

Salary Negotiations Open

The CUASA negotiating team for 1976 had its first meeting with the University on July 15th. Less than substantial progress was made.

The Collective Agreement calls in Article 33 for salary and benefit provisions to be renegotiated this summer. The remainder of the Agreement remains in force until June 30, 1977. The new salary and benefit provisions are to take effect Sept. 1st, 1976.

The Association was allowed to reopen negotiations as of July 1st. On July 8th, at the first possible meeting with the Administration, we presented a document containing all our proposals. Both parties had known for six months that these negotiations would be beginning now. The Association had been preparing its positions throughout June. (An article immediately below by D. Sida (Math.). Salary Chairman, outlines the objectives Council adopted.)

At the first negotiating session, a week after we presented our proposals, the Administration's representatives had to announce that they did not as yet even have a negotiating team! Nor has the Board of Governors set up a back-up committee for their team.

As a result, the Administration's representatives could do no more than ask us questions about our proposals. They did not have even the barest outlines of a counter-offer to make.

Our negotiating team (D. Sida, C. Langford (Chem.), K. Bell (Geol.), B. Rutland (English) and A. Brook (Phil.), spokesperson) hopes that the Board of Governors and Administration are not intending a repetition of last year's delays. Conflicts and incompatible bargaining positions are one thing—indeed, they are the substance of collective bargaining. A complete lack of any Administration positions is quite another. Some members of the Association are already expressing concern that Sept. 1st is only six weeks away.

A complete statement of the Association's proposals and our arguments for them are available from the Office (424 HP, Ph. 6387) for anyone who would like them.

Statement from the Negotiating Team.

The Salary Reopener, 1976

Derek W. Sida

Salary negotiations are concerned with two major problems: the total amount and the distribution. The most obvious component of any proposal is a scale increase which is usually designed at least to make good the rise in the cost of living, but also to maintain parity or historical relationships with other comparable groups. Distribution involves additional compensation for lower paid ranks, career progress plans, merit awards and above all the removal of anomalies.

In line with these considerations, Council adopted the following negotiating objectives at its June 25th meeting.

Salary Rationalisation

In the collective agreement there is a clause calling for the removal of anomalies in the salaries of females. So far nearly six thousand dollars has been spent by the administration on this; a very handsome gesture, and why not? But in this University it is so easy to be an anomaly, arising either from the initial starting point or from the annual compounding of "merit" awards. So sal-

ary rationalization is no small problem and it is time we began to develop, especially in the junior ranks, a regular pattern for salary levels as well as career progress.

There are two ways of proceeding: the academic where one studies the problem, writes a report, sets up general principles and achieves nothing; or the practical where one sits down with all the salary information and bio-data and calculates a reasonable set of levels and increments. It would be nice if an assistant

continued on page 2



"It's nice he has a PhD...but I wish he had a union card."

PRESIDENT'S REPORT

Salaries: Long-Term Troubles

Andrew Brook

As we begin our second year as a certified Association and as we enter a round of negotiations which are officially limited to compensation and benefit improvements, we should begin to think about our long-term prospects.

University faculty are entering a long period of increasing difficulties. As the cliché goes, if you think we've had problems up to now, you ain't seen nothing yet. Even if one leaves aside the dismal demographic projections concerning student enrollments, and further assumes that faculty numbers will remain constant for the next ten years, Universities are going to become increasingly expensive—and in real terms, not just because of inflation. If the faculty complement remains roughly constant, with only the normal out-flow of senior and in-flow of junior people, ten years from now the total bill for faculty salaries will be about 25% higher in real terms than it is today. The reason, of course, is that we get older and our salaries in real terms go up even if only by a very small amount each year. This means that the University's budget would have to increase by 10% (since academic staff salaries are currently about 40% of the total budget) just to pay the number of academic staff already here.

Such trends are only compounded, of course, when demographic problems are added in.

Thus there is a crying need for immediate and thorough-going long-term planning—and long-term lobbying—for the future of this University, and every other university in the country.

In the immediate context of this summer's negotiations, these impending problems provide strong reasons for seeking the maximum possible improvements. Right now the University has at least some financial leeway. This is not apt to continue. And given the propensity for governments—and University administrators—to think in terms of percentages of what people already are receiving, those relatively well-off when the serious squeezing starts will probably remain relatively well-off (though no one will probably be nearly as well-off as comparable groups elsewhere—we are certainly not right now).

On the other hand, we must also remember that our protection from financial stringency lay-offs guaranteed by Article 17 remains firm only so long as the University is not suffering deficits which are projected to continue. It is doubtful whether we should secure our future at

CUASA Sponsors Travel Fund Study

As a result of the confusion over travel funds this past spring, CUASA created a committee of one to study the whole situation with respect to travel funds at Carleton. So far as anyone can remember, this is the first time travel funding for the University as a whole has been studied.

