

ACROSS CAMPUS

APRIL '80

INTRODUCING... A NEW COMMUNICATIONS COMMITTEE

A new Communications Committee has recently taken office! We now have an unprecedented five people on the Committee: Lexi Clague, Kim Isaksson, Helen Ray, Leeta Sokalski and Ray Galbraith - and we are looking for more members. This group is hoping to revitalize ACROSS CAMPUS and make it a viable forum of debate about current issues concerning our Union members. In order to do this it will, at times, be necessary for the Communications Committee to take stands on issues and present opinions. This will be presented as a regular Communications Committee editorial of which the following is the first in hopefully a long line. These opinions, of course, are open to challenge.

P.S.

COMMUNICATIONS COMMITTEE EDITORIAL

PENSION PLAN SURVEY RESULTS:

325 members responded to the recent Pension Plan Survey. This is a very significant number considering the length and complexity of the questionnaire. We feel that AUCE Local #1 members "voted" with their pens and expressed dissatisfaction with the current University Pension Plan. In fact, 61 members waxed philosophical and contributed much in the way of valuable information and suggestions.

We feel that the Survey results provide a firm foundation on which we can build some positive and concrete proposals.

A more detailed, though by no means exhaustive, analysis of the results follows on page 2 of this edition of ACROSS CAMPUS. We look forward to your opinions.

PENSION SURVEY RESULTS

The Pension Plan questionnaire has been collated at long last thanks to the efforts of Margaret Hopkinson. The response to the questionnaire was pleasing and judging by the results it most likely accurately reflects how the membership feels about the Plan. And as such it forms a sound base for further investigation.

Theoretically, what should now happen is the formation of Pension Plan Committee labouring under the auspices of the Contract Committee - a Committee whose purpose should be to add some flesh to the bones of the questionnaire results and to investigate alternate plans and ideas. Such a Committee should report back to the membership at regular intervals and eventually formulate an acceptable package of changes. As the Plan is not presently part of our Collective Agreement with the University the next Contract Committee will have to decide which avenue to change we will follow.

If you are interested in getting involved on such a Committee contact the Union Office (224-2308). It is only through our collective efforts that we will get the Plan we want.

Reprinted below are the numerical results of the questionnaire. Those are followed by a few closing remarks. 325 questionnaires were returned to the Union Office and 61 of those contained additional remarks - remarks which were always interesting and informative.

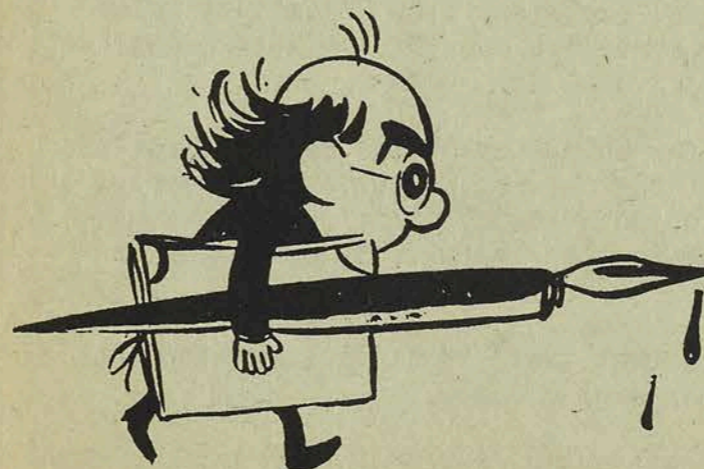
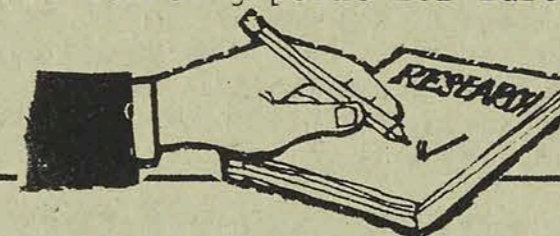
QUESTIONNAIRE RESULTS

