



the AUCE newsletter

Oct. 12, 1976 No. 11

Together they posed for the photograph. Everyone must know that women were members of the Noble and Holy Order of the Knights of Labor - the federation of unions of a century ago. Mrs. George Rodgers brought her youngest of twelve children to the union convention.

In 1912, Lawrence, Massachusetts became front page news with the walk-out that rocked the great New England textile industry. The great Woolen center watched as 20,000 workers walked out of the mills spontaneously to create the most significant strike the country and the world had ever seen.

"Workers had been averaging \$8.76 for a 56-hour work week when a state law made 54 hours the maximum for women and minors. The companies reduced all hours to 54 but refused to raise wage rates to make up for the loss of 31¢

per week suffered by each worker because of the reduction in hours."

"The strikers had a committee of 56, representing 27 languages and a sub-committee of another 56 prepared in the event of the original committee's being arrested."

After 10 weeks the strikers won important concessions for themselves and textile workers throughout New England. During one of the parades by the strikers some young women carried a banner "We want bread & roses too". This inspired James Oppenheim to write his poem "Bread and Roses".

«LETTERS and OTHER NUMBERS»

ACROSS CAMPUS welcomes letters (and other numbers) from the membership. All submissions must be signed by their author (please include your department name and office local). However, if for whatever reason you should wish to remain anonymous, then state that your name should not be used. You must sign it nonetheless. Send all letters to: AUCE, Local One, Campus Mail (Attn: Communications Committee).

SOMETHING. For NOTHING.

Oct. 8, 1976

I am going to type my thoughts right now, after our noon hour meeting of Oct. 7th, since if I leave it until tomorrow morning I know I won't feel quite this angry. Don't any of you members out there who seem to want to go on forever sitting on your behinds doing nothing in the way of work for our union, ever feel just a little bit guilty? It just doesn't seem right to me for the same people again and again to compose the executive and "working" officials of our union. Will the majority of you, who don't feel, for one reason or another, obliged to help out, continue to go on and on feeling this, because if you do, the ones of us who up until now have done work for our union and who are getting fed up with it, will join you and we can start again dealing or should I say undealing with the University in the old-fashioned way. Don't any of you have a moral code that tells you that since this union has fought so hard to get benefits for us we should do something in return? I am just sick of our member's apathy. In a union that is 90% women, in a union that is arguing for equal pay for equal work, with the AIB, our executive and negotiating committees are largely composed of men. In a union that is known as a women's union fighting for equality we are presenting ourselves verbally and visually as run by men. I realize that working and running our homes compose a large part of our lives and of course we all have other people and interests to think of, but with 500 members, surely we can have a greater participation when union work needs to be done. If you don't feel

disposed to helping this union, how can you justify accepting what it has done for you? The majority of you seem content to sit there, letting the benefits roll in, without contributing either your ideas or physical help. I have so little respect for people that sound off at every opportunity but never have the guts or time or whatever to put out. I am sorely afraid, because I care so very much about this union and the members in it, that we are going down the drain and everyone who never felt the necessity of committing themselves can take the blame. It was nice while it lasted gang. Old memories die hard. In the meantime I want, on paper, to express how much respect and love I have for the members of our executive and negotiating committees who did and do care about me.

Carole Cameron
L.A. III, Serials Div.,
Main Library

JOB EVALUATION: no value?

Aug. 31, 1976

To: Members of AUCE Local 1

This article refers, in brief, to the function of University and Union Job Evaluation Committees which hopefully will cooperate in producing a system of Job Evaluation which will bring satisfaction to the Union members through a process of involvement in the primary setting up and implementation of a new system.

The AUCE Committee met with the University Committee during the 1975/76 contract and was able to present to the June AUCE membership meeting a comprehensive report on the deliberations and to make recom-

mendations to that meeting on how it felt it should proceed. The recommendations were endorsed by the meeting (at which some 300 members were present). In August the Contract Committee presented proposals to the membership which would have the effect of writing out the function of the Job Evaluation Committee by deleting reference to it in the 1976/77 contract. As members of the Committee we were very disappointed at this and requested that the Committee be reinstated as it was performing a most important function in the best interests of the Union. The Article was referred back to the Contract Committee and, at a subsequent meeting between members of the Job Evaluation and Contract Committees, was reworded. The rewording was accepted by the Contract Committee but, at the Aug. 26th meeting of the membership (33 members present), the amendment was defeated, essentially eliminating any future participation on the part of AUCE in any decision-making regarding a new job evaluation system for the University.

The ramifications as we see them are as follows:

1. The Union has abdicated an important role it could play in its own future to better relations with the University in providing an equitable job evaluation system.

2. The University will feel no responsibility to include AUCE members in any deliberations on a new system unless it is written into the contract.