D. Millar (Eng.), a member of the Steering Committee, was appointed to do the study. In his report he outlines present practice at the University. He discovered that travel is funded in a large variety of ways, for a number of different purposes. He also discovered that in some Faculties, academic staff is usually fully funded (including costs of accommodation and meals) whereas in other Faculties faculty members travelling on academic business almost invariably have to pay part of the costs themselves. This situation has arisen both because of varying policies and also because of varying sources of funds. (Scientists, for example, can often fund academic travel in part or in whole from their research, an option that is rarely available in the Faculties of Arts and Social Science).

At the end of his report, Professor Millar makes a number of recommendations, which the Steering Committee and Council will be considering in the near future. While not all aspects of academic travel currently fall within the purview of the Collective Agreement, the Association is concerned to stabilize the provisions for academic travel, given that funds are scarce, to ensure the maximum equity and benefit from the money available.

Academic Defence Fund

CUASA's Council has created an Academic Defence Fund. This fund will be administered from a special trust account, which will be restricted in its terms of reference to uses which defend the interests of the academic staff of this University, and specifically to fund arbitration hearings and related legal activity.

The Fund will be funded initially from an operating surplus which accrued in 1975-6 due to there being a period in which the Association did not have an Executive Assistant, and due to the Association not pursuing any arbitrations in the past year; and from a rebate which the Association has received from the Unemployment Insurance Commission. Share Capital of nearly \$1,000 which the Association had in our credit union will also be put to this purpose, since we can earn better interest through a trust account with this money than it has been earning in the share account.

The account will reside at our credit union. Sufficient funds to give the Association flexibility in defending its members' interests will rest in that account, and the remainder will be invested in term notes at the best interest rates we can obtain.

The trustees of the account will be the President, President-Elect and Treasurer of the Association. Further information concerning the Fund can be obtained from these people, or from the Office.

Copies of Professor Millar's study are available from the Office, HP 424, phone 6387.

Career Development Increment: Second Round

Andrew Brook

At the last meeting of the Joint Committee to Administer the Agreement, the Administration representatives informed CUASA that they do not intend to give a second round of Career Development Increments until July 1st, 1977.

This decision, if it were to stand, would mean that members would receive only one increment in the eighteen months from last January. Since CDI's are meant to be awarded every year, there would thus be a period of six months when no member of the unit would get his/her increment.

This decision is the result of discussions which began last March with the Administration on the phasing of CDI's. At that time it was the Association's impression that both parties agreed that these increments would be paid on an annual basis. Thus the Association is somewhat at a loss to explain the position now presented to us. The loss to the membership would be up to 2% of annual salary.

The Association's representatives on the JCAA explained to the Administration that they take a very serious view of this development, both because of its financial implications and because of its implications for hopes of interpreting the Agreement in a sensible and amicable way.

The Association could immediately put the issue to grievance and arbitration. However, our representatives on the JCAA still have hopes that the matter can be resolved short of invoking the legal machinery. In order to allow time to try to do so, both parties have agreed to postpone deadlines for launching a grievance until August 15th. This will give the Administration time to reconsider their position in the context of the overall negotiations on compensation provisions which are going on at present.

Rebates On Benefit Plans

Carleton University has an unusually healthy staff. This happy fact has produced some very substantial experience rebates on our benefit plans. An experience rebate arises when the benefits which members call on from a given plan

Kinds Of Representation

The CUASA Council has adopted a plan which changes the way in which representatives of the membership are chosen.

At present, members of Council are chosen on a faculty-wide basis. Thus each faculty has a proportional number of representatives. This system inevitably has the result, however, that many individual departments do not have a representative on Council. It also means that in most faculties individual members of the Association are not aware of who their representatives are or where they are to be found. Many questions thus go unasked and a lot of valuable feedback from the membership is never obtained.

To correct these difficulties, Council has decided to adopt a sub-unit representation scheme. On this scheme, most departments will elect one member to Council. Some larger departments will elect more than one member, and smaller departments in a very few cases will be banded together to elect a common representative. Details of this scheme will be circulated to everyone in the autumn when it comes into effect.

For a variety of reasons, not the least being the time which it took to develop the above scheme, Council also decided to delay new elections until the autumn.

Since only one-third of Council seats will be up for election in the autumn, not every department will be holding elections. However, the elections to be held will be structured so as to achieve at least one representative in virtually every department.

cost less than the premiums they and the University pay for the plan (after deduction of the insurance company's administrative costs, profit, etc.).

