

RESULTS OF THE RATIFICATION VOTE

The members of CUASA voted 192 to 8 to accept the Agreement proposed to them by the Negotiating Team and Council of the Association.

The Board of Governors, at a meeting Wednesday, September 22nd, also voted to accept the Agreement. It will be signed by the two parties in the very near future.

All the salary provisions of the Agreement will be implemented in time for the September cheques. If any member feels that he/she has not, as of the September cheque, received all the raises to which he/she is entitled, please contact the Association (424 HP, phone 6387) immediately.

The two parties will begin work immediately on the salary rationalization programme to which the Administration is now committed.

CUASA SUPPORTS LAVAL STRIKE Andrew Brook

The faculty of the Université de Laval went on strike September 7th, 1976. They struck because, after 10 months of negotiations, their Administration continued to refuse them any form of binding grievance and arbitration mechanism and continued to refuse to allow any departmental voice in renewal, tenure and promotion decisions. They struck in the face of a salary offer of 33.27%, because of the importance of these issues to academic freedom.

The Council of CUASA, at a meeting September 20th, voted unanimously to support the Laval faculty, and to underwrite up to \$5,000 in personal loans which the Laval faculty members may have to take out to support themselves during the period in which they are receiving no salaries. (They have no strike funds, so personal loans are their only means of meeting their mortgages, etc.)
(continued on reverse)

CLC DAY OF PROTEST

The Council of CUASA at its September 20th meeting, voted very strongly in favour of putting the question of CUASA's attitude to the CLC Day of Protest to a full meeting of the membership. (Time and place are announced in the box on this page.) The Association hopes to have a representative of the CLC present to explain the issues.

Council considered two motions on what it should recommend to the membership. The first was a motion brought to it by the Steering Committee, as follows:

- (1) The Association is of the view that participation in the Day of Protest is properly a matter for each member to decide for him/herself;
- (2) The Association will extend appropriate aid to any member who, as a result of participation in the Day of Protest or related activities, is threatened with any action detrimental to his/her

terms and conditions of employment;

- (3) The Association urges members who do participate to inform classes well in advance of their intention to do so, and where possible to make arrangements to ensure that the classes in question are made up; and
- (4) The Association will join with other interested Carleton bargaining agents to sponsor an information meeting to inform those interested of the issues and concerns behind the Day of Protest.

This motion was carried on division as Council's recommendation to the membership.

A motion was also put that Council recommend to the membership that a sum of one dollar per member of the Association be contributed to the Ottawa and District Labour Council to help defray costs of the Day of Protest. Council voted, on division, not to recommend that the membership make such a donation.
(continued on reverse)

TWO IMPORTANT MEETINGS

1. GENERAL MEETING Monday Oct. 4
12:30 p.m. Room 508 Southam
Agenda: The Association's
Attitude to the CLC
Day of Protest
2. ALL CANDIDATES MEETING
Friday, October 8, 12:00-2:00
Room 103 Steacie Building
All four candidates in the
October 18, by-election in
Ottawa-Carleton will be
present to answer questions.

LAVAL STRIKE (concluded)

CAUT has also agreed to underwrite such loans, to a limit of \$10,000, and FAPUQ, the Quebec provincial federation, will underwrite what their own locals, the CAUT and such locals across the country as help out fail to meet, up to a limit of \$160,000. All the FAPUQ locals are underwriting part of the total of Laval loans. CUASA is the first local outside Quebec to express its support in this material way.

ALL CANDIDATES MEETING

James Wilcox, CUASA Information Officer

CUASA and APUO, the academic staff association of the University of Ottawa, are sponsoring two all-candidates meetings, one at each campus, in connection with the forthcoming by-election in John Turner's old riding, Ottawa-Carleton. All members of the university community, faculty, staff and students, are invited to attend either meeting.

As announced in the box, the Carleton meeting will be held from 12:00 to 2:00 p.m., Friday, October 8th, in Room 103 Steacie (Chemistry) Building. Each candidate has been asked to make a brief opening statement and the remainder of the meeting will be devoted to questions from the floor.

Prior to the meeting, each candidate will be interviewed by the Information Officers from the two Associations. Their responses to a series of pre-submitted questions will be published in advance of the meetings.

Even those who do not live in Ottawa-Carleton will be interested in this by-election because the critical importance for the future of Canadian universities of decisions currently being taken by the federal government concerning federal support for universities, and for university research.

ARBITRATION: CAREER DEVELOPMENT DENIALS

Over the past year, the Association has won about half its grievances, though most of the ones we have won have never gone as far as the University Grievance Committee.

This is also true of Career Development Grievances. However, the CDI Grievances that did go the Grievance Committee did not fare well. All but one were turned down.

After careful reflection on the decisions and discussions with the individuals concerned, the Association has decided to carry some of the CDI cases to arbitration.

A complete report on Grievance activities over the summer, by Keith Bell (Geology), our Grievance Administration Chairman, will appear in the next Newsletter.

CLC DAY OF PROTEST (concluded)

These motions will be reported to the General Meeting. In addition, of course, members present at the meeting may move whatever additional motions they wish, for consideration by the meeting.

Our attitude to the Day of Protest is of vital interest to many members of the Association. Council urges everyone who can attend to do so.

AIB ROLLS UNIVERSITY OF OTTAWA BACK

The Anti-Inflation Board in a recent 'opinion' has asked that about 2.5% be cut from the 16.6% salary settlement which the Association received last spring as a result of final offer selection arbitration.

Last spring APUO and the University of Ottawa Administration reached an impasse on salary negotiations and each presented their final offer to an Arbitration Board, as previously agreed. The arbitrators (Dr. D. Savage sat as the APUO appointee) selected the faculty's final offer as the more reasonable of the two. Although the package accepted by the arbitrators was rather complicated, APUO calculates its worth at about 16.6%.

As a result of the AIB decision, the package has been reduced to about 14%. This will leave the faculty of the U of O with a settlement whose continuing value is about 11.5%, together with a one-year advantage, due to moving their salary year ahead to May 1st, of about 2.5%. Thus the continuing worth of their settlement will be closely comparable to other settlements in Ontario this year, though they will enjoy an additional one-year benefit.

APUO was the first Association in the province to achieve an agreement to settle salary differences by binding arbitration, which of course is by far the most impartial and rational means of determining salary increases. (Our own Administration has twice refused to submit our salaries differences to arbitration, because of fears for the implications which an arbitrated settlement could have for the University budget.)

The U of O settlement was also the first salary settlement in the province since the certification drive to break the de facto salary ceilings imposed province-wide through limiting University grants. It is extremely unfortunate for all of us in our campaign to persuade the province to provide more funds for Universities that the AIB should have rolled it back in this way.

Andrew Brook