

news from CUASA

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CUPE 2323 NEGOTIATIONS

As it is likely that the Teaching Assistant's union, CUPE 2323, will be engaging in work action, the CUASA executive has extracted and is circulating the relevant parts of its policy with regard to such action rather than the full policy as approved by Council which speaks mainly to strikes. CUPE 2323 has not, at present, planned to strike.

The Association recognizes that one of the principles of unionism is that a union member should respect the request of other members of the union movement that they honour work action.

In the event of work action against the Board of Governors by another union, members of the Association should not undertake the work of those employees who are involved in such action. In such a situation members should also be alert to violations of our own contract or of the law, such as a reduction of services or unsanitary conditions. Any attempt to force members of the Association to do work outside their normal duties or other violations of our own contract should be protested through the Grievance Procedures of our contract.

(extracted from the policy adopted by CUASA's Council Sept.22/78)

Because the administration has circulated its side of negotiations with CUPE 2323 and because we believe that faculty should be informed of both sides in this dispute, CUASA is circulating the union's statement of its position (see attached).

We also have some direct interest in the issues raised by 2323. The size of our classes has increased, too, and we share 2323's concern about the quality of education in "stuffed-full" classrooms. We will attempt to keep you informed of issues and developments on an ongoing basis.

Stan Jones, President

WANTED TO RENT

A house in the neighbourhood of the Carleton campus for the period August 1985 to July 1986 for a family with 2 primary school and 1 high school children. If you have such accomodation to rent contact: Jacques Rousseau, Chairman, Department of Psychology,
Université du Québec à Trois-Rivières
C.P. 500, Trois-Rivières G9A 5H7 Tél.: (819) 376-5756

ROBERT JONES - INSURANCE BROKER

TOLL-FREE NUMBER CHANGED

The toll-free number which appears on the inside cover of the CUASA calendar and on the inside back cover of the Staff Directory has been changed to: **1-800-267-7917**

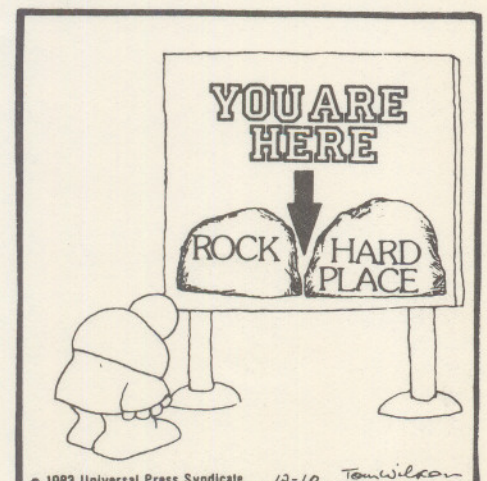
Bob Jones is on campus Tuesday and Wednesday in 447 St. Pat's at 4310.

1985 CUASA CALENDAR TO BE DELIVERED SHORTLY

Your CUASA Calendar for 1985 will be sent to you shortly. If you have no use for it please send it back to the office as CUASA gets many requests from other universities, CAUT and OCUFA for copies.



Ziggy



CUPE 2323

Negotiations

Teaching and Research Assistants, Lab Demonstrators, Markers, Sessional Lecturers...

At the outset of negotiations CUPE 2323 tabled demands for restrictions on class size in discussion groups and labs; improved wages and benefits; priority for appointments for Carleton students over non-students; access to the grievance procedure in cases of sexual harrassment; union representation in cases of discipline and improved contract language in a number of other areas. After four months of negotiations the university has agreed to include protections against sexual harrassment. Union demands concerning class size, wages, appointments, and union represetation remain outstanding. All other demands have been dropped in the interest of reaching a tentative agreement.

Class Size

On the issue of Class Size the University initially argued that information on class size was hard to get, inconsistent and that appropriate class size limits would be difficult to determine. The union responded that departments have policies concerning the assignment of T.A.'s and demonstrators that are based on assessments of class size and that this information should be accessible. In addition, other universities (e.g. York) have negotiated class size limits which are workable and improve working conditions and the quality of education. The Union counterproposed that in order to evaluate the problems associated with class size, a joint committee be struck to collect information on class size and other relevant aspects of working conditions. The University responded by accepting the idea of a joint committee but rejected the inclusion of class size within the mandate of that committee investigations. As the negotiations have proceeded it has become clear that the University is unwilling to consider class size an aspect of our working conditions. Further the University denies that increasing class size affects the quality of education. Students require our attention and guidance in discussion groups, labs and office hours. As markers we need to be able to read, assess, discuss and comment on students work if we are to provide high quality education. It is imperative that we begin to negotiate directly about the way increasing class size makes it impossible to maintain high standards in our work.

Wages

Our wage demands have been reduced to 86¢ across the board for all union members. As a percentage increase for graduates this demand is equivalent to the hourly increase won by CUPE 910 at Carleton. For undergraduates this represents a larger percentage increase which would decrease the gap between graduate and undergraduate rates of pay for the same work.

Appointments

Our proposals for appointment would give preference to Carleton students over other applicants for employment. Hiring Carleton University students would mean that the positions would be included in the bargaining unit and those employed would have access to the rates of pay and protections of our Collective Agreement.

Take back on Priority for Appointment

The University has tabled a proposal which would restrict the rights of union members to the seniority provisions negotiated in the past. As educational workers we deserve to have our experience and expertise recognized when new appointments are made. The priority provisions provide, in part, for this recognition. The University's proposal would create a group of workers within the bargaining unit with no priority even though their work and status as graduate students would be the same as other members. The proposal made by the University makes our eligibility for priority dependent on the way the University makes budget allocation. This could result in ad hoc hirings, breakdown of job security, and erosion of our membership. If the University is successful in forcing this proposal it would be a major setback for our members. We must fight to have this proposal taken off the table.

OUR DEMANDS HAVE BEEN, FROM THE OUTSET, REASONABLE AND JUSTIFIED BY OUR EXPERIENCE AS STUDENT ASSISTANTS AND SESSIONAL LECTURERS. ARRIVING AT A TENTATIVE AGREEMENT REQUIRES DEALING WITH THE PROBLEMS AND SHORTCOMINGS OF OUR PRESENT WORKING RELATIONSHIPS. ON THIS BASIS THE UNION HAS PRESENTED JUST DEMANDS. IT IS THESE DEMANDS WHICH MUST BE ADDRESSED IN THIS ROUND OF BARGAINING.