

B. M. P. I. U. of A.

Local 23, Sarnia, Ontario

Sept. 1, 1975

A week Friday we will be meeting to discuss whether or not we should expand the wo/manpower of the shop beyond the present 15. I would like to present my own ideas here in the hope that they will aid in future discussion. They will be read, of course, with avid interest.

A necessary part of any decision will be an initial guess at the amount of work we will have in the shop over, say, the next year. I can think of the following areas as being important:

- 1) Commercial production work based on previous work--
this would include regular newspapers (e.g. the chevron), books (e.g. for women's press), camerawork (e.g. negatives), small typesetting jobs (e.g. Kopy-Kwik)
- 2) Futu~~re~~ production work--such as running off Reeve Bean tapes, WLU tapes (?), or typesetting considerably more books
- 3) Distribution & publishing work--this would include work that we undertake in conjunction with OPIRG such as soliciting manuscripts, editing, typesetting, and distributing books and pamphlets
- 4) Extra camerawork--including the use of the new darkroom, and more time (paid work?) spent on design
- 5) Press work--such as that done on posters and OPIRG pamphlets
- 6) Shop generated work--an area we have not discussed a great deal but nevertheless a distinct possibility. This would include non-commercial activity in which shop members were participating such as the production of one-shot pamphlets or papers, even X-mas cards. Such projects could be outside or inside shop time
- 7) Necessary non-production work--such as bookkeeping, billing and paying bills, inventory (there will be quite a bit more work here), machine maintenance and learning, building, and even filing.

Although all of the above entails more work in the shop, some counter-balance will be obtained by the fact that there are less new people at Dumont this fall, and presumably our knowledge and, dare I say it, efficiency, have increased. However, if we are to pursue some of the above categories beyond a dabbling stage, we will need

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more effort and probably people.

Based on the experience of the last two years, I personally don't think we can function in the same way as a collective of more than 15. Even now we have problems with meetings that are drawn out by all of the people in the shop discussing (or, at least having to listen to) issues that often could be settled by committees. With more work in the shop and more people, discussion of such issues will be even more extended. But future problems will ~~not~~ not stop there. With more people present production methods would become more confusing. All people working in all areas would lead to problems similar to that of the shop as a whole attempting to handle the production of a book. Also, some areas of production will necessarily be centralized (e.g. press work), leaving the people involved with less time for other areas, especially if they were trying to cover them all.

Consequently, if we decide to expand the worker size of the shop I would like to suggest the following structuring of committee work:

Every week 2 people would be automatically scheduled (perhaps for 2 shifts each) in each of five areas to:

- 1) work on production in that area only
- 2) determine the amount of work in that area for a given future period and inform the scheduling people accordingly
- 3) prepare a monthly (?) report for the remainder of the shop.

I think it would be preferable if these two people were constant for an extended period of time (6 months). The remaining people in the shop could perhaps be scheduled on the same basis as at present with allowance made for the two central members of each area eventually being replaced and moving on to other areas.

General meetings, held once a month, could then be reserved for discussion of committee reports, major economic decisions, shop direction and political decisions, hiring and firing, sexual anomalies, trendy clothes, etc.

The following list is what I see as the five major areas of the

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shop requiring the structure I have suggested. Each area encompasses more work than that handled by present committees. The list is probably still incomplete. Also some overlapping of responsibility is bound to occur.

FINANCIAL

covering-- bookkeeping
billing
paying bills
official correspondence
credit/overdue acc'ts
contracts
payroll

TYPESSETTING

COVERING-- book production
general typesetting
running tapes
scheduling
machine maintenance

DISTRIBUTION

covering-- OPIRG commitments
distribution

PRESS

covering-- printing
paper ordering

CAMERA

covering-- inventory
camerawork
building

I have obviously not covered the work of all committees (e.g. food). But I hope the sketched out list above will be a start if we decide that the idea has any merit. I would like some feedback about some of my assumptions, as well as about the proposal itself. Silence will be interpreted as open hostility and suitable action will be taken. If you so smart, who wanna second world war!

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