



Carleton University Academic Staff Association

your union
your contract

Information Session

MAY 16TH, 2018

TEAM: C.DION*, G. FRANKS, I. JORDAN, A. MINGARELLI, P. VAN VELDHOVEN
C. CÔTÉ(STAFF)



Updates on Conciliation/Mediation

❖ We have four days scheduled for mediation:

May 26th, 27th, 28th, and 29th

❖ The Employer cancelled the conciliation request and keeps the regular bargaining session on May 16th.

Why do we want a strike vote now?

- ❖ We need a strong strike vote to show the Employer that we are serious in our demands.
- ❖ We also need to make sure that we fulfill our obligations under the law (section 79(3) of the Act) and hold the mandatory strike vote so the Employer doesn't exclusively control the process.

Why do we want a strike vote now? (continued)

- ❖ With a strike vote, we can balance the power at the table.
- ❖ A strike vote doesn't necessarily mean we're going on strike now. It is just the first step of the legal process.

Strikable items

❖ Pension

❖ Salaries

❖ Equity

- (a) Territorial acknowledgement
- (b) Teaching evaluation
- (c) Maternity and parental leave
- (d) Pay equity

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.~~

Monetary

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

❖ Nominal salary increase (Article 45)

What the Employer returned:

First two years: \$2,000

Third year: 1.6%

Fourth year: 1.6%

Equity

Article 9 + Title Page

- ❖ The Employer strongly resists using the word “unceded” on the title page of the collective agreement.

Article 20

- ❖ The Employer refuses to make extended parental leave a real option by providing additional supplemental income benefits

Equity and Student Evaluations

Article 26 + LOI & LOU

- ❖ The Employer is evading the issues of discriminatory comments on teaching evaluations.

