

MONTHLY REPORT

Sept. 79

- 1) Classification drafts have come through from Administration. Wilf Bellmond and Jenny Somero will review them and make recommendations for revision.
- 2) An emergency General Membership meeting was called for Friday, Sept. 14/79 at noon. This was to discuss the possibility of ^{B.C.G.E.U.} B.C.B.C. (British Columbia Building Corp.) an on-campus B.C.G.E.U. affiliate, going out on strike. The membership turn out was great! The following motions were made:
 - a) That the A.U.C.E. # 5 membership recognize the B.C.B.C. pickets as being bone fide. Motion carried
 - b) That the A.U.C.E. # 5 membership honor their pickets. Motion carried

Ed Bodner, Sales Rep. for B.C.G.E.U. attended this meeting to provide clarification of the matters in dispute and to ask for our support. Three letters were sent out to indicate that A.U.C.E. # 5 members would be honoring the B.C.B.C. pickets. They were sent to C.N.C. Administration, B.C.B.C., and B.C.G.E.U.

- 3) Our local reps are still attending interviews and submitting recommendations for the selection of Dean of Student Services and Bookstore Manager.
- 4) Forms have been issued to our membership for advance nominations for the A.U.C.E. Local 5 Executive. Further nominations will be taken from the floor at our next General Membership meeting on Wednesday, Sept. 26/79. The final date for elections has not been set - probably mid October as the new Executive will assume their positions on November 1/79.

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Jan.

(Ron Faktor)

Our new Executive is beginning to gel and long stalled projects are being tackled. After much persistent persuasion by our President, Peter Burton, we have been granted a permanent location on campus in which we can set up our AUCE office. The area will require a bit of clean up and organization, but a small group of volunteers is more than willing to do the job. Finally a place we can call our own!

The personnel department has agreed to meet with out designated union rep (probably Jenny Somero) from 9:00 a.m. to 12:00 Noon every Wednesday to finalize the job classifications and start looking at job descriptions in relation to those classifications.

Due to several departments being re-located in different areas on campus, the stewards have been reorganized to be compatible with geographical locations. Five of our original stewards have agreed to stand for a second term and the five new people, relatively new on campus, have offered their services with much enthusiasm.

A Day Care Demonstration Centre will begin operation at C.N.C. effective January 2, 1980. Although students will be given priority, several staff and faculty members have their fingers crossed hoping there will be spaces open for their children. The four people being hired to run the Day Care come under our AUCE bargaining unit. (Clerk III & Clerk IV status.) So nice to have our membership expand for a change, rather than being approached for exclusions.

Our two Members-at-Large, David Wharrie and Judy Attewell have jumped into their new term with all four feet. In conjunction with the Faculty Assoc. they organized a pre-Xmas dinner & dance for November 17th. A good time was had by all who attended. A childrens Christmas party has been planned for December 16th. The response to date by both faculty and staff has been overwhelming.

The next Executive meeting will deal with setting up a Negotiation Committee. There are many clauses and concepts in our contract which require revision and/or clarification. Although our contract does not expire until October 31/80, we plan to be prepared well in advance to enter negotiations.

Emphasis on communication with the membership has become our prime objective. If the new executive and recently installed stewards can maintain the current momentum, the new year will definitely be one to remember at Local 5.

prov. minutes

Local 5 - Ron Faktor is the new Local 5 rep to the Executive, replacing Jenny Somero. Research will be beginning soon for the new contract which doesn't expire until October but needs alot of revision - so, anyone from the other locals who can offer help on negotiations or suggestions for improvements, please send your info to the Local 5 Executive. Copies of the present contract are available from the Provincial Office. In November the B.C. Building Trades were going to go on strike and had the support of AUCE #5 in their contract stalemate with the B.C. Buildings Corporation which is contracted for the college expansion. Their BCGEU contract was settled without a strike.