3. The members of the AUCE Committee who have done considerable research into various systems and could best inform the membership on the merits and otherwise of these systems have been made ineffective and, as a result, completely disheartened. (We realize that an AUCE committee could be formed for this purpose but feel that, without the cooperation of members of the University, it would be considerably more difficult and the University would be less likely to accept our proposals.)

4. The attitude which is being expressed to the University is that the Union does not wish to participate in their deliberations on a new job evaluation system. However, if the Union disagrees

with a system imposed by the University it will, presumably, fight it through the Grievance Committee.

We cannot feel happy with this situation and would like the membership to consider negotiation and agreement as an alternative to negative and destructive confrontation after the fact. The Union can only lose by this and, unfortunately, many members will not be aware of what is happening until it is all over.

J. Rayleen Nash &
Barbara Wynne-Edwards
(Job Evaluation Committee)

MOVEMENTS OF THE SOLAR PLEXUS stable lunch

in canada today the anti-inflation board (AIB) ruled that all wage increases over .2 per cent celsius for the past 15 year period (beginning may 3rd) be rolled back to their previous levels. the AIB is also anti labor, anti art, & anti justice. what began as an experiment (years ago) is embedded in the fabric of everything we wear and everything we eat. we can't pass a supermarket without thinking about the fountain of youth and its younger brother, the AIB. it would be difficult to imagine a better pair, the bank of commerce or the AIB; they're both so lovely, they're both such parasites. canadians (i'll soon be one myself) must surely recognize the procedure that wants (no willpower is great enuf) to keep the balance of power (BOP) in the hands of a few (men).

canada 1976

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University Credit Union

The University Credit Union now has full chequing services. All AUCE members and their families can have their banking needs filled by the Credit Union. If the member maintains a \$150 minimum balance

in a chequing account, there will be no service charge for any of the cheques written that month. Personalized cheques are available.

Savings accounts give 8-1/4% annual interest (compared to 8% at the Bank of Montreal on campus). Short and long term deposits are also available at better than average interest rates.

Loaning money is an important part of the Credit Union's business. Personal loans are given for nearly any purpose. Mortgage funds, for first and second mortgages, are granted as well. For its members, the Credit Union can offer a competitive or lower rate than the banks.

Our office has moved off-campus. Now you can be more conveniently served in the Village, 2150 Western Parkway, next to the AUCE office.

Hours are designed for the working person on campus. Tuesday through Thursday 10:30 to 4:30; Friday from 10:30 to 6:00; Saturday morning from 8:00 to noon. Closed Monday.

UBC Finance department will have your cheque deposited in the Credit Union on payday for you if you prefer, at no charge. Forms are available at the office. Stop in soon and see manager Dave Knight or phone 224-6322. He's there to serve you.

One Response to Shirley Dick

(See "Letters" column, Aug. issue A.C.)

One person's objectivity is another's subjectivity. Like many pieces of writing, as in Ms. Dick's letter, more questions can be raised than answered. Ms. Dick's position on many of the questions she raises is vague and contradictory. Words must be chosen carefully, or else they hint at or point to unstated positions and intentions. Such is the case with her reference to the Board of Trade, the Financial Times and the Vancouver Sun, with her statement that she hopes that she "...shall never again be subjected to the 'Propaganda' material" in the August newsletter, with her objection to "using the union as a vehicle for pushing one's political philosophies", and with her reference to Mr. Barber's 'strike philosophy'.

The Board of Trade, the Financial Times and Vancouver's daily newspapers are not "what it is all about". They tell only a partial truth, and rarely from a pro-worker, either organized or unorganized, viewpoint. As a member of AUCE's first Contract Committee, I am suspicious of Board of Trade surveys, especially in regards to clerical workers. They completely, and conveniently overlook the issue of sex discrimination in regards to wages and other benefits. The University threw such surveys as this at us during the negotiations for our first contract, and, if we had accepted the arguments we would have in turn accepted the \$38 per month wage offer, and entered last year's negotiations with a base rate around \$450.

There are many more important facts to consider before we come to information provided by the above three sources. That is not to say that they should be excluded from our perusal and consideration - they should not. Instead of "this is the type of information of which our members should be aware before any discussions on wages come up", Ms. Dick could perhaps have stated that this was only one of the types of information that we should consider.

Sure we can read about external affairs in the papers, but it is naive to assume that we get the whole picture in provincial newspapers as the Sun and Province - two papers which inhibit investigative reporting and which edit articles sometimes beyond recognition.

As a Union member, I derive immense pleasure from a newsletter that does not wear provincial blinders; I enjoy discovering and sharing the interests and concerns of others. But, I do feel that Ms. Dick has done a great service to or for the newsletter by initiating a discussion on the kind of newsletter we wish to produce. Articles of the type she is suggesting definitely have a place in the newsletter - but it must be assumed that these are sources which she, and perhaps others, admire. They must never be fobbed off as some objective source. Personally, I do not feel that I get anything approaching a complete picture from the daily papers, and I appreciate my reading both enlivened and supplemented by the newsletter.

