

news from CUASA

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Editor: R. Bird

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EMPLOYMENT EQUITY

by Mark Langer and Pat Finn, CUASA Representatives
Census Task Force

At an Employment Equity Seminar held last year (24-11-87) representatives from the Federal Government (Federal Contractors Program), the Ontario Ministry of Colleges and Universities, and the Ontario Human Rights Commission outlined the requirements, both federal and provincial, dealing with employment equity. Many sectors of the university community (chairs, deans, directors, managers, union representatives) attended this meeting and were informed that the Federal Contractors Program extends to all suppliers of goods and services to the Government of Canada who employ 100 persons or more and who wish to bid on contracts of over \$200,000. Because the two largest contracts that Carleton has with the Government of Canada are in excess of \$10 million we are affected. The Federal Contractors Program requires that we establish a data base. The Provincial Government requires that universities, pursuant to the regulations governing the receipt of monies from the Employment Equity Incentive Fund, report comprehensive data on the occupational and salary distributions of full-time non-academic staff, as well as competitions data on both academic and non-academic staff.

Because of the sensitive nature of the data to be collected and the need to ensure that Human Rights Codes are respected, a representative of the Ontario Human Rights Commission was present to answer questions and to assert the Commission's acceptance and support of such data collection for employment equity purposes.

It was evident, both in the letter of invitation to the

seminar and during the course of the day itself, that the task of data collection would require the cooperation and assistance of all members of the University community. To this end a Census Task Force was established with broad representation from all union and employee groups on campus. CUASA's representatives on the Task Force are Mark Langer (Film Studies) and Pat Finn the CUASA Business Agent.

The Task Force has been meeting since May 26 and has met every second week all through the summer. We have overseen the design of an educational campaign to inform members about employment equity as well as the eventual census form to be filled out by employees.

The Census will be in late November. Employees will return the confidential (but not anonymous) census in a double-envelope through the inter-office mail.

CUASA has been involved with this Census from the beginning and gives it its utmost support. If you have any questions regarding the Census we invite you to get in touch with us. Our commitment to employment equity is demonstrated not just in rhetoric, but in positive action in relation to such under-represented and disadvantaged groups as women, native peoples, visible minorities and the disabled. Your association's representatives have come to realise that it is nearly impossible to rectify inequities without documenting them, and the purpose of this voluntary census is the documentation of any existing inequities at Carleton.

RATIFICATION OF THE CONTRACT

Following ratification by the Board of Governors the CUASA membership ratified the contract on September 13. The floors for this year and next are as follows:

	1988-1989	1989-1990
Full	49,160	51,860
Assoc.	37,240	39,290
Assist.	29,790	31,430
Lecturer	23,840	25,150

C. D. I.

1490 (to 59580)	1580 (to 62860)
1000 (to 74480)	1050 (to 78580)

Lib. IV	43,990	46,410
Lib. III	35,480	37,430
Lib. II	28,380	29,940
Lib. I	25,550	26,950

C. D. I.

1420 (to 56760)	1500 (to 59880)
950 (to 70950)	1000 (to 74850)

Inst. III	32,310	34,090
Inst. II	27,510	29,030
Inst. I	23,930	25,250

C. D. I.

1200 (to 47860)	1270 (to 50500)
800 (to 59830)	850 (to 63130)

These changes should have been reflected in your September paycheque. Please retain this list until you receive the new collective agreement.

CHANGES TO TEACHING EVALUATIONS

First, any evaluation compiled before September 13, 1988 can only be used in future career decisions with the express written consent of the instructor. Refusal to provide such consent must not be interpreted to your disadvantage and no mention of such refusal shall be made in any proceedings. (Article 26.7(a).)

Second, for teaching evaluations for this academic year and next, all courses with 5 or more students must be evaluated but the instructor shall designate 2 courses for purposes of career decisions. All the other evaluations will be returned to the instructor for information. The designation will be before the academic year and in exceptional circumstances may be changed up to 2 weeks before the end of term with the agreement of the relevant dean.

RESEARCH ACHIEVEMENT AWARDS

The old Scholarly Achievement Awards have been replaced for faculty by ten \$10,000 awards. Faculty must apply for these awards by the end of October. The application form has yet to be designed and it has been suggested that completing a GR5 or GR6 application along with a c.v. and any other pertinent information will be acceptable as will any other form of providing the information required under Article 42.4(d). Everyone is eligible.

PAYCHEQUE INFORMATION

You should have noticed a substantial increase in your September paycheque. This is because it includes 5/12 of 6% or the scale increase you have been due since last May (4/12 in Other Earnings and 1/12 in Regular Earnings). Your October paycheque will be smaller as it will include only 1/12 of 6%. There was also a small adjustment to the amount paid for CDI between last year's amount and the newly negotiated amount.

UNDERSTANDING YOUR COLLECTIVE AGREEMENT

ARTICLE 21: SABBATICALS

Sabbaticals are a condition of employment at Carleton. This means that you have a right to a one year sabbatical after six years full-time on campus service or a six month sabbatical after three years full-time on campus service. Those on part-time compute their service in accordance with the amount of time worked. The stipends for these sabbaticals are, respectively, 80% and 70%. If you have voluntarily agreed at the request of the department to defer your sabbatical for a year you are entitled to an extra 5% on your stipend (please get this request in writing). Carleton also has a two-year sabbatical plan but this is NOT A RIGHT it is a gift solely in the hands of management. Compensation is stated at 125% of salary of the second year of the sabbatical but this has translated into 65% of salary in each of the two years as it is often unknown what the second year's salary will be (due to negotiating raises such as CPI+1%).