- Are you familiar with the University Pension Plan and its provisions as they apply to you? YES 202 / NO 100
- Are you now a member of the Pension Plan? YES 194 / NO 118
- If a member of the Plan, did you sign an authorisation to have your employee's contribution deducted from payroll? YES 153 / NO 37 / DON'T KNOW 37
- It is the University's policy that after three years' employment, it is compulsory for the employee to join the Pension Plan. Do you feel it should be compulsory? YES 66 / NO 220 / NO OPINION 24
- If membership in the Plan were not compulsory, would you yourself join? YES 141 / NO 149 / NO OPINION 5
- Which of the following descriptions applies to you?
 - primary/sole provider with dependants? 75
 - primary/sole provider with no dependants? 181
 - part-timetemporary works? 13
 - other? 22
- Are you a member of, or eligible for benefits from Pension Plans other than the University Plan? (excluding R.R.S.P.'s) YES 30 / NO 273 / OTHER 1
- Do you contribute to a Registered Retirement Savings Plan? YES 82 / NO 233
- If you were given a choice between contributing to the University Plan or to an R.R.S.P., which would you choose? U.B.C. 67 / R.R.S.P. 128 / DON'T KNOW 117

- Would you support a proposal to alter staff representation so that there is at least one representative from each union whose members contribute to the Plan? YES 257 / NO 39 / NO OPINION 1
- After a lengthy preamble the question reads: Would you support a proposal to create a separate Pension Plan for A.U.C.E. employees? YES 127 / NO 101 / NO OPINION 75
- It should be recognized that some provisions of the University Plan do compare favourably with the provisions of other Plans. The employer's contribution is higher than is the case with many Plans, and benefits are comparable. Which of the following statements most correctly approximates your feelings?
 - I am not interested in contributing to any Pension Plan. 65
 - The University Plan is satisfactory in both structure and benefits. 67
 - The University Plan is unsatisfactory in the benefits it provides. 61
 - I am against Union involvement in the Pension Plan. 29
 - I strongly support the Union in its negotiations to (check as many as apply):
 - make membership in the Plan voluntary 184
 - increase staff representation on the Pension Plan Board 165
 - establish a Pension Plan strictly for AUCE members 90

Look at the results and make your own analysis. Judging by the response it is safe to say that the study represents the membership's viewpoints at this point in time. The overwhelming sentiment appears to favour a volunteer plan, yet a surprising number would still contribute to a volunteer plan. R.R.S.P.'s are decidedly more popular than the U.B.C. Pension Plan. Another marked preference favours AUCE representation on the Pension Board. There does not appear to be sufficient support to set up a separate AUCE plan, at least not without further extensive research. The vast majority are obviously concerned with their future pension benefits, whether through Pension Plans or R.R.S.P.'s. The survey reflects a desire for more information and for constructive changes.

All in all we have a good starting point for further research and for future proposals.



NEXT ISSUE

DEADLINE:

APRIL 30TH

Send any contributions to:
Communications Committee
AUCE Local #1 Union Office
c/o Campus Mail.



LETTERS

AM I BEING REALISTIC?

The decade of 1980 promises to be different for all of us in many ways. As consumers, as family members, as employees, we are probably going to see some significant changes in our basic way of life.

It looks to be a time when adaptability and resourcefulness will be at a premium, especially on the job. All of us are going to face hard work to keep making progress in wages, benefits and working conditions. During this set and the last set of negotiations, the University has already made a substantial commitment in maintaining or eroding the employees' present status and benefits.

I have seen rapid growth in the number of "consultants" who are telling companies how to deal with unions, and the University has already hired some of these experts. The manipulating techniques used by these consultants are designed to divert the unions from thinking in terms of their own well-being and direct their attention toward what is good for management.

The University is spending a great deal of money to learn how to push back the frontiers of human progress, but seems unwilling to spend a dime to improve working conditions so that everyone can benefit. No one wants to be a disgruntled employee and no employer wants one, but if the University insists on repression, that is what they will get.

For the last three months, we have been and are still in negotiations. It all started with a statement of purpose and objectives and so far I can only define the progress of negotiation as a physical exercise. The University keeps insisting on its right to manage; but to call oneself a manager implies competence to assume its responsibilities.

I have also heard a lot about most of the Union demands as being so-called "cost items". I get the feeling that the relations between labour and management on this campus are seen by the University as being a matter of dollars and cents. I personally see it as something a lot more basic than that. This being the respect and the recognition of the workers.

