

...for SU workers

# Easily settled contract

The struggle for unionization has been won.

The Students' Union staff gained formal recognition as Local 1368 of the Canadian Union of Public Employees. For the staff, it means the difference between depending on the good will of their employer, and being in a position to bargain with their employer as equals. It means the difference between having pay increases and benefits granted as privileges and being able to demand conditions that they have decided upon. Previously the Students' Union had denied this power to its staff.

The CUPE negotiations, expected by many to be a hard long struggle, resolved themselves recently in a surprisingly smooth and quick passage through the Negotiating Committee. The Union executive representative, Percy Wickman, expressed surprise at the speed of the settlement. "Considering the sheer length of the document (28 pages), the 2½ day negotiating period seemed to indicate that management wanted to see negotiations concluded as swiftly as possible."

A wage freeze had been instituted by the Students' Union until negotiations were

concluded. The short negotiating session meant that people would be getting their raises very quickly Mr. Wickman said. The new contract has already been ratified by the Union staff and CUPE (local 1368).

Students' Union Treasurer Frans Slatter, was the only member of the Students' Union executive available for comment. He expressed his own personal satisfaction with the agreement, and sees no real obstacle to its speedy ratification by the executive.

Students' Union General Manager Darrel Ness expressed deep satisfaction with the results and indicated that negotiations had been conducted in an atmosphere of "complete good faith on both sides." Another positive aspect of the situation was that the Students' Union staff themselves elected the people sitting on the CUPE negotiating committee.

Highlights of the 28-page document were the following:

- A check in the growing disparity in wages, at least among the non-management staff. The minimum starting wage rose from \$274 to \$302 per month. Maximum wages

rose by the same amount (\$658 to \$691 per month).

- A comprehensive benefits package that ranks among the best of its kind which includes a 35 hour work week, (2) an annual 4 week vacation, three months paid maternity leave, and on being terminated, an employee is entitled to 1 months notice with termination pay. A redundancy clause gives the employee an additional 3 months of pay, i.e. (if his job is phased out)

- Extensive grievance and arbitration procedures (until the present contract employee could be summarily fired at will).

- A no discrimination clause; women will now get equal pay for performing the same work.

- The formation of a Labor-Management Co-operative Committee; it will consist of four reps from Labor and 4 from management.

- A job security clause, the text of which follows

"In order to provide job security for the members of the bargaining unit, the Employer agrees that work or services presently performed or hereafter assigned to the collective bargaining unit shall not be subcontracted, transferred, leased, assigned, or conveyed, in whole or in part, to any other plant, person, company, or non-unit employees. Exemptions may be made by mutual agreement

by Dennis Zomerschoe

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