SCHOLARLY ACHIEVEMENT AWARDS 1988 - 9

Faculty of Arts		Faculty of Social Sciences		Faculty of Engineering	
Art History:	N. Luckyj	School of Business:	R. Thomas V. Kumar G. Mallory	Architecture:	G. Haider T. Dubicanac N. Griffiths
CALS:	W. Ostendorf	Economics:	J.S. Ferris G.E. Clarke A.L.K. Acheson W.I. Gillespie C.J. Maule C. McMillan R.A. Brecher	Civil Engineering:	A.O. Abd El Halim A.G. Razaqpur
Classics:	A.S. Fotiou	Geography:	D. Knight K. Torrance	Electronics:	J.P. Knight N.G. Tarr J.S. Wight
Comparative Lit.:	A.T. Tolley	Law:	M. Ogilvie B. Wright	Industrial Design:	B.J. Wozniak
English:	J.J. Healy J.R. Morrison R.B. Rutland J.A. Steele	Political Science:	B.R. Bociurkiw A. Gagnon D. Rowat T. Darby	Mechanical and Aeronautical Engineering:	J.M.J. McDill R.I. Hodge
Film Studies:	C.G. Faulkner G. McKnight	Psychology:	H. Anisman C. Kristiansen N. Spanos R. Wells	Systems and Computer Engineering:	G.M. Karam J.W. Chinneck
French:	A. Halsall	Public Administration:	A. Maslove G.B. Doern	<u>Faculty of Science</u>	
German:	J. Goheen	SIA:	M.A. Molot F. Hampson	Biology:	N. Chaly V.N. Iyer K. Storey
History:	J.G. Bellamy J.L. Black R.C. Elwood D. Gorham J.K. Johnson M.J. Sydenham	Social Work:	J. Albert	Chemistry:	P. Buist C.S. Tsai
Italian:	W. Anselmi	Sociology/Anthropology:	S. Richer W. Clement J. Myles B. McFarlane	Computer Science:	J. Oommen J. Sack
Journalism:	J.R. Weston	Library	L. Campbell A. Hall F. Montgomery	Earth Sciences:	G. Ranalli G. Skippen
Music:	B.R. Gillingham A.M. Gillmor			Mathematics and Statistics:	M. Csorgo D. Dawson M. Rahman J. Rao
Philosophy:	S.G. Clarke			Physics:	J. Armitage M. Sundaresan P. Watson
Religion:	J.P. Dourley R. Polzin J.G. Ramisch				
Spanish:	F. Hernandez				

MID-CAREER OPTIONS SEMINAR

DATE: FRIDAY, NOVEMBER 4, 1988

TIME: 10:00 A.M.

PLACE: ARTS FACULTY LOUNGE, DAVIDSON DUNTON TOWER

In an earlier News from CUASA (Volume 19, No. 2 August, 1988) the members were advised that a workshop on mid-career options would be scheduled for the fall. A date and time have been agreed upon by the seminar participants Dr. T.J. Ryan, Vice-President (Academic), Mr. Brian McFadyen (Manager, Compensation and Benefits Personnel Office) and the CUASA Mid-Career Options Advisor, Pat Finn.

As space is limited and refreshments must be ordered would you please indicate that you wish to attend this seminar by completing and returning the following registration form to the CUASA Office.

TO: CUASA OFFICE
Room 447 St. Patrick's Building

FROM: _____

DEPARTMENT: _____

[] I will be attending the Mid-Career Options Workshop

A PANEL DISCUSSION WITH REPRESENTATIVES OF THE THREE FEDERAL POLITICAL PARTIES

The National Consortium of Scientific and Educational Societies, a coalition of 35 national organizations, in conjunction with the Social Science Federation of Canada, is organizing a panel discussion with representatives of the three federal political parties. We cordially invite you to attend this event which will be staged at the Alumni Auditorium of the University of Ottawa, between 12:30 and 2:00 pm, on Wednesday, October 19, 1988.

The representatives of the three parties will address the following issues:

- Funding of research
- Student Aid
- Support for post-secondary education.

The event will be televised and the discussion will be moderated by Professor Caroline Andrew, President of the Social Science Federation of Canada and Vice-Dean, Faculty of Social Sciences, University of Ottawa.

Following statements from the party representatives with regards to their parties' positions on these issues, comments will be made by the moderator and the audience will be invited to ask questions. For further details contact Marcel Lauziere at the S.S.F.C. at 238-6112

CAUT MEMORANDUM

FIVE-YEAR REVIEW OF THE CANADIAN SECURITY AND INTELLIGENCE SERVICE (CSIS)

The legislation that created CSIS in 1984 mandated a parliamentary review of the Service after five years. CAUT is currently preparing for this review and is interested in any first-hand information, positive or negative, on the operations of CSIS on university campuses or in regard to two security clearances involving staff or students, or about any cases in which academic staff have had problems in relation either to immigration or to the securing of citizenship as a consequence of security considerations since CSIS was created in 1984. Any general observations on the CSIS Act or names of faculty who have done research on matters pertaining to security legislation who would be willing to offer assistance to the individual in the lobbying section of CAUT responsible for developing documentation in this area would also be welcome. CAUT has been concerned about security matters involving the university community since the late fifties and in the last few years has testified to two parliamentary committees about CSIS. The CAUT background paper on security matters is available from the CUASA office. For further information please contact Pat Finn.

HOUSING NOTICES

Large, fully furnished home in the Glebe. Five bedrooms, two and a half bathrooms, office with fireplace, large living room, large dining room, family room, modern kitchen with adjacent eating area, double garage, Available Jan. 1/89 for six to eight months, possibly one year. Phone 230-0155.

Wanted: Furnished or unfurnished accommodation (one or two bedrooms), January to June 1989, for married couple with 6-year old. Please contact John McCaffrey 993-7823 (daytime).