

CARLETON UNIVERSITY

ACADEMIC STAFF ASSOCIATION

PRESIDENT: D. K. BERHHARDT

TREASURER: J. T. O'MANIQUE

SECRETARY: D. J. BROWN



OTTAWA, CANADA

NEWSLETTER

VOLUME 1, #4

DECEMBER, 1970

1. SALARIES

Members of the CUASA negotiating group have been meeting with President Dunton over the last several months. At a meeting, on November 16, 1970, the CUASA proposals were made verbally and followed up by a written proposal submitted on November 26, 1970. The various categories under which salary increases are being requested are as follows:

- (a) cost of living increase
- (b) share of increased national wealth
- (c) provision for basic career progress
- (d) merit increments and selective adjustments
- (e) closing gaps with:
 - (i) other universities
 - (ii) other professions

The negotiating group met again with Mr. Dunton on December 10, 1970. At this time the President made a counter-offer to the original submission. The CUASA group agreed to study the President's offer when it was received in writing and meet with him again early in January. It is still hoped to meet the February deadline for release of salary scales:

An agreement was reached with the President that the various components of the individual person's increase--in particular the component (d) shall be clearly identified.

2. TENURE AND PROMOTION

As mentioned in the last Newsletter (November 1970, 1/3) it is the intention to publish short notes on the procedures involved in Tenure and Promotion Decisions. In this Newsletter we deal with committees at the university wide level.

There is no Tenure Committee at a university-wide level.

There is an Advisory Committee on Promotions. The Committee consists of Deans together with senior members of the University nominated by the President. The senior Dean in Arts and Science acts as chairman. The members of the Committee last year (1969-70) were:

Dean H. H. J. Nesbitt	Dean J. J. Kelly
Dean John Ruptash	Professors C. H. Amberg
Dean G. C. Merrill	E. P. Hincks, J. A. Porter
Associate Dean A. T. Tolley	R. A. Wendt, S. T. Mealing,
Dean D. A. George	R. L. McDougall

The President suggests that there may be one or two changes for this year.

With respect to information made available to this Advisory Committee, the following is quoted from Mr. Dunton's letter, "The members of the Committee have available to them the rather full dossiers put together by departments, together with notes of recommendation or observations of those who have been concerned with the matter before it reaches the Committee. The substance of letters from referees is also made available."

The President also refers to the widely circulated document "Guidelines and Procedures for Promotions" (April 22, 1970)--persons may obtain copies of this document which "outlines thoughts of the Committee and procedures related to promotion" by contacting the CUASA secretary--CUASA is presently establishing a small committee (yet another committee!) to report on this document.

The next Newsletter will deal with T. and P. at the Faculty level.

3. SABBATICAL SALARIES

The CUASA Executive Committee has been approached by many persons with tales of woe concerning the inadequacy of the half salary after six years. It is clear that faculty members with dependents are effectively being prevented from taking sabbatical leave due to financial constraints. It has been suggested we should aim for at least 80%+ dependents allowance after six years. We should appreciate hearing from the CUASA membership in connection with this matter.

4. CREDIT UNION

Some members of CUASA have indicated an interest in joining a Credit Union. The CUASA Executive Committee has been informed that there exists a Credit Union in Ottawa for which Carleton Faculty members may be eligible. The Credit Union is:

Ottawa Carleton Education Credit Union Limited
662 Lyon Street
Ottawa 1, Ontario
(281-9961)

Interested Faculty members are requested to contact Mr. J. H. MacTavish at the above address for further information.

5. MEETINGS

C.A.U.T. Council Meeting, Montreal, November 27-28, 1970

Carleton was represented at the meetings by D. K. Bernhardt as voting delegate and N.E.S. Griffiths as alternate.

The items of greatest import on the agenda concerned the reports of the Academic Freedom and Tenure Committee about situations in various universities as follows:

- (1) Mount Allison University: The President and Board of Regents were censured for refusing to establish an arbitration board to determine if adequate cause exists for the dismissal of a tenured faculty member. (Carleton vote-abstain)
- (2) Loyola College: Move for censure tables in the spring was dropped due to the significant improvement in the Loyola situation. (Carleton vote- to drop censure motion).
- (3) Universite du Quebec a Montreal: The President of the Univeriste du Quebec and the Rector of the University du Quebec a Montreal were censured for their disregard of academic due process and of the proper safeguards of academic freedom. (Carleton vote-for).
- (4) Simon Fraser University: The CAUT executive were instructed to seek new initiatives with President Strand for resolving the dispute. (Carleton vote-for). This was the most complicated and most debated of the issues. The council of CAUT was about evenly divided on the censure motion with representatives of the SFU faculty and students speaking against censure.

