

R. WILLEY, PRESIDENT

The accomplishments of the past year have been concentrated toward finally signing a new Collective Agreement. 14 months of negotiations have resulted in a good solid contract for the members. We have made advances in seniority with a shift to seniority based on hours worked. We have re-defined our "category of employee" clause and through this have secured better benefits to our members. We have made moderate advances within A.I.B. guidelines with respect to wages and salaries and have generally cleaned up the language of our Contract to help in the proper understanding of the intention of many clauses. We have also made advances in recall procedures when lay-off occurs and now have provisions for the notification of job openings to former employees.

Our opportunities with respect to re-classification have remained and the Colleges' attempt to have downward re-classifications has been eliminated from the contract.

The new Contract has been printed for each member and distributed. It will be discussed at a series of contract seminars, planned by our executive, for the general membership. The first of which will be held on October 27, 1977.

The new principal, Paul Gallagher, is proposing a complete restructure of our Internal Governance system and our Local will be actively involved in discussion and recommendations regarding this new proposal.

We are presently electing new committee members for the various bodies which make up the present governance structure and will try to maintain and improve representation of our members on these important committees.

As always there are problems, and we have our share. We have 5 active grievances presently, 2 of which are going to the general membership for approval to take them to arbitration. We may need to take 2 other grievances to arbitration as well.

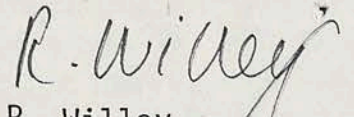
Other problems involve conditions of apathy toward the union, and attendance at general meetings have dropped off sharply since we solved the money question and signed the agreement. This would seem to be a natural occurrence. Interest and active participation must be built on a foundation of integrity and belief in the goals of an Association. When the issues are important, we can really count on our members for support. when the issues seem less important the active support dwindles to a core

group of general members who find the day to day business of a union worthwhile and important.

Basically, we are in good shape. I think we have a solid core of support for the Local and for its executive. The future seems secure but, as always, the executive will try to improve and in some cases, fight, to maintain the rights and benefits of the members of Local #4.

I hope your conference can supply us with fresh ideas and further, that our delegates can stimulate discussion and ideas on your agenda items.

Yours respectfully,

  
R. Willey  
President, Local #4

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