

# news from CUASA

Volume 10, No. 9

Editor: Barry Rutland

May, 1980.

## REPORT TO THE MEMBERSHIP BY THE PRESIDENT OF CUASA

*Muni Frumhartz*

The one thing the President of an organization such as this gets to do largely on his own is to report on activities and events during most of his term of office and, in so doing, to make - or to insinuate traces of - a personal statement. What follows will have less of the first and more of the second, perhaps less and more than some may think useful or proper.

This has not been an ordinary year, and let me, therefore, begin by thanking those who were, in their diverse ways, responsible for that:

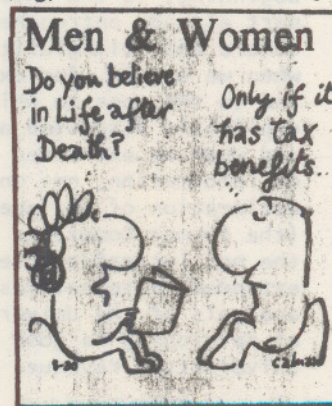
1. Les Copley, for his commitment to our Association, for his unflagging and unflappable inventiveness in dealing with CUASA's and its individual members' problems and, more concretely, for his contributions to the all-important Committees on Salary Rationalisation and on Article 19 and, although not physically at the bargaining table in the most recent negotiations, to what will surely prove to be a land-mark collective agreement.
2. Pat Finn, for her extensive networks throughout the University; for her detailed knowledge of our various agreements, practices and traditions; and the multiple talents she brings to the wide range of her activities, not the least of which is her ability to get things done and to get others to do what they are supposed to, all of which she combines with a winsome abrasiveness and an irrepressible disrespect for authority.
3. Barry Rutland and Bill Jones, Geza Kardos and Jill Vickers, respectively, the spokesman and the other members of the negotiating team that, in the most recent round, obtained for us not everything we wanted, but considerably more than we had thought possible.
4. Again, Barry Rutland, this time for his participation, along with Les Copley, in our two principal joint committees.
5. Jill Vickers, also in another activity as well - i.e., the always persistent and the generally successful resolution of grievances.
6. George Neuspiel, for his willingness and ability to help when needed, especially in matters pertaining to the law, a field in which lack of qualification fails sometimes to inhibit the rest of us from practising or, at least, pronouncing.
7. The rest of the Steering Committee and of the Council, who typically responded to what was asked of them, and sometimes more, while retaining their independence and, on occasion, their bloody-mindedness.

There were others as well - for example, Kurt Fuerst, because the difficulties in which he found himself reminded a good many of us of some of our basic principles, which we sometimes find it convenient to neglect or to take for granted.

And, then, in the proverbial phrase about last and least, I must mention those who have banded or huddled together on the Administration Building's 6th floor, and the others, more scattered around the University, who join them when they can. They too, although in different ways, kept reminding us, sometimes unintentionally, of our basic commitments and of the continuing need to keep them safe.

N.B.: THIS NEWSLETTER CONTAINS THE FOLLOWING IMPORTANT  
ANNOUNCEMENTS FROM THE JOINT PLANNING COMMITTEE:

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How was this year different from other years? One answer is that it was the year that the much-heralded phoenix stirred and strained, grasping for lift-off at the assortment of kites by which he had been launched. Yet, despite the prospect that, if only he would allow himself to be slimmed down, his age-coarsened feathers would be replaced by downy duds, the Phoenix did not, in fact, fly. What started off as the year of soon became the year for the bird. To continue with the avian analogy, at least in its most foul form: CUASA, faced with the invitation to serve up itself and its members either as chicken or as turkey, declined to try or to promote the newly-voguish culinary prescription of duck or be goosed.

More concretely, and in another vein, this was the year we negotiated not one, but two collective agreements: one, from July 1, 1979 through April 30, 1980, which dealt exclusively with compensation, and a second, ratified in early February, which runs for two years beginning May 1, 1980 and, in respect to the crucial undertaking of no layoff, for a couple of months longer than that. I shall return to this in a moment.

This was the year the University experienced its first-ever attempted dismissal of a tenured member of faculty, from which we learned, or at least most of us did, that our procedures are basically sound; that due process is costly in both time and money, but well worth the price; and that academic freedom is too vital to our interests to be treated either lightly or narrowly.