Minutes of the Provincial Executive meetings February 9th & 11th, 1980

PART ONE - @ Robson Square Media Centre, Saturday morning

1. Local reports -

Local 5 - Ron Faktor reported that next membership meeting was scheduled to take place on February 20th. The negotiating team has been elected by the membership - Vicki Nunweiler and Kathy Parker - they need lots of help with research from other local contract committees. Jenny Somero is still meeting with management on job evaluations, the end is not in sight. Management has arbitrarily excluded a position from the bargaining unit - bookstore manager. The similarity between this situation at Locals 4 & 5 regarding the exclusion of this position from the bargaining unit was discussed. The local was encouraged to grieve such attempts by management to erode the bargaining unit. Provincial has scheduled the Labour Canada-funded educational week-end for the 21st, 22nd and 23rd of March. Topics for the agenda are Contract Interpretation, Shop Steward responsibilities, Grievance and Arbitration procedures.

After the meeting a general discussion evolved around how the Executive should be having more input in the form of motions rather than the decision making falling on one person's head which has resulted in some conflict among members.

Staff Development is being promoted by the College and our membership feels it's a good candidate for our contract.

Grievances

Two so far this spring. One resolved at the first step. This was a grievance involving Health and Safety. The second is a little more complex involving job description, wages, reimbursement, etc. Open for discussion.

Other problems at Local 5 consist of Communication vs Isolation reviewing Sweden's Resolution to this problem. Turnover of staff seems to be quite high over the last few months. *WE WOULD LIKE TO RESOLVE THIS. PROBLEMS SUDDENLY SEEM TO BE ENDLESS AT THIS POINT. OUR MOTTO FOR NEGOTIATIONS: NOT GREED: JUST NE.*

Prov. Min.

4. Local 5 (College of New Caledonia @ Prince George) Report -

The College has offered the union staff development programmes which may lead to increased skills. Time off from work (with pay) will be allowed. Provincial is providing the Local with Carole Cameron of AUCE Local 1's office, for one week in June. Carole will assist the local in setting up their newly acquired office and will also conduct a Shop Steward's Seminar for the Local's stewardship. The College has granted the Stewards time off with full pay for all stewards attending the workshop.

Moved by Sheila Perret
Seconded by Star Rosenthal
DEFEATED (After a tie vote,
broken by the Chair)

That in case Carole Cameron cannot go to Local 5 because of commitments presented by the Local 1 strike, for any or all of the week planned, that Suzanne Marria take Carole's place and be paid at Carole Cameron's rate of pay in order that Local 5 be serviced.

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

In the event that Carole Cameron cannot attend Local 5, then the Provincial Executive is authorised to make alternative arrangements to ensure that the Local is serviced.

Further report appendaged to the minutes

5. Moved by Suzanne Marria Seconded by Lid Strand

That the Provincial pay lost wages for at least 6 of the Local 5 Shop Stewards for 1/2 a day in order that they may attend a Shop Steward Seminar.

March 80

Our AUCE office space has been put on "hold". Due to maintenance expansion, the small area we had may be converted into office space for faculty. Of course we will continue our requests for an office, but all possible space is running out fast.

Jenny Somero has attended two meetings with personnel regarding job classifications and descriptions. Draft formats were drawn up for staff and supervisors regarding job descriptions and a grid has been formulated to update members of our bargaining unit in relation to their present classification and seniority. Several established grading scales are being looked at in order to eventually be able to plug our job descriptions directly into a corresponding classification. Jenny is making no promises regarding the date of completion of this process, as the background work and volume of material to be dealt with is extremely time consuming.

The Daycare Demonstration Centre was not filled by student's children. Registrations for children of faculty and staff are being taken now and it will be available for community use at the end of the month.

Classroom Aides (6 people), previously in a gray area due to their short term contracts and non-teaching functions have been incorporated into our AUCE bargaining unit.

One of our Members at Large has been appointed as Manager of Operations in the Community Education Department (a non-union position) so we will be scouring the campus for a replacement as soon as possible.