Hopefully, the University will realize that there is still something that they cannot buy and/or negotiate for at the bargaining table.

Fraternally, Marcel Dionne

18 March 1980

To: All Full-time, Monthly Paid AUCE Members

From: Lil Legault

If any full-time, monthly paid AUCE member is interested in obtaining a Graduate Student Centre membership, I urge you to do so.

I have been an AUCE member for the past 6-1/2 years and for those 6-1/2 years have grumbled that the only places staff members could go to eat was SUB, Ponderosa, etc. Well, now there is a place -- the Graduate Student Centre.

Come on AUCE members, without your support his privilege could be withdrawn.

For information about membership, please contact Ruth McRae at 3202. Cost of membership is \$25.00 per year.

Thank you.

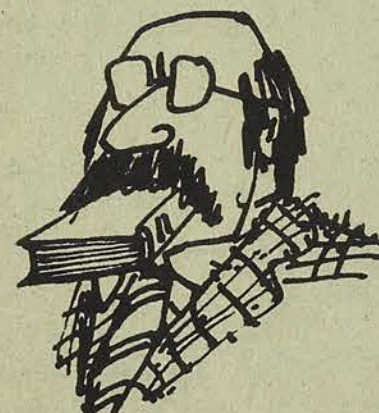
/lal

Lil Legault

TO	The Editor, Across Campus.....	FROM	Pattie Kealy, Steno 1.....
	AUCE Local #1.....		French Department.....
	DATE	March 13, 1980 PHONE.....

Re: page 9 of Across Campus, March 1980

The letter to Wendy Bice from Jean-Pierre Rousseau of l'Université de Sherbrooke does not wish Wendy Bice the best of luck, no matter how roughly you translate it. It simply answers her questions and closes with a standard business formula, which is (very roughly) equivalent to "Sincerely yours". Your rather creative translation does give a wrong impression.



RECEIVED

MAR 14 1980

March 14, 1980
EMPLOYEE RELATIONS

Ms. Carole Cameron,
Union Organiser,
A.U.C.E., Local 1,
2162 Western Parkway,
Campus Mail.

Re: Tuition Waiver

Dear Carole:

University policy states that not more than one month prior to the course commencing, an employee may apply for a tuition waiver.

This policy is in response to employees requesting waivers in advance - some by as much as a year. It was quite common for a waiver request to be received in September for the following Spring and Summer Session. We had no way of ensuring that the employee would still be an employee so far in advance.

We simply do not have the resources to set up a filing system for tuition waiver, to have someone phone every applicant for tuition waiver, and there are many, prior to the course starting to ensure the person is still eligible. Our reporting system for severances is not current enough to serve this need either. An employee sometimes is long gone before Employee Relations receives the severance.

The one month provision is a compromise between no provision and no waiver until just prior to the course commencing. I realise some people are unhappy with it but until we can devise an alternate administrative method, we will have to remain with the present system.

Yours truly,

Jane Strudwick
Jane Strudwick,
Senior Labour Relations
Assistant.

RECEIVED

MAR 18 1980

JS:jdj

A. U. C.

cc: Mrs. Lynne Warneboldt
Mr. E. de Bruijn
Mr. D. Brooks
Mr. C. Barber

THE UNION'S POSITION IS THAT THE "UNIVERSITY POLICY" CIRCUMVENTS THE INTENT OF OUR TUITION WAIVER ARTICLE. WE FILED A "96.1" AND THE LRB HAS SUBSEQUENTLY APPOINTED AN OFFICER TO INVESTIGATE THE SITUATION. ANY FURTHER DEVELOPMENTS WILL BE REPORTED IN "ACROSS CAMPUS" AND AT MEMBERSHIP MEETINGS.



Equal Pay for Work of Equal Value

THE ARTICLE ABOVE IS ANOTHER REPRINT FROM THE CCU'S NEWSLETTER "CANADIAN UNION NEWS". THE CONCEPT - AND IT IS STILL A CONCEPT - OF EQUAL PAY FOR WORK OF EQUAL VALUE WILL CONTINUE TO HAUNT US OVER THE YEARS. IT WAS AND WILL REMAIN ONE OF OUR BASIC PRINCIPLES AS A TRADE UNION. WE CANNOT ESCAPE THE BASIC FACT THAT WE ARE CLERICAL WORKERS, OVER 90% OF WHOM ARE WOMEN.