The other items involving extensive debate were the report of the economic benefits committee and the proposed guidelines for faculty cutbacks. Faculty cutbacks are now a reality at some Canadian universities raising the question of guidelines for cash cutbacks. The debate on the proposed guidelines indicated a split on the question of tenure. The guidelines were sent back to the committee for further work in light of the discussion.

The CAUT executive was authorized to negotiate with the provincial faculty associations about a new structure for the associations on the various levels.

D. K. Bernhardt

(6) CHARTER FLIGHTS

The latest version of the list of CAUT charter flights is now available and is attached as Appendix I.

(7) MEMBERSHIP

The number of paid up members of CUASA is 445 which is about 84% of full-time faculty. We hope that persons who usually pay by "cash" rather than deduction will forward their cheques to John O'Manique at St. Pat's, made payable to C.U.A.S.A., as soon as is convenient.

8. FRINGE BENEFITS

For information of CUASA members, we are attempting to collate documentation with respect to the 'fringe benifits' such as mortgages, travel allowances, moving allowances, etc. Information has been requested from the Bursar's Office on second mortgages but has not yet been received. The office of the President has sent us information on moving allowances for the academic year 1969-70 and this memo is attached as Appendix II.

canadian association | association canadienne
of university teachers | des professeurs d'université

233 GILMOUR, OTTAWA 4, CANADA • (613) 237-6885, 237-6886

30 October 1970.

CORRECTED SCHEDULE
NOUVEAU PROGRAMME

30 octobre 1970.

GROUP and CHARTER FLIGHTS

(1971)

Group flights as well as Charter flights to Europe sponsored by the Association continue to increase in popularity and arrangements have been made to continue them again.

Persons interested in taking advantage of these flights are urged to make reservations at their earliest date in order to avoid disappointment. For further information and reservations, contact Finlay Travel Ltd., P.O. Box 83, Toronto Dominion Centre, Toronto 1, Ontario.

VOLS DE GROUPE et VOLS NOLISÉS

(1971)

Les vols de groupe ainsi que les Vols Nolisés organisés pour l'Association, continuent à gagner de la popularité et nous vous offrons encore ce service.

Nous incitons les membres intéressés à ces vols à faire leurs réservations le plus tôt possible. Pour de plus amples renseignements ou pour réservations, veuillez communiquer avec Finlay Travel Limitée., Boite Postale 83, Toronto Dominion Centre, Toronto 1, Ontario.

BOAC.....	British Overseas Airways Corporation	(Boeing 707 Jet)
KLM.....	KLM Royal Dutch Airlines	(DC-8 Jet)
AC.....	Air Canada	(DC-8 Jet)
AF.....	Air France	(Boeing 747 Jet)
LAKER AIRWAYS.....	Laker Airways	(Boeing 707 Jet)

C.A.U.T. GROUP FLIGHTS (1971) VOLS DE GROUPE A.C.P.U.(A) CHARTERS-VOLS NOLISES

Toronto/London/Toronto	Airline Compagnie	Adult Adulte	Child/enfant 2 à 11 ans	Child/enfant - 2 ans
1) May 2 mai-June 29 juin	BOAC	\$195.00	\$180.00	Nil
2) May 9 mai-Sept. 2 sept.	BOAC	\$215.00	\$200.00	Nil
3) May 24 mai-Sept. 3 sept.	BOAC	\$215.00	\$200.00	Nil
4) June 3 juin-Sept. 5 sept.	AC	\$215.00	\$200.00	Nil
5) June 26 juin-Aug. 28 Août	BOAC	\$230.00	\$220.00	Nil
6) June 29 juin-Aug. 26 Août	BOAC	\$230.00	\$220.00	Nil
<u>Toronto/Amsterdam/Toronto</u>				
7) July 6 juillet-Aug 30 Août	KLM	\$245.00	\$230.00	Nil
<u>Toronto/London one-way-aller seulement</u>				
8) May 29 mai	BOAC	\$105.00	\$100.00	Nil
9) Oct. 2 octobre	BOAC	\$105.00	\$100.00	Nil
<u>Halifax-London-Halifax</u>				
10) May 19 mai-Aug. 30 Août	AC	\$195.00	\$180.00	Nil