January and February invariably seem to be months of short tempers and general dissatisfaction. Our Chief Steward has been kept busy fielding questions regarding numerous parts of our contract and general complaints which are largely based on inter-departmental personality conflicts. No valid grievances have been launched to date.

THANK YOU - to A.U.C.E. Provincial for providing the Educational Seminar in Prince George on March 21-23/80. The people who donated their time and effort to come up here are to be highly commended. Although the seminar was disappointing in terms of numbers attending from Local 5, those who did participate, have attained a renewed sense of support and solidarity. The seminar was invaluable with regard to our heightened "kinship" with A.U.C.E. Provincial and all our sister locals.

FEEDBACK - from the Local 5 Executive on proposals for Affiliation presented at the last Provincial Executive Meeting. Also discussed at our General Membership meeting on March 26/80:

1. Remain A.U.C.E. and lobby C.L.C.? NO (Consensus was to remain AUCE, independent and intact. Period.)
2. Do you wish to merge with another union in order to join C.L.C.? NO (see above)
3. Do you wish to join C.C.U.? NO
4. Other affiliations? NONE

DELEGATES - to Affiliation Convention slated for April 12 & 13

Ron Faktor - Prov. Rep.
 Vicki Nunweiler - Prov Rep.
 Kaye Gibb - nominated by membership
 Jenny Somero - nominated by membership
 Peter Burton - nominated by membership

MEETING - of General Membership on Wednesday, March 26th produced euphoria among the Executive of Local 5 in terms of enthusiastic input from our members on all topics. (Perhaps more than a few were feeling guilty about not participating in the weekend seminar?) Discussion regarding affiliation was lively and well-informed due to the research materials provided by the AUCE Provincial group. The decision made and conveyed to our delegates a unanimous consensus.

- 1) Local 5 will set up an office in the old print room location. (The Bursar was previously consulted and agreed that possession was 9/10 of the law)
- 2) A group of volunteers (8) were organized to clean out the print room for occupation. This was set up as a lunch hour project for Thursday, March 27/80. Subsequently done and looking good!
- 3) The membership approved purchase of another filing cabinet and a typewriter.
- 4) All minutes of our General Membership Meetings will in future be typed and distributed to the entire membership. (As an additional form of communication and possible sparking of interest in union involvement)

* *
May

The political atmosphere seems to be getting warmer at Local 5. We are approaching the expiry date of our contract and so it seems others are aware of this as well. John Calvert and Maurice Gagner of CUPE called shortly after April's Convention and asked if they could meet with our executive to ask any questions about CUPE or just to have a general discussion. Local 5's answer was to the tune of Don't Call Us We'll Call You!

Faculty vs Management

Ugly delemma! Management is definitely putting on the squeeze, however Faculty are not budging. Lack of funds to pay for legal fees have created a problem, so faculty have called for volunteers to assist in paying the legal fees. Faculty members have donated \$100 from their paychecks. The big fight is still for Technological Change and arbitration is on its way in but things are being kept on the hush. Mr. Macaffrey had received a vote of non-confidence by faculty to be followed by a vote of confidence by the Board. A local 5 rep attended the board meeting and was asked Local 5's feelings on the whole issue. We decided to stay neutral at that time.

Membership Meeting

Local 5 had its membership meeting on May 7, 1980 to hand out ballots and to have a general discussion on the up and coming contract negotiations. About 30 members showed up at the meeting with a good show from the shops. The emphasis seemed to be on wages and the concern seemed to be whether we would have the support from the membership as a whole if a strike vote had to be taken. Local 5 was also introduced to the new Assistant Principal and Information's Officer, a former news director of CKPG in Prince George. Some concern was brought up about the Steward's Meeting at U.B.C. and some members were wondering if instead the workshop could not be tied in when Carol Cameron comes up and a request of Provincial for lost wages for 6 stewards for 1/2 day???

