

CUASA

DATE: AUGUST 19, 1988
 TO: MEMBERS OF CUASA BARGAINING UNIT
 RE: PROPOSED MEMORANDUM OF SETTLEMENT

Attached you will find an Information Package containing all the proposed changes to the collective agreement.

INFORMATION MEETING	RATIFICATION VOTE ON PROPOSED MEMORANDUM OF SETTLEMENT
<p>A general information meeting will be held as follows:</p> <p>DATE: Friday, September 9, 1988</p> <p>TIME: 12:30 - 2:30 P.M.</p> <p>PLACE: 406 Southam Hall</p> <p>This meeting has been called by the CUASA Negotiating Team to explain and discuss the terms of the proposed Collective Agreement.</p>	<p>Ratification Poll: Tuesday Sept. 13, 1988 9:30 - 4:30</p> <p>Poll Location: Unicentre near Faculty Club</p> <p>Advance Poll: Monday Sept. 12, 1988 from 10 - 4 P.M. in CUASA Office 447 St. Pat's</p> <p>ALL MEMBERS OF THE BARGAINING UNIT ARE ELIGIBLE TO VOTE</p>

INFORMATION PACKAGE

CONTENTS: PROPOSED MEMORANDUM OF SETTLEMENT

- Article 9.6(d) [Librarian replacement]
- Article 10.1(b)(i)(ii); 10.1(d); 10.7(b)(v)(5) [Promotions]
- Article 12.1(b)(i); 12.3(b)(i),(ii),(iii) & (iv) [Instructors]
- Article 13.4(b), 13.4(c)(vii); 13.7(a),(b),(e); 13.8(a); 13.9(a),(b),(c) [Instructor Workload, Semi-Retirement, Librarians and Workload Committee]
- Article 14.7(a)(i) [Patents and Copyright]
- Article 19.1(c),(d) [Committee re Administrative Librarians]
- Article 20.7; 20.9 [Adoption Leave, Easter Monday/Librarians]
- Article 21.2(b), (c), (d); 21.3(a)(ii) [Sabbaticals]
- Article 23.1(a); 23.2(b)(xi); 23.5 [Information to CUASA]
- Article 25.1(c)(i)(ii) [Chair's stipends]
- Article 26.2(a); 26.3(a)(iii),(h); 26.5; 26.7(a),(b) [Teaching Evaluations]
- Article 30 [Grievance Procedure]
- Article 33.1 [Duration of Contract - 3 years]
- Article 36.1(f),(g) [Health and Safety]
- Article 40.2(d),(e); 40.8(f),(g),(h),(j); 40.10(c)(iii),(iv); 40.13 [Benefit Plans]
- Article 42.1; 42.2; 42.3; 42.4 [Achievement Awards]
- Article 43.1; 43.3 [Summer School Stipend]
- Article 45.2; 45.4 [Financial Compensation]
- Article 46.2; 46.3 [Method of Payment]
- Appendix E: 3.3, 3.5 [Salary Rationalisation]



HIGHLIGHTS OF THE PROPOSED SETTLEMENT

FINANCIAL COMPENSATION

The scale increase for 1988-89 is 6%; for 1989-90 5.5%; and, for 1990-91 CPI for Ottawa plus 1%. The cost of the CDI is estimated to be 2% in each year.

BENEFITS

Dental Plan will be pegged at two years behind the ODA rates in effect as of September 1 in each contract year. Therefore, on September 1, 1988 the ODA rate will change from 1982 to 1986.

Professional Development Allowance will be increased from \$200 to \$500 and remain at that level throughout the period of the contract, however an individual may choose to bank any or all of this sum over the life of the contract in order to purchase a more expensive item.

Summer School Stipends have been increased from \$4,250 and \$2,280 to \$4,750 and \$2,550. There are two other important features in this change. First, this is a minimum stipend and allows individuals to negotiate a higher stipend for themselves and second, the stipend will automatically increase by the scale over the life of the contract.

Chair's Stipends have been increased as have the types of employees used to calculate the stipend.

Easter Monday will now be an official holiday for Professional Librarian members of the bargaining unit.

Sabbatical stipend for half-sabbaticals will be increased from 60% to 70%.

Reduced Time Provisions for Long Service Employees (also known as semi-retirement) will now be available as a right to employees at age 55 (instead of 60) and the formula to generate 65% of salary has been amended from 1.5% to 3%.

Remaining in the service of the employer after normal retirement date has been altered so that those members of the bargaining unit currently exercising this option may remain in service on either full or part-time until one month following the age set out in the Carleton University Pension Plan Text. Those members who wish to remain in the service of the employer during the life of this collective agreement will be reappointed for the first three years after normal retirement age on either a full or part-time basis at their option and thereafter only on a reduced time basis (as outlined in the above paragraph) until one month following the age set out in the Carleton University Pension Plan Text.

INSTRUCTOR WORKLOAD

Instructor positions in the Faculty of Arts will have their teaching workload reduced by one-half course per year over a two year period, i.e., from 10 courses over two years to 9 courses over two years. There has also been some tightening up of workload reduction for other substantial assigned duties.

SCHOLARLY/PROFESSIONAL/RESEARCH ACHIEVEMENT AWARDS

For 1988 the old Scholarly Achievement Award system in the 1982-85 contract will be followed. In the last two years of the contract there will be a new system of 10 awards for faculty of \$10,000 each and a new system of distributing these awards. There will be separate Professional Awards for Instructors and Librarians.

TEACHING EVALUATIONS

Evaluations will be conducted in all courses of 5 or more students. Each instructor shall designate two courses for purposes of assessment for career decisions and data collected from non-designated courses shall be returned to the instructor who may, if s/he wishes, place this information on his/her personnel file and request that it be used for career decisions. A parity committee will be set up to address the student teaching evaluation issue.

The CUASA Negotiating Team recommends acceptance of this package.