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NEWSLETTER: MARCH, 1986 - NO. 5

The Personnel Services Newsletter covers issues and events we feel may be of interest to you. A number of events have occurred since our last Newsletter in February.

NEWS FLASH! CUE NEGOTIATIONS END.

Close to two years of on-again, off-again negotiations have now resulted in a tentative agreement between the University and CUE, representing the majority of clerical and library employees. The tentative pact is subject to ratification by both sides (the Board of Governors meets April 3, and CUE expects to have a ratification vote at a special membership meeting on or about April 3) and the approval of Compensation Stabilization Commissioner, Ed Peck.

The agreement will run for three years (From April 1, 1984 to March 31, 1987), and provides for no wage adjustments in the first year (1984/85). In the second year (1985/86) there will be a 1% general increase plus special adjustments for Buyers, Clinical Secretaries and Senior Theatre Assistants as well as a \$200.00 lump sum payment to all staff of record as of March 25, 1986, pro-rated for part-timers. In the third year, major changes will occur to the wage table, to reduce the six incremental steps over five years to three steps over two years.

~~ANN TURNER~~
CATALOGUE RECORDS

The difference between the steps will be increased from \$30 to at least \$60, to provide for more meaningful increases in cases of promotion, and the steps will be related to the individual employee's progression in the job rather than to a fixed calendar date. Additional recognition will be given to those employees who have fallen most seriously behind market value in our higher paygrades. Also, there will be a lump sum payment of \$100.00 to all staff of record as of December 1, 1986, pro-rated for part-timers.

The most exciting new feature of the agreement from an operational point of view is the revised Article 3.04 - Temporary Employees, which will permit Personnel Services to engage our own staff of temps (up to this time were prohibited from hiring employees under these conditions and departments were forced to pay hefty agency fees in many cases). We are happy indeed to be able to provide a more flexible and less expensive resource to you, and will be eliciting your suggestions about how to set up our "temp" division in the near future.

Many other revisions have been agreed to, and to fully explain what they mean for supervisors and employees alike, we will be conducting workshops starting in May, and will advise you of details in our next newsletter.

STAFF DEVELOPMENT

In the last newsletter we talked about the orientation of new managers in our function. Since then we have held the first of such orientations for 10 people who have recently assumed management positions at the