

CARLETON UNIVERSITY ACADEMIC STAFF ASSOCIATION
(Certified under the Ontario Labour Relations Act)

STATEMENT OF RECEIPTS AND DISBURSEMENTS
FOR THE YEAR ENDED JUNE 30, 1977

OPERATING FUND

Cash, July 1, 1976:		
Chequing account	\$5,042	
Credit Union account	2,833	\$ 7,875
Receipts:		
Dues, regular	83,290	
Dues, special assessment re Laval	19,038	
Life insurance experience rebate	14,693	
Unemployment Insurance refunds	18,785	
Interest income	1,082	\$144,763
Disbursements:		
Laval strike fund	25,038	
Legal and accounting fees	2,175	
Miscellaneous expenses	347	
National dues - C.A.U.T.	23,699	
Office	18,730	
Provincial dues - O.C.U.F.A.	16,506	
Stationery and printing costs	5,767	
Transfer to Scholarship Fund	14,700	
Transfer to Academic Defence Fund	20,000	
Travel expenses	930	127,892
Cash June 30, 1977:		
Chequing account	7,671	
Credit Union account	9,195	
Caisse Populaire account	5	\$ 16,871

COUNCIL MEETING
SCHEDULE

FRIDAYS ROOM 435 HP

March 3rd 2:30-4:30
April 7th 10:30-12:30
May 5th 2:30-4:30
June 2nd 10:30-12:30
July 7th 2:30-4:30

GRIEVANCE - A TIMELY REMINDER

The contract determines a grievance, and time is part of that contract. However just and reasonable your complaint may be, it is futile unless you comply with the time limits in Article 30. And that means, first of all, that the initial step, the informal complaint to your Chairman, must be made within ten working days of that date on which you could reasonably be expected to know that grounds for a grievance exist. CUASA will help you at every stage of the procedure, but you must take that first step within the time limit. Don't ponder the relative merits of your case - contact CUASA immediately (6387, or A. Tilson at 7116).



THE NEXT TIME YOU GET A
QUESTION ON THE BUDGET
DON'T START OFF BY SAYING
"WOULD YOU BELIEVE ..."

PRESIDENT'S REPORT

D.W. Sida

Now, over half-way through the academic year and the contract year, the Steering Committee and the JCAA continue to meet weekly and Council has been active in producing revisions to the Constitution on which you have recently been asked to vote. As agreed to last year a referendum on the CAUT Defence Fund has been held and we await the result. As President I sincerely hope both votes will give us a clear mandate to proceed. Council has also chosen the negotiator for the summer - our Salary Chairman, Professor Jones. You will be hearing from him during the summer. I hope everyone will support him and the team.

JCAA: The collective agreement has been printed and distributed, meanwhile the Joint Committee to Administer the Agreement has had several meetings and now meets weekly. The joint committees set up under the new collective agreement have been organized, those dealing with the library and salary rationalisation are already at work. We have arranged that all employees who resigned between July 1st and the date of signing the agreement will have received backpay and that those not at Carleton for the full period of CDI assessment are to be eligible for pro-rated amounts. We have raised several problems of difficulty in the library and have obtained agreement on access to all job descriptions. The question of membership of the bargaining unit continues to exercise our attention, there are eight cases of which several have satisfactorily been agreed to and we welcome the Director of the Laboratory Pre-School into the unit. A new panel of arbitrators has finally been agreed to.

GRIEVANCE AND ARBITRATION: We still await a judgement on the CDI denial cases and a report from the human rights commission on its investigation into alleged discrimination over a promotion. Meanwhile, an arbitrator (Professor Palmer) has been agreed to and Mr. Sack has been retained. A new internal grievance panel has been established by Senate and the new grievance committee will soon be involved in new cases regarding continuation of term appointments, an arbitrary breach of the financial settlements by the President of the University, and probably new CDI denials.

STATUTE REVIEW: Professor Laughton is our representative observer on this joint Senate/Board of Governors Committee. He has advised us to seek legal opinion on several matters including the question as to whether the new act will supercede the labour relations act and whether the Board of Governors will be bound by the contracts it has entered into. The new powers of Senate raise problems of their management functions and whether all Senators would become management exclusions in future. The Steering Committee has decided to submit these and other problems of interpretation to legal counsel.

OCUFA: There is growing concern about the future of graduate enrolments and graduate funding in the province. Recently, OCUFA and CAUT acted in concert to obtain a hearing from OCGS regarding the failure of that body to follow its own by-laws and at the moment are discussing with OCGS for the provision of appeal procedures in these by-laws.

