

news from CUASA

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CUASA - SERVING ITS MEMBERS SINCE 1952

This is the second in a series of bulletins outlining the history of CUASA, its evolution from an informal faculty organization to certified bargaining agent for faculty, instructors and professional librarians at Carleton, and some of the milestones in its 34 years of operation.

The purpose of these bulletins, in this non-negotiating period (our current collective agreement remains in effect until April 30, 1987) is to better acquaint our members with their association and the people who have served it, and to remind you of some of your rights won through major bargaining achievements.

On November 18, 1952, twenty-six of the instructional staff at Carleton College on First Avenue in the Glebe held the founding meeting of the Carleton College Academic Staff Association.

Prominent among those in the formation of the organization was Ross Love, who retired five years ago after having served as Vice-President (Academic) of Carleton.

Primary matters of concern to the thirty-nine faculty members then working at Carleton College, to which the Association was to direct its attention were: "faculty salaries, teaching loads, consition conditions of appointment, tenure, income tax, consultation on appointment of senior academic administrators, assistance for publication of research findings, sabbatical leave, pension and fringe benefits".

Sound familiar?

In April of 1953 the Association affiliated with the Canadian Association of University Teachers, and ten years later it became a member of the Ontario Confederation of University Faculty Associations.

For its first 19 years, the Association relied on volunteer and part-time assistance. In 1972-3 an office was established on campus with Martha Langford as the Executive Assistant. Pat Finn, who has been employed at Carleton since 1967, became the full-time business agent in 1976. She completed undergraduate studies here, graduate studies in law at the London School of Economics, and has been the "engine" of CUASA for a decade.

In 1975, under the leadership of Jill Vickers, a professor in Political Science and now Associate Director of the Institute of Canadian Studies, the Carleton University Academic Staff Association (the name changed when Carleton was accorded university status in 1957) was certified as bargaining agent for faculty, instructors and professional librarians. This ended an informal arrangement and placed the association and the employer within the jurisdiction of the Ontario Labour Relations Board and the Ontario Labour Relations Act.

Many collective bargaining milestones reached between the Carleton administration and CUASA have been adopted on other campuses. In more than a decade of collective bargaining at Carleton, CUASA has never struck and the administration has never declared a lockout.

CUASA was the first Ontario faculty association to formalize its negotiating rights through certification. Instructors at Ryerson Polytechnical Institute had done so in 1964. Since then many universities have followed. Algoma in 1976, Ottawa, York and Windsor in 1977, Lakehead and Laurentian in 1979, Trent in 1980, all went through the certification process. OISE voluntarily recognized the bargaining status of its faculty organization in 1977.

Presidents of the certified Association since Professor Vickers have been Tony Wand (Philosophy) 1975-6, Andy Brook (Philosophy) 1976-7, Derek Sida (Mathematics - retired) 1977-8, Barry Rutland (English) 1978-9, Muni Frumhartz (Sociology) 1979-80, Les Copley (Physics) 1980-1, David Bennett (Geography) 1981-2, Alistair Tilson (English) 1982-3, George Neuspiel (Law) 1983-4, Stan Jones (Linguistics) 1984-5 and Bob Rupert (Journalism) in the current term. On July 1st, David Cray (Business) begins his term as President.

Although CUASA's contract is not without areas which need improvement - specifically, workload - it is one of the strongest collective agreements in the province. We urge our members, and most especially our new members who may not have been here through the debates which produced the rights and benefits contained in the agreement, to be aware of their contractual rights and take full advantage of them. Every clause has been agreed to by both the members of CUASA and the administration and there is no dispute about the mutual acceptance of the Agreement. That, essentially, is the difference between a formal agreement reached through collective bargaining, and an informal definition of the employer-employee relationship. Faculty members at a few Ontario universities are relying on informal terms and conditions of employment established through consultation with their employers rather than the formal and binding terms and conditions reached through collective bargaining.

In subsequent bulletins in this series we will outline your rights to Mid-Career Options, Sabbatical Leaves, Dental Plan, Extended Benefits for Retirees, and some of our more notable arbitration victories.

If you have any questions or require advice or assistance, call Pat or myself at 6387 (CUASA Office) or grievance officer Alistair Tilson at 2604.

That's why we're here.

Bob Rupert, President

YOUR MAY PAYCHEQUE

There will be TWO changes reflected in the cheque you receive on May 29th, 1986.

FIRST the negotiated scale increase for 1986-7 of 3.2% will be added.

SECOND the share of OHIP paid by the employer will be increased from 21.7% to 35% in accordance with the last settlement.

The CDI's are added to base in the June paycheque but are retroactive to May 1. Therefore, the June paycheque will reflect, where applicable, 2/12 of the appropriate CDI amount.

Please notify CUASA immediately if you have any concern about the amounts listed on your cheque.

DENTAL PLAN REFERENDUM

Professor Rupert reported to the Annual General Meeting that only 217 ballots in favour of changing the ODA schedule were received along with 54 opposed. As Council had stipulated a minimum yes vote of 325 ballots the changes to the Dental Plan will not go ahead.

CAUT

Professor Bill Jones (Psychology) was elected to the CAUT Board and will replace Professor Stan Jones (Linguistics). As well, Bill was elected Chair of Council for the next annual Council meeting of the CAUT (May 1987). Congratulations Bill! A sincere thank you to Stan for representing us over the last two years!

COTTAGE FOR RENT

Thirty One Mile Lake, Maniwaki. Waterfront, 1½ acres, 5 rooms, equipped, electricity, fireplace, plumbing, boat, canoe, fishing. \$165 weekly May, June, September. \$200 weekly July and August. \$800 monthly. Season negotiable. Call 232-7465.

COTTAGE FOR RENT

Very attractive waterfront cottage on Johnson Lake (Ladysmith, near Shawville, Que.), 1¼ hours Ottawa. 3 br., 2 piece BR w. shower. Boat, \$325 weekly or \$1,200 monthly.

Contact Trevor or Colette Hodge, 230-5705.

Robert Jones

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