Apparently Ms. Dick objects "to using

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the Union as a vehicle for pushing one's political philosophies". I trust that she realizes that she leaves herself vulnerable to the same charges in that the articles she submitted for re-printing could easily be construed as "pushing one's political philosophies".

Her concluding statement that "it might be unwise to publish the article by Charles Barber as I feel that we must be constantly on guard to remind ourselves that we are a non-political organization" is confusing in that I feel it could possibly veil what Ms. Dick really intended to convey - a dissatisfaction with, or a resentment of, last year's strike, or opposition to any future possibilities of a strike.

For an expanded discussion of Barber's ideas see the latest issue of B.C. Today (Aug. 17-30, 1976) - it also includes a rebuttal by Clive Lytle. Perhaps these are possible items which could be reprinted in the newsletter. But I am not sure whether this source tells us "what it is all about" or whether I would be guilty of "pushing one's political philosophies".

I favour a newsletter that draws from many sources and from the interests and experiences of the members of our bargaining unit in particular. I feel that I am capable of being exposed to material and deciding for myself whether or not I have been "propagandized". The purpose of the newsletter should be to present assorted facts, arguments, discussions, theories, etc., submitted by AUCE members. Hopefully, further discussion would then arise.

Whether or not I read the sources which tell me "what it is all about", whether or not I am propagandaized, whether or not political philosophies are "pushed", whether or not the strike is an obsolete weapon, whether or not AUCE is a "non-political organization", I should be the one to decide for myself where I stand at any particular point in time...and to decide I need differing viewpoints, interpretations, and theories.

Yours truly,
Ray Galbraith
Main Library

SEVENTH FLOOR LUNCH lunch on floor seven

Bring an oxygen mask, bring a gas mask, bring a blow torch, bring a pup tent, but, good people, don't bring an american flag. Bring your bathing suit, bring your tennis racket, bring your horoscope, but, good people, don't bring the atom bomb! Bring your dictionary, bring your chopsticks, bring your diary, but, good people, there's no need to bring a sailboat. A unique place to work, charming ambiance, the envy of the whole labor force, the crew of the 7th floor (on floor seven) have everything an employee could want. They have fortitude, they have stamina, they have speed, and intelligence and kindness and they have perspective that keeps them from despair; so bring your poncho, bring your stethoscope, bring your toothbrush, but my friends don't bring any bean curd; the folks on the seventh floor (floor 7) grow their own!

a uyehara-hoffman
cataloguing div.
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FURTHER university proposals

Since the 16th of September the University has, from time to time, presented the Contract Committee with written positions and rewording of articles. Here are the highlights of these up to the end of September:

1. COLLECTIVE BARGAINING

The University is still only willing to continue the salaries of 6 members of the Contract Committee (our Constitution call for 11).

2. DISCIPLINARY OR GRIEVANCE MEETINGS

Allegedly out of concern for the right to privacy of individual employees, the University wants to continue the possib-

ility of conducting discussions of dissatisfaction with work or possible grievances in secrecy from the Union.

3. UNION MEETINGS

The University now wants two weeks notice of 2-hour lunch meetings which would make it impossible to use them in emergency situations.

4. UNION LABEL

The University proposes to allow employees to "wear the Union label". The Union label, of course, is a mark which identifies work as produced by Union labour, not something that anyone could wear.

5. DURATION OF CONTRACT

The University's rewording would have the contract expire entirely at the end of one year, not carry on until a new one is signed. The result would be to place unbearable pressure on the Union. The opposite equivalent might be if we proposed an automatic strike at the end of one year!

6. RIGHTS OF PROBATIONARY EMPLOYEES

The University's entire proposal:
"This clause is related to the definition of "employee" to be discussed at a later date."

They presented this after they had had two opportunities to discuss definition of employee!

7. ONE-HOUR EXPLANATION

The University wants two weeks notice for one hour absences by stewards once a month, although they have never needed it in the past 2 years.

8. HUMAN RIGHTS

The University will only agree to abide by the Human Rights Code although they agreed to a much more progressive clause in last years contract.

9. COMMUNITY FACILITIES

The University agreed to and signed the Union's proposal to allow retired employees access to swimming pools, tennis courts, bowling alleys, etc.

10. DISCHARGE

The University's entire proposal:
"This clause relates to definition of employee". (see #6 above)

11. DEMOTION

The University refuses to prohibit demotions without the employee's consent.

12. DISCIPLINARY ACTION/EMPLOYEE FILES

The University refuses to decrease the 2-year waiting period for removal of adverse reports from employee files if there are no further infractions.

13. PROMOTIONS

The University now wants to base promotions entirely on "ability"; in other words, on someone's subjective judgement of ability.

