news from cuasa

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STATE OF THE UNION

by David Bennett

It seems like a good time to have a brief State of the Union report. Spring is - probably - on its way, negotiations certainly are, we are two-thirds of the way through another academic year, and the campus is awash in rumours, probably wildly inaccurate but often imaginative, if not amusing. Many of these rumours concern actions which the Federal and Provincial governments may take over changing the level or even the method of financing post-secondary education. Another recurring theme of the rumours is the possibility of an incomes control policy. It seems that any number of "inside-tracks", leaks, hints from "knowledgable sources", and downright self-induced hysterics have developed in the last few months. It is a sad comment on our state of nervousness that the coinage of rumour has not lost its value; uncertainty fuels speculation. By the time you read this, at least the provincial funding issue should be a known quantity; the announcement of the level of provincial government support for the Ontario university system is scheduled for February 18th.

The continuing saga of Established Programmes Financing has no obvious or immediate solution; as you well know, the recent Federal-Provincial conference on the economy failed to produce an agreement on this - or any other - issue. As things stand now, the federal government intends to reduce - unilaterally - the level of EPF funding when the current agreement expires at the end of March. We can only wait to see what the Ontario government chooses to do in the face of this threat.

For much of the last eight months CUASA has - superficially at least - been quiet; but it has not been inactive. There is, I think, an unfortunate tendency to regard CUASA as a useful organisation to have around whenever the collective agreement expires, or when something nasty happens to individuals, but for it to be forgotten at other times. Nevertheless, CUASA chugs along, perhaps unspectacularly, but being no less effective for that. A lot of time has gone into keeping track of the EPF and other political machinations which will ultimately have more impact upon our university than anything we as individuals or as an Association may do. We have joined in CAUT and OCUFA lobbying, we have written to Members of Parliament, we have chastised our federal MP for his "shoot-from-the-lip" opinions about academics, and we have pressed our case for better funding in any and all appropriate forums. When all that is said, I must admit that our efforts seem to have had little discernible effect; we - the academic community, the professional scholars - are too diverse in location, organisation, temperament, and motivations to have a focussed impact. We are neither a threat via the ballot box nor a group with disruptive or nuisance value. Nonetheless, we should continue to speak out whenever the future of universities is discussed, lest we be totally - as opposed to largely - ignored.

Outside factors and actors lie beyond CUASA's direct influence. It is closer to home that we invest most of our energy and achieve most of our results. Bewteen bouts of formal negotiation - such as the session about to start - the collective agreement is modified almost continually by the signing of Memoranda of Agreement between CUASA and the employer. The contract has become an organic document, growing and changing as difficulties are identified, defined, analysed, and - more often than not - mutually resolved. In the lifetime of the current collective agreement thirty-five Memoranda of Agreement have been signed. Each one represents a considerable investment of time, and often, of ingenuity. These frequent points of agreement help to establish an atomsphere, perhaps not of mutual affection, but at least one far short of unproductive confrontational acrimony. They show that negotiations do not have to be abusive or mean-spirited to be effective, and, because of this, I suspect that both parties believe that a new collective agreement can be arrived at with little further damage to the morale and spirit of the University. Events may prove me to have been overly optimistic, but I hope not.

Our negotiating position is responsible without being weak-kneed. What we are seeking is a balance; on the one hand, we want a period of stability in which teaching, scholarship, and service can flourish because mental energy is concentrated on these tasks rather than being dissipated by fretting over money and job security. On the other hand, the academic employees - without whom there is no University - cannot continue to subsidise a public service. Tranquility bought at the cost of servility would be no prize. The fact that we depend for our incomes mostly on the public purse should not mean that our real incomes should forever decline. We need not be reticent about making our claim against public money; remember that we too are "the public", and much of the money used to pay us is either our taxes recycled or taxes levied on those whom universities have educated or trained for their jobs. Enough is enough; we need a good settlement this time.

STATEMENT OF THE CHIEF NEGOTIATOR

by Gene Swimmer

On February 1 CUASA notified management of our intention to bargain for a new collective agreement. The two parties have now agreed to begin intensive negotiations during Spring Break (February 20-25). By the beginning of March, the negotiating Committee should know whether negotiations will be a long, drawn-out affair. Based on a much healthier climate of labour-management relations during the last two years, we are moderately optimistic that this will not be the case.