Pay Equity

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

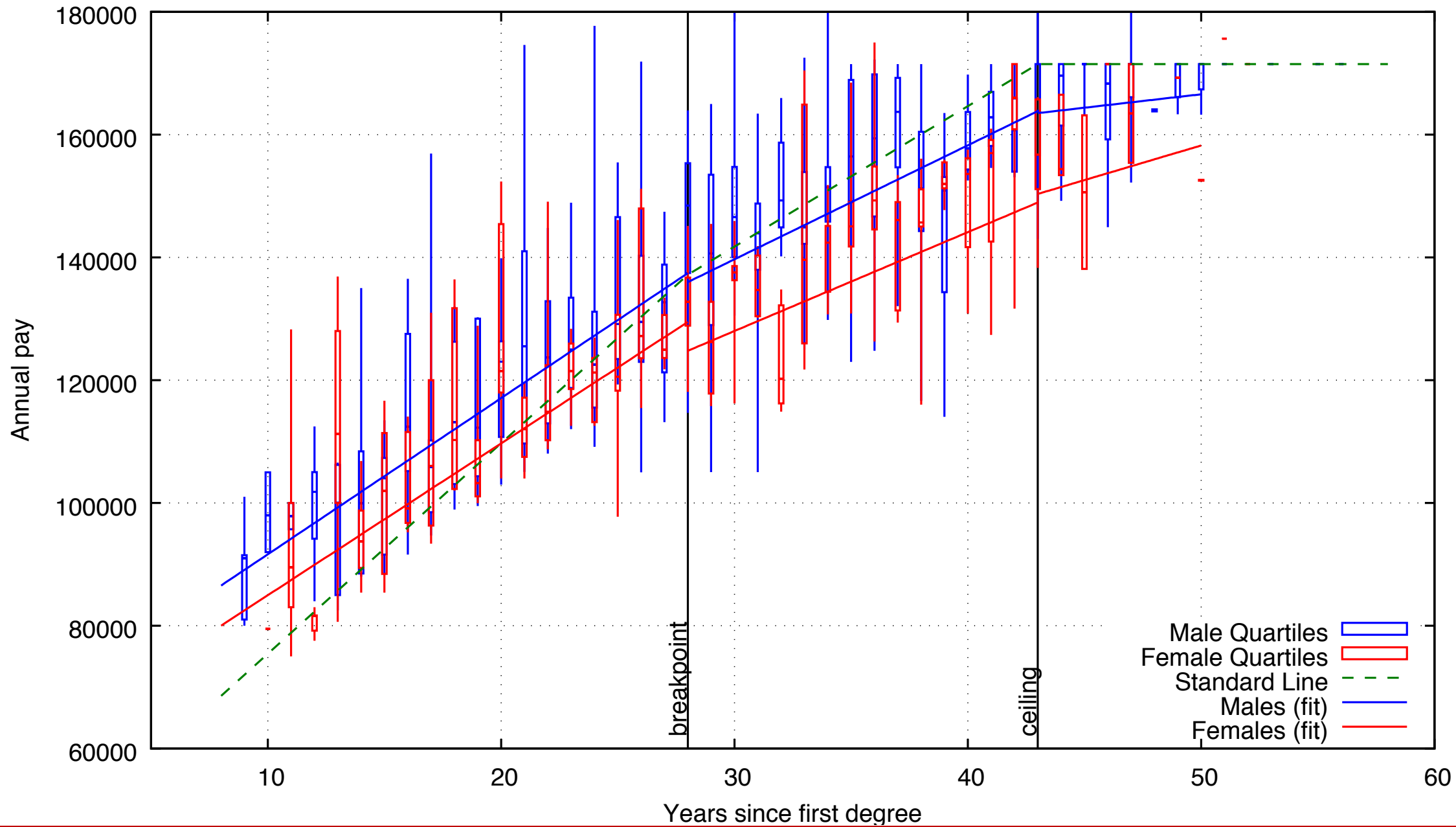
Instructor

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.

Faculty

All Faculty



Annrpay = gender + yrs1deg + yrs1deg^2 + yrshire + rank + faculty*gender + rank*gender + yrs1stdeg*faculty

Effect Tests

Source	Nparm	DF	Sum of Squares	F Ratio	Prob > F
Gender	1	1	1027816746	11.7398	0.0006*
Yrs Since 1st Degree	1	1	1.1765e+10	134.3856	<.0001*
Yrs Since 1st Degree ^2	1	1	3320725478	37.9296	<.0001*
Yrs Since Appointment	1	1	2564914057	29.2967	<.0001*
Rank	2	2	1.1562e+10	66.0339	<.0001*
Faculty	4	4	2.6423e+10	75.4506	<.0001*
Faculty*Gender	4	4	392521427	1.1209	0.3454
Rank*Gender	2	2	28872951.3	0.1649	0.8480
Yrs Since 1st Degree*Faculty	4	4	6692641199	19.1110	<.0001*

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Least Squares Means Table			
Level	Least Sq Mean	Std Error	Mean
F	134457.02	802.45145	126576
M	137746.31	542.89663	138007

Women make \$3,290 less than men

Annrpay = gender + yrs1deg + yrs1deg^2 + yrshire + rank + faculty*gender + rank*gender + yrs1stdeg*faculty

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M	137746.31	542.89663	138007

Women make \$3,290 less than men

Level	Least Sq Mean	Std Error	Difference (men-women)
Arts,F	125007.36	871.9317	\$1,570
Arts,M	126576.88	901.8516	
Business,F	150653.21	2440.7851	\$976
Business,M	151629.40	1831.2248	
Engineering,F	135077.72	2145.9440	\$6,127
Engineering,M	141204.52	852.5374	
Public Affairs,F	129656.67	1133.8591	\$4,188
Public Affairs,M	133844.69	916.8714	
Science,F	131890.13	1649.8957	\$3,586
Science,M	135476.06	939.6112	

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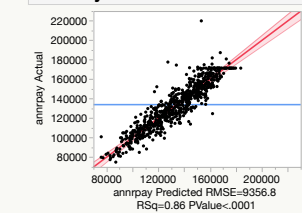
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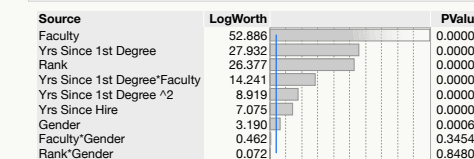
Least Squares Means Table			
Level	Least Sq Mean	Std Error	Difference (men-women)
Assistant,F	126761.31	1364.0470	\$2,753
Assistant,M	129514.48	1224.9983	
Associate,F	134748.09	982.0003	\$3,187
Associate,M	137935.33	675.2941	
Full Prof,F	141861.66	1340.7532	\$3,927
Full Prof,M	145789.12	875.5978	

