

Carleton University Academic Staff Association NEWS

President's Report

J.M. Vickers

It is my intention to use the CUASA newsletter to present a report of the activities of the Council and of my own activities on behalf of the membership on a regular basis. Although CUASA has always enjoyed a high percentage of membership, in previous years relatively few faculty members were involved in its operation or aware of its activities. I hope that the new constitutional structure and the revised newsletter format will help to change this situation.

New Constitutional Structure

Under the new CUASA constitution passed last Spring, a representative Council was established which becomes the association's main legislative authority on most issues. Although there were not enough candidates in any faculty to require an election in this first year of operation, all of the positions on Council have now been filled. The association has been most fortunate in obtaining the services of twenty-four highly able Council members. The full Council also includes the seven members of the Steering Committee. Hence there are now thirty-one individuals concerned with the association's business. The work of both the Council and the Steering Committee is also greatly assisted by the support of Martha Langford who is employed on a part-time basis as an administrative assistant.

The Council has met three times since its establishment and attendance has been high. Clearly the new constitution is going to work and the association's business will be better communicated to the membership. A list of Council members appears elsewhere in the newsletter and all members are encouraged to make their views known to their faculty representatives. Council meetings are open and will, in future, be announced through TWTT. Observers are welcome.

Redundancy

A key item of business in recent weeks has been the Redundancy Report. The Senate Executive Committee has requested comments both from CUASA and from CAUT. The Council unanimously resolved that our comments on the matter of redundancy will be made to the Board of Governors rather than to Senate as requested since this was the procedure in the case of the Tenure document and we had been assured in the past that the same consultation process would also be followed in this case. The Council also felt, however, that it would be useful to have CAUT make its comments to the Senate on the understanding that CAUT would support our demand for proper consultation on this issue. A substantive discussion of the Redundancy Document was on the agenda of the last Council meeting and was aided by the presence of Prof. Vic Sim who is one of CAUT's professional officers. This discussion will continue at the November Council meeting.

On the Salary Front

The association has made several advances to the administration on your behalf with re-

gard to a cost-of-living increase which would apply to this contract year. Three members of the Steering Committee (Sida, Wand & Vickers) met with the President, the Vice-Presidents and Prof. D. Brown in the middle of September. At that meeting it became apparent that while the administration is "sympathetic" to our request on your behalf, the funds are not available for such a mid-year increase unless the Provincial Government transfers additional funds to the universities for this purpose. The President assured us that he, along with the Presidents of other Ontario universities, had urged the government to 'do so'.

In the next few months the CUASA Salary Committee will be finalizing its brief to the university with regard to salary increments and fringe benefits for the next contract year. Clearly, their brief will be affected by the

success or failure of the President's approach to the province.

External Affairs

CUASA, along with other local faculty associations, is a component part of a provincial federation of faculty associations (OCUFA) and of a National Association (CAUT). In recent months, both of these associations have been preoccupied with the exploration of alternate methods of trying to ensure faculty a fairer deal in the areas of salary, fringe benefits and terms-and-conditions of employment.

OCUFA has entered into discussions with COU (the Council of Ontario Universities which includes Presidents and their Academic Colleagues) in an attempt to devise a co-operative system through which the bodies representing faculty and administrations could present joint briefs to the province in relation to the yearly percentage increase in the academic salary budget. A time-limit has now been imposed on this attempt and it will be clear by the middle of 1975 whether or not agreement can be reached on this proposal.

CAUT has been active in assisting faculty associations which wish to seek certification as collective bargaining agents throughout the country. In Quebec, of course, many faculty associations are now faculty unions, although not generally affiliated with CAUT. In the rest of the country, universities as diverse as the small St. Mary's in Halifax and the larger Universities of Manitoba and the University of Columbia have chosen this route, with the assistance of CAUT.

Future Problems

Because of the increasing complexity of the Ontario University system, the Carleton administration has been forced to move to a planning-oriented management system. Many of us have observed the growth of a "management philosophy" in the administration with alarm. Clearly, as an association, we are reaching the point at which we must decide the manner in which we will perform the function of representing the interests of the membership within this new context. The difficulties we are currently facing in a variety of areas - in particular the areas of salary and the negotiating of fringe benefits - force us to re-consider the structures within which we now operate but which may well be inadequate as the management side of the university becomes more professional and more oriented towards detailed planning. The question of how we may best re-establish our right to negotiate benefits for our members, therefore, will occupy the Council in the coming months.

CUASA Office

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

Wednesdays 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.

