

# news from CUASA

Special: Election News - Statements by candidates for President-Elect

April, 1982

## THE TASKS AHEAD

*J. George Neuspiel*

The candidate whom you will choose as your President-Elect will serve as a Presidential Officer on the Executive of your Association for a total of three years, i.e., three consecutive one-year terms as president-elect, president, and past-president, respectively. Thus, the forthcoming term of office almost exactly coincides with the duration of the new Collective Agreement you have recently ratified.

I am proud to have been a member of the C.U.A.S.A. Steering Committee responsible for the comparatively swift and successful conclusion of this Agreement. Although many of its provisions fall short of what my colleagues and I were striving for, it does at least assume the maintenance of our purchasing power and living standards in the face of continuing inflation. In its Article 17, the Agreement provides us with three years of relative stability and far-reaching job security at a time when universities are under attack by politicians of all levels of government.

Although the new Collective Agreement has not given us everything we had been seeking, it manages to balance the sometimes disparate interests of our members in the different academic sectors of the University. More importantly, it has maintained the essential unity and solidarity of our membership in the face of attempts to split us by faculties, disciplines and seniority. I regard the maintenance, and indeed the strengthening of this unity as my primary task as your President-Elect in the difficult years ahead.

There will, no doubt, be attempts by at least some of the employer's administrative officers to erode and undermine the provisions and safeguards of the Collective Agreement. We can expect that the threat of imminent insolvency will be used to justify not only attempts to undermine the effectiveness of Article 17, but also to introduce management practices which are inimical to the intellectual growth of the University and the economic security of academic staff.

I pledge myself to defend the provisions of the Agreement resolutely and effectively.

continued . . . /2

## WHERE DO WE GO FROM HERE?

*Bill Jones*

I am standing for the position of President-Elect of CUASA because I believe that the union must become much more aggressive and more positive in its dealings. We now have a three-year contract which seems to guarantee an adequate increase in income and a measure of job security under Article 17. Or does it? The collective agreement does not enforce itself. Its provisions are only as strong as our will to enforce them. Do we have that will?

I have to say that I sense in the union a distaste for the process of negotiation. We have allowed much that ought properly to be the subject of bargaining to fall into the hands of the Article 19 Committee on academic career planning. This committee, intended to discuss "long-range development of academic careers", has now, in effect, determined the general form of the present contract and of the new contract to come into force on May 1st.

Our tactics often seem deliberately designed to avoid negotiation. At the last round we wished to secure agreement within one week on such overridingly important matters as salary and job security because it was assumed that wage and price controls would shortly be legislated into being. (While this may yet prove to be the case, it is curious that no other faculty association in the province has apparently felt this pressure.) We rushed through a salary settlement in less than a day after we had informed the management team that we could not agree to essentially the salary package that we have now accepted.

The membership has overwhelmingly supported this settlement and, on the basis of the settlement alone, it was probably right to do so. Yet what matters as much as the contract itself is the way in which it was achieved. I'm afraid that we may have given an impression that we lack the firmness to stick to our positions. The administration may now feel encouraged to believe that CUASA will accept weakening the contract. We must do what we can to stiffen the resolve of the union leadership to resist any attempt on management's part to renegotiate or to circumvent the contract we have just accepted. We cannot accept any improvisations such as deferring negotiated salary increases or introducing a general short-term lay-off.

continued . . . /2



## THE TASKS AHEAD (continued)

The rather swift and relatively non-acrimonious conclusion of the new Collective Agreement without the traditional ritual posturing and sham confrontations is, in my view, a sign that employer-employee relations at Carleton have, at long last, achieved a certain level of maturity and rationality. It was a long learning process for the University management, before they realized that your Association is not to be trifled with.

In summary, I see my main task to be the further strengthening of the unity of our Association. This is not the time for pseudo-radical rhetoric and posturing. What is needed is a responsible, united, vigilant, but above all, effective leadership in the defence of our academic freedom and economic rights.

### ELECTION OF CUASA PRESIDENT-ELECT 1982-3

You will shortly be receiving a memo with a ballot. Please remember that CUASA is following the same rules for postal ballots that Senate follows.

Specifically, you are asked to fold your ballot, after you have marked an 'X' against the candidate of your choice, and enclose it in an unmarked sealed envelope. Place this unmarked envelope inside a second envelope and seal the second envelope. Print your name on the second envelope and then sign it.

Only those ballots which conform to the procedure outlined above will be accepted and counted.

P.A. Finn  
Acting Electoral Officer

### The Better Half



"I'll support the candidate whose bumper sticker peels off the easiest after the election."

## WHERE DO WE GO FROM HERE? (continued)

We must, of course, also rally the support of the entire membership if management does attempt serious interference with the provisions of the contract. CUASA has not been as ready as it might to inform and to gain the support of its membership. I suspect that we have exaggerated the divisions among ourselves that do undoubtedly exist to some degree. At other universities in the province, some with much more serious financial problems than Carleton, the membership has given the sort of support to the union leadership that is necessary to resist external pressures. At Trent, for example, they have a very large operating deficit, yet the membership has been prepared to strike to gain reasonable salary increases despite scarcely hidden threats from Queen's Park to close the school. Moreover, they have been able to muster on campus and in the local community the support needed to deal with an attempt inspired by OCUA to enforce large-scale cut-backs in faculty and support staff.

At Carleton we must also secure close co-operation with other unions on campus and, through OCUFA, with other faculty associations. The salary committee of OCUFA, which I chair, has successfully persuaded representatives of local associations to adopt a common guideline on the scale increase and, broadly, a common timetable for bargaining. A policy such as this might be a reasonable basis for cooperation among the unions on the Carleton campus. True, we do not re-open negotiations until early 1985, but there is much to do to bring about some degree of cohesion between unions on campus and in the province.

Finally, a key problem for Carleton and the other Ontario schools will be to gain public support for the universities. Bill Davis has made it clear that we are in competition with the Health Services for a share of the tax dollar. In the Premier's opinion, the public is no more than lukewarm in its support for universities. We must be more willing to lobby MPs, MLAs, senior civil servants, and so on, but above all we must, through the media, convince the general public of the crucial role of universities in the life of the society. We can all by now ritualistically recite the facts of underfunding. Things will not change unless we can convince the voters of Ontario that we have a rational case.

Obviously in a short article I cannot deal with all the issues that might confront us in the next three years. I hope however, to have convinced you that we need a more aggressive and creative approach to our problems. I have emphasized here those points that I think we must achieve.

- \*Secure closer cooperation with other unions and faculty associations
- \* Better inform the membership of CUASA
- \* Become a more effective lobbying agent
- \*Resist any attempt to overturn or renegotiate the contract.