The following proposals have been approved by CUASA Council as the basis of our negotiations with management:

(a) CUASA's major demand is for a catch-up wage increase to make up for previous losses due to inflation, and for a formula which will guarantee real wage increases during the life of the contract. (See Bill Jones' article on CUASA's Salary Position)

(b) Increase in the salary rationalisation upper limit guideline for assistant professors from 12 to 14 steps.

(c) Increases in paid maternity leave from 12 to 17 weeks.

(d) Unpaid paternity leave of absence of up to one year.

(e) Institute banking of sabbatical credit (i.e., if you voluntarily take a sabbatical after 7 years, you would not lose credit for the seventh year towards your next sabbatical).

(f) Remove sabbatical restrictions on librarian and instructor employees.

(g) Increase the Chairmen's stipends by $250 per year and increase sabbatical entitlement to two years credit for each year of service. Chairmen would also receive 100% of salary on their sabbatical following tenure in office.

(h) CUASA members would not be penalized for refusing to cross a legally constituted picket line.

(i) Employees to be allowed to draw ahead on salary in an amount up to $7500 for the purpose of buying (or renegotiating a mortgage) on a principal residence. The advance would have to be repaid within two years.

(j) Employees to be given an annual professional expense allowance of $400 (which would not be taxable).

(k) Extending free tuition for dependents to other Ontario Universities on a reciprocal basis (York's Faculty Association has already approached CUASA).

(l) Returning summer school stipend to 18.75% of the Assistant Professor Floor (making 1982 stipends $2020 for a half course and $3750 for a full course).

It must be remembered that these are initial positions and there is no guarantee that any of them will be obtained as stated. Finally, management has the right to bring its own issues to the bargaining table. We know that the other side wants some changes in provisions within the collective agreement. In addition, we expect to be putting forward a number of major changes to the sections of the agreement which deal with professional librarians.

CUASA COUNCIL MEMBERS

ARTS

R. Bird	School of Journalism
M. Glass	Philosophy
D. Goodreau	Art History/Music
G.F. Goodwin	History
A.W. Halsall	French
R.L. Jeffreys	Classics
P.J. King	History
M. Langer	English/Film Studies
F. Loriggio	Italian/Spanish
L.T.R. McDonald	English/Film Studies
G. Melnikov	Russian
E. Oppenheimer	German/Comparative Literature
J.P. Paillet	Linguistics
B. Rutland	English/Film Studies
P. Van Rutten	French

ENGINEERING, ARCHITECTURE, INDUSTRIAL DESIGN

I. Reichstein	Systems and Computer Engineering/ Computer Science

LIBRARY

F. Montgomery
D. Rogers

SOCIAL SCIENCE

J. Alexander	Political Science/ International Affairs
M. Brake	School of Social Work
S. Luce	School of Business
R.F. Neill	Economics
M.H. Ogilvie	Law
D. Olsen	Sociology/Anthropology
K. Paltiel	Political Science/ International Affairs
M. Rosenberg	Geography
E. Swimmer	Public Administration
V. Valentine	Sociology/Anthropology

SCIENCE

K. Hardy	Mathematics & Statistics
K. Hooper	Geology
P.M. Laughton	Chemistry
B. Puttaswamaih	Mathematics & Statistics
W.J. Romo	Physics

INSTRUCTORS

D. Menagh (Non-Arts)
A. Ruprecht (Arts)

CUASA'S SALARY POSITION

by Bill Jones

Faculty, instructors, professional librarians and, for that matter, administrators, are by now well aware that nominal salaries in the Ontario system have failed to keep pace with increases in the cost of living. We may sometimes be unaware that real incomes for most workers in the province rose steadily in the 1970s. For example, base wage rates (roughly the scale component) for bargaining units with 200 or more members rose by 121.9% in the period 1972-73 to 1979-80. The figure for academic units in the same period is only 62%. We have not kept up with inflation and we have not benefited from real growth in the economy. As a direct result of totally insufficient levels of funding (funding which is admitted by the Ministry of Colleges to be insufficient), a BA in some areas can command a higher salary than universities can afford to pay a Ph.D.

