

"Component 14" folks

Local 62, B.C.G.E.U. Douglas College

Douglas College was certified on December 20, 1974. Our bargaining unit consists of clerical, technical and maintenance staff. Lab technicians were placed in our bargaining unit after 1974 following a Labour Relations Board ruling in which they were declared "non-teaching" staff.

We have negotiated two contracts. The first gave us a large increase in pay but we were negotiating under the A.I.B. for the second contract so "money" was not a primary gain! However, we do have a C.O.L.A. clause based on the Consumer Price Index so we can expect some monetary protection under it.

Some of our clauses include:

- quarterly union meetings held on college time
- a long term disability plan which gives us unlimited sick leave
- a hiring procedure which allows regular, permanent employees to do temporary jobs at a higher rate of pay and return to their own position with no loss in status than what.

We also have various committees under our contract:

- Labour Management Committee has met two times to date and has regularly scheduled monthly meetings
- Joint Job Evaluation Committee has been meeting for over a year and is attempting to fairly evaluate and reclassify positions at Douglas College. Estimates have it that we're 2/3 complete but it's a long, difficult task.
- Grievance Committee is very active since we presently have 14 grievances in progress. We have been to arbitration on one occasion (so far) and won over \$5000 in lost wages for a technician.
- Selection Advisory Committee is directly involved in the selection of employees by short listing from applications received as well as sitting in on the interview process.
- Safety and Education Committees are joint committees also and deal with matters of common concern in an effort to have programs and eliminate situations that are detrimental to our members.

Local 62 is affiliated to the New West & District Labour Council and sends two delegates to their monthly meetings.

Our executive consists of Chairperson, Vice Chairperson, Corresponding Secretary, Recording Secretary, Treasurer, 4 Campus Representatives and 4 Stewards. These 13 members meet once a month. Local meetings are held at least four times a year but other meetings are called when issues arise.

vs.

what kinds of issues

because of geographical problems?