

# CUPE LOCAL 1582 NEGO-NEWS

MAY 1, 1984

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## round one:

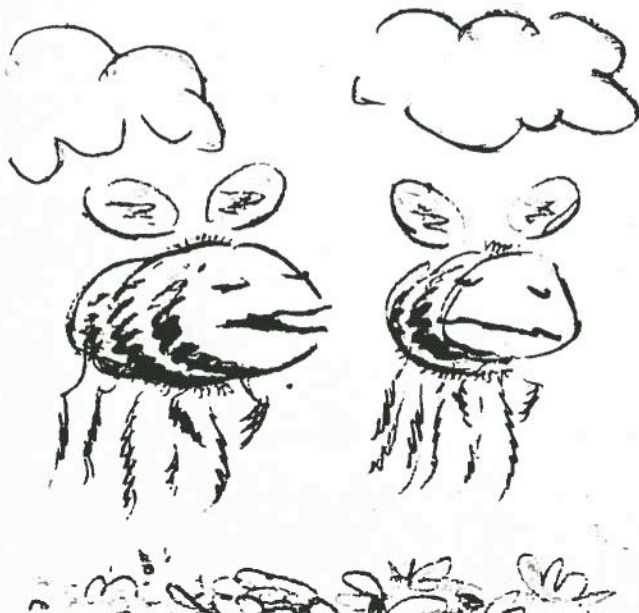
On Monday April 30 negotiations began. Representatives of all three C.U.P.E. Locals were present, with our C.U.P.E. Representative, Jack White. Managements negotiating team included Frances Schwenger, Vivien Wong, Pat Zuest, Peggy Walsh, and a lawyer, John Sanderson. Jack White distributed copies of each locals proposed contract changes to everyone. Somewhat to our surprise, Management had no proposals for us.

Before going through our proposals in detail, Jack spoke briefly on a number of subjects. He pointed out that Bill 111 calls for voluntary restraint, and denied that our wage increase was bound by the legislation. Jack also expressed the Locals' concern with the proposed changes in the hours of opening and the way management had reached its decision. Finally, Jack referred to the large number of grievances arising in General Reference, summarizing the history of frustration there. In view of managements failure to remedy the problem, he proposed the establishment of a sub-committee to examine the situation and reach a conclusion before the end of negotiations.

Jack then read through each of the local's proposals explaining in brief their rationale. We agreed to adjourn when he finished. It was then, when John Sanderson was making his closing remarks, that we learnt that management might have proposals for us next time. Jack White, Risa Pancer and Sue Genge all objected to this (see Risa's comments) - but there was nothing we could do about this. Sanderson also requested that we keep the discussion at the bargaining table (i.e. closed negotiations) Jack White replied that it had always been our policy to inform the membership of the negotiations process, and he didnt think we would change that now. Sanderson said "I hear You..." So, in cheerful defiance of Management's wishes, we'll keep you posted.

Next meeting is still to be arranged.

Karen Bamford, 1582 Negotiating Committee



"Actually, I'm no longer a drone. I'm a consultant."

(Was this heard being said by a member of the Administrat.'s nego-committee)

# WHAT IS MANAGEMENT UP TO?

This is an article I do not want to write as I do not want to be too negative reporting on our first meeting with Management.

On a positive note, It feels very good to be back at the bargaining table which is less restricted by government controls. We have a lot of catching up to do as we have not bargained since 1982. It is also nice to<sup>be</sup> back at the table with L. 1806 (librarians) and L. 2758 (maintenance). It feels that we are closely united on many issues such as job security.

Why do I feel so negative? The Management team consists of V. Wong, Schwenger, Zuest, and Walsh. They are all new to the negotiating process at M.T.L. They collectively have no experiance. V. Wong has sat in negotiations here for three years but ~~in~~ his role has been mainly that of secretary for management. Zuest has spent hundred of dollars in the . . . past year taking quick "How to learn how to negotiate courses" at the library's expense but has no practical experience. Although Meadows (director) is not physically at the table it is him as representative of the Administration that we must hold responsible along with the library board for what happens in negotiations.

The administration in its wisdom has decided to once again use the services of John P. Sanderson as their spokesman at the table. We must remember that Sanderson is representing Management and what he says is reflective of managements opinions and attitude towards us. I think that Management wants to redirect some of our hostility towards them because of the hours change and number of grievances to Sanderson.

John P. does not remember (as he told us yesterday) but he made his first appearance in negotiating with us in 1981. Sheila Rody wrote in NegoNews May 1, 1981, Management's lawyer-negotiator was presented to us as an honest man who is concerned about relationship between Management and staff, a man who will give us a fair deal." Both Terry Otter and myself wrote, that Sanderson speaking on behalf of management told us that they could not negotiate until City Hall had settled. (NegoNews May 1/81). As Karen mentioned in the above article, Management did not present their proposals to us. They said they would present them at a later date. They now have a chance to examine our proposals and make demands based on them. It allows them to present new demands to us even though the bargaining process has started. We came into the meeting to bargain in good faith;it is too bad the other side did not see fit to do so. The Administration decided to gave us a slap in the face as they broke a ten year tradition here of exchanging our proposals in the first meeting. Sanderson claimed that he had never negotiated here and did not know the process. The attitudes displayed in 1981 and 1982 continued on and ~~are~~ present yesterday. The words might be spoken by an outside lawyer but they reflect an ever increasing hostile ~~xxxx~~ administration.

I would like to end on a positive note. Managements' team is new with no experiance and therefore very weak. 1582 has a strong very connected committee (of course I am biassed) with inexperienced and experienced members. With the rest of the membership behind us we can do great things. We'll keep you informed.

Risa Pancer, member of negotiating committee

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1582 Negotiating Committee is Sue Genge, Tricia Wright, Karen Bamford, Anne Richmond, Mary Anne McKellar, Kathy Scott, Risa Pancer.

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Carmel Marchione has recently resigned from the committee. She deserves much thanks for all the hard work she put in when we put our proposals together. Look out for word when an election will be held for position on the negotiating committee.

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\*\*\*Nego-News is being put together by Risa Pancer (History Department) so if you have comments, articles or ideas please let me know. Thanks.