



Strike Vote: October 4 and 5

How did we end up here?

CUASA entered bargaining with a modest package of proposals, having agreed to arbitration on monetary issues.

The employer responded in a manner destined from the outset to stall bargaining: they simultaneously tabled intolerable grabs for our intellectual property and rights and signalled that they would have important changes to tenure and promotion, which they then refused to table.

They have also mounted a campaign of misinformation that mixes palatable with unreasonable proposals, hoping you will swallow the meal without seeing the danger. Take for example, their tenure and promotion proposal; they have tabled a proposal that appropriates the work of the Joint Parity Subcommittee (which they derailed) and littered it with tidbits of the worst tenure practises from across the country.

Do not be deceived by the employer's discussion on tenure and promotion. Do not be hoodwinked by the employer's claim that their proposal represents the outcome of any consultative process with CUASA. Regardless of what discussion took place in the subcommittee, it was only the preliminary and exploratory step of a longer, consultative process; the subcommittee was not a bargaining team. Its work was to be reported, for "consideration", to both parties at the Joint Committee for the Administration of the Agreement, which will meet again after bargaining concludes. At that time CUASA would have done a broad and careful review of the subcommittee's work; CUASA is always interested in improving university procedures and making changes in the pursuit of excellence.

Since the employer refused to follow the subcommittee process that they signed and instead tabled language on tenure and promotion in negotiations, CUASA has taken August and September to do what it would have done with the subcommittee reports. We have consulted broadly with CUASA members on what are the key principles and correct procedures for tenure and promotion. This has included two general meetings, a broadened bargaining committee containing members from all Faculties. We invited all CUASA members from the subcommittee and used the subcommittee's work to inform these discussions. CUASA has worked hard to produce a tenure and promotion process that is fair, equitable, and reasonable. We are drafting our counter proposal right now. It will adhere to the following principles, the outcome of the broader discussions:

- peer review and criteria developed by academic units;
- application at any time, without prejudice, if criteria are met;
- meaningful annual reviews;
- substantive local (unit-level) evaluation of applications, broader oversight followed by Presidential consideration;
- maintenance of our current appeal processes.

Recall what else is still on the table:

- erosion of recognition of service
- a grab for our intellectual property
- a toxic cocktail of punitive mechanisms.

Furthermore, when the employer was asked when they would table their monetary package they said that CUASA “knows what is coming” and that discussing it “would not be helpful” to negotiations! In addition we have received communication from the employer claiming that they do not believe that CUASA has the any right to strike this round.

CUASA needs a strong mandate to bargain in the interest of all Carleton Faculty, Librarians and Contact Instructors. For the above reasons, and in a last ditch effort to get the employer to bargain effectively, we have filed for conciliation (see FAQ below). At the same time we have called a strike vote to empower our team at the table.

Come out and Vote on October 4 and 5

What is Conciliation?

- Conciliation is a process by which a trade union or an employer can ask the Ministry of Labour for help in resolving their differences so that they can reach a collective agreement.

What if the conciliator is unable to get the parties to agree?

- The conciliator will return to Toronto and file what is known as a ‘no-board’ report
- 17 days after the Minister of Labour writes to the employer and CUASA accepting the ‘no-board’ report, the employer is in a legal position to lock-out CUASA employees and CUASA is in a legal position to go on strike

What is CUASA's right to strike?

- CUASA is a certified union and thus we have the right to strike.
- This round we have agreed to binding arbitration once only compensation issues remain on the table
- Until non-monetary issues are resolved CUASA retains the right to strike.

If I vote to authorize a strike does that mean CUASA will go on strike?

- No, not necessarily. In every strike vote that CUASA has had, the strong positive vote gave us the leverage we needed to reach a fair deal at the Negotiating table and a strike was not necessary.

If CUASA votes a strike mandate, is conciliation over?

- No. A conciliator could help the process up to the 11th hour before a strike or lock-out.

Could the employer lock us out if we don't have a strike vote?

- Yes, the employer could lock us out as long as non-monetary issues are still unresolved, whether we hold a strike vote or not.