

Expansion Meeting - Sept. 12/75

Present: Doug R., Doug E., Jane, Bob, Claire, Gary, Sue, Rosco, Mike R.,

Mike G., Carol, Brenda, Steve, Ken

Agenda: Expansion - Wo/manpower and salaries

1) Press

After Doug stated that the press would be ready soon, there was some discussion as to how other people should learn ~~to~~ to operate the press once it's together. It was finally decided that Doug E. and one other person should work together 2 shifts per week until Christmas when we would re-evaluate the situation. Rosco volunteered and was accepted as the person in question and he will start as soon as he ~~is~~ returns from holidays in mid-October. In the meantime Doug will be shifted 2 shifts per week to clean and build the press and this labour will be deducted from the cost of the press at the rate of \$3.00 per hour. It was also requested that Doug obtain maintenance manuals for the press. The financing of the press will be covered by Doug until such time ~~as~~ as the shop ^{can} cover the cost itself.

2) Publishing and Distribution

Steve estimated that only 2 shifts (Monday and Friday) per week would be needed for distribution for DPG, one shift to be covered by OPIRG and one by Dumont. However, other shifts will be necessary for organizing DPG, such as dealing with legal hassles, structure problems etc. and later for soliciting manuscripts and editing. *Initially, some of this work will be done voluntarily.*

A brief outline of the investment procedure for Dpg was given. DPG will require approximately \$16,000, half of which will be supplied by each of Dumont and OPIRG. Opirg will supply most of its half in cash and some in labour, Dumont will supply books on hand, accounts receivable and labour to meet its commitment.

Other thoughts that came up in the discussion of publishing: Michael C. mentioned that the Federation might be interested in investing in DPG. People registered concern at any power the Feds might have over editorial or other decisions, so it was generally agreed that in dealing with the Federation we would want only their money. It was also noted that at some time soon we will have to provide two members for the DPG editorial board, and although Steve and Ken have already volunteered for these positions, a ~~due~~ due election/appointment process should be considered. The final point re DPG was Brenda's concern that there be a release clause in any agreement with OPIRG that Dumont retain the name of the

company in the eventuality of a split.

A decision was made that the scheduler would shift one person per week to handle distribution. It was also decided that the distribution committee make an appropriate decision about the purchase of scales and renting a meter for mailing out books.

3) Perforators/Editing Terminals

Bob went through a brief description of the possibility of replacing the perforators with editing terminals and/or new computer inputs. A decision about this will be important in the near future not only because of the advantages of the new machines (cost going down, additional flexibility etc.) but also because we will need new punches for the perforators soon anyway. Details of the feasibility of such a replacement will hinge on Eddie's work at Monolino in the next few months.

4) Salaries

A long discussion about how to raise our salaries ^{and} ~~to~~ to what level. A great deal of this discussion centred around whether we should all be paid the same wage or whether we should continue with the present graduated scale according to basic expenses. The argument for the first case seemed to be primarily 'equal pay for equal work' with the additional stipulation that the shop should be able to support all its workers with the same wage. The more convincing argument for the second case talked about all the additional sales needed to generate an equal wage level capable of covering everyone's expenses. An estimate would put the figure at 66% increase in sales. Besides, whatever happened to the old idea of "to each according to his/her needs". A vote was taken and the second argument lost 9-5.

The final decision was to award everyone a take-home salary of \$400 per month. This would be done on a month to month basis according to what money exists in the accounts. Those who could afford it would accept temporarily less pay in the case of a pinch, the remainder to be paid at a later date.

It was also decided to make a graduated pay exception of Jane and give her \$30 per month more for Terrina.

There will be a general meeting on Monday.