UNION ORGANIZER REPORT

1. There was a meeting for AUCE members in Division C on Wednesday, March 26. As a result, the following people were elected to these Union positions:

Helen Glavina, Commerce, Division C Executive Rep.

Kim Isaksson, Chemistry, Division C Communications Cmtte Rep.

Sandra Masai, Animal Resource Ecology, Division C Strike Cmtte Rep.

2. Earlier this year the University appealed to the Labour Relations Board, under Section 108 of the Labour Code, against a formalised method of discipline that had been outlined in a discharge arbitration the Union won last Fall.

"Do the general considerations in respect of discharge cases as set out in the Wm. Scott & Company decision require a formal progressive disciplinary approach in all situations where a collective agreement is in force between an employer and a trade union?"

"... We ask the Board to consider the arbitration award in question and in this context give the University some specific guidelines as to the degree of formalized discipline it must impose in order to sustain discipline before an arbitrator under the Labour Code."

Arbitrators, when deciding if a particular disciplinary action is excessive must consider the following:

- how serious is the immediate offence of the employee which precipitated the discharge?
- was the employee's conduct premeditated, or repetitive; or instead, was it a momentary and emotional aberration, perhaps provoked by someone else?
- does the employee have a record of long service with the employer in which he/she proved an able worker and enjoyed a relatively free disciplinary history?
- has the employer attempted earlier and more moderate forms of corrective discipline of this employee which did not prove successful in solving the problem?
- is the discharge of this individual employee in accord with the consistent policies of the employer or does it appear to single out this person for arbitrary and harsh treatment...?

The Chairman of the Labour Relations Board, Don Monroe summed up his decision in this matter by stating,

"I indicated above that the University is asking the Board to provide '... specific guidelines as to the degree of formalized discipline it must impose in order to sustain discipline before an arbitrator under the Labour Code'. I do not propose to undertake that impossible task. Indeed, it is ironic that the University would argue for a more flexible view of the Labour Code than that which was arguably adopted by the arbitrator, and in the same breath ask the Board to prescribe a set of specific and presumably invariable rules."

Union Organiser's report continued ...

He decided the arbitration award did not dictate rigid views as to a preference for any particular system of corrective discipline and that the University's appeal was unnecessary.

3. The Union office is trying to establish some procedures to help members with their reclassification applications. We can provide you with information on how the Reference and Appeal Committees work and possibly lists of job duties for positions in the classification you are applying for. We are also trying to put people applying in touch with others who have gone through the process already. If you have questions, call the Union office and we will try to help.



AUCE LOCAL 5

There was an education/information seminar held at AUCE Local 5 on March 21, 22 and 23, 1980. Marcel Dionne and I attended from Local 1. Marcel answered questions about negotiating techniques as well as reviewing their collective agreement. He gave them suggestions as to areas they might consider revising and how they might go about making these changes. I dealt with Shop Steward training - the purpose and function of a steward plus how to deal with grievances. On Friday night we had an interesting discussion with some of Local 5's membership on affiliation.

I found it really interesting meeting and talking to people from another of our Locals. They have similar problems to ours but are in a difficult spot because their membership is smaller, approximately 100 people and they don't have anyone working full or part-time for the Union. I would like to see more help given to them for these reasons.

They do feel quite isolated from the rest of us and they are geographically. They want to remain in AUCE but are quite like we were in the early days, a little unsure of themselves. When we share our experiences with each other it helps us all to grow a little.

Carole Cameron

KNOW YOUR CONTRACT

Article 24.05 Consultation

- (a) Where new or additional equipment is required, affected employees must be consulted prior to purchase or rental.
- (b) Where renovations (which may affect the working area of the employees) are planned for an existing building, employees from the working areas concerned shall be consulted regarding such renovations, before renovating may begin.
- (c) Where a permanent change is considered in the location of work areas or in working procedures, the employees concerned must be consulted before any changes may begin.

This is a fairly important article in our agreement we should all be aware of. We are to be consulted when changes to our work situation are to occur. This is especially important now with the radical changes taking place in our work. Automation and the introduction of new equipment and procedures is really changing the nature of our jobs. They are becoming more technical than clerical. With these new ways come new problems of fewer jobs, the necessity to learn new ways of working plus a lot of unanswered questions as to possible health problems related to the new equipment. The Union office wants to know about any proposed changes in your working area. Call us!

