



# Heads up



Volume 2, issue 4

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Brief articles on issues of current importance to our members

## Brief Facts

### Head office strike pay

- \$125 per week for the first 3 weeks
- \$200 per week after week 3
- Additional \$20 per dependant per week.
- the same for partial-load employees as for full-time.

### Local strike fund

- \$100,000
- Enough to pay each member \$100 a week for 5½ weeks.

### Strike duties

- Must be done to earn strike pay
- Are the same for partial-load as for full-time employees.

### Past strikes

- 1984 - 23 days
- 1989 - 28 days

### Benefits Covered during the strike

- Life insurance
- Extended Health
- Vision
- Hearing
- Dental

## Members signing up for strike duties

At lunch hour yesterday, the first 27 members registered for strike duties. Local 420 executive members will be conducting more sign-up sessions in the cafeteria from 12:30 to 1:30 each weekday until the strike deadline.

Requests from members who wish to do their strike duties at another college will be taken under advisement and the Local will contact the other Locals involved and attempt to broker the arrangement. If you want to explore this possibility you need to sign up early. It takes a few days to make the arrangements with the other Local.

Members who do strike duties will be eligible for strike pay from head office. A Local strike pay supplement will also be available to participating members. The final decision on the amount of the supplementary strike pay will be made at the general membership meeting at noon tomorrow.

If there is a strike, it will begin with a mass picket at 7:00 a.m. on Wednesday morning. Specifics of the arrangements will be announced early next week. All members who intend to undertake strike duties are



President Bernie Belanger signs up Linda Pipe while Terry Hickey, Ingrid Timmermans and Steve Bolton look on

expected to participate. After the mass picket, there will be a general membership meeting starting at 2:30 p.m. at the Bay of Quinte Country Club (South side of Highway 2, West of Wallbridge-Loyalist Road). Picket teams and car-pools will be finalized that day.

Plan on being involved for the whole day.

A “telephone tree” is in place to allow us to contact every member if there is a last minute settlement and the strike is cancelled.

## Activists picket ACAATO dinner

This past Monday about 75 activists converged on the Kingston campus of St. Lawrence College to mount an information picket on the occasion of the Premier’s Awards Dinner hosted by the Association of Colleges of Applied Arts and Technology of Ontario (ACAATO). The picketers came from 14 different colleges; including 39 teachers from

La Cité, who arrived by bus, and 4 Local 420 members.

The dinner presented an early opportunity for our Union leadership to speak directly to the Minister of Training, Colleges and Universities Mary Ann Chambers, several Col-

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# Kingston Picket

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lege Presidents and to John Farrell chair of the College Compensation and Appointments Council (CCAC) — formerly the Council of Regents.

Ted Montgomery chair of the union bargaining team, and Paddy Musson chair of the Academic Division related our members’ concerns to Chambers.

Chambers’s response was, “students have the greatest of respect for their teachers.”

Montgomery rejoined, “give us the tools and resources and we’ll do a better job.”

Harry Plummer got to speak with John Farrell, the chair of CCAC.

“We’re here helping you (ACAATO) in your quest for more funding,” Plummer told Farrell.

Farrell agreed with Plummer’s contention that the general public would prefer a tax increase over broken campaign promises.

Following the picketing, the crowd heard solidarity messages from OPSEU 1st Vice-president Smokey Thomas, Peter Boyle a representative from the Kingston Labour Council, and Bob Eaton Region 4 OPSEU vice-president.

At the end of the rally Ted Montgomery spoke to the assembly. “The quality of the education we are able provide depends on the strength of our workload formula,” Ted said. “That quality has suffered greatly from cost-driven manipulations of the formula by management. It is time to reverse that decline,” Ted proclaimed

The picketers were disappointed that Kingston television did not bother to cover the activity despite their heavy presence inside at the dinner.



Some of the pickets at St. Lawrence



Paddy Musson and Ted Montgomery speak with Mary Ann Chambers



Bernie Belanger - Local 420 President



Gord Peck and Wayne Boicey give a St. Lawrence student a pamphlet outlining our staffing concerns



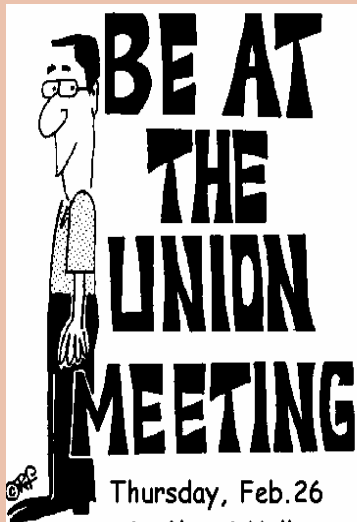
Bernie speaks with Paddy Musson, Academic Division Chair

# Heads UP

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Thursday, Feb. 26  
in Alumni Hall,  
from 12-1:00.

## Why the delay getting back to the table?

The 74.5 per cent strike vote was known last Tuesday, yet there has been return to the table. Several members expressed concern that nothing is going to happen until next Monday; a mere two days before the strike deadline.

Last Saturday, at a meeting of Local Presidents, Ted Montgomery explained the situation.

The mediator, John Mathers, suggested the date for resuming talks.

“We made the last move at the negotiating table (Jan. 30). Management walked away rather than reply,” Ted began. “The strike vote made it crystal clear that the membership is not prepared to accept management’s current offer.” It’s their move.”

Ted observes that management could have differed with Mather’s timing decision, but the Union could not unless we were prepared to modify our demands — not a reasonable decision under the circumstances.

Ted is confident that 2 days is sufficient time to resolve the issues to both parties’ satisfaction. “There is nothing on the table that cannot be resolved without having to resort to a strike,” Ted asserted.

Nonetheless, there is always the chance that management wants to delay settlement for their own purposes. Consequently we must be fully prepared to walk out on Wednesday morning.

## Benefits covered for strikers Union to pay full cost

Arrangements were finalized today for continuing the benefit coverage for all striking academic employees. Representatives from the Union met with CCAC personnel and worked out the details that will see all employee benefits continue for the duration of the strike. Contrary to what was pub-

licized earlier, Dental coverage is included.

There will be no special rules or procedures — members will submit any claims to Sun Life in the same manner as if there were no strike.

OPSEU will pay the Council the premium cost.