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CAS Negotiations, 2010-11: Newsletter

WLUFA
Wilfrid Laurier University
Faculty Association



CAS: We need you! Contract negotiations move to conciliation

On Thursday, February 17, 2011, WLUFA filed for conciliation in the negotiations for the collective agreement for part-time Contract Academic Staff and part-time Professional Librarians.

While this is a normal and anticipated step in the negotiation process, it is also a crucial turning point that requires the feedback and awareness of ALL CAS members.

The Bargaining Unit needs as much feedback from the members as possible, especially on the following important items:

- ACCESS to employment
- APPOINTMENTS (the proposed member based seniority program)
- WORKLOAD (large class compensation and marking/grading assistance)
- COMPENSATION
- SUPPLEMENTARY REMUNERATION (e.g. PERs)
- BENEFITS (Health Care Spending Account)

As it proceeds with negotiations, the Bargaining Unit needs to know:

- What questions do you have?
- What are your concerns?

- What issues matter most to you in these negotiations?

Only through interaction with its members, can the organization move forward.

To provide feedback, ask questions, and get information about upcoming events, please contact your departmental CAS representative, WLUFA (wluca@wlu.ca), or one of the Strategy Committee members (see list on next page).



A Crisis of Priority?

Crisis capitalism has two possible modes of operating. On the one hand, an actual crisis creates conditions for implementing policies which would otherwise be impossible. On the other hand, the appearance of crisis allows business and government to engage in the same practices without the losses associated with an actual crisis.

Clearly the latter is the better case scenario.

No doubt the international crisis is real enough, but this does not mean every aspect of the economy is affected. Nonetheless, even those parts of the economy not affected can take advantage of the general concerns evoked by the word "crisis".

This is clearly the strategy of Wilfrid Laurier's administration in their current negotiations with CAS members.

In his October 2010 column in *Inside-*

Laurier, Laurier President Max Blouw wrote that because, for the first time ever, students were fully funded by the Ontario government, Laurier actually had a substantial surplus in its operating budget. Estimates are that this surplus is as large as 16 million.

Strikingly, however, in the context of negotiating compensation for CAS members, the terms "crisis" and "economic uncertainty" re-emerge.

One can only wonder what has happened to the surplus euphorically announced in October and why fully funding students does not translate into fully compensating those who perform the tasks that constitute the reason there are students at all.

As the CAS bargaining team enters conciliation, it is time to let the students know what the administration is not doing with their money!

Questions or comments?

Contact Denise Davis-Gains, WLUFA communications coordinator: ddavisgains@wlu.ca

CAS Members: The Bargaining Team needs your support!

We will have a table in the concourse, Friday, March 4, 10 am - 2 pm

Wear your CAS t-shirt (Don't have one yet? Get one at the table!)

Sign up to become a member of the Wilfrid Laurier University Faculty Association.

Wear your CAS buttons (Don't have one yet? Get one at the table!)

Post the most recent newsletter on your office door & department bulletin board.

Forward the newsletter to friends and full-time faculty.

Post the newsletter to your facebook, twitter and other social media pages

Talk to your friends and colleagues about what is happening.

Get involved.

Get educated

Send Denise your phone number, ddavisgains@wlu.ca

Defining Conciliation

Conciliation is an alternative dispute resolution (ADR) process whereby the parties to a dispute (including future interest disputes) agree to utilize the services of a conciliator, who then meets with the parties separately in an attempt to resolve their differences.

He or she does this by lowering tensions, improving communications, interpreting issues, providing technical assistance, exploring potential solutions and bringing about a negotiated settlement.

Conciliation differs from arbitration in that the

conciliation process, in and of itself, has no legal standing, and the conciliator usually has no authority to seek evidence or call witnesses, usually writes no decision, and makes no award.

Conciliation differs from mediation in that the main goal is to conciliate, most of the time by seeking concessions. In mediation, the mediator tries to guide the discussion in a way that optimizes parties needs, takes feelings into account and reframes representations.

In conciliation the parties seldom, if ever, actually face each other across the table in the presence of the conciliator.

<http://en.wikipedia.org/wiki/conciliation>

Strategy Committee Member Contacts

At any time, feel free to contact a member of the Strategy Committee with questions, input, or suggestions during the negotiations:

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