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THE WIGUT NEWS



UWISA 12 UWI, St. Augustine, T'dad & Tobago. October 1973.

WIGUT RECOGNISED AS BARGAINING BODY

Members will remember that WIGUT became a trade union in May 1972, and applied for bargaining rights. A committee was set up by council in February 1973, to consider this request, and the similar requests of WIGUT (Mona) and WIGUT (Cave Hill). F & GP authorised this committee to act on its behalf, and the committee's report is now. ?

THE COMMITTEE -

- (i) "decided by a majority to accord bargaining and representational rights to WIGUTS at Cave Hill, Mona and St. Augustine, without requiring any of them to submit to a poll.
- (ii) agreed that all matters affecting salaries, allowances, and terms and conditions of service, would be affected by the grant of bargaining and representational rights.

- (iii) noted, that in so far as any such matters were provided for by the Charter, Statutes, Ordinances and Regulations of the University, any proposals for their amendments arising out of negotiations with WIGUTS could be implemented only in accordance with the procedures contained in the Charter, Statutes, Ordinances or Regulations of the University.
- (iv) noted., that the procedures applicable to industrial bargaining in industrial and commercial enterprises, would not necessarily be capable of being applied without modification to the University, since although the employer was the Council, the paymaster was the contributing governments.
- (v) considered that there should be negotiations with WIGUTS on the categories of staff who should be excluded from membership of WIGUT and expressed the view:
 - (a) that the Vice Chancellor, Pro-Vice-Chancellors, Campus Principals, University Registrar, University Bursar, Campus Secretaries and Campus Bursars, should be excluded;
 - (b) the Deans, as members of the Council, who might be involved indirectly or directly in negotiations with WIGUT, might find themselves in an embarrassing position, if they were members of WIGUT during the period of Deanship."

SALARY REVIEW

On the occasion of the last salary review, the University undertook to review salaries again, prior to the 1973/74 academic year. Council appointed a committee, under the chairmanship of Dr. A. Cato earlier in the year, to undertake this task, and at a meeting in June, the negotiating committee of WIGUT (St. Augustine) placed before it, our proposals for new salary scales.

Briefly, our proposals were as follows for the year 1973/74 academic year:

Senior Library Assistants:

\$8,664 X 348 - \$11,352.

Assistant Lecturer/Junior Research Fellow:

\$10,248 - \$10,632 - \$11,016.

Lecturer Research Fellow:

\$12,528 - \$15,120 (bar) - \$18,720.

Senior Lecturer/Senior Research Fellow:

\$16,848 - \$22,248 (bar) - \$24,048.

Professor (Range):

\$25,560 - \$34,260.

In our proposals, these salary scales increased by 5% in subsequent years of the triennium. WIGUT proposed equal treatment for men and women, not only as regards salaries, but also as regards leave entitlement and other conditions of service.

WIGUT made no submission in child allowances or passage grants, but the impression given by the discussion at the meeting, is that the committee would like to abolish these. However, now that WIGUT has been granted bargaining status agreement on these matters between the University, WIGUT will have to be reached.

We have had no official communication from the committee since the meeting. However, the committee has reported to Mr. Barrow, and rumors are circulating to the effect that the committee has decided on salaries well below what we have asked for. An extra ordinary general meeting may have to be called at short notice, to discuss the report, once it is released. Be prepared.

LEWIS COMMITTEE

Sir Allen Lewis is Chairman of a University appointed committee with the following terms of reference:

- "(a) To inquire into the causes and extent of the disruption of the academic and administrative work of the University at Mona, during the strike that began on October 9th, 1972, and ended on October 30th, 1972.
- (b) to consider, having regard to the findings at (a) and to the pattern emerging from previous disruptions of the academic and administrative work of the University and to any reports relating thereto, and any recommendations arising therefrom, the adequacy of the provisions of the present Charter, Statutes, Ordinances and Regulations of the

University to reduce the risk of recurrence of such disruptions;

- (c) to consider as a matter of urgency the propriety of members of the academic staff participating actively in the affairs of Trade Unions consisting of non-academic employees of the University;
- (d) to make recommendations to the Council for the consideration of the Council, and other University authorities and bodies as appropriate."

The committee will be meeting in St. Augustine, to hear evidence on 18th October, 1973. WIGUT invites its members to submit memoranda either direct to the committee with copies to WIGUT or to WIGUT for forwarding to the committee. Any submission to WIGUT must reach the acting Secretary, Mrs. Sylvia Moodie (Department of French and Spanish Faculty) or the Chairman - Arts and General Studies, or Mr. K. Cazabon, Computer Centre, by 12th October, 1973.

We have been given to understand, that the committee has interpreted its terms of reference very broadly, and will hear all manner of complaints.

FOR NEW MEMBERS

The West Indian Group of University Teachers (St. Augustine) is the academic Staff Association of the University. It began as an offshoot of WIGUT at Mona, but became entirely independent some years ago. It has just been recognised as the bargaining body for academic and library staff.

Over 50% of the academic staff are members of WIGUT. Only by keeping a high proportion of academic staff within its ranks, will it be able to represent staff opinion successfully, and remain the recognised bargaining body. Copies of the constitution may be obtained from the Chairman. The yearly subscription is twenty dollars (\$20.00) Other members of the executive committee, not previously mentioned in the newsletter as such are:

Mrs.D.Clarke - Treasurer (Library)

H.Sigurdsson (Seismic Research Unit)

M.Weekes (Engineering)

J.True (Mathematics)

V.C.Quesnel (Cocoa Research Unit)

The Secretary - L.Rankine has recently moved to Mona, and the Vice Chairman - D.Nicholls has gone to Oxford.

NOTICE OF ANNUAL GENERAL MEETING

The Annual General Meeting has been fixed for 15th November, 1973, in Lecture Room, No.1, Faculty of Engineering at 1.00 p.m.,. Members are reminded, any proposals for changes in the constitution, should be forwarded to the acting Secretary, Dr.Moodie, before 20th October, 1973.