(B) GROUPS-VOLS DE GROUPEMontreal/London/Montréal

1) May 1 mai-June 27 juin	AC	\$210.00	50%	10%
2) May 23 mai-Sept. 6 sept.	AC	\$210.00	50%	10%
3) June 24 juin-Aug. 26 Août	AC	\$272.00	50%	10%

Montreal/Paris/Montréal

4) June 28 juin-Sept 2 sept.	AF	\$285.00	50%	10%
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(C) XMAS CHARTER -- VOL NOLISÉ À NOËLTORONTO-LONDON-TORONTO

	Airline Compagnie	
Dec. 20 dec. - Jan 4 janvier	Laker	
	Boeing 707	\$180.00

(D) LEARNED SOCIETIES CONFERENCECONFERENCE DES SOCIÉTÉS SAVANTESCHARTER FLIGHTS -- VOLS NOLISES

<u>Gander-London-Montréal</u>	<u>Airline</u> <u>Compagnie</u>	<u>Adult</u> <u>Adulte</u>	<u>Child</u> <u>Enfant</u>	<u>-2 years</u> <u>-2 ans</u>
1) May 30 mai - July 14 juillet	Laker	\$170.00	\$155.00	Nil
2) June 7 juin - July 22 juillet	Laker	\$170.00	\$155.00	Nil
3) June 11 juin - July 23 juillet	Laker	\$170.00	\$155.00	Nil

Returns after July 23 are considered within the "peak" season and fare is higher.--

Les tarifs sont plus élevés après le 23 juillet, vu que c'est la saison de "pointe".

(E) GROUP FLIGHTS -- (CANADA)

i) Group flights can be arranged between Canadian cities, (Toronto to St. John's for instance) but CAUT members boarding the aircraft at Montreal would not be considered as part of the Toronto group. The Montreal members would have to number 15; otherwise they would pay full fare from Montreal to St. John's.

ii) Since DC'8s cannot land at St. John's they will leave from Gander--If you are travelling to Europe after the Learned Societies Conference, please include in your request coverage from St. John's to Gander.

(E) VOLS DE GROUPE -- (CANADA)

i) Des vols de groupe, peuvent être organisés entre villes canadiennes, (Toronto à St. John's par exemple); cependant les membres de l'A.C.P.U. montant à bord à Montreal ne seront pas considérés comme faisant partie du groupe de Toronto. Ceux de Montréal doivent aussi être au moins 15; sinon ils devront payer plein taux de Montréal à St. John's.

ii) Les DC'8s ne peuvent atterrir à St. John's; les envols partiront donc de Gander. Si vous allez en Europe après la Conférence des sociétés savantes, veuillez inclure St. John's à Gander dans votre demande.

CARLETON UNIVERSITY

November 25, 1969

Memo to: Deans Merrill, Nesbitt, George, Kelly, and Tolley,
The Bursar, and the Director of Finance

From: The President

Re: Moving Allowances

For new faculty appointments negotiated during this academic year the schedule below should be used as a basis in setting maximum allowances for moving expenses (superseding the previous memorandum of September 10, 1968):

	<u>Individual</u>	<u>Wife</u>	<u>Child</u>
(i) from Ontario or Quebec	\$ 200	\$ 100	\$ 50
(ii) from the Atlantic provinces; Manitoba; northeastern U.S. (areas bounded by and including Wisconsin, Illinois, Kentucky, and Virginia)	350	200	75
(iii) from Saskatchewan, Alberta, British Columbia, remainder of the U.S.	700	400	150
(iv) from United Kingdom and Europe	800	450	200
(v) from across the Pacific	1,100	600	300

Those taking up appointments at the rank of Associate Professor a 25% addition to the above totals.

Those taking up appointments at the rank of full Professor a 35% addition to the above totals.

Marital and parental status at the time of appointment should govern.

It is understood there may be departures from the schedule where very special circumstances warrant.

The above amounts are maxima and payments are made against expenditure actually incurred.