

AUCE 3 REPORTS

OR The Smaller They Are, The Harder I+Is!

AUCE 3 was certified back on 3 April 1974. The first contract between AUCE 3 and the Board of Governors of Notre Dame University was signed in mid-November 1974. Besides establishing standard labour practices the most significant achievement of the contract was to raise the monthly base rate from \$406 (on a 37 1/2 hr. week) to \$540. That isn't a lot, but around here it was a great leap forward, from the minimum wage.

All the terms were negotiated with President - now-on-leave - thank-goodness, Cecil L. Kaller, probably the person most responsible for AUCE3 organizing. A letter from him to Labour Relations clinched our certification swiftly. He was not (and probably still isn't) convinced of the need for collective bargaining or its morality.

When Kaller opened negotiations with AVCE 3 he was still licking his wounds from his run-in the previous year with FANDU, the faculty union, as they were ^{being} certified.

It is said the good die young. Perhaps that is why Cecil Kaller stayed around so long. To the great relief of many (all?) faculty, staff, and students, and (oh, come on, guys!) even a few administrators, Cecil L. Kaller is on sabbatical for his last contract year. It was a week into August before he left his presidential ^{chambers} ~~(abode)~~ for the comforts of his ^{nearby} house, provided for in his contract with NDU. His temporary replacement, former U. of Victoria president Hugh E. Farquhar, leaped then from a relaxed retirement into the fire and fog of Notre Dame life: fire

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because of the desperately poor relations between the administration and the faculty and staff (and students) ; fog because of the murky future and the uncertainty NDU has lived with for so many years. One would almost think the interim president is on a crusade or feels the need for some excitement. While there have been some ruffled feathers and continuing problems since Farquhar's arrival the atmosphere at NDU (~~has~~) is tangibly different. Other than some very tense hours in negotiations there has ^{been} an atmosphere of relaxation.

The second contract talks between AUCE 3 and the Board of Governors (known "affectionately" as the BOG) began again, to our chagrin, with Cecil Kaller in mid-May. The talks were

delayed till then and through June by the delayed ⁴
reclassification talks and because of vacationing BOG
negotiators. None of the money issues could be discussed
until ^{the} new classifications were agreed to. During May
and again in July AVCE 3 and Kaller were able to
sign about one third of the new contract, mostly
standard and little or no change items. Kaller was his
usually adamant self, adamant against admitting
this is ^{the twentieth century} (~~the twentieth century~~ 1975). With his feet
firmly in the air (of the previous century, that is) he
took his typically anti-union positions. One example ^(E)
was his proposal to reduce the maternity leave won
in a hard fight the previous year. Perhaps he was
concerned about an epidemic of pregnancy.

With the arrival of Hugh Farquhar there was

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a further delay in negotiations while he familiarized himself with the situation. AVCE 3 applied for mediation in mid-July having met a stone wall (suspiciously resembling Kaller's head) in earlier negotiations. At the time we figured the usual three week wait ^{for a mediator} would carry us past the end of Kaller's reign. We anticipated a great improvement in NDV labour relations.

In the third week of August mediator Bill Phillips met with ^{three} negotiators for AVCE 3 plus one for the BOG, the University treasurer. While Farquhar observed the session for the first hour, the negotiating was all done by the treasurer, an accountant, John Ryan. The session lasted from 3 p.m. to midnight, with an hour break for supper, and articles were being

signed almost as fast as they could be put on ^{LG}
the table. The mediator stated he'd never seen
anything like it for speed and smoothness. He must
have wondered about the mediation application, unless
he knows about Cecil L.

Once again, though, money matters were not
discussed, and Ryan, the treasurer, was informed
during the session that the BODG intended to bring
in a high-priced lawyer, who had negotiated
previously with FANDU, to handle the money issues.
Ryan was very upset at this revelation which
perhaps spurred ^{him} on that night to sign more
and faster than he would have otherwise.

The bringing in of this professional negotiator
was going to mean a delay of nearly a month.

AUCE 3 was unhappy at the thought of this ⁷
long delay, especially since things were going
so swimmingly with John Ryan. As it turned out
AUCE 3 met with Ryan and the personnel
manager about 3 weeks later on 9 September.
At that point the BOG had had our money
proposals for over 2 weeks and we were
expecting a counter-proposal. Admittedly we
didn't expect to get our suggested base of \$879
by 1 January 1976. However, we felt, because of
the new regime and impending additional government
loot, we would be offered substantially more
than the \$540 base we "enjoyed" from our first
contract. Their initial offer was another \$70 per
month.