If academic staff as a whole have done badly, we at Carleton have done worse. Scale increases for both years of the current contract were the lowest in the province. In 1980-81 a professor at the University of Ottawa, living in the same city and doing the same work, made on average $1236 more than a professor at Carleton. If the typical academic is an associate professor aged around 40, the Ottawa U. counterpart made about $3200 more.

Measured against the Consumer Price Index as a general index of the effects of inflation, scale increases at Carleton over the past two years have been abysmal. Assuming a rate of inflation of 13% to the end of the current contract, the CPI will have risen from 205.2 to 261.1 for an inflation rate of 27.24%. Scale increases during this period amount to only about 11.2%.

We shall argue that we must restore our nominal salaries to the levels existing at the beginning of the current contract. Taking into account the effect of the staggered pay increase in the present year, this will require an increase of 12%. We assume that the rate of inflation for 1982-83 will be 13.25%. Therefore, we shall demand a scale increase of 25.25% to safeguard purchasing power and to restore wage rates.

To put this demand in perspective, a scale increase of this size applied to our Assistant Professor produces a value of a little over $25,000. It was widely reported last year that the inside postal workers would not return to work when offered a rate which averaged to $26,000 a year. In short, a school-leaver with a rudimentary education would still command more than a 30 year-old with a Ph.D. and post-doctoral experience.

If we can achieve a satisfactory salary for 1982-83, we shall be in favour of a longer term contract and we shall argue that the scale increase in each of the further two years should be equivalent to the annualized rate of increase in the CPI plus a further 2% to compensate for the losses we have suffered over the 70's. Of course, our position on C.D.I. will be, as it always has been, that the plan is non-negotiable. It may be worth noting that CUASA salaries as a percentage of budget have hovered around the 39% mark. We have not increased our incomes at the expense of the library, of maintenance, of fees, nor even of administration salaries. Rather, our declining real incomes constitute a hidden subsidy of the university.

We know that Carleton is underfunded, that the Ontario system as a whole is underfunded, and we have exercised restraint in accepting increasingly more severe cuts in real incomes. We believed that by so doing we would help our institution. In practice, our restraint has been met by further cuts. Whether underfunding represents a deliberate policy of the government of Ontario or simply the complete failure of presidents and Boards of Governors to lobby effectively for adequate funding is now irrelevant. We can no longer afford to have the administration of Carleton signal to the provincial government that they can "live within their means" at the expense of our incomes.

BENEFITS UPDATE

by John Callahan

(a) Pension Fund

The changes in pension benefits which received overwhelming support from the members of the Plan (1346 ballots were sent out; 706 were returned and of these 95.4% were in favour of the changes) have passed through the Personnel Committee of the Board of Governors and go to the Board itself on February 24. No problems are foreseen in obtaining approval by the Board and subsequently by the government authorities. Payments based on changes in the benefits should be out to beneficiaries of the Plan by May 1st.

Because of the changes in benefits, the Plan currently has a $600,000 unfunded liability according to calculations by our actuaries. There should be no problem in amortizing this liability over the next 10 years with the current funding arrangements. In fact, if the rate of return on the Plan's assets stays above the 6% assumed by the actuary as it has recently because of inflation, there may well be a surplus built up in the next few years.

The Pension Committee which oversees the Plan is currently looking at further changes in benefits. These include survivor benefits and a move to eliminate the differences in benefits based on sex.

(b) Other Benefits

You recently received a letter from the employer giving notice of a change in carriers for our life insurance, extended health and dental insurance, and long term disability insurance (LTDI). The change in carriers was that favoured by the CUASA Steering Committee on your behalf: Confederation Life for the life insurance and Great West Life for the other three packages. This arrangement, in addition to preventing a large increase in premia due from our old carriers, also gives some particular advantages in our LTDI coverage: a two year rate guarantee, the possibility of partial experience rating under which we will be reimbursed premia if our experience is good (i.e., fewer of us than expected go on long term disability) and the fact that we left some recent bad experience with our old carrier.

The decision to go to the market last fall and ask for tenders was a success -- it resulted in lower premia for the same coverage -- but it would seem likely that we must stay for awhile with our new carriers in order to avoid getting a bad reputation within the insurance industry as fickle customers.

The maximum coverage for optional life insurance has been changed to $250,000 using your suggestions. No other improvements in coverage have so far been made but negotiations will go on over the next while with the new carriers using the suggestions which you have already made to us. These, in particular, will most likely include an increase in LTDI benefits.

