



Another controversial item (and one I'm not able to get a hell of a lot of information on) is the state of the current faculty negotiations. Both sides aren't saying much and most meetings are in camera. There have been difficulties with a rigid College Council offer which essentially outlined an increase in workload and almost no increase in wages and increments. The Faculty Association has had trouble with internal disagreements and power plays by various groups. However, in the last week (co-incidentally with the Principal's resignation) the dust seems to have settled a ~~little~~ bit. Council has indicated they are willing to move a little ~~more~~ and faculty are starting to ~~work together~~ act together. A strike vote is being conducted now (April 5 & 6) and Council will be met the night of April 6 at the Council regular meeting for further discussion.

nature One other major item - the Executive of A.U.C.E. #4 has given formal notice to the College of a union wide grievance unless 16 reclassification requests are taken care of by April 30th. Staff jobs across the College change frequently because the ~~nature~~ of the work must ~~XXXXX~~ evolve as the College evolves. In the last year, there have been at least 25 requests for reclassification of current staff positions. Of these, 16 have been on the books for anywhere from 3 months to 2 years. In the beginning, the Union understood that the College needed more time ~~XXXXX~~ than outlined in the contract to deal with backdated requests and we gave them that time. Now it's clear they're wasting time and stalling for more. So we're swinging the grievance club. It's the first time we've had to threaten them with grievance in an effort to resolve a problem. Frankly, I hope that ~~the~~ the College will respond ~~for~~ before the 30th so that once again the grievance procedure becomes the last thing done rather than the first when the Union deals with the College on contentious issues. I realize that this ~~is~~ attitude on my part would not work at UBC for instance, but at Capilano College it seems to work - the best result being a fairly continuous dialogue between the Union and the College on mutual problems.

By the way, our new Executive is now in office. (We shall be electing committee representatives April 8)

President : Karen Kjarsgaard
 Vice-President - Michelle Henderson
 Secretary - Frances Begley
 Treasurer- Robert McKee
 Members-at-Large - Claire Day
 Lynne Kroetlinger
 Trustees - Joy Smith
 Bill Zienty.



Karen Kjarsgaard
 April 5, 1976