14. CONTRACTING OUT

The University has proposed the same clause as in the CUPE contract. This is still under study by the Contract Committee.

15. SHIFT WORK

The University's entire proposal:
"No change from the present agreement. This item falls under the AIB Guidelines."
They reject the increased shift differential, any differential for weekend work, and the principle of giving 2 weeks notice of shift changes.

16. OVERTIME DEFINITION

The University's entire proposal:
"This clause relates to:
1) Definition of Employee
2) Article 28.02, Work Day and Work Week."

17. OVERTIME WORKED ON A WEEKEND

"No change from present agreement. This item falls under the AIB Guidelines."
They reject double overtime rates for work after 7 hours on Saturday or Sunday although it is in the old contract for Statutory Holidays.

18. VOLUNTARY OVERTIME

"No change from present agreement."
They refuse to say that they won't force us to work overtime.

19. PART-TIME EMPLOYEE BENEFITS

"This clause is related to the Defin-

ition of Employee."

20. TEMPORARY EMPLOYEE BENEFITS

"This clause is related to Definition of Employee."

by Jeff Hoskins

Editor's Say

Even though we're deep into contract negotiations, I'm still feeling pretty good about the amount of non-Contract related input to this issue of the newsletter. It's a sign of health, that there are issues about which the membership feels so strongly that we can almost fill an entire issue without having to resort to those ever-present Committee Reports. If it were up to me, every issue would be like this.

Some of the letters printed in the front pages kind of set me to thinking about just what that word "union" really means. For me, not being a very political person, it means simply "the clerical and library staff together". And I guess that much of what I have done and still do for the Union is based on what I sense about the people I work with. Not just the people in my department, but the people I meet when I go anywhere on campus where there are clerical or library staff. Or when I go to a membership meeting. And certainly when I go to an Executive or Committee meeting. I don't mean to make a big deal out of this, but it really is a nice feeling to finally know some people around this huge area...to know that there are others with common interests and experiences, with whom I share a bond where my work life is concerned. It's nice to hear what's happening with the people in the libraries because those buildings remain a complete mystery to me. I've heard stories from some who work in them and it's only increased my curiosity about what their experience actually is from day to day. And in the same way, many people remain baffled about Data Processing (where I spend my time), and have very strange assumptions about what that must be like.

I know...so what! We don't want to get carried away with this and start creating things that don't really need to exist. I'm just trying to get across my feeling

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that certain lines do run between us all, just by virtue of our working here together, that can be mined for quite a long time without exhausting them, and who knows what insights might come through them...or even what enjoyment they might provide.

I guess at this point I should put in a plug for the Communications Committee, for which members are (or should be) being nominated currently in every Division. We usually get a number of people who only want to help put the newsletter together, which is fine, except that we rarely get anyone who wants to write or generate articles. So that puts us in an odd situation. It really takes no more than one person to put the issue together (i.e., pasting it up and taking it to the printers). What we need are writers, interviewers, story-tellers, researchers, and just plain interested folk with points-of-view who have something to say. And most importantly, we need to receive your letters and articles - unsolicited!

If we're going to do this thing, let's do it right.

Robert Gaytan
Chairperson/Communications
Committee

MISC.

✿ Frances Wasserlein (Treasurer) has asked me to tell the membership that the reason there is no financial report in this newsletter is because the auditors have asked her to leave the books open for another week before taking the final audit, thereby allowing all remaining bills etc. to arrive and be taken care of. Her report will appear later.

✿ Fairleigh Funston (Union Organizer) is putting out another call for members to help with the clipping service in the Union Office, for the newspapers we've been receiving and for the articles arriving from the clipping bureau we hired.

✿ For those of you who could not make it to the last membership meeting during lunch time (...), Ian MacKenzie was re-elected as President of Local One, Fairleigh Funston was re-elected as Union Organizer, and Gary Phillips was elected as Treasurer.

Bread and Roses

As we come marching, marching in the
 beauty of the day,
A million darkened kitchens, a thous-
 and workshops gray,
Are touched with all the radiance that
 a sudden sun discloses,
For the people hear us singing: "Bread
 and roses! Bread and roses!"

As we come marching, marching, we battle
 too for men,
For they are women's children, and we
 mother them again.
Our lives shall not be sweated from
 birth until life closes;
Hearts starve as well as bodies; give us
 bread but give us roses!

As we come marching, marching, we bring
 the greater days,
The rising of the women means the rising
 of the race.
No more the drudge and idler - ten that
 toil where one reposes,
But a sharing of life's glories: Bread
 and roses! Bread and roses!

J. Oppenheim ... 1912

Deadline for the next issue of the newsletter is October 22 (Friday).
If you type your own article, use a 3-3/8 inch column width. Thank You!

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Local One, UBC
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