A REPORT

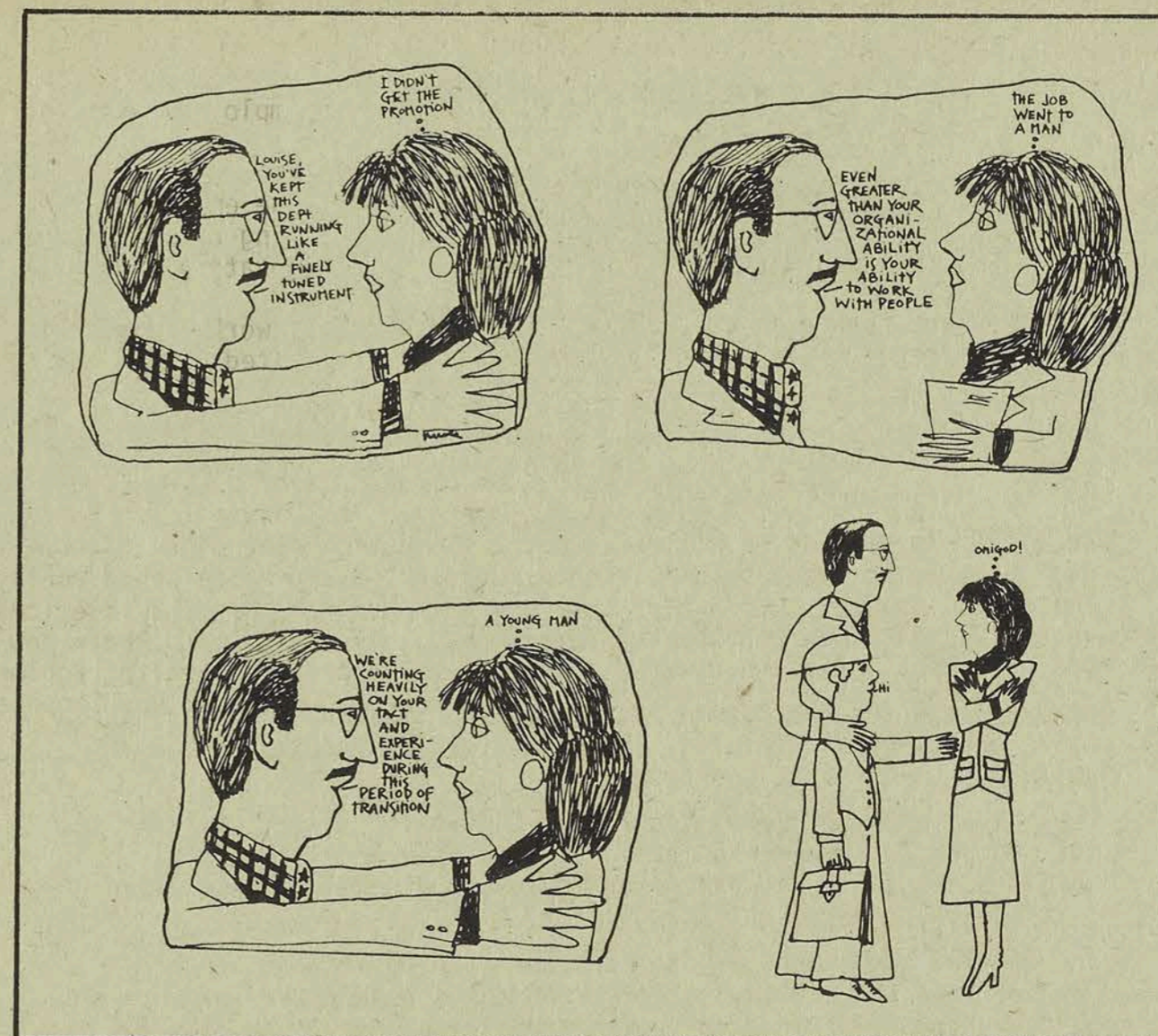
Secretary-Treasurer's Report

Ken Andrews, President of CUPE Local 116, dropped by the Union Office in late March to pick up some forms for a submission to the LRB. What ensued was a rambling, yet informative, discussion of issues and problems common to both Unions. What struck us was the similarity of our perceptions of how the University operated. At the end of the discussion we assured one another that it would be beneficial for both parties to keep in touch during negotiations. We also felt it might prove valuable to continue communicating after this year's bargaining.