Steering Committee

President

J.M. Vickers (Political Science) 2712

President-elect

B. Wand (Philosophy) 3868

Past president

W.E. Walther (SPC) 34

Secretary

J.F. Campbell (Psychology, SPC) 2666

Treasurer

C.H. Langford (Chemistry) 6738

Salary Chairman

D.W. Sida (Mathematics) 6752

Staff Welfare Chairman

P.M. Laughton (Chemistry) 6675

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Arts I

J. Brook (Philosophy) 3868

A. Elbaz (French) 3853

J. Healy (English) 3877

G. Melnikov (Russian) 4488

L. Read (Religion) 3861

T.J. Scanlon (Journalism) 5530

J. Taylor (History) 2777

Arts II

M. Frumhartz (Sociology-Anth.) 2689

K. Fuerst (School of Social Work) 3677

T.R. Harmstone (I.S.E.E.S.) 2711

K.A.J. Hay (Economics) 4379

G. Neuspiel (Law) 3618

P. Rosen (Political Science) 3809

C. Winn (Political Science) 3817

St. Patrick's College

C. Farmer (Sociology) 4370

A. Urrello (Spanish) 2690

Architecture

J. Mather 6380

Engineering

G. Cormack (Electronics & Materials) 2721

B. Fletcher (Civil Engineering) 2618

J. Lukasiewicz (Aerothermodynamics) 3883

Science

C.L. Chakrabarti (Chemistry) 5685

L. Copley (Physics) 6630

L. May (Mathematics) 6788

G. Skippen (Geology) 2630

Staff Welfare Chairman's Report

P.M. Laughton

Staff Welfare Advisory Committee (SWAC) is a committee of faculty, staff, and administrators which advises the Staff Welfare Committee of the Board. It has subcommittees both standing (e.g., Pensions) and ad hoc. At the meeting of October 2, your reporter attended as an observer, arriving with neither agenda nor background material, a half hour late from a Steering Committee meeting. There had been a meeting on September 25th, dealing with pension plans—Prof. Larry Read will know what went on there.

The main items at the October meeting were life insurance, long-term disability insurance, and dental plans. SWAC is recommending a quite different group life plan involving cash payment of a year's salary plus a survivor income benefit of 25% of final salary to a surviving spouse, with additional features such as a 3% cost-of-living adjustment on the latter, and optional additional death benefits. Instead of constant payment and decreasing benefits, the plan will of course increase in cost with age.

The changes proposed in the long-range disability insurance are technical improvements, chiefly a reduction in waiting period from 180 to 119 days to integrate with the Canada Pension Plan, and a 3% cost-of-living adjustment.

The committee recommended against the dental plan. The plan was merely for maintenance dental work—diagnosis, cleaning, fillings, removals. Bridges and orthodontistry were not covered. The dental plan was to form part of the major medical package, that is, the deductible would apply to either medical or dental. The committee's reasoning was that the items covered were routine and reasonably predictable, the cost substantial, and the advantages of tax gain on the half paid by the university likely to be offset by administrative costs. Contingent on the fate of the dental plan are two different changes in the major medical plan, one of which is tied in with the dental plan.

Last year SWAC apparently misinterpreted its own guidelines on pension benefits for those on sabbatical leave. As it stands, those who elect six-month sabbaticals pay full pension deductions and receive full pension credit. Those on full year sabbaticals who elect to pay pension deductions only on their half salaries were being credited only half a year toward pension benefits, although the university's contribution continued as usual. The combined payments should have amounted to 0.79 year benefits. The Pension Subcommittee now has this under review.

No Redundancy At Carleton

W.E. Walther

The catchy title refers unfortunately to the fact that Carleton's "Redundancy Document", the subject of interminable Senate debate in the spring of 1973, has been returned from a joint Senate/Board "editorial" committee denuded of the term redundancy. The Senate and Board of Governors will now be asked to consider a reworded document on "Procedures for the Release of Teaching Staff in Times of Financial Stringency".

The word redundancy may not be all that was lost in the translation from Senate rhetoric to legal precision.

Council Summary

The new CUASA Council has met three times. On Tuesday, July 16, it met briefly at the Faculty Club in order to elect officers to carry on business over the summer. 17 of the 29 then members were present. Professors Campbell, Langford, and Laughton were elected by acclamation. Informal discussions on salary policy were held.