This was also the year when a backlog of grievances began to be moved, either to settlement or to arbitration, and when the all-important grievance over the improperly adopted and one-time secret two-thirds rule for promotions at the University level was upheld.

This was, as well, the year in which, faced with more urgently pressing matters, some of which threatened both associational and individual survival, we found ourselves, with regret, compelled to attend less adequately to other matters - for example, the mess in teaching evaluations, which is partly our own doing; the pernicious personnel practices in the Library; and the scarcely excusable inadequacy of our pensions, especially for those who expect soon to retire.

Then, too, this was the year we had to adjust - and to adjust to - a new President, a new Vice-President (Academic), new Directors of Personnel and of Information, one new and several old Deans, and any number of (or at least so it seemed) new Associate Deans, Assistant Deans and Assistants to Deans.

Above all, this was the year when we bought time for ourselves, both as individuals and as an association, and when, at least equally important, we gave a gift of time, which we paid for, to others - to Faculty Boards and Senate, and to the President, other senior administrators and the Board of Governors. Our object in doing so was not simply to prolong the last possible moments of flitting around the edges of our common peril. In negative terms our object was to avoid the acrimony and divisiveness, the further fracture of our integrity as an institution, the limitless costs - both institutional and personal - that would inevitably follow from a precipitate resort to layoffs as a cure for our addiction to planning by hunch and lurch and for our other habit of planning by adopting whatever is proposed. In more positive terms, the object of our purchase and, once again, of our gift of time was less to give birth to a new Carleton, by contrivance out of despair, than to permit the existing Carleton to reanimate and to rededicate itself. And in this we - both the academic staff and the Association - have a critical and irreplaceable role to play.

In my view, we have as much of a stake in income as in expenditures, as much in the allocations of budgetary funds to other sectors and purposes as we do in the amount that goes into our own salaries and fringe benefits, as much in a slimmed-down and more efficient administration as in more equitable personnel decisions and more effective peer review, as much in academic program planning as in academic career planning, as much in the alternatives to current curricular and organizational arrangements as in the alternatives to layoff and dismissal, as much in collegial decision-making and democratic control in all reaches of the University as in the democratic process within our own Association. If we, the academic staff, claim, as we are entirely correct in doing, that we are the University, we must also take up the burdens of that conceit, but - and this is an absolutely essential qualification - in terms and on behalf of objectives that we help to fashion and not simply those which have already been framed, somehow, somewhere, by someone else.

For some among us that view raises the specter of cooptation; for others it lets loose the shade of commitment that threatens to carry them beyond the letter and the power struggle of collective agreements. Neither group is entirely wrong. However, we should not delude ourselves on either score. We entered dangerous territory from the very beginning, to the extent that we endorsed the principles and processes, for the most part already entrenched, in existing documents and practices, governing academic freedom, tenure and collegiality in its several forms. Two years later we took some further steps, when we agreed, for example, to certain criteria and mechanisms for teaching evaluations and to the uses to which they may be put. Most recently, we went further still, when we explicitly discussed and implicitly agreed to a substantial slash in the sessional budget and when we extracted from the administration a commitment to virtually full disclosure of information, not only on behalf of the Financial Commission, in the event of a proposed declaration of stringency but, on a more regular basis, to the joint Planning Committee (the former Committee on Article 19 - Academic Career Planning), to which we have assigned the not inconsiderable tasks of monitoring the implementation of the newly instituted and extended "alternatives", as they have come to be called; of carrying out "a continuing analysis of the University's situation in the light of enrolment and funding trends"; and of developing "a good understanding of the size, nature and limitations of change in the University's revenue, expenditures and assets".

In these and other ways we have gone too far to turn back now. We couldn't even if we wanted to, and to want to is to hand over the University - our University - to the managers. To fail to recognize that is not only, in the proverbial phrase, to bury our heads in the sand, but to turn unionism at Carleton, to revive a term of the Sixties, into a sandbox.