Fréd Trotter, the current President of OTEU Local 378, contacted the Union Office a few weeks ago and added some further impressions he had of the March 6th Affiliation Meeting - the meeting at which he represented OTEU. He offered to come out to UBC at any time to talk to smaller groups of AUCE members about the issue of affiliation in general and affiliation to OTEU in particular. Mr. Trotter may also be sending us some information for ACROSS CAMPUS.

The response to the request for "VOLUNTEERS" in the last issue of ACROSS CAMPUS although not overwhelming was satisfying. Now that we have some of you indentured for Union Office duties we must make some effort to get you involved - a little involvement can be a dangerous thing. Special thanks must be extended to Margaret Hopkinson who came into the Office and volunteered her services. We set her to work collating the remaining Pension Plan questionnaires amid the tumult of the day-to-day Union business. Thanks to her efforts a preliminary, statistical report appears elsewhere in this newsletter.

Wendy Bice, Carole Cameron and Ray Galbraith, presently working in the Union Office, are poised to undertake the composition of questionnaires for Sick Leave, Job Classification, Increments and the Modified Work Week. At this point we would welcome any suggestions, ideas, or whatever that you may have. To become actively involved with these studies which should form the basis of the next set of negotiations all you have to do is contact the Union Office (224-2308). If you have anything in writing please send it to: AUCE UNION OFFICE, C/O CAMPUS MAIL.



1980 EXECUTIVE			
President	Marcel Dionne	Purchasing	4582/2233
Vice-President	Judy Blair	Education	5222/5226
Co-ordinator	Wendy Bice	Union Office	224-2308/09
Organizer	Carole Cameron	Union Office	224-2308/09
Secretary/Treasurer	Ray Galbraith	Union Office	224-2308/09
Trustee	Pat Hannah	Bioresource Eng.	2565
Trustee	Jet Blake	Bioresource Eng.	2565
Membership Secretary	Joan Treleaven	Reading Rooms	2819
Division Executive Rep	Helen Glavina	Commerce	2191
Division Executive Rep	Lissett Nelson	Education	4535
Grievance Committee	Carole Cameron	Union Office	224-2308/09
Contract Committee	Nancy Wiggs	Legal Clinic	2880
Strike Committee	Cathy Agnew	Education	5374
Provincial Rep	Jet Blake	Bioresource Eng.	2565
Provincial Rep	Lid Strand	Registrar's Office	2871

SOLIDARITY FOREVER

(Tune: John Brown's Body)

Written by Ralph Chaplin, January 1915

When the Union's inspiration through the workers' blood shall run,
There can be no power greater anywhere beneath the sun.
Yet what force on earth is weaker than the feeble strength of one?
But the Union makes us strong.

CHORUS: Solidarity forever! Solidarity forever! Solidarity forever!
For the Union makes us strong.

Is there aught we hold in common with the greedy parasite
Who would lash us into serfdom and would crush us with his might?
Is there anything left to us but to organize and fight?
For the Union makes us strong.

It is we who plowed the prairies; built the cities where they trade;
Dug the mines and built the workshops; endless miles of railroad laid.
Now we stand outcast and starving, 'mid the wonder we have made;
But the Union makes us strong.

All the world that's owned by idle crones is ours and ours alone.
We have laid the wide foundations; built it skyward stone by stone.
It is ours, not to slave in, but to master and to own,
While the Union makes us strong.

They have taken untold millions that they never toiled to earn.
But without our brain and muscle not a single wheel can turn.
We can break their haughty power; gain our freedom when we learn
That the Union makes us strong.

In our hands is placed a power greater than their hoarded gold;
Greater than the might of armies, magnified a thousand-fold.
We can bring to birth a new world from the ashes of the old.
For the Union makes us strong.

**LABOUR'S
HAZARDS**

*Family
may go down the
tubes*

Guardian

MINUTES

MINUTES OF THE MEMBERSHIP MEETING, MARCH 20, 1980 - IRC 2

12:30 - 2:20 PM.

