

AUCE LOCAL 5 - ANNUAL REPORT FOR THE 1979 PROVINCIAL CONVENTION

We have somehow managed to see ourselves through another year and the signing of a new contract, once again without too much of a struggle. One could get the impression that Local 5 is dormant throughout most of the year. Actually the majority of Local 5's membership would tend to agree. Do we conclude that distance in this case works in favour of keeping issues of a contentious nature occurring on other campuses from disturbing the monster of the deep that rests in the bowels of C.N.C.? Or perhaps it is because of the ingenious methods of open communication between our former outspoken president and management that one would surmise a harmonious relationship between the two exists? I will have to say that the answer remains in limbo or locked in the deep consciences of our last few remaining veterans.

Even though management seems to be overpowering in that they presently outnumber staff on a ratio of approximately 4 to 1, there appears to be a spark in the membership that still prevails. It is in keeping that spark aglow that remains a struggle to retain autonomy within Local 5. It is also a little difficult for some of us to understand what with the great restraints put on the budget, cutbacks are not effective enough to hold back certain management positions but effective enough to cutback on fulltime positions for staff and better work programs for our students. Yes of course it is the same old story, priorities first. Yet it is a piece of the financial puzzle that never quite seems to fit.

Our local executive over the past year seems to have changed hands more times than a fast moving poker game. This of course could be attributed to contract exclusions, resignations, added responsibilities, conflict of interest and so on. However, despite the weak links, communication between management and staff still remains open. Luckily for us they seem to have problems within their own structure to keep themselves occupied while we try to recruit reinforcements.

Our Principal Charles McCaffray's assertiveness towards a community orientated college has pushed our little northern centre into such rapid progress that a lot of souls are feeling the crunch. Perhaps a little too much, for it seems that some of these souls have undertaken a minor exodus. This seems to be the penalty for remaining dormant for so long. Yet I somehow know the move is for the better.

Some of the objectives within Local 5 hopefully to be completed within the near future are:

- Classifications for new contract due May 16, 1979 have been under research by myself (Vicki Nunweiler) and Lorraine Winthrope (Personnel Officer). Long hours have been spent in putting information together to come up with a satisfactory package. This supposedly has been the easy part. Our trials and tribulations will come in matching the job descriptions

with our new classifications. Then everyone should come out smiling (Nice to be optimistic isn't it?) We would like to thank Sheila Perrett, Local 1 and Local 4 for their assistance in compiling and sending us the classification information. It was greatly appreciated.

- Staff Development (sigh!)
Fortunately we have a Personnel Officer who is very 'gung ho' over this hot item which has been a long time coming. It is supposedly one of her pet projects over the summer. So hopefully will have more news in the fall.
- Our executive is going to start meeting on more of a regular basis with at least one meeting every week. These meetings will include reports from various committees, i.e., safety committee, food committee, stewards committee, etc. We are also going to put emphasis on turning out a regular monthly newsletter and have provincial reps submit a written report to keep our membership in tune with what is happening internally and down at the Provincial. (Something of which has not been too successful in the past.)
- As soon as budget changes, etc. subside, Local 5's executive will approach management to obtain a union office. It is desperately needed. I am a little tired of our bulletin board being used as a dart board and tripping over our union filing cabinet to get to my films.

In March we held a Steward's Workshop Seminar. This workshop proved to be informative and beneficial in giving stewards the confidence needed to proceed with grievances. However if time allowed, discussions could have carried on. We would like to recommend this kind of seminar to any local whose stewards are rather dubious as to what or how important their role is in maintaining an open communicative relationship between employer and employee.

We have had a few grievances, one of which started with the stewards committee and went to the general membership. The L.R.B. was also involved. A Section 7 was filed against Local 5 but ran the time allotment and was resolved. At present there is a two-fold grievance in effect. An employee is grieving the refusal of her increment entitlement by her supervisor and a bereavement leave.

Provincial Election vs. Right to Work Legislation. What say ye now brothers and sisters. Wait and see? Ah yes, to be or not to be.

As the new fiscal year starts to take shape I am sure Local 5 will have more to share with brothers and sisters in AUCE come next September. The membership of Local 5 would like to take this time to thank the Provincial Executive for the long hours and painstaking effort in keeping the solidarity of AUCE alive. And to Sheila Perrett for keeping on top of things as well as she did. Our very best to the new Provincial Executive and all other AUCE locals in their contractual negotiations and for a happy and successful year.

In solidarity,

V. J. Nunweiler
Vicki Nunweiler,

President, AUCE, Local 5

Wilf Bellmond, Provincial Trustee
and Member-at-Large