

C U A S A NEWS

Carleton University Academic Staff Association

C.U.A.S.A. TAKES THE PLUNGE ???

President's Report:

J.M. Vickers

Exactly one week after the General Faculty Board Meeting at which President Oliver announced the bleak financial picture for Carleton in 1975-6, a general meeting of CUASA, called on the petition of 15 members, gathered to discuss the establishment of collective bargaining for academics at Carleton. The meeting was informed that the Council had in fact established a Collective Bargaining Committee several weeks before to investigate the pros and cons of collective bargaining at Carleton and to engage in an education programme designed to air the membership views on both sides.

Clearly, events have speeded past the more cautious and deliberate steps taken by the Council before the announcement from the Ministry on our bleak financial picture. President Oliver's performance at the General Faculty Board Meeting convinced many faculty members that he intends to internalize the systemic problems - related both to the government's decision to put insufficient money into the system and to the current distribution system (the growth-based BIU formula) - and to employ the circumstances to achieve programme changes which might have been rejected in other circumstances. Other faculty members have reacted strongly to the rapidly achieved decision of the Academic Planning Committee (at which no CUASA observer was present because the meeting was closed) to integrate St. Patrick's College into the main campus. Clearly, however, many faculty members were busy with classes or simply uninterested since the attendance at the meeting was roughly 100 out of a possible total of approximately 500 members on campus.

At the meeting a series of resolutions and amendments were moved, discussed and

voted on. The motions and a record of the votes can be found in the box.

At the meeting representatives of our national and provincial affiliates were present. Professor Vic Sim of CAUT (who has been so helpful to us on the "redundancy" document now before Senate) and Professor Graham Murray of OCUFA spoke to the meeting. Like good parents, both warned the meeting that careful thought is required before an association takes a step as serious as this - especially since in any association only a fraction of the total membership attends general meetings. Professor Sim was somewhat assured by the fact that because of the provisions of the new CUASA constitution a MAIL VOTE WOULD BE REQUIRED TO EFFECT THE CONSTITUTIONAL CHANGES REQUIRED TO PERMIT CUASA TO SEEK CERTIFICATION AS A COLLECTIVE BARGAINING AGENT.

Professor Murray explored the OCUFA initiative which involves an attempt to create a voluntary system of negotiations at the provincial level between OCUFA and the Presidents in the first instance and then between them jointly and the Ministry (or OCUA) in the second instance. Because a small group of Presidents (including Michael Oliver) and a small delegation from OCUFA are currently engaged in discussions concerning this scheme, Professor Murray was not able to go into the detail which members of the association wanted. When we convene a series of educational seminars during the month of January, however, OCUFA representatives will be able to lay out more of the details concerning the two-tier system of provincial negotiations.

What has Happened Since?

Since the historic general meeting described above, your President and Steering Committee have been occupied in a variety of ways. Once the meetings of the Academic Planning Committee were once again declared open, CUASA was once again represented by its President. The issues before the APC - as most of you may know - involve a variety of schemes to whittle down the projected deficit to a "reasonable" sum. Several of the schemes (the integration of St. Pats and the integration of summer school with the regular academic year) involved vital interests of the membership. Two members of the Steering Committee (Past-President Walther and Secretary Campbell) are also members of the SPC Community so the Steering Committee has been well provided with in-put from the SPC members of the Association. On the Academic Planning Committee, I have maintained a watching brief on behalf of the various members of the Association affected by the proposed integration. A full report on this issue will be an item on the next Council agenda (Dec. 16th).

On the question of summer school, we have been assured that any scheme which would (1) increase teaching loads above the division-

al average and/or (2) remove the stipend for over-load summer teaching would not be implemented without consultation with CUASA. Once again, I am maintaining a watching brief on this issue on the Academic Planning Committee.

On the collective bargaining front, legal experts provided by OCUFA and CAUT will be examining our constitution over the Christmas holidays and we will have a report on this aspect of the problem by the end-of-January General Meeting required by a motion at the recent general meeting. The membership of the Collective Bargaining Education Committee will be presented to the December Council meeting for its approval and it is hoped that a series of three special educational seminars for all members will be held in January. Dates and topics will be announced in the first week of January.

Other Issues

The document concerning the release of academic staff in times of financial stringency was considered at the last Senate meeting and many of its critical clauses were ap-

Motions Passed At November 29th General Meeting

MOVED (Paltiel, Resnick): that the meeting be considered a legally constituted general meeting in the absence of specific mention of a quorum in the constitution.

PASSED UNANIMOUSLY

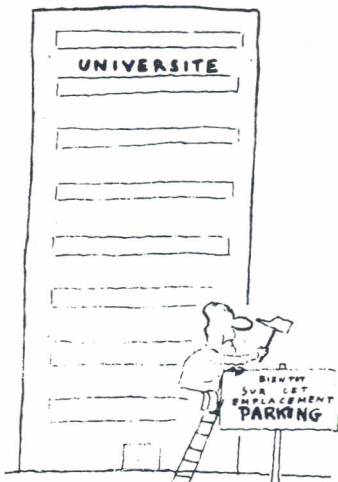
MOVED (Urrello, Elbaz): that CUASA initiate at once steps toward the establishment of collective bargaining for the faculty of Carleton University by:

- endorsing in principle collective bargaining for the faculty of Carleton University (amendment (a) moved by Paltiel, Resnick; PASSED 53 - 7; 9 recorded abstentions), and
- instructing the Steering Committee to review the Constitution of the Association and to bring before a general meeting the amendments necessary to enable CUASA or its successor to be certified as a bargaining agent. (Amendment (b) moved by Paltiel, Resnick; PASSED 59 - 2; 5 recorded abstentions)

MOTION AS AMENDED PASSED 59 - 5; 4 recorded abstentions.

