THE MEETING OF THE RECONCILIATION COMMITTEE ON THE UNIVERSITY OF ILORIN CRISIS HELD ON 4TH DECEMBER, 2001 AT THE NUC AUDITORIUM, ABUJA

COMMUNIQUE

On Tuesday 4th December, 2001, a joint meeting of the Reconciliation Committee, the ASUU/FGN 2001 Agreement Implementation Committee and the disengaged forty four (44) Academic Staff of University of Ilorin was held at the NUC Secretariat, Abuja.

The meeting reviewed the University of Ilorin crisis and:

1) noted the desire of the Governing Council of the University of Ilorin to give favourable consideration to the reabsorption of the affected staff;

2) noted the desire of Council for the affected members of staff to apply for reabsorption;

3) considered the reports of the affected members of staff on the damage done to the group individually and collectively by the Management of the University by way of intimidation, harassment and character assassination;

4) considered the report of the University Management, on the actions of the affected staff which had brought bad publicity to the University;

5) recognised the contributions made by the affected staff to the development of the University from inception to date; and their willingness to continue to do so.

6) commended the contributions of the following to the reconciliation initiative: the National Universities Commission; the National Executive Council of ASUU; the Federal Government/ASUU 2001 Agreement Implementation Committee; the Permanent Secretary, Political Affairs, the Presidency; the Reconciliation Committee as well as the Management and Council of the University of Ilorin;

7) agreed that the request of Council for an appeal for reabsorption be made by way of a letter jointly signed by the forty four (44) affected staff;

8) noted the agreement by the affected forty four members of staff and others, to withdraw all litigation in respect of the cessation of their appointments;

9) Finally, appealed to Council to also consider reabsorbing members of the Executive of University of Ilorin Branch of ASUU and others who had earlier been disengaged.

Alhaji Babs A. Animashaun
Chairman, Reconciliation Committee

Prof. Peter Okebekola
Executive Secretary, NUC

Dr. Dipo Fashina
National President, ASUU

Dr. O. F. Omojola
for all Affected Staff
Honourable Minister of Education  
Office of the Honourable Minister  
Federal Ministry of Education  
Federal Secretariat  
Shehu Shagari Way  
Abuja  

Thru:  
The Executive Secretary  
National Universities Commission  
Maitama District  
Abuja.

Dear Hon. Minister,

REPORT OF THE FGN/ASUU AGREEMENT 2001  
IMPLEMENTATION COMMITTEE ON THE  
DISENGAGED STAFF OF THE  
UNIVERSITY OF ILORIN

Please find attached herewith report of the FGN/ASUU Agreement 2001  
Implementation Committee on the disengaged Staff of the University of Ilorin for  
your information and necessary action.

The full report of the Implementation Committee since inception will be forwarded  
to you in due course.

Thank you.

Prof. Ayo Banjo  
Chairman
<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>44 academic staff sacked with letter showing that their appointments were terminated for their refusal to sign back from the National strike (the list is contained in appendix A attached)</td>
</tr>
<tr>
<td>B</td>
<td>5 union officials sacked on May 15 during the National strike</td>
</tr>
<tr>
<td>C</td>
<td>Academic staff sacked on February 21, 2001;</td>
</tr>
<tr>
<td>D</td>
<td>One academic staff sacked on July 18, 2001;</td>
</tr>
<tr>
<td>E</td>
<td>Two academic staff members of the Unions Co-ordinating Committee suspended.</td>
</tr>
</tbody>
</table>

The bone of contention is the defective clause in the letter of termination of the 44 staff under category A, part of which reads:

"Following the Council's directive that you should sign the appropriate register and return to work by Tuesday, 22nd May 2001, you have still not complied with the Council’s directive to the effect that you sign-in and thereafter return to duty”