Two closely, but diversely, related matters require at least some mention as well. First, in my view (and, once again, it is a personal view), this has never been, and certainly must not become, a single-issue organization, whether that issue is salaries, pensions, job security or even parking. The diversity of our membership and its multiple interests and needs make that an impossible option even for a brief moment of our activity. So does, as I have tried to suggest, the centrality of our concerns about the University and its undertakings.

Second, and finally, there is the question of the vitality, and even the survival, of the Association itself. Just as certification did not really change CUASA's purposes, it failed, except for a brief flurry, to improve some of CUASA's habits. It was essential in February that the proposed new contract receive the virtually unanimous support that it did. Similarly, it was exceedingly important some weeks ago that two eminently qualified members of the Association were prepared to serve as President-Elect, and later as President, and that, in the recently concluded election, both of them received a significant share of support. Nevertheless, the grounds for celebration are limited since, even when a generous allowance is made for the number of members on leave, scarcely 40% of the membership participated in the ratification and perhaps 28% in the vote for the President-Elect. The turnout at the information meeting prior to ratification and at this and previous Annual General Meetings, as well as the difficulty we sometimes have not so much with attendance as with finding members to serve on Council, can only give us grounds for the very deepest concern. Surely, whatever role one may hope for from CUASA, whether narrowed or enlarged, it requires an active, informed and critical membership. Without that, the decisions that must be made, both within the Association and at the University, will be made anyway but, once again, they will be made somehow, somewhere and by someone else. Carleton as an academic place will not survive that, at least not in ways that are worth having. We must not in the years to come find ourselves saying with Pogo, "We have met the enemy and they is us".

*(This is a slightly amended version of the statement delivered at the Annual General Meeting on April 20th, 1980.)*

## PROPOSED EARLY RETIREMENT OPTION

Article 19.1(e) of the new agreement requires that the Joint Planning Committee (formerly the Article 19 Committee) recommend feasible early retirement options to the parties, to be implemented immediately upon mutual acceptance. Accordingly, the CUASA representatives to the Committee have proposed a "reduced-time early retirement plan", which has been approved by the Steering Committee and is currently awaiting the approval of management.

As it stands, this plan would be available as a right to any faculty member 60 years of age or over, with ten or more years of service at Carleton, and at the discretion of the employer to faculty aged 55 to 59, again with at least ten years of service. It would permit the individual to drop to an average course load of 1.25 courses per annum until full retirement, with his or her total workload (including courses, graduate and honours supervision, research, service) adjusted in such a manner that the total workload does not exceed 50% of normal workload as determined in Article 13 of the agreement.

The individual's actual salary would be computed at 50% of nominal salary, plus 1.5% of nominal for each year of service at Carleton beyond the initial ten to a maximum of twenty years, to produce a maximum actual salary of 65% of nominal. The individual would continue to receive all negotiated salary increases, pro-rated to his/her actual salary, and participate in all benefit plans. Most importantly, contributions to his/her pension fund would continue to be made on the basis of the nominal salary, with the employer making up the difference between actual and nominal where the employee's contribution is concerned. Entitlement to sabbatical leave would be earned at the rate of the reduced workload, with sabbatical stipend related to actual salary. All sabbatical entitlement accumulated at the time of commencing early retirement would be honoured.

The Joint Planning Committee believes that this scheme is feasible from the point of view of the senior faculty member who would like to reduce the level of his or her service, but can do so only if he or she continues to receive a realistic salary to full retirement, and a realistic pension thereafter. The Committee also believes that the plan is equitable, in that it is based on recognition of service to Carleton on the part of senior colleagues during the years of rapid growth.

Barry Rutland

*(For the time being, these provisions have been developed for faculty only. The CUASA representatives on the Joint Planning Committee intend to propose appropriate provisions for professional librarian and instructor employees.)*

CUASA draws your attention to an article in the May CAUT Bulletin dealing with the current inquiry in the United States into immigration procedures. Mr. Knight of the AAUP would be grateful for information concerning specific cases of denial of entry to academics based upon a person's political beliefs or associations.



