.com/cuasa](https://twitter.com/cuasa)**

**[Facebook.com/cuasaonline](https://facebook.com/cuasaonline)**

Volunteer for the following committees:

- Strike Preparation Committee
- Mobilization Committee

Come to the conciliation session. There will no longer be any protocols, so anyone can come.

Wear CUASA **swag** and CUASA buttons everywhere.

If you want to know details of the proposals...

- ❖ Go to CUASA website: <http://cuasa.ca/>
- ❖ Click on the “Member Services” tab on the top
- ❖ Then go to “Bargaining”
- ❖ Scroll down and the proposal is under “CUASA Proposals”

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# Questions?

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