

Malaspina College came into being in the Spring of 1969. From then until May 1975 support staff employees nominated a spokesperson who would liaison with the Bursar for any requests they wished to make. We always received a % increase equal to the average of what the participating school districts within the College region received. In early 1975 the support staff was approached by the Bursar and it was suggested the support staff should formally organize as the College Council had employed a professional negotiator. At that time, B.C.G.E.U. was already on campus representing support and teaching staff at the Vocational Campus and it was assumed we would join B.C.G.E.U. We had one of their staff representatives come to talk to us and answer our questions.

We approached AUCE, who at that time were organized at U.B.C. and just organized at one other college. We reached the point of writing by-laws but in the end decided AUCE was not the union we wanted either.

CUPE was then approached. We were impressed with the availability of research, education and legislation departments and also that each local could remain autonomous withing the large association. We also felt it was important that CUPE was within the House of Labour.

Local 1858 became certified in May of 1975 with 82 members. Our first contract was signed in July of 1975. It was a one year contract - April 1, 1975 to March 31, 1976.

Our union dues were 1% a month to a maximum of \$10.00 and have risen to a maximum of \$15.00.

Our first contract brought our lowest paid clerical worker from \$465.00 a month to \$705.00 a month.

Local 1858 has only really negotiated one contract.

The late spring and early summer of 1976 was spent involved in the Lindholm Industrial Inquiry Commission. Malaspina College Council saw fit to join the Mid-Island Public Employers Association so we no longer talked to our employer. Local 1858 came out of the Commission with their contract intact and Job Evaluation saved. Our monetary increase was 9.6% and 7.8% effective April 1, 1976 and April 1, 1977.

These increases were approved by the A.I.B.

During 1977 we had one arbitration case which Local 1858 won. It was a matter of a member not being recalled to a position which management posted. The employee received back pay and seniority rights.

Local 1858 completed and signed their job evaluation in July of 1977. Job Evaluation was bargained in our first contract in 1975 and through various delays not completed until July 1977. Any upgrading was retroactive to April 1, 1975. In order for us to have this plan accepted by the A.I.B. we had to agree not to negotiate a contract but to have our current contract extend to March 31, 1978. This was in the form of compliance. This means that if a member was not evaluated upward then that member will only receive an increase if the cost of living exceeds 6%. It was the only way we could get job evaluation and not have members pay back monies.

We feel this is totally unjust and immoral but of course like all other public employees have no clout to fight the A.I.B. except when our chance comes at the ballot box.

*everybody gets the 6%
but those not evaluated
only get the 6%*