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PRESIDENT'S REPORT *(concluded)*

CAUT: Continues to be exercised over new provincial legislations which place faculty associations outside the labour codes. Official complaints with regard to both Alberta and British Columbia have been lodged. Acting in concert with CAUT, CUASA sent telegrams of protest when the B.C. bill was introduced.

REPORT FROM THE STAFF WELFARE CHAIRMAN

W. Jones

Article 40.6 of the collective agreement established a bilateral health benefits committee to review and administer all existing plans. The primary importance of such a committee is that changes in benefit levels or premium rates cannot occur without prior agreement between the two parties. The administration can no longer arbitrarily decide how to spend your money. After an uncertain beginning I am reasonably confident that this committee can function well in the future.

You will be aware that we have agreed to an increase in Dental Plan premiums and also to a change in carrier for the plan from Mutual Life to Canada Life. Some increase in premiums was inevitable since claims have consistently exceeded premiums for all but the first six months of the plan's operation. The 40% increase which we decided to accept represented the lowest quotation available from 7 potential carriers (Mutual Life for example would have required a 64% increase) and it is guaranteed for two years.

The increase is offset to some extent by a lowering in Long-Term Disability Insurance premiums. We

also agreed at the Health Benefits Committee to a change in LTDI carrier from I.N.A. again to Canada Life in order to secure the same coverage for lower premiums.

Finally, I have had some enquiries about our pension plan holdings. A copy of the investment manager's most recent report which shows all debt and equity holdings is available in the CUASA Office.

REPORT FROM THE SALARY CHAIRMAN S. Jones

INTEREST ON BACK PAY: During the final stages of negotiations, the CUASA negotiating team asked for interest on the back pay that would be due its members; the employer refused, but provided no written submission to support its position. CUASA has been requesting a definitive statement from the administration since then, a request which was finally satisfied on January 23. The two relevant paragraphs from the memorandum are:

We have consistently, as a matter of University policy, refused to consider interest payments in instances where agreements have not been reached by contractual expiration dates. For the University to provide interest payments as reparation for extended negotiations seems to place the onus for the delay on the University. It also is apparent that any enhancement of the retroactivity provision has the propensity to extend negotiations. As such, we consider it to be inimical to our mutually expressed desire to expedite the negotiations process.

This provision was requested by CUASA, discussed with the University, and discarded during negotiations. The University, therefore, considers the matter closed and we do not wish to enter into any further discussion or debate on its merit.

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The management's basic objection would appear to be that payment of interest would prolong negotiations since the union would stand to gain thereby. Of course, since the management surely gained some interest on the money that wasn't paid to employees between July and November, it is clearly in management's interest to prolong negotiations when it doesn't have to provide interest on back pay. While the management may well wish to consider the matter closed, they must be reminded that such issues are negotiable and may well surface at the next round of bargaining.

PAYMENT YEAR FOR CDI: The management indicated during the conclusion of negotiations that they would investigate the problem of paying back pay for CDI's for July - December 1977 in 1978. This may have a negative effect for some employees' tax status in either or both years. The management has yet to provide an explanation for why money for 1977 months could not be paid in 1977 for tax purposes. On January 10, the management presented a position paper, but immediately withdrew it as inadequate. At the time of this newsletter, some 2½ months after being asked, the management still has not been able to explain why money earned in 1977 could not be paid in 1977.

LIBRARY ISSUES: The library management continues to threaten CUASA employees with reduced staff and increased workload and the whole University community with reductions in services. In a memo to senior library management, the University Librarian announced that he would not authorize the filling of any position that became vacant. In a later public announcement he informed library staff that in order to reduce the library budget by 10% he would reduce the book budget by \$100,000 and the salary budget by

\$300,000. In order to do the latter, he stated, it would be necessary to cut some thirty positions from staff. When pressed as to how these positions would be cut, he refused to be specific, although he admitted that normal attrition would not be sufficient. (It may be of interest that the University Librarian attributed some of his financial problems to the reluctance of the administration to fire faculty.) It is clear that CUASA will have to keep a close watching brief on the library to protect both the jobs of our members and the services that we faculty and instructors find indispensable.

In light of this the administration wishes to abandon the enquiry set up under the agreement to determine whether the distinction between professional and other work has been maintained in job assignments in the library. CUASA's representatives on the committee feel that such an enquiry is even more urgent now. In other areas, the committee on the University Library Committee has requested briefs from all interested parties. The third committee, on ranks in the library, is still awaiting a complete description of the five-rank system suggested by the library management and a response to CUASA's presentation on separating ranks from positions.

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