Remember to get your claims in for Extended Health Care and Dental Insurance before the end of February. Send them to Bonnie Danford in the Personnel Office.

TAXABLE BENEFITS

The following is an excerpt from a talk given by Les Copley at the OCUFA Bargaining Conference, held January 29-31, 1982.

STANDARD BENEFITS COVERAGE	EMPLOYER CONTRIBUTIONS TAXABLE	BENEFITS TAXABLE
LIFE INSURANCE		
(a) Amounts under $25,000	NO	NO
(b) Amounts over $25,000	YES	NO
PRIVATE HEALTH SERVICES	YES	NO
OHIP	YES	NO
DENTAL	YES	NO
SHORT TERM DISABILITY	NO	*YES
LONG TERM DISABILITY	NO	*YES

*If Employer contributes.

LESS STANDARD BENEFITS

(a) Moving expenses: If such expenses are paid by the EMPLOYER they are NOT a taxable benefit. If such expenses are paid by the EMPLOYEE they are a deductible expense provided he/she moves at least 25 miles closer to the new job location.

(b) Interest Free or Low Interest Loans: FOR HOUSING - it is a taxable benefit which is determined by the difference between the actual interest rate and the lesser of the prescribed rate when the loan is made and the rate for the taxation year. The 1st quarter 1982 rate was 16%. NOT FOR HOUSING - the same formula, but only the current prescribed rate applies.

This change is being phased in over 1982 and 1983. Interest on the first $40,000 is exempt in 1982 and the first $20,000 is exempt in 1983.

(c) Retirement Allowances: Previously, the full amount could be transferred, without tax, to an RRSP or IACC. Now such transfers are limited to $2,000 for each year that the EMPLOYEE was a member of his/her EMPLOYER'S RRP plus $3,500 for each year the EMPLOYER's contributions to the RRP did not vest in the EMPLOYEE.

BENEFITS OF PECULIAR INTEREST TO ACADEMICS

(a) Learned Society Membership Dues: This item is not deductible if it is paid by the EMPLOYEE, but it is also not a taxable benefit if paid by the EMPLOYER.

(b) Books and Equipment: If the EMPLOYEE pays this item it is not deductible, but if the EMPLOYER pays, it is not a taxable benefit provided that the items acquired remain the property of the EMPLOYER.

(c) Travel & Living Expenses: (Arising from Professional activities such as sabbatical, research, field trip, etc.) The following are not deductible and are taxable benefits if paid by EMPLOYER:

1. The cost of meals and lodging on an extended trip;
2. travel expenses of an EMPLOYEE'S family.

(d) Research Grants in Lieu of Salary: Up to 100% of sabbatical stipend can be awarded as a research grant which is then taxable only to the extent that the grant exceeds non-reimbursed research expenses.

(e) Fellowships, Scholarships and Prizes: Taxable only to the extent that the aggregate received in a taxation year exceeds $500.00.

(f) Tuition Fees: Fees paid by an EMPLOYER on behalf of an EMPLOYEE are a taxable benefit unless the course(s) was taken at the request of and for the benefit of the EMPLOYER (e.g., faculty retraining for transfer purposes). The EMPLOYEE is entitled to a tuition deduction. Free tuition for dependents is a taxable benefit, but the student (dependent) is entitled to a tuition deduction.

FOR RENT IN LONDON, ENGLAND - Upper maisonette, 2 bedrooms, 1 bathroom, lounge, modern kitchen, fully furnished, central heating, wall-to-wall carpeting, ten minute walk from Marble Arch. Rent $625 per month (includes water, insurance, local taxes, and ground rent). Extras: telephone, gas and electricity. Available from September 1st, 1982. For information contact D.W. Sida at 613-231-6752, Department of Mathematics, Carleton, or 613-235-3253.

WANTED - HOUSE TO RENT - Sept/82 July/Aug/83
Law clerk to Supreme Court Justice requires furnished house (2 or 3 bedrooms) for wife, self & children aged 9 and 4. Can supply excellent references from present landlord. Presently a law student, he prefers house from September 1/82 to July 31/83 but if necessary, to August 31/83. Contact: W. Murphy-Dyson, 1162 Kings Road, Victoria, B.C. V8T 1K4. Phone 604-382-8458.