Negotiating Committee

We held our first negotiating committee meeting on May 9, 1980. It was noted that there was room for more organizing and how to resolve some of the problems we were incurring. A few of the articles we tackled were Temporary employees, Classification, Student Placement just to mention a few. The end result, lots and lots of work for the negotiating committee over the next few months and any help would be gratefully appreciated.

JUNE

Local 5 Report

1) Faculty vs. Management

- Currently in Mediation (requested by college)

Membership Meetings

Local 5 had two membership meetings since the last provincial meeting

1) May 21 - 30 people present, with a good turnout from the accounting department and the shop areas. The meeting was called to elect delegates for the June convention and to announce notices of motion to change our bylaws.

Delegates elected were: Peter Burton, Jenny Somero, Marj Drummond, Alternates Wilf Belmond, Kaye Gibb

Bylaw changes: Notices of motion were received to: Add the position of Union Education Officer to the Executive. Limit the Term for serving in any 1 Executive Position to a maximum of 2 years. Delete article XVI (organization year) from the bylaws. These will be dealt with at the June 25 meeting.

2) June 11- 20 people meeting dealt with-

Results of dues increase vote - passed 53 yes - 11 no
this will raise our dues to \$ 7 for full time persons and to \$ 4 for part time regular. The extra funds will be placed in a Strike/Lockout Fund. Also an emergency resolution was passed for submission to the convention. The main purpose of the meeting was to hear a report from the local BCGEU and CUPE Pension meeting . A member of the Faculty Association attended the meeting and reported. The feeling of the membership is that the Superannuation is a rip-off and they want out. We will be talking and writing to our MLAs about this in future. As far as we are concerned there are better private plans than the Superannuation. More to be reported at a later date, when we have more information. Carole Cameron (Local 1) answered some questions about the Local 1 contract.

Grievances

The 2 grievances mentioned in the last report were solved at the Step 1 level.

Job Classifications/Descriptions

This project is scheduled to be completed by July 1. It must be completed prior to commencement of negotiations. July 1 is a commitment made to the Principal. Results to date: A new category for Secretaries; Classifications and descriptions for Day Care Workers and TAs were written from scratch due to the fact that these 2 categories are new to the Local 5 unit; Jenny S. is currently meeting with the personnel officer twice a week with 1 day sessions each.

Negotiating Committee

We have held about 10 meetings to date. An optimistic date for beginning negotiations has been set for July 1. A more real date would be August 1 and even then we would have to hold more frequent meetings than now. We have covered 8 articles with a further 20 to go. Changes made to date can be discussed at this meeting.

Sept. 79

During the past six weeks Local 6 has been preoccupied with a hearing before the LRB on an unfair labour practice, and with negotiations.

This semester teaching support staff are being appointed yet again at 1977 rates of pay. This is because the administration failed to implement the pay increase for our bargaining unit which was approved by the Board of Governors in 1978. As a freeze period was in operation at that time, pending our certification vote, the union filed an unfair labour practice with the LRB, based on the claim this was a change in the terms and conditions of our employment, since regular practice over the past 5 years was to implement an annual increase. The university's argument is that no increase is routine and regular, and that the increase could only have been implemented as part of a package which included structural changes to the conditions of employment. The case was heard by Mr J.M. MacIntyre, Vice-Chairman of the LRB, over one and a half days, but no decision has been heard yet. The union has asked that the increase should be implemented, retroactive to September 1978.

Negotiations appear to be progressing better. The University's team have all returned from vacation, and they have finally presented a response to the Union's proposals. Some articles have now been initialled, including grievance procedure and dues check-off. The University's response on some items - job description in particular, is so far from the Union's demands, however, that it is obvious that the final contract is still a long way away.

The other important area of union work remains organising. We have a large number of new bargaining unit members to be contacted at present. Mary Mabin will be employed as organiser for one month, to co-ordinate this work, and we hope to mount an intensive drive during September and October.

Oct.

