

news from CUASA

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Editor: Barry Rutland

September, 1980

AFTER THE STRIKE...WHAT?

Les Copley, President

The 1980 round of negotiations between CUSSA and the Administration was successfully concluded on September 7. I have used the word "successfully" because the very nature of collective bargaining means that any settlement, however achieved, is agreeable to both parties at the table.

On your behalf, I have extended congratulations, modulated by a sigh of relief, to both parties. I have also expressed my personal admiration for the many men and women who marched on the picket line, hour after hour, rain or shine, and who, through their dignity and determination, played a critical role in bringing about the settlement.

The question which everyone within the Carleton community must now address is where do we go from here? An answer, appropriate to both CUASA and CUSSA, is easily come by: we must quickly patch over the cracks and fissures that recent events have produced both within and between our respective Associations. The two Associations have never had and never will have exactly the same aims and goals. However, the goals that we do have in common, those of correcting the underfunding of universities and of ensuring that Carleton not only survives but grows (at least in stature) during the 1980's and 1990's, are of the greatest importance to us all. To achieve them, there must exist a unity of purpose among all of Carleton's constituent associations that is impossible without a concomitant sense of equal partnership in the Carleton adventure. I should parenthetically add that the Students' Association has already played a key role over the past year in bringing the various unions together to work on a study of the University's economic impact on the Ottawa-Carleton community.

Equality of commitment and responsibility is a concept that is incompatible with the archaic view that universities should possess a feudal hierarchy whose barons (and bishops) are the academic staff. In my opinion, the latter is also incompatible with the realities of collective bargaining. In any case, it is unfortunately an all too common view among some academics and one that universities can no longer afford to foster. Our first task then must be that of extending the faculty's claim, "We are the University", to our fellow employees and students.

PERSON TO PERSON

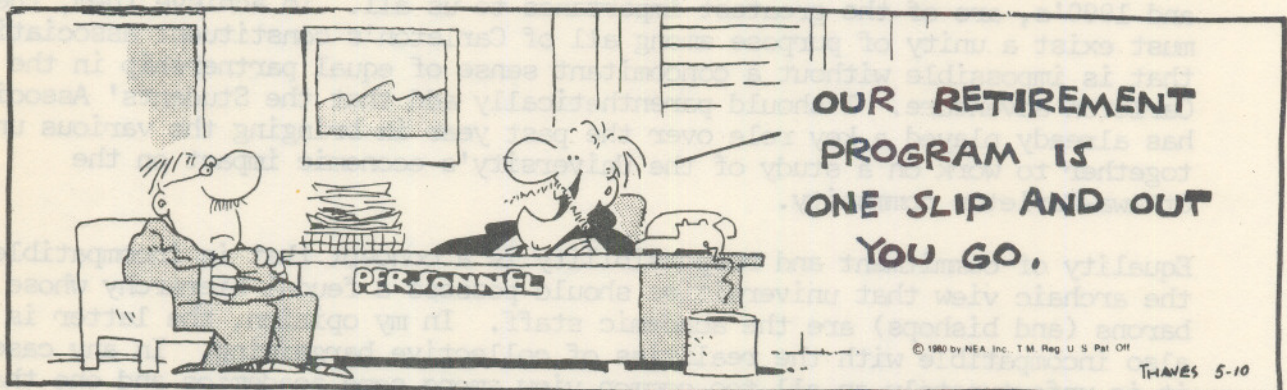
The Support Staff bargaining unit includes the majority of the lower paid of Carleton's employees, earning wages below the official poverty line. Most are women and many are the sole supporters of families. During the recent strike, the campus Women's Committee, aware of the inevitable hardship for those obliged to live on a paycheque to paycheque basis, organized a "Woman to Woman Strike Fund" to help the most seriously affected. Other concerned faculty members joined in making contributions. At its meeting on September 19, CUASA Council endorsed the objective of the Fund, and voted to match each dollar collected to a maximum of \$2,000.00.

Anyone interested in contributing should send a cheque, made payable to the "Woman to Woman Strike Fund", to Debbie Gorham, Department of History, Paterson Hall.

NEW BENEFITS FOR RETIRED MEMBERS

The May, 1980, Newsletter announced that the Joint Planning Committee had recommended to its principals a number of benefits that would prevent members of the CUASA unit from becoming virtual "non-persons", academically speaking, on retirement. We are happy to inform you that those recommendations have been accepted by the Board of Governors, with some additional benefits not included in the Committee's list, and are now in effect.

