

CUASA

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Editor: Bob Lovejoy

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MEMORANDUM OF SETTLEMENT ACHIEVED

YOUR Negotiating Team is pleased to announce that on January 15th, a Memorandum of Settlement was signed outlining the details of a 27-month contract to run to April 30th, 1982. This Agreement is, of course, subject to ratification by the Board of Governors and by the Membership of CUASA. The salient details of the Memorandum of Settlement signed are listed below. More extensive details will be made available in the near future.

1. There will be no initiation of procedures associated with lay-offs for at least a two-and-a-half year period.
2. Salary Increases for members of the bargaining unit:

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|---------------|---|
| May 1st, 1980 | 4.6% scale increase 3.0% average CDI value |
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|---------------|---|
| May 1st, 1981 | 4.7% scale increase 3.0% average CDI value |
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|-------------------|---------------------|
| January 1st, 1982 | 3.9% scale increase |
|-------------------|---------------------|

Floors and CDI values will be adjusted accordingly.
CDI ceiling will be raised significantly and the number of CDI steps increased.
CUASA's right to arbitration is retained for the 1982 re-negotiations.

3. Salary Rationalisation Plan to be implemented including:
 - (a) Correction of existing anomalies
 - (b) Recognition of market differentials

Mechanisms to implement salary rationalisation to be established this spring.

4. Improvements in sabbatical stipends:

| | |
|---------|-----|
| 1980-81 | 75% |
| 1981-82 | 80% |

The half-year sabbatical after 3 years - 60% stipend.

The half-year sabbatical after 6 years at full pay retained for 1980-81 only.

5. Load spreading over any two terms now possible with protection of a research semester. Summer stipends retained for faculty teaching on an over-load basis were funds are available.
6. More flexible and attractive reduced-time and reduced-workload provisions with full pension protection.
7. Improved faculty transfer provisions including career-decision protection and paid re-training leave where appropriate.
8. Committees to recommend pension plan improvements, including early retirement.
9. Committee established to discuss provisions of Article 17.3 to 17.11 with guaranteed protection of the principles of Article 17 and strengthening of Financial Commission by ensuring its access to all relevant data and documents.
10. Extensively improved grievance procedure agreed in principle.