

All Campus Unions Meeting
Nov. 13, 1985

Barry Hodson (OTEU), Lionel ? (OE), Pat House, Kitty Byrne, Ted Byrne, Margaret Friesen (Librarians' Assn.), Geoff Crampton (Fac. Assn.), Joe Denofreo, John Calvert (Cupe Research Officer), Rob Mingay (Cupe PR), Horacio de la Cueva and Rod Haynes (TAU)

Contract Negotiations.

OTEU: no negotiations currently
will be meeting once Barry is properly preped by Bert Mitchell
Physical Plant, main problem contracting out
AMS settled: one yr. freeze, 2.5 in second year, no freeze on increments (frozen at expiry of agreement, but now paid retro.)

Faculty: - several months negotiations on salaries - Univ. stalled for a couple of months over budget uncertainties - Univ.'s held to 2%, discretionary, determined by dept. heads (not acceptable to Assn.) - normal career progress increments frozen for 2 yrs. and Univ. says they will continue to be frozen - Fac. says money should be used to pay merit increases - arbitration on 12 firings in Dec. - binding if board unanimous in decision - Univ. has admitted can afford 2% and arbitration will have to decide how allocated: ie. merit increases or discretionary - Fac. are asking for 5%, which they believe they can justify, but ultimately they think it will be 2% and really a question of how it will be distributed
- arbitration re. 12 on Dec. 16

OE - three year agreement offered - 0, 2, wage reopener - jurisdiction and contracting out main issues and getting rid of Ritchie and Associates

Geoff Crampton: Fac. had meeting with Univ. Council to discuss their public survey - indicated to them then that this year no indication yet as to what budget will be (in past the council has known by this point) - this = indication that there will be some increase, otherwise they would say

Cupe 116 (absent, but Joe reported): in mediation - already had zero year and won't accept 2 such years - they want sg. in the first year - Andrews had tabled \$500 signing bonus - R&A is issue now - no layoffs within the life of contract has been on table from outset, and they are sticking to that demand
- no layoffs demand - Univ. will obviously not discuss or give any favorable indication until after Faculty arbitration re. terminations
- longer they wait to settle, the more interest they collect on the money

Nov. 13, 1985
Campus Unions meeting, p. 2

TAU - some agreements - access to list of members every month eg.
- no wage offer - now left on table for TAs: wages, tuition
waiver - no meetings since March - have never yet met with
Eileen Stewart - will be meeting with her soon

Ritchie and Associates

Faculty: - motion re. R&A
 - letter to Smith
 - concern that R&A will have effect on librarians -
Pres. Smith assured them that R&A will not be reviewing the
work of the librarians

Joe: repeated comments re. R&A as way of reducing level
of supervision = self supervision with report forms - so
eventually will have effect of reducing management staff (ie.
librarians as well)

MF: - librarians' duties not being considered
 - time spent in analysis of tasks is taking inordinate
length of time and they have no experience so their work
needs constant correction - time taking and effect on morale
the main problems (note: librarians later made point
that they are training R&A in an area in which they have
no expertise, so not only taking a lot of time, but R&A will
leave here with 'expertise' they did not have when they arrived,
and at our expense)

Faculty: Smith said R&A would probably not go beyond LPC -
LPC is purchasing/requisitions function, so library experience
is not important (Sidney Mindess repeated this later:
also said that Smith said the kind of schedules they were
coming up with for custodians were a bit 'silly' (!), didn't
think they needed to be so detailed, all they really needed to
tell people is here's the building you're responsible for,
you have one day to do the work, eg. - this strictly off record)

Geoff and Margaret left at this point - John asked them for
1. info. re. services and 2. Commerce Faculty that may be able
to help in research: mgt. consulting systems...why Ritchie? -
mgt. theories

OE - Traffic and Security - down 25%
 Kitchen and _____? - down 30%

John: have to document such reductions: before and after

Nov. 13, 1985
Campus Unions meeting, p. 3

Joe: research, pr. - get message across to students
Rod: Fac. Assn./TAs/Librarians, all on our side to some extent, should be no problem getting info. out to undergrads. and grad students - major thrust should be to get rid of current AMS, elect progressive body

students: Rehab. Medicine cut altogether, program cuts if students begin program they will be able to finish - this is very serious
Senate not able to guarantee to any dept. that

Rob M. : get all campus groups together for rally, press conference, or sg. - press conference with reps. from all campus groups

Joe: after Research has prepared report we can have one-day conference and present publically - follow up with press conference and communique

John: importance of building coalition, incl. students, faculty

division of tasks:

- more research
- muckraking, interviewing
- pr, separate campaign
- job action
- alliance, coalition

- John
- Ted, Rob
- Joe coordinate
- Ted and Horacio will work on getting students involved, TAU will work on fac. involvement, liase with Ted/Joe

- conference

Note: Joe and John talked to Ken Andrews next day - not going to involve ll6 in coalition of any sort, but willing to distribute any literature, support us, participate in conference, help the researcher gather information, etc.