Local 6 - Organising proves to be an ever enormous task; nearly half of the bargaining unit this semester consists of people new to SFU. Most efforts are now directed at signing up new members. Negotiations continue and a sexual harassment clause has been signed and will be subject to ratification by the membership when the contract talks are completed... One result of SFU's continuing practice of cutbacks is that teachers are being faced with an increased workload by larger classes this semester. Grading is becoming out of hand. Local 6 awaits the decision of the BC Labour Relations Board on the Unfair Labour Practice filed by the union against SFU in March - the university refuses to implement the annual increase which was due to the teaching support staff more than two years ago! September '77. Job descriptions and appointments are still outstanding - SFU refuses any language that would limit the workload of Teaching Support Staff. Because tutorials are increasing in size the pay is working out to be less for the job although the actual amount has not changed, and the quality of the education is decreasing with the larger class sizes. The university is also opposed to any language that would allow academic freedom; TA's would be restricted from free comment about the material being taught or other general questions about education. SFU wants to define the TA's in terms of student status: Grad students would be from MA or PhD programmes, Undergrads could be hired and paid less than grad students - such a contract item would allow students of differing levels of education to be paid less for essentially the same work with similar degrees of responsibility & skill.

2
Nov.

Negotiations have been progressing very slowly. The article under discussion for several weeks has been job descriptions, and the university has been unwilling to move significantly.

Organising has met strong resistance, as a result of a growing conservative, and anti-union sentiment on campus.

Local 6's official opposition, the "Ad Hoc Group" of concerned TAs continues to distribute material, write letters etc. Recently they approached Simon Fraser Student Society to request funding. Although this was not approved, the Student Forum seriously entertained the idea, which was supported by several members. Forum does have an official policy of support for Local 6, but this may be challenged in the next few months.

We feel that a concerted effort needs to be made, by all unions on campus, to educate student across campus - both graduates, who form our potential bargaining unit, and undergraduates.

Local 6 finds itself in a very vulnerable position now. It is three years since the organising drive began, 11 months since we were certified, and we are still negotiating our first contract. We are faced with an anti-union sentiment on campus.

AUCE Provincial has already invested a considerable sum in Local 6, both in grants and in loans.

We hope to conclude our first contract in three to four months. We represent a bargaining unit of about 500 part-time employees, and when we begin to collect dues, should pay per capita tax of approximately \$6 000 per year, and be in a position to begin repayment of loans and debts.

Now, however, in order to assist us in reaching a contract, and in retaining our current membership, and signing up new members, we request that the Provincial assist us financially with the following amounts:

- One GTA 1 salary for 4 months (\$2315) to pay a negotiator.
- One GTA 1 salary for 4 months to pay an organiser.

Dec.

Local 6 - Mary Mabin reported that an organiser has been hired and has been working for approximately 2 months - lots of new members have been signed up although it is very hard now because potential members are gearing up for the end of term, and, want to see how the contract negotiations succeed before joining up. A stronger drive is planned for the beginning of the Spring semester. Negotiations are lagging, meetings are taking place and progress is slow. The TSSU wage proposal is on the table - management has not responded in any way. Local 6 reps met with some members of the UBC Teaching Assistant local, CUPE 2278 to discuss each others' progress. The CUPE local has sufficient numbers signed up in order to apply for certification. That union has two paid workers.

Local 6 won the hearing before the BC Labour Relations Board which ordered Simon Fraser University to pay the Teaching Assistants their increase of September 1978 (4%), but will only be paid retroactive to January 1979. The university is apparently contemplating an appeal of the decision yet has agreed to go ahead and pay the award - it must be paid to those eligible by March 31st, 1980. It is up to the union