Whole Model

Actual by Predicted Plot



Effect Summary

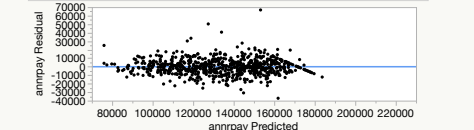


Lack Of Fit

Source	DF	Sum of Squares	Mean Square	F Ratio	Prob > F
Lack Of Fit	682	6.233e+10	91393078	2.3429	
Pure Error	54	2106436612	39008085		Prob > F
Total Error	736	6.4437e+10			<.0001*

Max RSq: 0.9953

Residual by Predicted Plot



Summary of Fit

RSquare	0.857482
RSquare Adj	0.853609
Root Mean Square Error	9356.795
Mean of Response	134020.3
Observations (or Sum Wgts)	757

Parameter Estimates

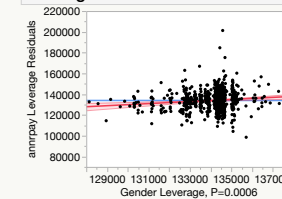
Term	Estimate	Std Error	t Ratio	Prob> t
Intercept	80551.653	3102.751	25.96	<.0001*
Gender[F]	-1644.646	480.0004	-3.43	0.0006*
Yrs Since 1st Degree	2442.8414	210.7263	11.59	<.0001*
Yrs Since 1st Degree ^2	-20.76349	3.371405	-6.16	<.0001*
Yrs Since Hire	351.57169	64.95381	5.41	<.0001*
Rank[Assistant]	-7963.769	777.5143	-10.24	<.0001*
Rank[Associate]	240.04538	517.7526	0.46	0.6431
Faculty[Arts]	-10309.54	653.4463	-15.78	<.0001*
Faculty[Business]	15039.642	1256.548	11.97	<.0001*
Faculty[Engineering]	2039.4588	998.225	2.04	0.0414*
Faculty[Public Affairs]	-4350.984	731.516	-5.95	<.0001*
Faculty[Arts]*Gender[F]	859.88777	660.3773	1.30	0.1933
Faculty[Business]*Gender[F]	1156.5509	1268.168	0.91	0.3621
Faculty[Engineering]*Gender[F]	-1418.754	997.0864	-1.42	0.1552
Faculty[Public Affairs]*Gender[F]	-449.365	728.2818	-0.62	0.5374
Rank[Assistant]*Gender[F]	268.06283	589.8445	0.45	0.6496
Rank[Associate]*Gender[F]	51.024543	491.6558	0.10	0.9174
(Yrs Since 1st Degree-28.3316)*Faculty[Arts]	387.47422	61.16304	6.34	<.0001*
(Yrs Since 1st Degree-28.3316)*Faculty[Business]	-778.0978	103.3795	-7.53	<.0001*
(Yrs Since 1st Degree-28.3316)*Faculty[Engineering]	43.892229	71.6659	0.61	0.5404
(Yrs Since 1st Degree-28.3316)*Faculty[Public Affairs]	247.20496	64.02353	3.86	0.0001*

Effect Tests

Source	Nparm	DF	Sum of Squares	F Ratio	Prob > F
Gender	1	1	1027816746	11.7398	0.0006*
Yrs Since 1st Degree	1	1	1.1765e+10	134.3856	<.0001*
Yrs Since 1st Degree ^2	1	1	3320725478	37.9296	<.0001*
Yrs Since Hire	1	1	2564914057	29.2967	<.0001*
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Faculty*Gender	4	4	392521427	1.1209	0.3454
Rank*Gender	2	2	28872951.3	0.1649	0.8480
Yrs Since 1st Degree*Faculty	4	4	6692641199	19.1110	<.0001*

Gender

Leverage Plot

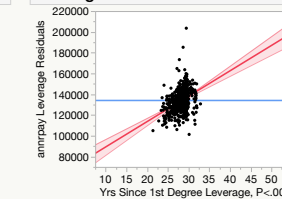


Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
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M	137746.31	542.89663	138007