While all those who refused to sign back from the National strike in the case of the University of Ilorin became peculiar. It is for this reason that we have no choice but to endorse the recommendation of the Implementation
CHIEF OLUSEGUN OBASANJO
PRESIDENT AND COMMANDER-IN-CHIEF
FEDERAL REPUBLIC OF NIGERIA

Your Excellency

FGN/ASUU 2001 AGREEMENT: AN UPDATE
ON THE CASE OF THE UNIVERSITY OF ILORIN

Mr. President is fully aware that ASUU has issued a fresh notice to
embark on another strike action within three weeks if Government fails to
implement the FGN/ASUU Agreement 2001. The case of dismissed staff
from University of Ilorin continues to be a major issue. Before this latest
notice, I have earlier invited both the Pro-Chancellor and Vice Chancellor
who assured me that the exercise in the University had nothing to do with
the ASUU strike.

2. However, this matter was referred to the FGN/ASUU Agreement
Implementation Committee constituted by me. The Committee was made
of two Pro-Chancellors, National President of ASUU, Executive
Secretary, NUC and representative of Federal Ministry of Education. The
Committee met on Thursday September 6th, 2001 and came up with the
following facts:
C. SUMMARY OF FINDINGS OF THE IMPLEMENTATION COMMITTEE:

- 44 Academic staff of University of Ilorin were disengaged from the services of the University of Ilorin on May 22, 2001 during the national strike of ASUU.

- Their letters of termination unequivocally indicated that they were sacked because they remained on the national strike.

- The only strike that was on at this time was the national strike of ASUU. An earlier local strike had been called off on April 3, 2001. The University Administration acknowledged the suspension of the local strike (Attachment VII). Thus no staff was on local strike by May 22, 2001.

- Although the Vice-Chancellor of the University of Ilorin alleged other acts of indiscipline against the sacked staff, no evidence of these acts or of the staff having been taken through due disciplinary process was presented before this Committee.

D. RECOMMENDATION:

The Crisis at the University of Ilorin remains a sore point, a potential source of destabilization, in the University System. The President as the Visitor to the University of Ilorin should intervene to resolve this lingering problem as the University of Ilorin law provides.
Honourable Minister of Education
Office of the Honourable Minister
Federal Ministry of Education
Federal Secretariat
Shehu Shagari Way
Abuja

Throu:
The Executive Secretary
National Universities Commission
Maitama District
Abuja.

Dear Hon. Minister,

REPORT OF THE FGN/ASUU AGREEMENT 2001
IMPLEMENTATION COMMITTEE ON THE
DISENGAGED STAFF OF THE
UNIVERSITY OF ILORIN

Please find attached herewith report of the FGN/ASUU Agreement 2001 Implementation Committee on the disengaged Staff of the University of Ilorin for your information and necessary action.

The full report of the Implementation Committee since inception will be forwarded to you in due course.

Thank you,

Prof. Ayo Banjo
Chairman
complied while those of the University of Ilorin did not. This matter was referred to the Implementation Committee.

B. ACTIVITIES OF THE IMPLEMENTATION COMMITTEE:

- The Committee met in an emergency session on September 6, 2001 to consider the University of Ilorin crisis and other matters of implementation of the agreement with ASUU. The Committee studied the documents submitted to the Chairman of the Committee by the Vice-Chancellor of the University of Ilorin as well as other papers made available to the Committee. The Committee categorized the sacked staff on the basis of available information and came to the conclusion that 44 of them were sacked expressly on account of the national strike; and that 5 others, who are Union leaders, were sacked during the national strike, specifically on May 15, 2001. The Committee wrote to the University of Ilorin to reverse its action on the 44 while discussion would be held in respect of the other categories of staff (Attachment II, letter of Implementation Committee of September 6, 2001 to Pro-Chancellor of the University of Ilorin).