to supply the university with the names of those eligible for the in-crease. Suzanne Marria expanded the information on the union's wage proposal: The demand includes a COLA (cost of Living Allowance) clause that makes adjustments for an increase in the cost of living every semester. The union has also initiated a system to establish rates of pay using the system used at SFU 2 years ago; the reason is that two years ago there were 2 rates for TA's - one for PhD candidates and another for everyone else. In the meantime the university has created a differential so that there is one rate for PhD candidates, one rate for Masters students, one rate for undergraduate TA's and another rate for non-student TA's. SFU's explanation for the different rates is as a scholarship portion of their gross pay. The TA's are not getting straight wages for the work being done; they receive a certain percentage as a wage and a certain percentage as a scholarship because of their 'educational potential', and this is presenting a problem in negotiations - SFU refuses to budge on this item at the present time. Another problem that has emerged in negotiations is that the administration is becoming increasingly rude and intransigent about several things. The meeting this week, which came after the LRB decision on the 4% increase, was difficult. The next negotiations session will happen after the Christmas break. Regarding the 4% decision, SFU has been really obnoxious about it; Local 6 suggested that a form in duplicate be sent to each member to determine for both the union and the university how much the TA expected in retro pay, based on their salary scale. SFU objected strongly to such a form being sent out at all. The principle upon which the decision was based is very clear; the university admitted a violation of the interpretation of Section 51 of the BC Labour Code. The vice-chairman who heard the case had the chairman of the BCLRB read the decision before it was published - an indication that this decision is a very important precedent. Regarding the SFU appeal of the decision it is suspected that they will appeal the award amount but not the decision as a whole. Hopefully the favourable decision will give the union alot of flex to work with in the organising drive and in negotiations. Re the Ad Hoc anti-TSSU group, (about 5 or 6 people who are actively anti-union and regularly publish anti-union propoganda) they don't feel the union represents a majority of the members. Their tactics amount to a smear campaign - suggestions that the union is strike happy. The student newspaper, The Peak, slammed the Ad Hoc group for their methods - an editorial opposing their tactics was published recently. They (A/H) have approached the Student Forum for funding to work in opposition to the TSSU, the Student Forum meeting was not quorate and the request was refused; there was some support for the Ad Hoc group's request. Student Forum is on record as being in support of the Union's organising efforts. TSSU representatives spoke to Student Forum and presented a letter to S/F refuting the Ad Hoc claims and substantiating the union's position, and further explaining what was/is happening in the organising and negotiations. Decertification rumours are being checked out carefully as they emerge.

Regarding the second request for funding the wages for an organiser, at the equivalent salary to that earned by a GTA-1,

**Motion to defer the request to the January meeting. See item 6 below.

Moved by: Mary Mabin 2nd/ Joan Wood Carried.

It was asked whether or not the local has considered asking the Labour Relations Board to impose a first contract - Suzanne replied that the matter had been discussed with the local's lawyer who feels the such an order is difficult to get unless there exists documentation of gross interference by the administration. Options which could still be considered are mediation and arbitration.

JAN. 1980

Local 6 - Mary Mabin reported that negotiations are still underway. The Ad-Hoc (anti-TSSU) committee has told #6 that they have sent a letter to the LRB in complaint of TSSU failure to represent the majority of the bargaining unit.

Local 6 has hired two workers to do organising - Louise Normandin and Nick Coleman. SFU has made a wage offer which they claim to be worth a 17% average increase - they've yet to prove this. #6 wants a COLA clause; the University has refused. 265 people are now signed up.

March

The Labour Relations Board has rejected SFU's appeal of the Board decision that the 4% increase in pay to the TA's be paid. The local used a lawyer, Leo McGrady to assist them in the appeal. The bill is \$1100+. See motion above re donation of \$500 for assistance in the payment of the bill. Negotiations continue. The Local has applied for mediation. Tutorial size limits are an outstanding issue for TSSU and are seen as a necessary aspect of quality education, and as well would result in a limit in the amount of work to be done. In exchange for a secure provision on tutorial size the local may decide to drop their demand for a 'union-shop', which would result in a Rand Formula structure. The University rejected any movement on this issue of tutorial size and was not willing to discuss compromises.

