



Carleton University Academic Staff Association

**your union**  
**your contract**

# Collective Bargaining Update

APRIL 24<sup>TH</sup>, 2018

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# Packages Tabled To Date

- ❖ Workload (15<sup>th</sup> September 2017)
- ❖ Tenure, Promotion, and Unit Standards (29<sup>th</sup> September 2017)
- ❖ Governance and Process (6<sup>th</sup> October 2017)
- ❖ Librarian (5<sup>th</sup> November 2017)
- ❖ Equity (5<sup>th</sup> November 2017)
- ❖ CUOL (23<sup>rd</sup> November 2017)
- ❖ Monetary, Part I (19<sup>th</sup> April 2018)

# Negotiations Timeline

July:	1 meeting
August:	1 meeting
September:	3 meetings
October:	3 meetings
November:	4 meetings
December:	3 meetings
January:	3 meetings
February:	3 meetings
March:	2 meetings
April:	3 meetings
May:	2 meetings

26 sessions to date, with approximately 123 hours of bargaining

(This does not include negotiation team preparation meetings.)

## Our Major Demands:

### (1) Governance

- Transparency
- Collegiality
- Academic Freedom
- Fairness

### (2) Workload

- Ever-increasing administrative tasks

### (3) Instructors

- Fair workload
- Insistence that the university follows through on what they agreed to in the 2014 round

# Our Major Demands (continued):

## (4) Equity

- Truth and Reconciliation
- Hiring
- Teaching effectiveness evaluations
- Maternity and Parental Leave

## (5) Librarians

- Transparency in hiring and appointment
- Access to grievance

## (6) CUOL

- Fair and sufficient allocation of resources
- Fair compensation for teaching gigantic online courses

# Our Major Demands (continued):

(7) Tenure, Promotion, and Unit Standards:

- A dual-track process
- Written constitutions

(8) Work of the Bargaining Unit:

- Restrict the amount of faculty work for non-bargaining unit members
- Cease creative workaround by the Employer

9) Monetary, Part I

- Not to work on statutory holidays
- increase sabbatical allowances
- remove CDI ceiling and raise the salary floor
- competitive salary to attract and retain faculty
- retroactive adjustment to gender pay gap

# Highlights of Gains

## Workload

- ❖ New service article
- ❖ Recognition of Undergrad/Grad supervisions in workload
- ❖ No requirement to mark deferred exams set by CIs
- ❖ Removal of age restrictions for reduced workload for long-service employees.

## Governance and Process

- ❖ Removal of prejudicial student complaints language
- ❖ Removal of exceptions to the grievance process
- ❖ New grievance process and no more exclusion

# Highlights of Gains

## Librarian

- ❖ Librarian research days
- ❖ Library/Instructor committee collegiality and procedures

## Instructors

- ❖ Parity committee on the Instructor rank

## Remuneration

- ❖ Library Department Head stipends to increase by \$500
- ❖ Annual stipends for Chairs and Directors are increased by \$500.



# Highlights of Gains

## Tenure, Promotion, and Unit Standards:

- ❖ Deadline for tenure and promotion can be extended as a form of accommodation
- ❖ Separate decisions on tenure and promotion
- ❖ Whether or not “the award of external research funding” will be considered as a criteria for tenure and promotion is now up to each unit to decide
- ❖ A more defined, transparent, and collegial process in deciding unit standards

# Workload – Outstanding Issues and Obstacles

## Outstanding:

- Bargaining unit composition/scope  
(Article 2 & 27)
- Administrative duties  
(Article 13.9)
- Teaching assistance  
(Article 13.10)
- Complement (Article 9.11)

## Obstacles:

- The Employer continues trying to slip in more administrative tasks
- “We want flexibility; we can’t commit to a fixed ratio.”

# Instructors – Outstanding Issues and Obstacles

## Outstanding:

Instructor workload calculation (Article 13.4)

## Obstacles:

The Employer does not seem to understand how problematic the 0.4 workload credit calculation is, no matter how many times the negotiation team has explained it to them.

# Governance/Process – Outstanding Issues and Obstacles

## Outstanding:

Unit constitutions (Article 6.3)

Past practice (Article 6.3)

Senate/BoG reform (Article 6.1)

## Obstacles

- Continuous and strong resistance to actually identify what past practices are.
- Continue to lay the burden of proof of past practices on the shoulders of employees

# Equity – Outstanding Issues and Obstacles

## Outstanding:

Teaching evaluations (Article 26)

Indigenous members and equity in hiring (Article 9.3)

Maternity/Parental leave  
(Article 20.7)

Compassionate leave (Article 20.6)

## Obstacles:

- The Employer has found different ways to evade the issues of discriminatory comments on teaching evaluations
- Refuse to make extended parental leave a real option by providing additional supplemental income benefits

# Indigenous Members

## Proposed title page:

“Carleton University and Carleton University Academic Staff Association acknowledge this collective agreement was bargained in the traditional and unceded territory of the Omàmiwininiwak.”