CUASA and CUASA discovered in the spring that the University administration has not been keeping a close watch on these rebates. In both the Unemployment Insurance plan and in the Group Life plan large rebates had been allowed to accrue. The UIC was holding a rebate, CUASA's share of which amounted to just over \$10,800. The Group Life carrier was holding a rebate which when divided proportionately will yield between \$15,000 and \$20,000 to our bargaining unit.

Even though the Association does not as yet know the precise size of the Group Life rebate, Council has taken two decisions on disposition of the two rebates. The Group Life rebate will be used to reduce members' premiums (this will make a difference of less than \$2.00 a month to the total cost of each individual's premiums). The UIC rebate will be set aside in a special trust account, to be used for the defence of the academic interests of members of the unit. (A further report on this fund is contained elsewhere in this Newsletter.)

the cost of risking financial firings. What sort of future would that produce?

Thus the Association enters the current negotiations torn by conflicting considerations. Our way of resolving the conflict has been to adopt a three-year rather than an immediate commitment to regaining parity with one comparable group, namely the highschool teachers. (This and other negotiating objectives are reported fully elsewhere in this Newsletter.)

No one must think, however, that achieving these reasonable and even modest objectives will be easy. They will be achieved only with persuasion and pressure. Such pressure can come from only one place— from academic staff, who know of the value of their work and of the work done by the University as a whole.

Nor can we achieve our objectives by working only on our own campus. The foundations of the problems we are going to face rest in the end with the provincial government. This is where the pressure will have to be applied, and where the currently low opinions of the value of universities will have to be changed.

Fortunately, OCUFA is already working hard in this direction. In addition to throwing increasingly strong support behind the work of our own Association, we will also have to devote more and more of our efforts to provincial activities.

In this Report I have spoken to salary matters. However, other financial aspects of our work are also under pressure and will come under even stronger pressure in the years ahead. Research funding is paramount among them. In later Reports I hope to discuss some of them.

THE SALARY REOPENER - continued from page 1

professor appointed at the floor should find him/herself five steps up after five years instead of about two hundred dollars.

CUASA has proposed that a sum of money be set aside and a parity committee be set up to begin the problem of reducing the salary jungle to some sort of order and that in the first round we should concentrate on the lower paid members of the association.

Merit or Something

Our second proposal, since the career development plan is not within the scope of this salary reopener, is to set aside another sum to be used for a number of purposes, grouped under the general term of merit. We feel that in addition to the normal career development it should be possible for the University to pay additional sums where warranted by performance both for contributions to the university and also where there is an extra large discrepancy between salary at Carleton and salary elsewhere in the marketplace. The Union is committed to the development of a system of market differentials provided they are proved in each individual case; it remains for us to persuade the administration that these are necessary and desirable. We also visualise that part of this money will be used to give an additional lift to the instructors close to their respective floors.

Scale Increase

Our general level of salaries have fallen very low over the last few years; e.g. we are still some 25% below the High School Teachers in the Ottawa region. We propose that steps be initiated to remedy this, and we are prepared to

consider a gradual upgrading over three years. We will also need a substantial increase on September 1st to maintain even a relatively mediocre position in the Ontario University System. The difficulty is to arrange a skewing of the scale increase to compensate lower salaries against higher ones. We propose a scaling down of the increase at the median salary for the bargaining unit, and then again further at the cut-off point for the Career Development Plan. This combination of skewing of the scale increase together with the other fixed sum increments paid for anomalies, merit and career progress should bring a much greater percentage increase to the members near the lower floors than to the more senior persons.

Benefit Plans

Finally we have asked for the reinstatement of the Housing Loan Plan previously negotiated, the continuation of a fully funded Dental Plan and the other Health plans to be negotiated on the basis of 100% contributions from the University. The Group Life plan will also be renegotiated and we have proposed a major upgrading of our Total Disability Plan, together with a study of whether it (and other relevant plans) can be made portable.

After agreement has been reached, and ratified, it must still be submitted to the AIB whose views on anomalies and career progress are still to be determined. But that should not affect the negotiations, which should be carried out in the light of maintaining the salary levels of the association, together with the fact that last year there was a financial surplus and a relatively poor financial settlement in the collective agreement. A settlement which was eventually honoured by the University only after a fight!

Promotion Dissatisfaction

This spring's round of promotion denials, especially from Assistant Professor, has occasioned some dissatisfaction. CUASA's Grievance Administration Committee, chaired by K. Bell (Geol.), is working with a number of the individuals concerned to explore the possibility of a formal grievance on the matter. As Article 10 of the Agreement makes clear, the grounds for grieving promotion decisions are restricted to procedural irregularities, and questions of academic freedom or discrimination. While no complaints have been received on the latter two grounds, some questions have arisen of a procedural kind.

