

Maintenance Negotiations Break - Workers Reject Contract Offer

There are two unions currently negotiating their contracts on campus. They are I.B.E.W. local 1432 and C.U.P.E. local 1870, representing respectively the maintenance workers, and the clerical and secretarial workers.

The maintenance workers contract expired July 1 and there are 8 items under dispute. They are: vacation schedule, length of probation period, strikes and lockouts. Substituting at a higher rated position, different pay clause, overtime, contracting and wages.

The bargaining team for I.B.E.W. has consisted of six people. There are 4 people from the local; Francis Clinton, who is head of the local negotiating committee, Mr. Rod Innis, Charles Matheson, and Edmond Gaudet. Also on the bargaining team have been Medley LeBlanc who was representing I. B.E.W. International, and Philip Fleming who is negotiating officer for the I.B.E.W. locals on P.E.I. LeBlanc has left the Island for Halifax.

On the University side of the table has been Mike Hennessey, the Registrar, Bill Dykeman, the university engineer, with the heavy weight, being Denny Clough, the university Comptroller.

Wage Demand

High, But...

The most crucial item of negotiation has been wages.

Last year, U.P.E.I. allotted \$61,000 or an 18% increase, for the maintenance workers. So far, U.P.E.I. has raised their offer to \$95,000 or 28%. The Union is holding firm for an increase of \$117,000 which is 34%.

The Union's position may look extreme at first glance, but if one compares their wages to those in comparable positions in public service the increase seems justified.

Public Service Get More

In talking with Mr. Coady an employee relations officer with the Public Service Association, I discovered that the base wage for a Service worker, Class I, is currently \$5,900 for a 2,000 hr. work year. This wage has been in effect since March 1/74 and is due to increase to \$6,500 as of October 1/75 the contract is to be renegotiated as of March 1/76.

The current base wage for Service Worker Class I on Campus has been \$4,400/year. If the Union succeeds in obtaining the increase of 34% this will bring the basic wage of Service Worker Class I to \$6,900, probably two increments. The first increase of 75¢ per hour would bring the Service Worker Class I up to \$5,900, retroactive to July 1/75 and the second increase on October 1 would bring him to \$6,900. This would be 400/year more than a comparable P.S.A. worker on that date.

If one takes into account the fact that the P.S.A. workers have been getting a bigger wage all along, as well as having the opportunity to renegotiate their contract on March 1/75 the increase requested by the maintenance workers seems more than adequately justified.

Arbitration Breaks Down

The Union rejected the current U.P.E.I. offer 75¢/hr. last Wednesday by a massive majority of 44-1. The negotiations now enter a 21 day cooling off period during which the conciliation officer Mr. Roger Kennedy files his report. Either side may make a fresh proposal during this time. If, however, no settlement is found during this period, the union takes a strike vote the following week and can legally strike one month from the start of the cooling off period.

While speaking to Mrs. Clinton, she expressed the personal opinion that the University negotiating committee were too inflexible in the face of reasonable demands I can also quote from Mr. Philip Flemming, "We (the Union) are strong, and the people are together and know what they want. Unless the University comes to us they can expect a strike."

Hopefully we will have Mr. Flemming and Mrs. Clinton present at the general S.U. Meeting to answer questions as to

the Unions position. Those who have a view to express are urged to attend on October 5/75.

Clerical Worker Negotiations

The issue currently under dispute between U.P.E.I. and C.U.P.E. Local 1870 have not been fully outlined, but will probably revolve around wages, fringe benefits and working conditions.

The negotiating committee for C.U.P.E. Local 1870 consists of Carol Grovenstine, the president, who is from the Extension Department, Paul Grey, a Lab technician, Russel Melanson, from Audio-Visual, and Barb Bartell from the Library. They are receiving guidance from Bob Crockett who is the Island Representative for C.U.P.E.

For the University are Mike Hennessey, Merritt Crockett, and Dennis Clough.

This is the first contract to be negotiated by the Union for the people on campus since the local has only existed since July of this year.

At this time, the negotiations seem to be proceeding normally with discussion centered on core issues. There have been regular meetings and the last one on Friday was to have revolved around wages.

I can only hope that both parties will proceed with the realization that their actions not only affect those involved, but the whole university community.

John Jenkins

COMIX

IN A NUTSHELL...



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FORCING ADMINISTRATION TO IMPROVE...



AND THE STUDENT LIVES HAPPILY EVER AFTER.