## ACCOUNTABLE ADVANCES

Article 46.2 of our new Collective Agreement states: "In any circumstances that the parties may agree to, all or some of an individual's nominal salary or sabbatical stipend may be paid in the form of an accountable advance". Although innocuous in appearance, this was an addition to the Agreement that the Association regarded as a significant achievement. It was, and remains, our expectation that Revenue Canada, Taxation will view it as an acceptable mechanism for obtaining tax-exempt status for any income spent in meeting the terms and conditions of one's employment. An obvious example is income spent to meet travel and removal expenses while on sabbatical leave or on a research field trip. As such it has two major advantages over the present policy of obtaining research grants in lieu of salary: it is not restricted to use by sabbaticants only and it is much less restrictive of the range of expenses to which it can be applied.

The job of defining the circumstances under which accountable advances can be obtained and the type of tax-exempt expenses that can be charged against it was assigned by the parties to a technical sub-committee of the Joint Planning Committee, with a reporting date that should have allowed their use by individuals commencing their sabbaticals on July 1st, 1980. Unfortunately, despite considerable time and effort, and for reasons beyond its control, the Planning Committee has been unable to meet that deadline.

To ensure the proposal's success, the Committee sought the expert advice of Mr. Charles Hebdon, the OCUFA/CAUT tax consultant and, with CAUT's assistance, of Mr. Martin O'Brien, a tax lawyer in Toronto. These consultations have involved extensive written submissions from all parties and, inevitably, have taken a good deal of time. Their preliminary results have, however, given us reason for optimism and we expect to have a well-defined scheme of accountable advances in place for use in 1981.

To those individuals who are commencing their sabbaticals on July 1st, 1980, we can only express our regret that it has proved impossible to complete these arrangements, and remind them of the alternative, namely, research grants in lieu of salary. The advantages and limitations of such grants are outlined in a pamphlet entitled "Sabbatical Leave and Income Taxes", which is available from the CUASA Office.

*Les Copley*

## BENEFITS TO RETIRED MEMBERS

Both parties to the Agreement have been concerned for some time that members of the bargaining unit on retirement become virtually "non-persons" from an institutional point of view. Accordingly, management representatives to the Joint Planning Committee proposed, and CUASA endorsed, a number of rights for retired individuals additional to those already set out in the Agreement.

It is proposed that, in the future, retirees will retain full access to the university's library, athletic, and health services on the same terms as full-time employees, and will be issued new ID cards to facilitate the exercise of this right. Those retirees who intend to remain active as scholars and researchers will be entitled to apply for the title of Adjunct Professor, which will not be unreasonably refused. While an Adjunct Professorship involves no scheduled teaching duties and remuneration, it could involve participation in the direction and examination of theses, on a basis mutually agreeable to the individual and the University, and entitle the retiree to office space and support services (including computing services) consistent with his/her scholarly activities, and as available, after the needs of full-time staff have been met.

Retired faculty would continue to participate in the teaching of scheduled courses only as set out in Article 27 of the Agreement.

A further recommendation to the parties from the Joint Planning Committee is that Article 40.10 of the Agreement be modified to provide for continuation of the Group Extended Health Care Plan and Dental Plan to those who retire at age 55 or after, rather than 60 or after, as at present.

*Barry Rutland*

## CUASA COUNCIL MEMBERS

### ARTS

R. Bird	School of Journalism
M. Ciavolella	Italian/Spanish
R.L. Jeffreys	Classics
J.W. Leyden	Philosophy
R. Lovejoy	English/Film Studies
L.T.R. McDonald	English/Film Studies
B. Neatby	History
J.P. Paillet	Linguistics/Russian
S. Robinson	French
A. Rosenberg	German/Comparative Literature
S. Wilson	Religion

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V. Blundell	Sociology and Anthropology
P.C. Findlay	School of Social Work
R. Hoffman	Psychology
W. Jones	Psychology
S. Luce	Commerce/Public Administration
P.V. Lyon	Political Science/International Affairs
K. Marwah	Economics
M.H. Ogilvie	Law
G.S. Williams	Political Science/International Affairs

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G. Kardos	Mechanical & Aeronautical Engineering
I. Reichstein	Systems Engineering & Computing Science
P.D. Van der Puije	Electronics/Civil Engineering

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K. Hardy	Mathematics
K. Hooper	Geology
R. Shigeishi	Chemistry

### LIBRARY

S. Jackson
F. Montgomery

### INSTRUCTORS

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A. Ruprecht	(Arts)