

## LOCAL 4 REPORT

As a new President of Local #4, I am reporting on the years activity having only been in office for two months.

We have been in negotiations for a new contract since July 1976, or eleven months. Our last contract ended October 1, 1976. We are now into mediation.

The Provincial Mediator was called for by the College and has so far been able to get us talking (negotiating) for really the first time. We have been meeting, it seems, with a team from management who did not have a mandate to move on anything until recently.

The results of mediation could mean a resolved contract. We are asking for an 8% across the board increase and feel duration is a major issue. Local #4 has been successful, if you can really call grievance settlements successful, in fighting an important and essential right of our membership to be protected against the whims of technological change. We feel that our efforts have shown the administration that we will not sit back and watch as our membership is diminished through the technological clause and or major re-organizational changes but rather that re-assignment, retraining or a cash settlement is in deed appropriate for these employees. We also feel that management should and must define exactly what they mean by procedural and reorganizational changes with due notice of the impact of such changes on existing employees.

Local #4 has had to be a watch dog for the security of its members and has had to go to their defence on seven occasions through the formal grievance procedure. We have been successful in two so far, both of which have had to go to the Labour Relations Board. We have incurred legal costs in fighting these grievances and expect that more costs for our Local may be forth coming. The general membership has a good attitude toward the Local Executive and I think is generally satisfied with their performance through the year.

We welcome you all to our Campus and wish you a pleasant stay. We are available for any questions you might have about the College and hope we can provide some worthwhile input to the discussions at this convention.

We have some concerns and some resolutions which we wish to bring to your attention and hope that you will find time for discussion on them.

Once again we look forward to a weekend of constructive energy and hope you find us a worthy host.