

## BULLETIN #2

### FROM THE CONTRACT COMMITTEE

- This Bulletin is of a more general nature than the first in this series - in fact, it does not contain any specific proposals or research.
- The intent is to keep the membership informed of developments and issues which are of concern to this year's Contract Committee.
- The Committee would like once again to urge Divisions to elect Contract Representatives to ensure that all areas are adequately represented.
- The last Bulletin reported that a membership meeting dealing solely with contract proposals was to be held later in December; but, as three at large positions to the Contract Committee are going to be filled at the December 14, 1978 Membership Meeting, the Contract Committee has decided to revise - slightly - the schedule for presenting proposals to the membership. Instead of a meeting later in December, there will be a Special Membership Meeting on Thursday, January 11, 1979 to vote on the next set of contract proposals - this will allow the three new Contract Representatives to become involved in the formulation of proposals.
- There will be further Bulletins before that meeting, possibly two - outlining further research and proposals which will be presented in contract language.
- Immediately following the January 11th meeting the Contract Committee plans to serve the University with notice to commence bargaining.
- In the interim the Committee requests submissions, impressions, praise or criticism from you, the membership - if you are moved to contribute please send it to the Union Office, c/o of the Contract Committee.
- The Contract Committee cannot guarantee that any solicited suggestions will be adopted as proposals, but all submissions will be given careful consideration.
- If they are not put into contract language for the January meeting, the member has the right to present any proposal for membership consideration at that time - if passed they become an integral part of our proposals.
- To-date we have received some praise, some criticism and a few suggestions.
- The Committee has received some membership response on the concept of "no contract, no work" as presented in Bulletin #1 - some has been favourable, some has not.
- What was intended was to indicate - not dictate - to the membership that with a few contract proposals on the table and with the schedule of commencing negotiations in January, 1979, that by the expiry date of the contract, March 31st, the membership would be in the position of having to make some decisions as to the course of negotiations.
- The Committee has not consciously limited the number of proposals - after having scoured the contract for areas of concern, we have been able to come up with fewer than ten proposals, proposals which we feel warrant membership support.

- What the Committee is trying to do is to attempt to wean the membership from the belief that Registration is the most effective time to threaten job action - there may be other alternatives and strategies - then again, there may not.
- But we intend to initiate discussion the issue of job action before the expiry date of the contract - as we perceive it, "final" positions will evolve during the course of January's, February's and March's negotiating sessions and the membership will be called upon to decide upon a course of action or inaction by the expiry date of the contract.
- The Committee has little desire to negotiate throughout the summer until late August, especially if our expectations pan out that all issues will have been discussed and either settled or whittled down by the end of March, 1979.
- Any course of action ultimately rests with the membership and you will decide on any job action, should the situation warrant the threat or necessity.
- The Contract Committee has discussed resurrecting some past proposals and placing them before the membership for consideration.
- Rather than propose any alterations to the existing sick leave policy we feel that it would be valuable to activate the Sick Leave Study Committee as outlined in the contract.
- And, rather than trying to re-word the contracting out and technological changes articles this time around, the Committee would like to see how the present wording operates - in addition, we would appreciate it if any members who have knowledge of how the above clauses operate in practice in their offices would contact the Contract Committee.
- The Committee is presently discussing several approaches to the wages and increment issues and the next Bulletin should contain some of the information and positions on those matters.
- Although we plan to offer various alternatives at the Special Membership Meeting in January, the Committee will be recommending for acceptance specific proposals on wages and increment policy.
- With adequate preparation and discussion we should be able to formulate the new set of contract proposals at the January 11, 1979 meeting and begin negotiations a week and a half later.