It is perhaps ironic that the one important area of terms and conditions of employment concerning which grievability is limited should turn out to occasion some of the most intense dissatisfaction of the past year. The Association accepted these restrictions to gain important benefits elsewhere. Perhaps our position should be reconsidered before the Agreement is renegotiated next spring.

CUASA Appoints Business Agent

CUASA recently appointed its first full-time staff person. Ms. Patricia Finn, for eight years in Carleton's Purchasing Department and a very active member of the Support Staff Association, has accepted the position. Ms. Finn is the author of an extensive study of non-academic women at Carleton, and has taken a leading role in formulating and negotiating CUASA's first Collective Agreement. Although she ceased to be a member of CUASA upon taking up her new position, she will continue to assist CUASA until the negotiations for their first contract are finished.

With the appointment of Ms. Finn, CUASA's office (424 Herzberg, ph. 6387) will be staffed for the first time on a regular 9-to-5 basis. Ms. Finn will have a half-time secretary to assist her. Although the work generated by our budget, negotiations, committee work, relations with OCUFA and CAUT and help with individual problems will continue to be much more than one staffer can handle, this appointment will be a large improvement on the situation of the past spring.



CUASA'S Officers, 1976-77

Because negotiations this summer overlap the period in which new members of the Steering Committee normally take office, Council has decided to delay elections for some positions on the Steering Committee till the autumn. Five positions were filled with new incumbents; the other four remain unchanged.

The Presidential positions went through their usual rotation. A new President-Elect, D. Sida (Math.), was chosen by acclamation. As a result, the 1975-6 President, B. Wand (Phil.), became Past-President, and the 1975-6 President-Elect, A. Brook (Phil.), became President. Our outgoing Past-President, J. Vickers (Poli. Sci.), ceased to hold office in the Association for the first time in some years. She has gone on to become the new President of CAUT. Both Professor Wand and Professor Vickers were offered the enthusiastic gratitude of Council on behalf of the membership of the Association.

J. Wilcox (English) was elected to the position of Secretary. He will be taking on special responsibility for communicating with the membership and for public relations on behalf of Carleton's academic staff. Immediately, he will be working with D. Savage (CAUT) on the Ottawa-Carleton by-election.

B. Rutland (English) succeeded P. Laughton (Chemistry) as Staff Welfare Chairman. Professor Rutland has been actively involved in preparing modifications to our benefit plans, to be renegotiated this summer. He will be reporting to the membership on the course of the proposals for these changes which Council endorsed.

Professor Laughton will remain active in the Association as CUASA's observer on the Statute Review Committee, and as Chairman of CUASA's Committee to Prepare a Brief on Changes to the Carleton University Act.

The Association's Treasurer, V. Swinton (Lib.), continues into the second term of her office. D. Sida will hold a dual portfolio, serving also as Salary Chairman, until the completion of this summer's negotiations. Council's direct representatives to the Steering Committee, D. Millar (Eng.) and A. Moscovitch (SSW), will continue in their positions until after the autumn elections to Council.

CUASA Steering Committee 1976-77

President:

Andy Brook (Philosophy) 3686

President - elect and Salary Chairman:

Derek Sida (Mathematics) 6752/5500

Past-president:

Tony Wand (Philosophy) 3686

Secretary and Information Officer:

Jim Wilcox (English) 2669

Treasurer:

Valerie Swinton (Library) 4354

Staff Welfare Chairman:

Barry Rutland (English) 2676

Grievance Chairman:

Keith Bell (Geology) 3743

Members-at-large:

Douq Millar (Engineering) 3627

Allan Moscovitch

(School of Social Work) 3641

CUASA Office (424 Herzberg) 6387

Revisions To The Carleton University Act

The talk of the last few years about revising the Act which governs Carleton appears to be turning into action. Next Autumn the Carleton committee which has been studying the question (and on which P. Laughton (Chem.) has been an observer for CUASA) will be holding public hearings, after which it is expected that a variety of proposals for revising our Act will be developed.

The Association is keenly interested in the way in which the Act might be revised. The Steering Committee has set up a Committee consisting of P. Laughton, Chairman, E. Oppenheimer (Germ.) and A. Brook to prepare a Brief to present at the autumn hearings. This Committee has already arranged to consult with a number of the members of the Association during the summer, and will be contacting other people as the brief develops. The Student's Association is interested in coordinating their efforts with ours, and we will also be working with other interested groups at Carleton.

Anyone with ideas or suggestions, and particularly anyone who would like to help with the preparation of our brief, is invited to contact any member of the Committee.

A large report on the issues and the Association's attitude(s) to them will be prepared when the Committee has completed its work, hopefully in time for circulation for comments.

