

news from CUASA

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Editor: Jon Alexander

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SALARY AND THE 1982-85 COLLECTIVE AGREEMENT

In 1982 the membership ratified a three year contract which provided for scale increases of 12.5%, 8.9% and 5.7%. Year two came under the Inflation Restraint Act and so the scale of 8.95% (CPI -1%) was replaced by 5%. CUASA argued, in an arbitration, that the 3.95% difference was only lost during the control year and not for the remainder of members' working years. Unfortunately, the arbitrator agreed with the employer's arguments and we were unsuccessful. So what does this amount to? Legal counsel for the employer stated that the sum was "in excess of one million dollars". Of course, that was just for one year. Taking a hypothetical case of someone earning \$42,000 at 40 years of age, this person should have had a salary increase to \$45,760 but instead received \$44,100. The difference of \$1,670 was also lost during year three as compounded by the 5.7% scale increase. So in year two our hypothetical employee lost \$1670 and in year three \$1770. Taking the figure from year three and assuming that this person will choose to work for another 25 years, without factoring in future scale increases this person will have lost \$44,250.00 in lifetime earnings (25 x \$1770) PLUS pension on that amount.

It will be interesting to see whether this monetary saving will translate into more academic positions at Carleton. No evidence of such hiring has yet surfaced, indeed expenditures on sessional lecturers have increased. On the brighter side, CUASA was successful in the CDI grievance which means, for our hypothetical employee, \$1270 on base for 25 years.

CAUT REPORT

by Stan Jones

The annual meeting of the CAUT Council was held at the Chateau Laurier, May 7-9. President-Elect Bob Rupert and incoming President-Elect David Cray attended as CUASA's delegate and alternate; President Stan Jones attended in his role as member of the CAUT Board. CUASA's Business Agent, Patricia Finn, was present as an Observer. The policy issues that dominated involved mandatory retirement and positive action on the status of women. The issue that proved most divisive, however, was an organizational one, how to solve the space needs of the Association.

The space CAUT currently has in the Fuller Building on Albert is now too small and the rent is going up significantly. Although CAUT has searched for better and larger space, none at a sensible rent has been found. After discussion at the Board for nearly a year, it was decided to recommend that CAUT purchase or construct a building. Board sent to Council a recommendation that it authorize \$1.23 million for this purpose; in the end Council raised the amount to \$1.5 million. CUASA opposed the motion to authorize this expenditure. CUASA's delegation felt that the administration and the board had not searched widely enough for rental space and that the projected construction cost of \$60 a square foot was simply inadequate to construct a self-standing 10,000 square foot building. CUASA feared that CAUT would find itself with a half constructed building and insufficient funds to complete the project and the benefits of building/purchase over rental disappear when the construction cost rises much above \$60. CUASA's fears about inadequate homework by the administration and the Board proved justified later in the meeting when it was discovered that CAUT had never obtained the necessary By-law approval to borrow money. Since the required four weeks notice of motion for a new By-law had not been given, Council was forced to authorize a mail ballot on the issue; this, however requires a 3/4 rather than a 2/3 majority for approval. At its meeting following Council, the CAUT Board struck a committee to deal with the whole issue. The Board named Stan Jones to the committee.



In policy matters Council discussed, and approved, CAUT policy on mandatory retirement and positive action on the status of women. On retirement, Council reaffirmed a policy first adopted in 1979. This policy opposes mandatory retirement, at any age, as an infringement of human rights. The policy also argues for the development of flexible early retirement and reduced workload provisions for academic staff. Perhaps because CUASA together with the administration of Carleton has been one of the pioneers in early retirement, we appear to have been the only faculty association in Canada to have negotiated a workable, if temporary, end to mandatory retirement.

The policy on positive action was adopted with little debate. The policy suggests three complementary methods by which a university can actively seek to increase the number of women in academic positions. (i) "The contract should then place an onus on the dean to negotiate reasonable goals for the hiring of women... where there are serious gender imbalances." (ii) The faculty association could negotiate an incentive plan, perhaps one similar to the plan recently developed at Western Ontario, where departments could exceed their current allotment of positions in order to hire women. (iii) The faculty association could negotiate a university review committee to ensure that progress toward positive action goals was being made.

Council also approved a policy on part-time and limited-term appointments. CUASA's contract appears to be in line with the policy on limited-term appointments. As at other universities, however, our provisions for part-time (sessional) appointments are weak. We have attempted to control the proliferation of such positions by setting a maximum expenditure, but early contracts simply allowed too high a maximum and it has been difficult to negotiate this figure down. We are also hindered in developing realistic policy for these positions because we do not represent the workers who fill them.

New CAUT officers elected (without opposition) at Council are Ed Anderson, Manitoba, President; Bob Kerr, Windsor, Vice-President Internal; Al Sharp, New Brunswick, Vice-President, External. Ed Anderson had served two terms as V-P Internal and Bob Kerr had been Chair of the Collective Bargaining Committee. Al Sharp continues in a second term as V-P External. Council also created a new position, Chair of Council, and elected Gordon Fearn, Alberta, to the position for the 1986 Council. Ontario delegates elected Bill Melnyk, Lakehead, and Don Wallen, Windsor, to the CAUT Board. John Starkey, Western Ontario, Fred Wilson, Toronto, and Stan Jones, Carleton, continue as Board members from Ontario. At the Board meeting following Council, Jon Thompson, New Brunswick, was named Chair of the Academic Freedom and Tenure Committee, Elizabeth Caskey, UBC, was named Chair of the Collective Bargaining Committee, and Carolyn Attridge, Victoria, was named Chair of the Status of Women Committee, which was raised to standing committee status by Council.

Cottage to Rent

Thirty One Mile Lake: near Maniwaki, Quebec.
Waterfront, 5 rooms, electricity, fireplace, indoor plumbing,
boat, canoe, fishing. \$150.00 per week June and Sept., \$200.
per week July and August, \$1500. July and August.
Contact Nino or Peggy Gualtieri 232-7465.