The LRB has forwarded to TSSU a copy of an application for decertification by certain TA's working at SFU - there are 13 signatures on the application out of the bargaining unit total of 450+ people. It is not known how the LRB will move on this since the local is negotiating and since there is also an unfair labour practise filed with the Board. The unfair labour practice concerns the University's decision to not rehire certain of the sessional instructors in the English Dept., stating as their reason, the lack of course offerings. The University then offered the course and did not hire the former employee, who was in the job for 5 years and is a union negotiator.

A new executive is being elected - all positions have one nomination except for the President position which is being contested by Bob Wiseman and Michele Preston. Wendy Frost will replace Susan Knutson as the Provincial Rep. A grievance is being considered for filing on behalf of a member who worked for three semesters without pay on the understanding that a regular job would be promised at the end of that time.

MAY

1. Mediation. Our first meetings with the mediator, R.J. ("Phil") Phillips were brief. Two days of meetings were scheduled, but he cancelled meeting with the union on the second day. The mediator decided that in order to apply pressure to both parties, he would schedule a limited time of intensive negotiations. So next week, from Monday to Friday we will be in negotiations with the university and the mediator.
2. Decertification. The LRB rejected the application by a bargaining unit member to have a representation vote held, on the grounds that of the 280-odd signatures received only 254 were not duplicates, and of those only 119 were currently employed. As this was less than 1/3 of the bargaining unit, the application was rejected. The anti-union group has not given up, however, and have started a fresh petition - much more sophisticated, giving it much more legal basis, with additional information required.
3. Organising. We hired two organisers in January. One worked for a short period of time - and reduced the hours worked during the week, having found the pressures of organising a hostile bargaining a tremendous nervous strain. The other was a very successful organiser. He worked steadily throughout the semester, and contacted the majority

of our bargaining unit. He wrote a good, comprehensive report - and his assessment of the situation was depressing. He felt his major successes were in terms of neutralising anti-union sentiment, not insinuating up new members, which was very difficult. He did sign up some - and succeeded in raising the total sign-up level by a few percentage points - but we still have a lot of work to do.

5

The past month has covered exams and semester break, so has been very quiet for our local. We have been meeting to plan our summer activities however, and have some ideas for summer work, which we hope will give us a good base for building support in the fall, particularly if we have signed our contract by then.

June

1. Negotiations have been the focus of attention, so other matters have been neglected. Organising is not really happening this semester - the bargaining unit is much reduced during summer, and few people have not been employed at SFU before. Grievances are at a standstill - we cannot make progress without a contract. In legal matters - the LRB's decision to dismiss the decertification application has been appealed, and further submissions are being received - so we are awaiting a further ruling on that; we still have an Unfair Labour Practice on Sessional Instructors before the Board.
2. Our negotiations are now reaching a climax. We have been in mediation for 6 weeks now; the mediator has been of very little use to us - however, we continue to meet with him present, whenever possible. It may serve to make the administration marginally more reasonable. After a 24 hour session 2 weeks ago, the differences between us were reduced to a few items, and after a subsequent meeting, were further reduced to 3 clauses: Management Rights; Withdrawal of Services; Membership. Management's clauses on the first two are totally unreasonable. Their position on withdrawal of services has been reduced during discussions in the past week, but still maintains potentially the right to discipline people who choose to respect picket lines on campus - though it allows the right to make the choice; and establishes that anyone who does cross picket lines, may be obliged to scab, as well as doing their own work. At a membership meeting on Thursday, the membership rejected the University's last proposal, and directed the executive to organise a campaign to get us a decent settlement. The wage proposal is difficult to explain - the structure of wages has been changed, so the % increase is not constant, but overall represents approximately 20% of the total budget. We have 6% retroactive to September 1979; the term of the contract will probably be to April 30 1982, with 9% increase in the second year. Other items in the contract will be reviewed once it is signed. We have begun to publicise the state of negotiations through press releases, and letters to other unions. This appears to have had some effect on the university - who after having walked away from our last meeting while the union was caucusing, saying there was nothing further to discuss, have now agreed to meet again. We will be meeting with the mediator on Monday - and hope to see some movement.