1. Retired employees shall have free access to the libraries, athletic facilities, and health services; upon request, a special ID card will be issued to any retiree to permit access to these facilities.
2. The University will pay the Faculty Club "Occasional Use" membership fee on the retiree's behalf, and the cost of accommodation and meals at Spring Conference. Issues of This Week will be sent to all retired members.
3. Of chief interest from an academic point of view, a retired member who intends to continue to remain active in scholarship or professionally, may apply to receive an Adjunct Professorship. Such status, often of crucial importance in gaining access to journals and to research funds, will not be unreasonably refused. Depending upon availability, Adjunct Professors shall have access to office space and support services consistent with his or her scholarly or professional activities at the university. While an Adjunct Professorship involves no scheduled teaching duties or remuneration, it could involve participation in the direction and examination of theses on a basis agreeable to the individual and the university.



PLEASE NOTE

REQUEST FROM CAUT -- UNIVERSITY OF THE AIR

The CTV's University of the Air series pays its performers less than the ACTRA rates because the series is not covered by the ACTRA contract. This leads to the anomaly that CAUT members who are ACTRA members cannot participate in the series because they cannot work for less than the ACTRA rates. Two cases have recently come to the attention of the CAUT central office where CTV solicited CAUT members to undertake a series and the members had to refuse for this reason. CAUT has approached the President of CTV urging him to pay ACTRA rates for the programme. It would be useful if faculty associations could find out from their membership if there are any other cases of CAUT members who are also ACTRA members, who have been approached to undertake programmes in this series and who have had to refuse. Please send any information to Donald Savage at the central office.

(Reprinted from CAUT Table Talk, Vol. 1, No. 5, June 6, 1980.)

OPENNESS IN PERSONNEL FILES

A grievor at OISE applied to the Registrar appointed under the Ontario Consumer Reporting Act, 1973, S.O. 1973, c. 97 on the grounds that, when OISE refused to divulge the names of referees and at least a summary of their comments in a tenure hearing, the College violated section 10.7 of the Act. The Act states that when a benefit is denied to a consumer wholly or partly because of information received from a consumer reporting agency "or a person other than a consumer reporting agency", "the nature and source" of that information must be transmitted on request to the consumer within sixty days. The Registrar took the view that the Act applied and has informed OISE that the Institute must conform to the legislation. The OISE Faculty Association and OCUFA asked CAUT to secure independent legal advice. That advice confirms the view of the Registrar that the Act requires the names of the outside referees and at least a summary of their comments be supplied to the grievor. Application cannot be avoided through collective agreements since section 1(2) of the Act provides that it applies "notwithstanding any agreement or waiver to the contrary". Under section 24, the Lieutenant-Governor in Council may make regulations to exempt a class of people from the scope of the Act. It would appear that Ontario universities may be within the scope of this legislation and may thus have to comply.

Bargaining agents should note that since 1973 CAUT has called for the release of the names of referees and a summary of their reports and thus the Registrar is not requiring anything contrary to CAUT policies. Since 1978 the Council has held that files should be completely open within the grievance and arbitration procedure. (See CAUT Handbook, 3rd ed. pp. 24-30.)

(Reprinted from CAUT Table Talk, Vol. 1, No. 5, June 6, 1980.)

MERIT AWARDS

The employer has advised CUASA that the following individuals have been awarded merit increments:

ARTS

G. Swinton
R. Morrison
R.B. Rutland
M.B. Thompson
G. Wood
M. Gaulin
A.M. Rosenberg
J.L. Black
J.K. Johnson
M.J. Sydenham
M. Ciavolella
W. Cowan
A.M. Gillmor
R.S. Talmage
A.R. Gualtieri
L. Librande
B.W. Jones
A. Lweinson
M.A. Giella

ENGINEERING

J.A. Goldak
J. Kirkhope
J.S. Riordon
C.M. Woodside
J.J. Salinas
J. Strutt
W. Gilles

LIBRARY

T. Clark
J. Fraser

SOCIAL SCIENCE

W.L. Gillespie
G. Paquet
E. West
M. Smith
F. Taylor
H. Anisman
P. Fried
D. McIntyre
L. Rutman
D. Elliott
D. Anglin
T.R. Harmstone
J. Jenson
R. Selucky
W. Lawson
V. Wilson
J. Chevalier
K. Hatt
I. Prattis

SCIENCE

V.N. Iyer
K.W. Joy
F. Wightman
H. Yamazaki
J.A. Donaldson
J.W. Apsimon
J.S. Wright
J.D. Dixon
M. Rahman
L.D. Nel

CUASA STEERING COMMITTEE

D. Bennett	President-Elect
L.A. Copley	President
M. Fox	Benefits Chairman
M. Frumhartz	Past-President
S. Jackson	Treasurer
W. Jones	Salary Chairman
G. Kardos	Council Representative
B. Neatby	Council Representative
J.G. Neuspiel	Secretary
R.B. Rutland	Information Officer
J.M. Vickers	Grievance Chairman

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