



Carleton University Academic Staff Association

your union
your contract

Collective Bargaining

FEBRUARY 7TH, 2018

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List of Articles

“Reserve” means that the parties intend not to reply until later in bargaining. Usually monetary items are reserved until non-monetary items are tended to.

What the Employer Served Notice To Open

- 10
- 13
- 18
- 19 (housekeeping)
- 20
- 21
- 23 (housekeeping)
- 26
- 33
- 40
- 41
- 42 (housekeeping)
- 43
- 45

What CUASA Served Notice To Open

Articles to be opened:

- 2
- 4
- 6 [note reserve list]
- 9 [note reserve list]
- 11
- 12
- 13
- 15 [note reserve list]
- 16
- 22
- 27
- 30

Reserve:

- 5
- [6.1]
- 10
- [9.1]
- [9.3]
- [9.7]
- 14
- [15.6]
- 18
- 20
- 21
- 25
- 26
- 40
- 41
- 43
- 45
- Appendix E
- Appendix I



Packages Tabled To Date

All non-monetary items are now on the table

- ❖ Workload (15th September 2017)
- ❖ Tenure, Promotion, and Unit Standards (29th September 2017)
- ❖ Governance and Process (6th October 2017)
- ❖ Librarian (5th November 2017)
- ❖ Equity (5th November 2017)
- ❖ CUOL (23rd November 2017)

Negotiations Timeline

July:	1 meeting
September:	2 meetings
October:	3 meetings
November:	4 meetings
December:	3 meetings
January:	3 meetings
February:	3 meetings
March:	TBD; at least 2 meetings

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.

CUASA:

10.1 – 10.11

Carleton:

2.1 20.7
2.5 20.6
5.1 - 5.3 26
6.1 - 6.4 27.2 – 27.5
9.3 & 9.4 Appendix I
9.11 Appendix N
13.4
13.9
13.10
18.1 & 18.8

Pinked:

4.1 15
9.1 16
9.7 & 9.8 25.2
10.12 & 10.13 30
11.2 & 11.4 41.2 – 41.4
12 Letters of
13.1 – 13.3 Understanding re:
13.5 & 13.6 10.12 & 13.6
14





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Workload



Workload – Agreed and Outstanding

Agreed:

Service (13.5)

Reduced workload for long-service employees (13.6)

Graduate supervisions (13.2)

Deferred examinations (13.2)

Outstanding:

Bargaining unit composition/scope (2 & 27)

Administrative duties (13.9)

Teaching assistance (13.10)

Complement (9.11)



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Instructors



Instructors – Agreed and Outstanding

Agreed:

Parity committee on Instructors (12.6)

Committee compositions (12.3 & 10.13)

Outstanding:

Instructor workload calculation (13.4)

Governance and Process

Governance/Process – Agreed and Outstanding

Agreed:

Academic freedom (4)

Student complaints (16)

Grievance process and removal of grievance exceptions (30)

CDI denials (41)

Outstanding:

Unit constitutions (6.3)

Past practice (6.3)

Senate/BoG reform (6.1)



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Equity



Equity – Agreed and Outstanding

Agreed:

Grievance exclusion (30.8)

Outstanding:

Teaching evaluations (26)

Indigenous members and equity in hiring (9.3)

Maternity/Parental leave (20.7)

Compassionate leave (20.6)

No discrimination (5.1)

Indigenous Members

Proposed title page to collective agreement:

“The parties recognize and acknowledge that Carleton University exists, and this collective agreement was bargained, on traditional and unceded territory of the Omàmiwininiwak (Algonquin people of this region of the watershed of the Kiji Sibi, or Great River).”



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Librarians



Librarians – Agreed (None Outstanding)

Agreed:

Research days (13.3)

Department Head selection procedures (9.7)

Department Head stipends (9.7)

Job descriptions (11.2)

Committee procedures (9.7)

Grievance process (11.2 & 11.4)

Tenure & Promotion

Tenure & Promotion – Agreed and Outstanding

Agreed:

Librarian promotions (10.12)

Instructor promotions (10.13)

Outstanding:

Decisions, dossiers, committee procedures (10.1 – 10.11)

Unit standards (10.3)



CUOL and Digital Courses

CUOL and Digital Courses – Outstanding

Outstanding:

Workload credits (Appendix N)

Compensation (Appendix N)

Support and service provision (Appendix N)

Committee (Letter of Understanding)

Highlights of Gains (as of February 7th)

1. New service article
2. Recognition of Undergrad/Grad supervisions in workload
3. No requirement to mark deferred exams set by CIs
4. Removal of prejudicial student complaints language
5. Removal of exceptions to the grievance process
6. New grievance process
7. Librarian research days
8. Library/Instructor committee collegiality and procedures
9. Library Department Head stipends to increase by \$500
10. Parity committee on the Instructor rank
11. Removal of age restrictions for reduced workload for long-service employees

Summary: Major Obstacles (as of February 7th)

1. Instructor workload calculation
2. Bargaining unit composition/scope
3. Teaching assistance
4. Unit constitutions
5. Teaching effectiveness evaluations
6. Tenure and promotion
7. Unit standards review and renewal process
8. Compensation, workload, and support for digital courses
9. Maternity and parental leave
10. Equity

What about monetary?

Monetary: Background

- ❖ The university's finances are healthy and a variety of funds are running ongoing surpluses.

Monetary

❖ Salary

Carleton lags behind our comparator institutions; for example, our Assistant Professors are paid, averaged across the bottom decile, at least \$10,000 less than their colleagues at the University of Guelph and University of Ottawa.

For example,

<u>Salary Floors</u>		
2016/2017	Carleton	Guelph
Assistant Professor	68590	85717
Associate Professor	85740	90635



Monetary

❖ CUASA also seeks:

To increase PER (Professional Expense Reimbursement). Not all the tools we need are provided by the Employer or sufficiently covered by the existing amount.

Monetary

❖ Benefits

To increase vision, dental care, and massage therapy benefits

Monetary

- ❖ For retired members:

Increase the remuneration for retired members who teach courses

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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 victor.lorentz@cuasa.ca if interested

Contact Preference Form

cuasa.ca/cuasa-contact-preference-form/



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Questions?

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