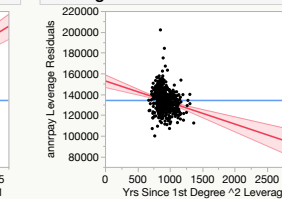
Yrs Since 1st Degree

Leverage Plot



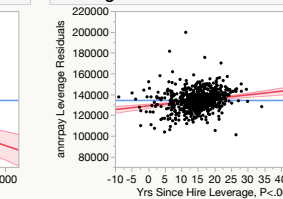
Yrs Since 1st Degree ^2

Leverage Plot



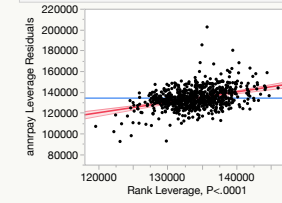
Yrs Since Hire

Leverage Plot



Rank

Leverage Plot

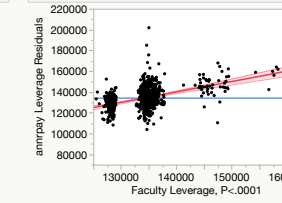


Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
Assistant	128137.90	1010.0171	106383
Associate	136341.71	598.6483	133242
Full Prof	143825.39	830.5000	154061

Faculty

Leverage Plot

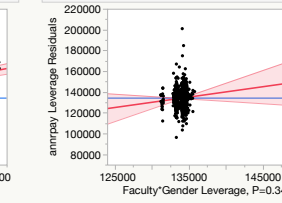


Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
Arts	125792.12	626.5615	125981
Business	151141.31	1520.4597	151718
Engineering	138141.12	1160.7958	140945
Public Affairs	131750.68	729.1707	133230
Science	133683.09	953.5729	136359

Faculty*Gender

Leverage Plot

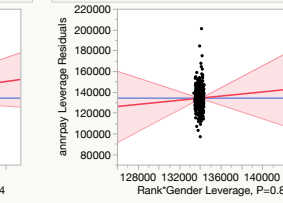


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Rank*Gender

Leverage Plot

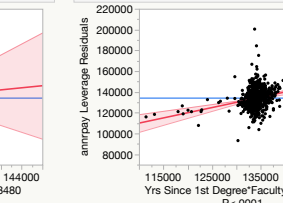


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Associate,M	137935.33	675.2941
Full Prof,F	141861.66	1340.7532
Full Prof,M	145789.12	875.5978

Yrs Since 1st Degree*Faculty

Leverage Plot

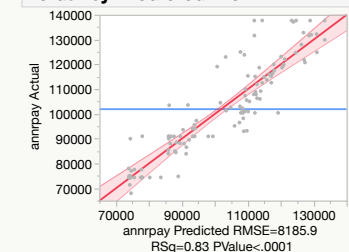


Instructors

Response Summary

Whole Model

Actual by Predicted Plot



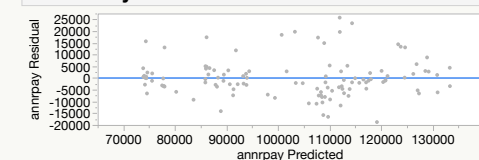
Effect Summary

Source	LogWorth	PValue
Rank	12.963	0.00000
Yrs Since Appointment	2.505	0.00312
Yrs Since 1st Degree ^2	1.977	0.01053
Gender	1.521	0.03011
Yrs Since 1st Degree	0.643	0.22728

Lack Of Fit

Source	DF	Sum of Squares	Mean Square	F Ratio
Lack Of Fit	105	6902177486	65735024	0.7361
Pure Error	6	535823951	89303992	Prob > F
Total Error	111	7438001437		0.7618
				Max RSq
				0.9877

Residual by Predicted Plot



Summary of Fit

RSquare	0.828764
RSquare Adj	0.819508
Root Mean Square Error	8185.904
Mean of Response	101919
Observations (or Sum Wgts)	118