- The Pro-Chancellor of the University of Ilorin protested against the decision of the Implementation Committee (see Attachment III). Following this, the Implementation Committee invited and took evidence from University of Ilorin authorities represented by the Vice-Chancellor and the Executive Committee of ASUU, at the University of Ilorin, on September 24, 2001. After this interaction, the Committee could only reiterate its position of September 6 (Attachment IV, minutes of meeting of September 24, 2001).
C. SUMMARY OF FINDINGS OF THE IMPLEMENTATION COMMITTEE:

- 44 Academic staff of University of Ilorin were disengaged from the services of the University of Ilorin on May 22, 2001 during the national strike of ASUU.

- Their letters of termination unequivocally indicated that they were sacked because they remained on the national strike.

- The only strike that was on at this time was the national strike of ASUU. An earlier local strike had been called off on April 3, 2001. The University Administration acknowledged the suspension of the local strike (Attachment VII). Thus no staff was on local strike by May 22, 2001.

- Although the Vice-Chancellor of the University of Ilorin alleged other acts of indiscipline against the sacked staff, no evidence of these acts or of the staff having been taken through due disciplinary process was presented before this Committee.

D. RECOMMENDATION:

The Crisis at the University of Ilorin remains a sore point, a potential source of destabilization, in the University System. The President as the Visitor to the University of Ilorin should intervene to resolve this lingering problem as the University of Ilorin law provides.
AGREEMENT BETWEEN

THE FEDERAL GOVERNMENT OF NIGERIA

AND

THE ACADEMIC STAFF UNION OF UNIVERSITIES

30th JUNE, 2001

Vol. 1
years old.

It was agreed that these cases shall be referred to the Governing Council of each University with a view to reverting to an arrangement that will allow the staff involved to benefit from the abrogation of the 35-year requirement and the 65-year rule.

7.9.3 Machinery for the Implementation and Monitoring of the Agreement
It was agreed that a machinery, with representation of Government and ASUU, shall be set up to monitor the implementation of this Agreement. The Implementation and Monitoring Committee shall consist of:

- 3 members representing the Committee of Pro-Chancellors (CPC), one of whom shall be the Chairman of CPC, and one of whom shall be the Pro-Chancellor of a State University. The Chairman of CPC shall be the Chairman of the Committee.
- 2 members representing the Association of Vice-Chancellors of Nigerian Universities (AVCNU), one of whom shall be the Vice-Chancellor of a State University
- 1 member representing the NUC, as Secretary
- 1 member representing the Federal Ministry of Education
- 3 members representing ASUU
- Chairman of the Senate and House Committees on Education or their Representatives

IT WAS AGREED THAT NOBODY SHALL BE VICTIMISED IN ANY WAY WHATSOEVER FOR HIS/HER ROLE IN THE INDUSTRIAL ACTION LEADING TO THIS AGREEMENT.

... Signed the 30th day of June, 2001.

Ayo Banjo
Chancellor,
University of Port Harcourt
On behalf of Federal Government

Dr. Dipo Fashina
National President ASUU
on behalf of Academic Staff
Union of Nigerian Universities
Professor B. J. Olufegba,
Dept. of Electrical Engineering,
University of Ilorin,
Ilorin.

Dear Professor Olufegba,

CESSATION OF APPOINTMENT


Following Council's directive that you should sign the appropriate register and return to work by Tuesday, 22nd May, 2001, it has been observed that as at Tuesday, 22nd May, 2001 you have still not complied with Council's directives to the effect that you sign-in and thereafter return to duty.

In the light of the above, I am to inform you that the University does not require your services any longer.

Sequel to the foregoing, you will be paid six months salaries in lieu of notice in tune with Section 2.19.9 of the Regulations Governing the Conditions of Service.

You will please, ensure that you settle immediately any indebtedness against you.

Yours sincerely,

M.T. BALOGUN
Registrar & Secretary to Council
We recommend that the 44 Staff should be recalled in accordance with the findings of this Committee. In addition, the Implementation Committee endorses the recommendation of the Reconciliation Committee that 5 members of the Executive Committee of ASUU of the University of Ilorin be treated in a similar way.

