



# Heads up



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Brief articles on issues of current importance to our mem-

## Brief Facts

- Since the end of the Social Contract, Doug Auld's pay has increased 56.9%

- If our pay had increased similarly, our current salary scales — before any raise for this year — would show:

### Instructors

minimum \$42839

maximum \$72734

### Professors

### Counselors

### Librarians

minimum \$55,058

maximum \$99,000

- The college recently paid \$20,000 to settle a claim for damages arising from their failure to recall a laid-off professor to a vacant full-time position. Their excuse was that they wished to leave the position vacant to help balance their budget.

## Contract vote May 8 Team asks members to reject offer

At a presentation Monday for Local 420 members, Harry Plummer, a member of the current academic bargaining team, presented an overview of management's current offer of settlement and explained the rationale for conducting a vote at this time. He urged the members to "come out in force" and soundly reject the offer.

The offer, if accepted as it currently stands, would facilitate unlimited overtime, including teaching beyond the current 36 (38) weeks maximum, and would allow managers to coerce individual teachers into accepting "lieu time" instead of money for that overtime.

Other clauses in management's offer would open the door to averaging contact hours from week to week and assigning additional complementary functions and Professional Development activities in non-teaching weeks.

The offer being voted on contains no salary or benefit improvements.

Plummer told the members present that this

vote was one of three steps that have to occur in order to put the union team in the best position for applying pressure to management to reach an "on time settlement." He reminded those present of the success this strategy enjoyed in the previous round — the only "on time settlement" in the history of the bargaining unit. The other steps are: fact-finding, which will be scheduled soon after the results of this vote are known; and a strike vote, which is not possible until early in the Fall.

The teams are scheduled to return to the bargaining table on Monday, May 12 and have arranged 25 more days of face-to-face bargaining between that time and the expiry date of the current collective agreement.

Voting polls will be open tomorrow, Thursday, from 9:00 a.m. until 1:00 p.m. in the foyer of the Kente Building. All full-time and partial-load academic employees are entitled to vote

## Local establishes \$80,000 strike fund

Members at Monday afternoon's general meeting directed the Local to designate \$80,000 of members' surplus as available only to augment strike pay in the event of a work stoppage, and consequently to transfer \$80,000 of short term investments into a newly created strike fund.

OPSEU policy provides for weekly strike pay during the first three weeks of a strike of \$125 plus \$20 per dependent. After three weeks, the rate rises to \$200.

"This fund will allow our Local to pay an additional \$100 per member per week for at least 5 weeks." says Treasurer Harry Plummer

Local President, Bernie Belanger, is pleased that the membership has taken this step. "It's a wise use of the surplus funds to ensure our members are not unduly disadvantaged in the event of a strike."

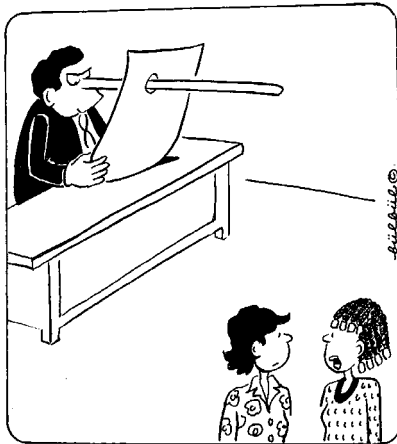
This is the first time the Local has been in a position to offer supplementary strike pay.

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"Management is working on their list of clarifications to their offer of settlement"

## Arbitrator condones devalued sick leave gratuity for LTD claimants

Arbitrator Howard Brown has condoned the College's practice of paying out the sick leave gratuity of a retiring LTD claimant at the rate of salary she was earning on her last day at work. A Local 420 member on LTD at the time of her retirement was entitled to a sick leave gratuity. The college determined the amount of her payment based on the 1995 salary schedule. The member filed a grievance claiming this constituted discrimination on a prohibited ground — disability — and demanding payment based on the current (2001) salary scale.

Despite observing that she would have been entitled to the higher rate had she returned to work on the last day before her retirement, Brown refused to declare her treatment "discriminatory" because "(she) has been treated in the same manner as any other employee in the same class of employees who are absent because of their disability."

This suggests that it's permissible to treat a disabled person differently from able-bodied persons as long as you treat all the other disabled persons the same.

## Waiting for Arbitration

According to Tim Gleason, a contributor to CALM, "The idea of labour arbitration was to have a legal process for resolving workplace disputes that could be fast, simple, and cheap. But, the process has become a lengthy, costly and complicated legal forum."

"Other problems include delays that rival those in the courts and a grievance-to-decision timeline that can be measured in years." →

A Local 420 member can identify with these observations. The member has been without income since being fired in February and has only recently been granted a day of arbitration to occur in September. Barring some kind of mutual settlement of the matter, the member will probably find himself involved in several days of arbitration that may well persist well into 2004. In the meantime, as the college refuses to give him a "letter of recommendation," he faces a difficult task to find an alternative source of income.

Even if the grievance succeeds and the member is reinstated and compensated, the long wait will likely cost this member his home and his savings. Unfortunately there is no central fund to which the member can turn for help and the members present at Monday's meeting were unable to find agreement on how to offer assistance.

## Local bursary for Crown Wards

The Quinte Regional Children's Foundation, a volunteer support group for the Hastings Children's Aid Society, has a new bursary sponsored by Local 420.

The membership voted Monday to fund the OPSEU Local 420 Bursary of \$1,000 to be awarded annually to a deserving Crown Ward who registers in a first year program at Loyalist College. The necessary funds will be drawn

from our scholarship fund which currently supports four scholarships awarded annually to Loyalist graduates.

The recipient will be selected by the Foundation. The first award of our bursary will be made on May 23 at the Foundation's Youth Achievement Awards night. A Local 420 Executive Committee member will make the presentation.