## Obstacles:

- Finding all sorts of reasons not to use the word “unceded,” even when the Employer uses such word in their own territorial acknowledgement.
- The Employer seems to believe that they are going to be sued for millions of dollars.

# CUOL (Digital Courses) – Outstanding Issues and Obstacles

## Outstanding:

Workload credits (Appendix N)

Compensation (Appendix N)

Support and service provision  
(Appendix N)

Committee (Letter of  
Understanding)

## Obstacles

- A complete rejection of Appendix N, including any idea related to improving CUOL faculty's actual working conditions

# Monetary Package

## Part I

(tabled on April 18<sup>th</sup>, 2018)



# Monetary, Part I

- ❖ Increase sabbatical allowance and a new Research Leave Grant (Articles 21.3, 21.4 & 21.5)

## What we asked:

Full:	95%
Delayed full:	100%

## What the Employer returned:

Full:	85%
Delayed full:	90%

Both are current amount.

# Monetary, Part I (continued)

❖ Remove the CDI ceiling and raise the salary floor (Articles 41.5 & 45; Appendix E)

❖ Nominal salary increase (Article 45)

## What we asked:

First two years: \$5,000

Third year: 3%

Fourth year: 2%

## What the Employer returned:

First two years: \$2,000

Third year: 1.6%

Fourth year: 1.6%

# Monetary, Part I (continued)

❖ Increase summer teaching stipend and introduce remuneration for course cancellation in the summer (Article 43)

## What we asked:

Full-credit course: \$14,612

Half-credit: \$7,306

## What the Employer returned:

Full-credit course: \$13,173

Half-credit: \$6,586

# Monetary, Part I (continued)

Retroactive adjustment to gender pay gap (Article 45)

## Faculty

Faculty of Arts and Social Sciences	\$2,837
Faculty of Engineering and Design	\$6,720
Faculty of Science	\$5,828
Faculty of Public Affairs	\$3,854
Sprott School of Business	\$3,258

## Instructor

Faculty of Arts and Social Sciences	\$5,580
Faculty of Engineering and Design	\$5,580
Faculty of Science	\$5,580
Faculty of Public Affairs	\$5,580
Sprott School of Business	\$5,580

**The Employer completely rejected this proposal.**

# Monetary, Part II, to be coming

- ❖ Extended health plans, dental, orthotics, massage therapy.

- ❖ Increase PER

- ❖ Pension

# Employer's Attack on Pension

## 40.8 The Carleton University Retirement Plan

(a) The parties agree that the Carleton University Retirement Plan ~~in effect as of April 30th, 2009,~~ shall continue for the term of this Agreement., ~~except that if the Plan is amended to modify the Employer's obligation to fund the minimum guarantee fund beyond actuarial requirements, that amendment will take effect as provided by the amended plan.~~

# Articles Agreed and Outstanding

Pinked Articles

A “pinked” article refers to one that the parties have tentatively agreed to.

Pinked articles are still subject to ratification but may be expected to be included in the next collective agreement.

<u>CUASA:</u>	<u>Carleton:</u>	<u>Pinked:</u>
Monetary Part I	13.4	20.6
Monetary Part II	13.9	20.7
2.1	13.10	Article withdrew:
2.5	26	40.10
6.1 - 6.4	27.2 – 27.5	40.11
9.3 & 9.4	Title Page	LOU on
9.11	Appendix N	Merit-based CDI
	Appendix I	
		4.1
		5
		9.1
		9.7 & 9.8
		10
		11.2 & 11.4
		12
		13.1 – 13.3
		13.5 & 13.6
		14
		15
		16
		18.1 & 18.8
		25
		30
		41.2 – 41.4
		Letters of
		Understanding re:
		10.12, 13.6 & 30.5
		LOI on CUASA Office Rent



# What You Can Do To Help Now





i support my **CUASA** negotiations team

Wear **RED** on days the team is at the table.

Read updates from CUASA and your Councillors.

Wear CUASA **swag** and CUASA buttons everywhere.

Attend general meetings and events

Join in on the social media campaigns

Volunteer for CUASA

**twitter.com/cuasa**

**Facebook.com/cuasaonline**

Come to the table as a **bargaining observer**

# Bargaining Observer



- Open to any and all members
- Sit in session
- Negotiated into bargaining protocols
- Contact [chi.cheng.wat@cuasa.ca](mailto:chi.cheng.wat@cuasa.ca) if interested

If you want to know details of the proposals...

- ❖ Go to CUASA website: <http://cuasa.ca/>
- ❖ Click on the “Member Services” tab on the top
- ❖ Then go to “Bargaining”
- ❖ Scroll down and the proposal is under “CUASA Proposals”

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# Questions?

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