AUCE 3 was prepared to settle for a base of over \$700. Their \$610 proposal was much lower than expected. On the morning of 10 September AUCE 3 again met with the mediator and the BOG and turned down the offer. We were prepared to make our second offer and expected one from them. Instead John Ryan suggested the mediator report out and AUCE 3 prepare to withdraw services. Even the mediator was stunned by this sudden reversal of contract congeniality, and quickly asserted that he believed that ^{there} was room for maneuvering. He met with both sides separately for the remainder of the morning, and just before noon both groups reassembled and the BOG offer had nearly doubled. Do you believe in magic?

On the afternoon session further clarification of the offer resulted and the BOG offer stood as virtually doubled from their take it or strike (~~striking~~) position of a few hours (~~previous~~) before. AUCE 3 was told by the BOG that all the available dollars were on the table. Both sides went to work with calculators to determine the cost of their respective proposals. We were \$40,000 apart but the BOG wouldn't budge. The BOG gave AUCE 3 negotiators a free hand to arrange the available cash in any form we saw fit but, ^{stated} that no more money would be forthcoming. A wage grid was agreed to that knocked down the higher positions we had hoped to elevate to a level closer to the other AUCE locals. By the end of the day AUCE 3 was

looking at a proposed base of \$660 from 1 July ⁽¹¹⁰⁾
on the reclassified scale plus 8% on 1 January
giving us a base then of \$712.80. Since no one in
the unit is on the bottom notch our actual base
would then have been \$723.60. The negotiators
wrestled with that overnight and in the morning
were ready to agree if the work week was reduced
to 35 hours and suitable holiday and vacation
clauses could be agreed to by the BOG.

This proposal, of course, spent more money and
increased benefits, and the BOG was adamant
that the hours in one area, the cafeteria, could not be
reduced because of shift scheduling problems. By
eliminating a fifth year increment ~~and~~ AUCE 3
negotiators were able to give all but the one

area a 35 hour week, plus give a 7.14% (11)

differential to the cafeteria workers for the extra time, plus keep the proposed rates for 1 July and 1 January, and all for the allotted amount. However, the BOG wouldn't buy it.

AUCE 3 ~~()~~ had been backed into a corner by the mediator who was convinced that we had been offered the maximum the BOG had, and who believed, through contacts he said he had at the coast, that the powers that be were looking for any excuse (such as a strike) to close down NDU and ship its students elsewhere. The premise for that belief is that NDU is a political embarrassment to the government ~~(who)~~ and that it has ^{been} ~~fund~~ ^{will} ~~),~~ expending for more time, money, and energy here

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than it would prefer. AUCE 3 is well aware of the broken promises, delays, and vagueness from the government regarding NDU and could not discount the possibility that its existence is tenuous. However, the negotiators are still wondering if they were bluffed by the mediator and the BOG.

During the ^{late} afternoon the mediator met with AUCE 3 and promised ^{to attempt} to extract an agreement ^{from the BOG} to our compromise position, which he felt was reasonable.

At the end of the day AUCE 3 and the BOG met again to ratify the desired wages and hours clauses, and unexpected bonuses in vacations and holidays.

We were prepared to settle for 3 weeks vacation to start, 4 weeks after ~~five~~ 5 years, and 5 weeks after 10 years, with an additional day per year

after that. However, the BOG signed for 3 weeks ⁽¹³⁾
to start, 4 weeks after 4 years, and 5 weeks after
8 years. Also, after every five years of employment,
an employee receives an additional week to be
taken any time during the ensuing 5 year period.

Aside from statutory holidays the BOG agreed
that whenever the University closes ^{officially} there will be
paid holidays. This will bring an additional day in
the spring and more days at the Christmas break.
In the previous contract we had the 3 statutory days
plus 3 others also paid during the Yuletide season.

With good vacation, holiday, and hours of
work clauses, and a definite improvement in wages,
the membership of AUCE 3 accepted the negotiated
settlement nearly unanimously. There was one dissenting

vote. The meeting was held on Thursday evening, ¹⁴
11 September, just hours after the final articles
were signed. The contract is being prepared for
signing and will be ready during the week of
22-26 September, the first week of 35 hours.
The general feeling is that virtually all AUCE 3 will
need to negotiate next year is wages, and possibly
a new classification for what will be, hopefully,
an expanding public institution.

P.S. Good luck to all ~~(our)~~ AUCE locals in present
and future negotiations. It is always easier
the second time around ... I think.

Lee