

# news from CUASA

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Editor: Jon Alexander

November 22nd, 1985.

## SUPPORT FOR THE TA'S

CUASA's Council and general membership pledged support Friday for CUPE Local 2323 in its efforts to negotiate renewal of its collective agreement.

Academic staff members attending a general membership meeting in Theatre B endorsed a Council recommendation that:

"CUASA supports CUPE 2323's bargaining objectives of quality of education and equitable compensation and urges its members to encourage the administration to reach an equitable settlement."

Two other motions were passed, one provided an interest free loan of \$3,000.00 to CUPE 2323 in the event of a strike. The other called for active support of a motion being put before Senate which is designed to ensure that students will not be penalized academically or administratively for honouring CUPE 2323's picket line should there be a strike.

TA Bonnie Ferguson, invited to the meeting to speak for her colleagues, asked academic staff members to respect picket lines, refuse to do the work of striking TA's, and to make administrators aware of their support for CUPE 2323.

CUASA has a letter from CUPE 2323 President David Mills guaranteeing that a condition of settlement will be that the employer not take reprisals against any CUASA member who supports the TA's strike.

Attached is a copy of CUPE 2323 literature which was distributed at the general meeting.

### CORRECTION

In the previous bulletin, we stated that the employer's legal counsel was not available to meet with arbitrator Martin Teplitsky until Feb. 7, 1986. In fact, it was Teplitsky who suggested that date.







LOCAL 2323

CANADIAN UNION OF PUBLIC EMPLOYEES  
SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

David Mills

President • Président

Ed Kayes

Recording Secretary • Secrétaire-Archiviste

DATE: November 22, 1985

TO: Chairpersons and All Faculty

FROM: CUPE 2323

As CUASA has also suffered from the Administration's unwillingness to bargain, we felt we should share with you some information on why we are being forced to strike.

### WHY GO ON STRIKE NOW?

You should really ask the administration why CUPE 2323 is being forced out on strike. Here are some facts.

- AUGUST 30, 1985 - Negotiations broke down. The Administration's refusal to address the issues of class-size triggers and adequate wage increases and priority caused this breakdown.
- AUGUST 30, 1985 - CUPE 2323 applied immediately for Conciliation. The Conciliator proposed October 5 for conciliation hearings. CUPE 2323 said YES. The Administration said NO. Administration suggested instead October 25, a full six weeks after the Union's request for conciliation.
- OCTOBER 25, 1985 - Conciliation hearings were held with the conciliator bringing down a NO BOARD report, indicating that the two sides were too far apart. According to the law, we then had to wait two weeks after the conciliator's report was submitted to the Ministry of Labour to be in a legal strike position.
- OCTOBER 30, 1985 - CUPE 2323 membership voted 58.5% in favour of strike action. The turnout was the largest in our history with 462 members voting and 266 in favour of strike action.
- NOVEMBER 22, 1985 - We are in a legal position to strike.
- NOVEMBER 25 and 26, 1985 - Mediation negotiations are scheduled between the two parties.
- NOVEMBER 29, 1985 - The strike date set by the membership of CUPE 2323. (This depends, of course, on the outcome of mediation.)

WHO refused to enter into active bargaining?  
WHO refused to get an earlier conciliation hearing?

THE ADMINISTRATION. At present, we have no other course of action. If and when the administration wants to bargain, CUPE 2323 will be happy to meet at the table.



We identified the most important of our demands at conciliation. Response on these issues can provide the basis for a collective agreement.

### QUALITY OF EDUCATION

CUPE 2323 believes that as class enrollments increase the quality of education for student's is threatened. Professors find themselves confronted with ever-expanding classes and ever-shrinking resources. Out of necessity, personal contact with students becomes a luxury or a thing of the past.

CUPE 2323 feels that by maintaining an acceptable ratio of Teaching Assistants to students, part of this problem can be resolved. Therefore, CUPE 2323 has demanded that the University negotiate class size triggers, ie. contract language regulating the ratio of T.A.'s to students. When class sizes increase additional Teaching Assistants will be assigned.

The University's Position? Complete rejection of this principle "even if the ratio is 1 T.A. to every 1500 students."

### CONCESSIONS

CUPE 2323 is fighting to resist concessionary demands by the University Administration.

In our present contract we have a job security clause which states that:

1. PhD students are guaranteed 9 terms of teaching over 5 years.
2. M.A. students (10 credit) are guaranteed 6 terms of teaching over 3 years.
3. M.A. students (5 credit) are guaranteed 3 terms of teaching over 5 consecutive terms.

The University wants to REDUCE these conditions to:

1. PhD students (with Masters) be guaranteed 7 terms over 4 years.
2. M.A. students (10 credit) be guaranteed 5 terms over 3 years.

What does this mean for you? Concessions work on the "domino theory". Once one Union agrees to concessions, Management uses this to gain concessions from other Unions.

### WAGES

CUPE 2323 is demanding 2 things:

1. Wage parity with York University. (Carleton University T.A.'s and R.A.'s are presently well behind those of 6 major Universities in Ontario. We must start down the road to catching up.)
2. Reduce wage disparity between Carleton Undergraduate and Graduate T.A.'s and R.A.'s. We currently have a two tier wage structure such that Undergraduates are paid 47% of the graduate wage. Undergraduates are a source of cheap labour. We are working towards "EQUAL PAY FOR WORK OF EQUAL VALUE".



### WHAT IS THE COST?

You know that labs, group discussions, marking and personal consultation with students (the responsibilities undertaken by your T.A.'s and R.A.'s) are a vital link in the education process. Our work represents about 1% of the University budget.

The University tells you that the cost of our initial demands (before any bargaining) is approximately \$1.4 million. They argue that this reallocation of the budget would impoverish the quality of education. Yet this same Administration wants to commit over \$50 million to buildings on campus. Is this putting Quality of Education first?

### PLEASE SUPPORT US IN THE FOLLOWING WAYS:

1. Do not do the work normally done by your T.A.'s or R.A.'s. "CUASA members can at no time be required to do the work of members of another bargaining unit."  
(CUASA News)
2. Phone Beckel and complain that the University has not actively bargained with CUPE 2323.
3. Respect our picket line. Join us on the picket line and let the Administration know they must deal fairly with Unions on campus.

OUR STRUGGLE IS YOUR STRUGGLE. SUPPORT CUPE 2323.