

CUASA COMMUNIQUÉ

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CUASA OFFICE

447 St. Patrick's Bldg.
788-5607 FAX:788-4426

Business Agent

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DEANNA TOXOPEUS

CUASA SCHOLARSHIP AWARDED

Miss Farhana Sheikh has been awarded the CUASA Scholarship for 1992-3. Miss Sheikh's name was added to the Deans' Honour List. We congratulate Ms. Sheikh on this award.

GREEK SCIENTISTS LIVING ABROAD

The National Center for Scientific Research "DEMOKRITOS" is taking the initiative to create a database and an Electronic Mailing-List of Greek Scientists living abroad and working with Universities, Research Centers or other R&D Organizations. The resulting database and mailing-list will be used, through the ARIADNet Network, (The National Computer Network for Academic & Research Community) by all interested Greek Organizations. Anyone wishing to participate should inform the project team at NCSR DEMOKRITOS, COMPUTER CENTER, 153 10 Aghia Paraskevi, Attiki, Greece [E-Mail: grscient@isosun.ariadne-t.gr]. To receive a copy of the project team's letter please contact the CUASA office.

OCUFA TEACHING AWARD

Professor **Don Wigfield**, Department of Chemistry was one of ten recipients of the OCUFA Teaching Awards given out at a ceremony at McMaster University on June 12, 1992. The OCUFA Teaching Awards, presented annually since 1973, honour faculty members who have made significant contributions in the areas of instruction, teaching and course development. Outstanding performance is judged on supporting comments and evidence supplied by students, fellow faculty, alumni, administrators, and organizations.

OUT OF PROVINCE HEALTH COVERAGE

In late 1991, OHIP coverage was altered so that the amount covered for the cost of emergency health care while individuals are out of province is at a level no greater than if the costs were incurred in Ontario. Academic staff who leave the province to conduct research or for their sabbaticals may, therefore, now find themselves liable to pick up a large portion of out of province health service costs. CUASA has been investigating supplementary coverage beyond that currently provided by OHIP and the Extended Health Care Plan and has received quotations. As employees will be required to pay the premiums for this new insurance CUASA will conduct a ballot of the members of the bargaining unit to determine whether or not this additional coverage is acceptable. Complete information and ballots will be circulated in the Fall and implementation will require agreement from a simple majority of all members of the bargaining unit. In the meantime, if you are going out of province you might wish to purchase the additional Blue Cross 180 day maximum coverage on an individual basis through one of the agencies offering this type of coverage.

CUASA CALENDAR 1992-93

There are no extra copies available from the office. Anyone who does not need their copy is requested to return it to CUASA, 447 St. Pat's Building.

LIVING IN LITIGIOUS TIMES

Pat Finn, LL.M.

Academic staff, along with all other employees, have a duty to conduct themselves within the law of the land and policies of the university. Additionally, they must operate within the express terms and conditions of the collective agreement and, as professionals, take note of the policies of their professional organizations such as the CAUT.

Carleton has seen the development and promulgation of a number of policies which address employee conduct, for example the Sexual Harassment Policy and the Policy on Research Ethics. Policies with these aims are unquestionably needed to protect individuals from unacceptable forms of behaviour. So far, so good.

CUASA has now had a fair amount of experience in how these policies are being applied at Carleton and therein lies a cautionary tale. There seems to be an assumption that the complainant (even if it is only third party hearsay evidence) is invariably the truthful party and that the alleged wrongdoer of must clear his/her name. The managers involved are very concerned with the potential for a suit (either through the courts or through human rights tribunals) and this results in the suspension of belief in there being a reasonable explanation on the part of the accused. One of our societies most precious principles, namely the presumption of innocence, seems to be under attack.

Carleton is no longer a tiny place where everyone knows everyone. It is the size of a small town and it

should come as no surprise that out of a group of more than 22,000 we have our share of dishonest or disturbed people. People who behave unethically including those who do so by advancing untrue allegations against others whether for gain or to get even. What all this means is that academics should be extremely careful to ensure that there is not even a possibility of a perception of unethical behaviour. This is easy to say but difficult to carry out as different people have different standards by which they measure such behaviour. It is essential that members of the bargaining unit understand how much harm can be done by an untrue allegation. If it gets into the press your subsequent exoneration will not and you will be haunted by "there's no smoke without fire" attitudes for a long time.

If you find yourself confronted with an accusation you should immediately contact CUASA even if you feel that the case is so straightforward as to be ludicrous. The management has to worry about litigation, even for frivolous and vexatious cases. In the past academics who initially dealt with their dean were surprised at how difficult things were made for them and ended up seeking our assistance. When colleagues become the disseminators of uncorroborated third party hearsay, it is even more fraught with difficulty for the management to remain impartial.

Remember, even if an allegation is totally untrue, ill-conceived and rebuttable - your career is at stake. Once the mud is flung it sticks.

BENEFIT PLAN CHANGES

[From Article 40.1 & 40.2 of the collective agreement.]

SPOUSAL BENEFITS:

The definition of spouse for Extended Health Care and Dental Plans and free tuition shall include same-sex spouse with whom the employee has been cohabiting in a common-law relationship for a period of at least one (1) year.

To enrol your spouse in the benefit plans contact Bonnie Danforth in Personnel for the appropriate forms.

EFFECTIVE SEPT. 1, 1992

ORTHODONTICS:

50% reimbursement for orthodontia with a \$1000.00 lifetime maximum.

DENTAL FEE SCHEDULE:

1992 Ontario Dental Association Fee Schedule and thereafter coverage shall be based on the current ODA Fee Schedule.

VISION:

Vision care of \$120.00 maximum every twenty-four (24) months with 80% reimbursement.

