

## Annual Report from Local 1

The year was a busy one for some members. The Executive agonized over problems caused by a few members being less than enthusiastic about an Operating Engineers picket line. A special assessment of \$20 was made to bolster the strike fund.

Contract negotiations began late in January 79. We expected a hard line from the University. After two weeks we asked for a mediator. With the mediator, the University negotiated more positively, offering 5% early on. It was not very long before the membership accepted, 7% for one year with no clauses that take away, but gave us better control of employee files.

The negotiating Committee is not dead now, though. They met recently to start mapping out our demands for next time. It also ensures continuity when the new Committee is elected before the end of the year. Local 1 has been fortunate in having consistently full and active Contract Committees. They do a lot of research in their spare time and one example where a small union like AUCE has been very successful.

One of our ~~pet~~ demands was 100% employer paid medical/dental plans. The University refused them but they make sense from an employee's point of view in times when wage increases are hard to get an employee would not have a greater proportion of his/her wage going on deductions. (To my knowledge, the clerical and library staff at Douglas College have this benefit.)

Local 1 recently initiated an AUCE Travel Club through P. Lawson Travel. At least one non-member has signed up with the union in order to enjoy this benefit

Subcommittees have been set up on affiliation and on office re-organizational. Unfortunately the same volunteers take part in both so solutions come out of committee very slowly. The re-organization subcommittee is looking at having a third person in the office either full or part-time. The Grievance Committee is down to 4 members with the Union Co-ordinator doing the bulk of the ~~foot~~ work. The third person could free the Co-ordinator from clerical duties to concentrate on grievances.

A submission to the LRB concerning the conflicting certifications was undertaken. Our lawyer has decided not to do any more legal work. We will have to look for another good lawyer, but we appreciate Barbara's efforts on our behalf.

Some of us at local 1 have been wondering if it is not time to increase our dues, in order to finance more services to the members. Perhaps any dues increase should be a percentage hike as our that last wage increase was a percentage hike.

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succeeds  
B. Fridly  
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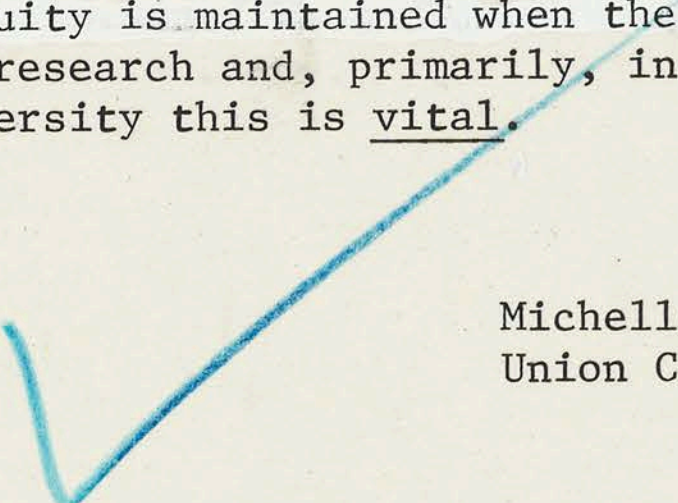


## LOCAL 1 REPORT

No small part of the "success" of this year's negotiations can be attributed to our respecting of the Operating Engineers' picket lines last year and to the fairness and dignity with which we shared the financial loss - bargaining unit wide. Undoubtedly, the University was testing our resolve and resiliency through the Operating Engineers' strike. With one notable and regrettable lapse in self-respect and judgment we demonstrated to the University our integrity and resolve.

Contract negotiations began January 26, 1979, in an effort to reach a settlement on or before March 31, 1979 - the expiry date of our Collective Agreement. After five sessions with the University we had reached a critical stage in negotiations. The University had not demonstrated any flexibility in regards to our proposals. On February 15th, the membership voted unanimously to apply for the services of a mediator. Under the auspices of Clark Gilmour, the first three mediation sessions had not been overly successful, especially with regards to University movement on our positions. The University had not moved on its initial offer of 5%. Much of our time had been spent in the area of knocking University proposals off the table. However, by the sixth session in mediation (March 21), and with the University upping its offer by 1%, we had reached the "crunch". At the March 21st session the University, with a flurry, presented its final offer - 7%, changes to our Hiring Policy clause which allowed for seniority to be the determining factor if no applicant was superior in ability and qualification, an increase in Shift Differential, and changes to our Employee Files clause which would allow an employee to remove an "Official Evaluation Report" from her/his file after 24 months. On March 22nd, the membership voted to accept the University's "final offer" and on April 5th the 1979/80 Collective Agreement was ratified.

The Contract Committee is still in force, on an ad-hoc basis, until a new committee has been elected. They have been meeting in an effort to set a tentative timetable for next year's negotiations as well as investigating areas of concern and proposals with respect to our Collective Agreement. To have the Contract Committee meet on this basis ensures that continuity is maintained when the new committee is elected. In the area of research and, primarily, in the "art" of negotiating with the University this is vital.



Michelle McCaughran  
Union Co-ordinator