

CARLETON UNIVERSITY
ACADEMIC STAFF ASSOCIATION

PRESIDENT: D. K. BERNHARDT
TREASURER: J. T. O'MANIQUE
SECRETARY: D. J. BROWN



OTTAWA, CANADA

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NEWSLETTER

S A L A R Y

S P E C I A L

The discussions with the Administration over Faculty salaries for the academic year 1971-1972, were initiated by C.U.A.S.A. in November, 1970. Following a meeting with Mr. Dunton on November 16, 1970, a written submission was made to the President's office indicating that the executive committee believed that about a 16% average increase in salaries was necessary. It was also suggested that Mr. Dunton should reply, in writing, to this submission before the next meeting. This communication from Mr. Dunton was not received before the next scheduled meeting held on December 10, 1970.

At this December meeting, President Dunton noted that the brief presented had persuaded him to increase the amount to be given to continuing faculty to a total of 8.25%. This was still substantially less than the amount requested by the C.U.A.S.A. group (by this time the C.U.A.S.A. representatives were Dave Bernhardt, Naomi Griffiths, Tom Wilkinson, Terry Robinson and Dave Brown).

The C.U.A.S.A. group asked Mr. Dunton to reconsider his initial offer and meet again in late January. At the meeting on January 25, 1971, the C.U.A.S.A. group presented a brief verbal statement requesting that the average salary increase should be 14.4%, broken down as follows in Table 1.

TABLE 1

	C.U.A.S.A.	ADMINISTRATION
(a) Cost of living ¹	4.0%	3.0
(b) Share of Increased National Wealth ²	3.4%	2.0
(c) Progress through the ranks	2.0%	} 3.25
(d) Merit and Special Adjustments	2.5%	
(e) Closing the gap ³ with other Ontario Universities	2.5%	1.25
TOTAL	14.4	9.5

NOTES

- (1) The cost of living factor is calculated* as the mean increase over the corresponding months for the twelve months up to and including December, 1970, together with a small additional factor to attempt

to partially mitigate some of the tax effects.

*The method of calculation has been agreed to by the Committee of Presidents of the Universities of Ontario.

- (2) Based on 1969 over 1968. The method of calculation also agreed to by C.P.U.O.
- (3) In Newsletter V 1, #4, under (e) a factor corresponding to "Closing gaps with other professions" was mentioned but this had been completely rejected by Mr. Dunton on December 10, 1970.

Mr. Dunton countered this submission with the figures given in Table 1 under the title 'Administration'; an increase of 1.25% over his previous offer.

The distribution of the amounts involved, suggested by the two groups, is shown in Table 2.

TABLE 2

	C.U.A.S.A.	ADMINISTRATION
Minimum % increase in individual salaries	a+b+c = 9.4% to the nearest \$50.00	a+b = 5% to the nearest \$100.00
Discretionary	d+e = 5.0%	c+d+e = 4.5%
Total increase in salary budget for continuing faculty	14.4%	9.5%

Again the two groups could not agree and decided to meet on January 28, 1971, just prior to Mr. Dunton leaving for Australia for a period of three weeks.

After much discussion at the January 28th meeting, the final figure which Mr. Dunton was prepared to recommend to the Board of Governors was $9.6 \pm 0.1\%$, distributed in the various categories such that:

- (a) 3.0%
- (b) 2.0%
- (c) 1.5%
- (d) 1.75%
- (e) $1.35 \pm 0.10\%$

TOTAL $9.6 \pm 0.1\%$

The amount to be distributed, to the nearest \$50.00, such that the minimum increase is 6.5% (a+b+c) of an individuals salary for the current year and a discretionary increase averaging to $3.1 \pm 0.1\%$ (d+e).

Mr. Dunton noted that he was in full agreement that every effort should be made to ensure that the salaries of Carleton Faculty catch up with the salaries at comparable Universities in Ontario. He claimed that his offer would have a partial effect in that direction.

It was agreed to, by Mr. Dunton, that should there be a substantive increase in the operating grant from the government that the salary question could be re-opened. For example, this might occur if the 'weight' attached to the part-time students was changed in Carleton's favour.

Agreement was also reached that an individual would receive an increase based on the previous statements, whether or not that person was promoted.

The C.U.A.S.A. group informed Mr. Dunton that they would report this final offer to the C.U.A.S.A. membership.

In past years the mechanism for consultation with the CUASA members with respect to a salary settlement has been by means of a General Meeting. This year, as an experiment the CUASA Executive Committee has recommended that a secret ballot be held to determine whether or not the membership regards the proposed $9.6 \pm 0.1\%$ average increase as adequate for their individual needs.

On Page 4 will be found a ballot slip to be completed and returned by 5:00 p.m., February 16th, 1971.

Floors

The floors for the various ranks for 1971-72 will be:
(They are in brackets for 1970-71)

Full.....	18,500.....	(17,800)
Associate.....	14,400.....	(13,700)
Assistant.....	11,300.....	(10,800)

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BALLOT PAPER

Instructions

- (1) Check appropriate box below
- (2) Enclose ballot in unmarked sealed envelope
- (3) Place unmarked envelope in another envelope with your name and department on this envelope
- (4) Send by interoffice mail to:

C. H. Langford, Chemistry
Department

Do you think that the offer of an average increase of $9.6 \pm 0.1\%$ is:

Too low, not acceptable ☐

Too low, acceptable in
the present circumstances ☐

About right ☐

Too high ☐