

PRE-NEGO NEWS

Nov. '83

This week the negotiating committee met for the first time. We decided to send you this bulletin to let you know what we think are some of the important issues for this year' negotiating. We would like to know what you think. Please read page one, and then complete page two, and return it to your steward before this Friday. (We would like to bring the results to the next membership meeting.)

Thank you.

Now, read on.

Wage Controls/Wage Demands

Last year we were guaranteed a 5% increase in our wages, but did not have the right to collective bargaining. ~~At that time, our right to bargaining.~~ This year, our right to bargain has been restored, but we have no guarantees. Provincial payments to municipalities will be held at 5%, but we are free to negotiate for a larger increase, as management is free to offer less.

The Nego. Committee feels that since low paid workers (us!) suffer the most from wage controls we are justified in seeking more, and will ask for a 12% increase. In addition to this, we will again try to negotiate for parity with Metro Municipal Workers, who do the same work of equal value, as we do, for the same employer, yet are paid 12-20% more.

Technological Change and Health and Safety

Through the year, the Library has faced many changes. As workers and Unionists, we may be facing our greatest challenge as the Library rapidly automates. We must protect ourselves in all the avenues that will be affected. The best and only way to protect our working conditions is to get protection in our Collective Agreement.

24.01.02
"reels" work

1. Job security for those displaced by technological change. No one with more than one year employment with the library would be laid off.
2. No loss of money as job content changes due to technologicla change.
3. Training periods with no time limits at the employer's expense, so that we will be able to learn the new skills required by the new technology.
4. 10 minute breaks away form the Video Display Terminal for every hour worked on the machine- - due to increased stress, eye strain and backache.
5. No more than 4 hours worked on Video Display Terminal per day!
6. "No contracting Out Clause" to include use of volunteers in the library.

24.01.02 "ends arm"

2-1-02

Leave

Leaves are another area of major concern. Unpaid leave of absence for up to one year should be claearly available, as well as an increased period of adoption leave in order to conform to provincial adoption law requirements. Clear guarantees for extensions of maternity leave are necessary. Bereavement leave should be longer, and should extend to cover the deaths of those people who are important to us without being part of the traditional nuclear family. Parental leave and increased amounts of personal leave are vital.

No Concessions

We think it likely that the Board will try to take a hard line with us in Negotiations. We are anticipating attempts to take away rights and benefits that we have enjoyed for the last years -- such as paid personal leave or voluntary Sunday overtime. This year's Negotiating Committee is not prepared to accept any take-aways from our contract. We think our job is to improve our wages and working conditions, not to make things worse. We know that we can count on your support in this fight.