Prof. Ayo Banjo
Chairman

© May 27, 2002
ANNEX 2
NATIONAL SECRETARIAT
FLAT 2
MELLANBY HALL
UNIVERSITY OF IBADAN
P.O. BOX 9021
IBADAN.

April 01, 2001

To Ref:...

Ref:...

The Vice-Chancellor,
University of Ibadan,

Dear Sir/Madam,

COMMENCEMENT OF ASUU NATIONAL INDUSTRIAL ACTION ON MONDAY 2, 2001.

On December 18, 2001, the Federal Government and ASUU Negotiating Teams concluded a four-month negotiation process and reached an Agreement, which was expected to have been subsequently signed by January 2001.

The Agreement covered far-reaching issues, among which are Funding, Autonomy and Salaries and Condition of Service. The matters addressed in the agreement were aimed at stopping and reversing the issues of brain drain; and the rehabilitation of the Nigerian Universities.

ASUU has, since the Agreement, made strenuous and numerous attempts to get the Government to sign the Agreement to no avail.

On the advice of a referendum conducted in ASUU Branches and after painstaking deliberations, the National Executive Council (NEC) of ASUU, decided to embark on a National Strike until the Federal Government signs and commences implementation of the Agreement. A total and indefinite strike means, among other things, no attendance and holding of Senate, Departmental, Committee, and other statutory and institutional meetings, including that of Governing Council by ASUU members. There shall also be no full-time and part-time teaching, including sandwich and “satellite” campuses programmes; no examinations and attendance of Conferences.

The purpose of writing you this letter is to solicit your understanding and co-operation. ASUU is aware that virtually every Vice-Chancellor has been battling on his Campus with the problems of funding and other issues dealt with in the Agreement. We wish to draw your attention to the fact that some Vice-Chancellors and Pro-Chancellors participated actively in the negotiations of the said Agreement on the side of Government. The University System will be better off if the Agreement is signed and duly implemented. It is to be noted that there is adequate provision in the Agreement for the resuscitation of our Universities.

It will be highly appreciated if you as Vice-Chancellors will co-operate with ASUU in this patriotic and legitimate undertaking.

Thanks.

Yours sincerely,

Dr. Dipo Fashola
National President, ASUU.
The Chairman,
Academic Staff Union of Universities,
University of Ilorin Chapter,
University of Ilorin,
Ilorin.

Dear Sir,

RE - SUSPENSION OF LOCAL INDUSTRIAL ACTION

The Administration is delighted to acknowledge the receipt of your letter dated 3rd April, 2001 concerning the suspension of the ASUU's local industrial action. Again, I wish to congratulate the ASUU (University Executive Committee for acting on wise counsel in suspending this type of action.

However, the administration would like to call the attention of the ASUU Executive to the Honorable Minister of Education, to the effect that the issue of ASUU's national strike action has been brought before the National Industrial Arbitration Panel. This Panel is already looking into this matter, and that any matter before such Panel should await the final resolution or pronouncement by the Panel before your Executive Committee takes any action.

Secondly, I wish to draw attention to the fact that our students have already lost up to six weeks of academic work, and that the general welfare of our students and their sponsors should now be uppermost in the minds of all lecturers.

In this connection, I wish to inform you that the University of Ilorin cannot afford to join any national strike action at this point in time.

In the light of the foregoing, lecturers are implored to consider the plight of our students who appreciate the need to resume their academic work and desist from strike action. Unless these steps are taken, the register may be altered in such a way that those students who have not involved themselves in strike action will lose their credits.

Thank you.

Yours faithfully,

M.T. BALOGUN
Registrar

CC: Vice-Chancellor
Deputy Vice-Chancellors
Heads
Registrar (Academic)
Registrar (Estate)

P.S. I attach herewith the Guardian Newspaper cutting on the issue of the Federal Government's appeal to the industrial arbitration panel on the ASUU's notice of industrial action for your information please.