

CUASA Wins Procedural Point

FIRST ARBITRATION HEARING, PART I

Andrew Brook

The first arbitration hearing between ourselves and the University, a hearing of some CDI denials from last year, was held Saturday, February 19th, in the Senate Chamber. The University, represented by Dr. G.R. Love, Mr. D.C. McEown and their counsel, tried to have the case dismissed on a technicality. The arbitrator however, supported the Association (his decision has just come down) and indicated his desire to continue the hearing, so that he may hear the merits of the case, as soon as possible.

The University argued that they were unable to make their case for the merits of their decisions to deny the CDI increment in question because the relevant Dean (Professor L. Read) was now on sabbatical. It subsequently emerged that they had not even contacted Professor Read to see if he would be willing to return for the hearing. The arbitrator ruled that the Association had given proper notice of its desire to proceed to arbitration, that this notice was given before Professor Read left on sabbatical and that the notice made it clear that decisions made by Professor Read when he was Dean would be at issue, thus the University had adequate opportunity to cope with any problems occasioned by Professor Read's absence. A full text of the arbitrator's decision is available in the CUASA office (ph. 6387) for anyone who would like to read it.

Although the Association regretted that the University tried to deal with these CDI grievances by relying on technicalities, rather than by proceeding immediately to the merits of the cases at issue, we were very favourably impressed by arbitration as a rational, objective, pains-taking method for achieving a final settlement of intractable disagreements. Given the success of our arguments on the procedural matter reported above, we now have high hopes that we will succeed in demonstrating what we believe to be the considerable merits of actual cases themselves.

The Association and the grievors it was defending were represented by Professor Andrew Brook, Professor Alastair Tilson (our new Grievance Administration Chairman) and our counsel, Mr. Allan O'Brien, of the local law firm, Neligan-Power.

TAXATION SEMINAR

Charles Hebdon, OCUFA's research director for financial matters, is coming to Carleton on FRIDAY, MARCH 4, 1977, to hold a day-long series of informational seminars on taxation. There will be sessions on taxation in general, in relation to sabbatical leave, and in relation to retirement. The series is timed to follow receipt of your T4 slips and of the annual CAUT Tax Guide printed in the January 1977 CAUT Bulletin. Other relevant material will be available from the CUASA office by mid-March, including the OCUFA pamphlets "Sabbatical Leave and Income Tax" and "Financial Planning and Retirement".

The seminars will be held in Room 201 PATERSON HALL in the following order:

- 10:00 - 11:30 a.m. General
- 1:30 - 3:00 p.m. Sabbatical and Income Tax
- 3:30 - 5:00 p.m. Retirement and Income Tax

FRIDAY, MARCH 4TH, 1977 201 PATERSON