

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

CONTRACT/80

November 1, 1979

BULLETIN 2

FROM THE CONTRACT COMMITTEE

- the Contract Committee completed a series of ten Division meetings over a span of four weeks in September and early October. Attendance at some meetings was spotty at best, but the concept of smaller, less intimidating meetings is a sound one and we will be back into the Divisions again next year

- What did we learn from those meetings? In terms of specifics not a great deal. But as a sounding board for membership positions and expectations we were bowled over by the similar and overlapping concerns. So much so that we may have to develop a two-tier approach to contract negotiating over the next two years

- the first tier would be composed of a set of well-articulated and immediate proposals for this year; proposals which the Contract Committee feels it could do justice to. The second tier would include more complex and long term concerns and issues such as job classifications and descriptions, increment policy, and pensions and other benefits

- the Contract Committee feels that the second tier items may warrant further and extensive study. And, to do justice to them we may propose initiating a series of studies and then bringing the results and the ensuing proposals to the bargaining table for the 1981 set of negotiations. These studies could be co-ordinated by the Executive, the Union Organizer and Co-ordinator, the Secretary-Treasurer and the Job Evaluation Committee

- what we did discover at the Division meetings was a widespread uneasiness and dissatisfaction with job descriptions and classifications and a desire to rectify many of the inconsistencies. Many members also questioned the value and the justness of our compulsory pension plan, a plan which is not indexed to the increases in the cost of living

- as reported at the October 25, 1979 General Membership Meeting, the Committee is presently in the throes of formulating a set of proposals to present to the membership

- a special two-hour Membership Meeting has been tentatively scheduled for Thursday, November 29th - a meeting which all members have the right to attend on University time. At this meeting the members will be called upon to vote on a series of proposals. A segment of the the meeting will be set aside for pro-

posals coming from the floor; issues and concerns which the Contract Committee may have neglected or set aside

- Bulletin #3 will precede the meeting and it will contain the Contract Committee's proposals and the rationale and salient information. If you have any proposal that you would like to see included please sent it (or them) to the Union Office addressed to the Contract Committee. We would like to prepare the Bulletin a week prior to the meeting. Therefore, November 17th would be the deadline for submissions. If you miss that date you can present your proposal(s) at the November 29th meeting

- it is our intention to deal with any residual proposals at the regular December Membership Meeting. The above schedule would put us in the position of serving the University notice on January 2, 1980 of our intention to commence negotiations within two weeks. Two and a half months of steady and serious bargaining should be ample to negotiate a new contract, one which satisfies our needs and one which keeps past rights and benefits intact.

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