On Thursday, September 5, the second council meeting took place. Professor Sida was elected Salary Chairman. At this meeting, 20 of a final 31 members were present. Major issues discussed were: the question of membership extension to librarians and other groups such as part-time faculty; the Senate redundancy document; salary data and cost-of-living bonus; and the role of council members (information exchange, consultation with colleagues to increase representativeness.)

RESOLUTIONS: (unless noted otherwise, motions were passed unanimously)

■ Brook, Walther: "That the Steering Committee draft terms of reference for present and possible future committees."

■ Urrello, Brook: "That the Steering Committee from an *ad hoc* committee to explore librarians' membership and to consider other categories of membership."

■ Taylor, Chakrabarti: "Whereas CUASA does not regard the Senate's mandate for determination of academic policy as pre-empting the role of the Association as sole representative of terms and conditions of employment, and whereas the role of the Senate is advisory to the president regarding redundancy and tenure, be it resolved that the CUASA Council strongly demands formal consultation between CUASA and the Board of Governors or its representatives on 1) the principle of the document, and 2) on its specific details."

■ Frumhartz, Wand: "That if the president does not accept the content of the resolution, CUASA should forward copies of it to the membership of the Senate and the Board of Governors, with the notification that it was passed unanimously."

■ Farmer, Copley: "That the president of CUASA approach the Vice-President Administration on the cost of living bonus."

The third council meeting was held on Tuesday, October 8, in Physics 320. 19 members, 4 observers, and Vic Sim of CAUT were present. Items of discussion included the cost of living bonus, CUASA membership on university committees, especially the Staff Welfare Advisory Committee; the administration document "Financing Carleton University in 1975-76"; and procedures, substantive issues, and detailed comments on the redundancy document. In addition to passing the motions below, Council instructed the Steering Committee to prepare a set of resolutions on unfinished business for the early November meeting.

RESOLUTIONS: (unless noted otherwise, motions were passed unanimously)

■ Scanlon, Laughton: "That CUASA publicly support the president's demand to the province for an emergency grant to compensate for the increase in the cost of living, with a specified figure to be inserted by the Salary Committee."

■ Brook, Wand: "That the Steering Committee respond in a strong and appropriate way to the document 'Financing Carleton University in 1975-76' and enter into negotiations regarding salary immediately."

■ Frumhartz, Brook: "That CUASA thank the Clerk of Senate and say that we propose, following the precedent of the tenure document, to make any comments we have on the matter of redundancy to the Board of Governors." CARRIED 11-0; 3 recorded abstentions.

■ Wand, Brook: "That prior to sending CAUT response (to redundancy document) to the appropriate person, CAUT should consult with CUASA."

In May, 1973, the document left Senate without formal approval, according to the Office of the Clerk of Senate. It was to be returned, after inspection by the University's solicitors and minor editorial changes, for approval without, it was hoped, the necessity of another Senate marathon.

That's one hope I wouldn't put my money on.

Thus far the "new, improved document" has been a topic of discussion at two CUASA Council meetings. The troops, it seems, are restless. The following issues have emerged:

1. Have substantive changes been made to the original document since it left Senate? The President's office thinks not. CUASA Council thinks otherwise. Prognosis? The rites of this passage may be arduous indeed.

2. Did the Faculty Association approve the original document, before revision? While CUASA participated in the Senate debate, its input was often ignored, as was that of CAUT and the LaFrance Committee, which drafted a most sensible preliminary report on Redundancy. CUASA input, then, cannot be construed as acceptance of the original report.

In fact, some Council members feel we should have learned a lesson regarding Faculty Association input at Senate.

3. Should the document appear before Senate?

Redundancy, by any name, would involve the termination of contractual agreements and employer-employee relationships. Terms and conditions of employment are the province of the Board, not the Senate, the latter being charged with leadership in the academic affairs of the University.

Admittedly, the water gets a bit murky here, but not enough to hide the snags at the bottom of the pond. CUASA Council, at its September 5 meeting unanimously passed a motion stating, in part, that "CUASA does not regard the Senate's mandate for determination of academic policy as pre-empting the role of the Association as sole representative on terms and conditions of employment... The Senate's role is advisory to the President". In other words, Senate can advise the President and Board, if it wishes, but on contractual matters, any formal CUASA input will be to the Board, where legal responsibility and competence, presumably, reside.

These three issues are largely procedural in nature. The substance of the document, in either version, raises a host of other issues. CUASA and CAUT have been asked to comment on the rewritten proposal and each will do so at the appropriate time and place. Meantime, Faculty Association members should make their feelings known both to Senators and to CUASA Council members.