MOVED: (Paltiel, Urrello): that a progress report be made to a general meeting of the Association by January 30, 1975.

PASSED UNANIMOUSLY.



proved. The advice provided to Senate by Professor Vic Sim of CAUT was generally well regarded and incorporated into amendments. The remainder of the document is to be considered at the December 11th meeting of Senate. We are hopeful that a reasonable document will emerge. The next stage will be "negotiations" between the Board of Governors and CUASA on such vital matters as severance pay, notice and a faculty member's legal costs in such cases. Although we are aware that some members of the Association find the very idea of redundancy repugnant in an academic environment, we remain convinced that a binding document with protective procedures and provisions (such as severance pay) is an important aspect of the present situation.

Of course the normal business of the Association must also be carried on despite the currently hectic pace of activities on numerous fronts. The Salary Committee chaired by Professor Sida (Mathematics) is currently finalizing a salary position to be discussed at the next Council Meeting. At that meeting, Councillors will also have to decide the range of issues on which CUASA should enter into discussions with the administration. It had been the Salary Committee's intention to bring forward a position which included a career-progress plan. There is, however, some doubt concerning the desirability of committing ourselves to such a plan (which to work would probably require a three-year commitment) before CUASA has finally resolved the certification issue.

In the present climate, we have also found ourselves very active in the area of watching briefs for members involved in tenure and re-appointment proceedings. It is, I think, worth remembering that in the midst of our collective problems there are individuals with individual problems who have a prime claim on our time and attention.

Office Notes

The CUASA Office is located in Room 424, Physics. The phone number is 6387. Hours are:

Wednesday 9:30-11:30; 1:30-3:30
Fridays 9:30-11:30

and many other times. The mailbox (CUASA, 424 Physics) is checked every day, so that members unable to reach the office by phone are encouraged to write. We are attempting to centralize information of interest to faculty members in the office so that it, as well as your council representatives, can be helpful to the membership.

Among the items available in the office are: extra copies of the faculty handbook, in case you have not received one; information on OCUFA and CAUT activities services; information on the Ottawa-Carleton Education Credit Union, and job openings circulated by the I.L.O. We have extra copies of three OCUFA publications in the office for those interested: "Who Pays? University Financing in Ontario"; "A Guide to Financial Planning"; and "A Guide to Teacher Evaluation".

Our addressograph mailing system was revised in the early fall. If anyone was missed, please let the office know.



"But I can't see the strike committee today—I've left my shabby suit at home."

A Constitutional Embarrassment: Quorum

C.H. Langford

The special general meeting of Friday, November 29th faced an unexpected problem. It had to be hesitant about its powers to make binding decisions because the new constitution is silent on the subject of quorum. This constitutional gap is surely an error, but it arises very naturally from the structure of decision-making that the new constitution intends for CUASA. Recognizing the inconvenience of general meetings, on the one hand, and the dangers of excessive executive control, on the other, the new constitution gives broad powers to the representative council and provides for mail ballots for certain important matters. This leaves the impression that general meetings will review activities, not initiate. The last general meeting demonstrated the fallacy in the lines of thinking that the new constitution implies. The general meeting can, and should be able, to initiate. But, it needs to have its powers clearly spelled out.

One remedy for the problem of clear power for general meetings to initiate would be to amend the constitution to restore a substantial quorum. But, long experience indicates clearly the inconvenience of a large quorum when only routine matters of review of council and steering committee activities are on the agenda. The problem is not only CUASA's. It is shared by faculty boards and other large bodies. One possible solution would be to amend the constitution to establish a small quorum (say 10%) and to accompany this amendment with a provision that one-third of the members voting on the issue at any general meeting may declare a motion an "important matter" which will require a referendum. This idea will need review along with other constitutional changes to determine its acceptability with respect to Ontario labour law. Whatever the mechanism, it is important that the power of general meetings be clarified. Ambiguity of the sort that limited the decision-making scope of the meeting of November 29th is not healthy for CUASA.

CUASA Applauds CUSSA

CUASA applauds the Carleton University Support Staff Association for its recent activities on many fronts. An excellent newsletter, *The WHAT?*, is now appearing regularly. Members of the Carleton support staff played a very active role in the formation of the provincial organization, - COUSA (Confederation of Ontario Support Staff Associations.)

The CUASA Council at its September and October meetings passed resolutions supporting the President's efforts to obtain provincial money for a cost-of-living increase; it was communicated to the President that the sense of these motions included such increases for the support staff. CUASA also supports the 18% target for support staff increases in the projected budget, with particular reference to staff whose current income levels are below those of faculty.

OCUFA Teaching Awards

The third annual teaching awards program of the Ontario Confederation of University Faculty Associations has been announced. Further information can be obtained by calling the CUASA Office (6387), or by writing CUASA (424 Herzberg Laboratories for Physics) or OCUFA, c/o Dr. S.F. Gallagher, 40 Sussex, Toronto 5. Nominations are invited from formal or informal groups of students, groups of faculty, or even better, BOTH.

Carleton, one of fourteen Ontario universities, has received one of twenty awards in each of the first two years of the program: Gilles Paquet (Economics) in 1973 and John Sigler (Political Science) in 1974. Remember, if our good teachers are to be recognized, they must first be nominated!

Deadline is March 15, 1975.

What Other Universities Are Asking For

Our salary committee presents the following information on what other Ontario university faculty associations are requesting as salary increases for 1975-76.

These figures represent a combination of three factors: cost-of-living increases; a component to restore 1971 buying power; and a career development and/or merit increment.

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| Brock | 26% | Trent | 27% |
| McMaster | 24% | Waterloo | 27% |
| Ottawa | 24% | Wilfrid Laurier | 25% |
| Toronto | 25% | Windsor | 25% |