Analysis of Variance

Source	DF	Sum of Squares	Mean Square	F Ratio
Model	6	3.5999e+10	5.9998e+9	89.5379
Error	111	7438001437	67009022	Prob > F
C. Total	117	4.3437e+10		<.0001*

Parameter Estimates

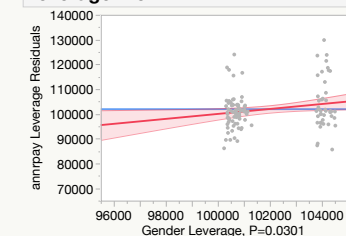
Term	Estimate	Std Error	t Ratio	Prob> t
Intercept	91040.082	5141.238	17.71	<.0001*
Gender[F]	-1736.33	790.3782	-2.20	0.0301*
Yrs Since 1st Degree	-490.9834	404.3925	-1.21	0.2273
Yrs Since 1st Degree ^2	18.406149	7.073979	2.60	0.0105*
Yrs Since Appointment	467.56185	154.7445	3.02	0.0031*
Rank[Inst I]	-12666.32	1565.472	-8.09	<.0001*
Rank[Inst II]	-608.0569	1322.12	-0.46	0.6465

Effect Tests

Source	Nparm	DF	Sum of Squares	F Ratio	Prob > F
Gender	1	1	323390995	4.8261	0.0301*
Yrs Since 1st Degree	1	1	98778127.7	1.4741	0.2273
Yrs Since 1st Degree ^2	1	1	453661155	6.7702	0.0105*
Yrs Since Appointment	1	1	611759774	9.1295	0.0031*
Rank	2	2	5297542688	39.5286	<.0001*

Gender

Leverage Plot

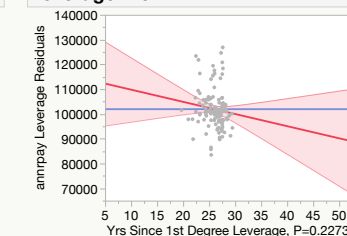


Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
F	95627.330	1100.1109	100431
M	99099.990	1413.9253	104514

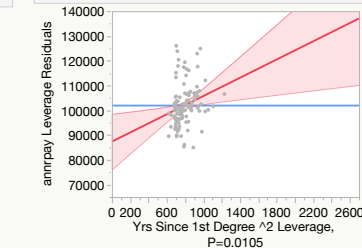
Yrs Since 1st Degree

Leverage Plot



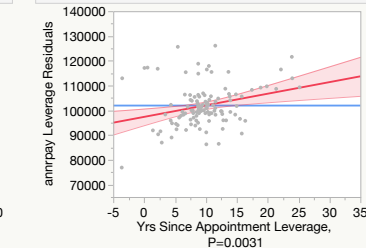
Yrs Since 1st Degree ^2

Leverage Plot



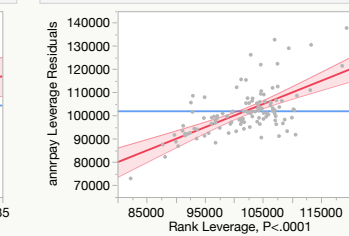
Yrs Since Appointment

Leverage Plot



Rank

Leverage Plot



Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
Inst I	84697.34	2209.4980	76035
Inst II	96755.60	1799.1610	90230
Inst III	110638.03	1303.5876	115478

Least Squares Means Table

Level	Least Sq Mean	Std Error	Mean
F	95627.330	1100.1109	100431
M	99099.990	1413.9253	104514

Women make \$3,473 less than men

We need mobilization now!

Vote **YES** to the strike vote.

When and where?

May 16 & May 17

9:00am-5:00pm in three locations:

1. Minto CASE (outside the Bell Theatre)
2. University Centre atrium
3. Loeb Building (at the base of the ramp from Southam)

We need mobilization now! (continued)

Join one or both of the following committees:

- Strike/Lock-Out Preparation Committee
- Mobilization Committee

Please contact Hadia at Hadia.Walhad@cuasa.ca

Fill in the Personal Contact Information Form:

<http://cuasa.hostedincanadasurveys.ca/index.php/964826?lang=en>

your union
your contract

Questions?

Chantal Dion
CUASA Chief Negotiator
chiefnegotiator@cuasa.ca