The meeting was called to order at 12:45 pm. by Marcel Dionne.

1. Adoption of agenda: Sandy Lundy moved: THAT CONSIDERATION OF THE AFFILIATION QUESTION BE PLACED BEFORE CLOSING NOMINATIONS. It was seconded by Peggy Willis and CARRIED.
Carole Cameron moved: THAT THE AGENDA BE AMENDED AS FOLLOWS:
5(a) Closing Nominations / 5(b) Secretary-Treasurer's report / 5(c) Contract Committee. It was seconded by Ann Hutchison and CARRIED.
2. Adoption of minutes of the February 21, 1980 Membership Meeting: Lid Strand moved: THAT THE MINUTES OF THE FEBRUARY 21, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED. The motion was seconded by Wendy Bice and CARRIED.
3. Business arising from the minutes: There was no business arising from the minutes.
4. Business arising from the correspondence: There were no questions from the membership.
(a) Consideration of the Affiliation question: Sandy Lundy moved: THAT THE AUCE LOCAL 1 MEMBERSHIP FORWARD THE FOLLOWING RESOLUTION TO THE SPECIAL CONVENTION ON APRIL 12-13, 1980:

"SINCE IT IS THE DEMOCRATIC RIGHT OF EVERY MEMBER OF AUCE TO HAVE A SECRET BALLOT VOTE ON THE MATTER OF WHETHER OR NOT TO AFFILIATE,
BE IT RESOLVED THAT

- (a) A UNION-WIDE REFERENDUM BE HELD NOT EARLIER THAN MAY 15, 1980 AND NOT LATER THAN JUNE 15, 1980 TO INCLUDE THE OPTION OF AFFILIATION OR NON-AFFILIATION
- (b) IF THE RESULT OF THE FIRST REFERENDUM IS "YES" TO AFFILIATION, A SECOND UNION-WIDE REFERENDUM BE HELD, BY PREFERENTIAL BALLOT, TO DETERMINE IF AUCE SHOULD AFFILIATE TO SORWUC, CCU, CLC, BCGEU, CUPE OR OTEU."

The motion was seconded by Peggy Willis.

Neil Boucher then moved an amendment, seconded by Nancy Wiggs, to have one referendum ballot. After some discussion on the intent of the amendment Sandy Lundy agreed to incorporate the amendment into the motion. The new motion then read:

THAT THE AUCE LOCAL #1 MEMBERSHIP FORWARD THE FOLLOWING RESOLUTION TO THE SPECIAL CONVENTION ON APRIL 12-13, 1980:

"SINCE IT IS THE DEMOCRATIC RIGHT OF EVERY MEMBER OF AUCE TO HAVE A SECRET BALLOT VOTE ON THE MATTER OF WHETHER OR NOT TO AFFILIATE,
BE IT RESOLVED THAT

- (a) A TWO-PART UNION-WIDE REFERENDUM BE HELD NOT EARLIER THAN MAY 15, 1980 AND NOT LATER THAN JUNE 15, 1980 TO INCLUDE THE OPTION OF AFFILIATION OR NON-AFFILIATION
- (b) IF THE RESULT OF THE FIRST QUESTION FAVOURS AFFILIATION, THE SECOND QUESTION ON THE BALLOT WILL BE OF A PREFERENTIAL NATURE TO DETERMINE IF AUCE SHOULD AFFILIATE TO SORWUC, CCU, CLC, BCGEU, CUPE, OR OTEU."

After some discussion the motion was CARRIED.

Neil Boucher then moved: THAT AUCE PROVINCIAL AFFILIATE TO THE CANADIAN LABOUR CONGRESS (CLC) BY BECOMING A GROUP OF LOCALS OR A LOCAL OF ANY OF THE CLC UNIONS WHICH REPRESENT CLERICAL WORKERS, NAMELY, THE B.C. GOVERNMENT EMPLOYEES UNION (BCGEU), THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) OR THE OFFICE AND TECHNICAL EMPLOYEES UNION (OTEU). The motion was seconded by Larry Thiessen.

Marcel Dionne ruled the motion out of order as it was contrary to the motion just passed. Neil waived on his right to challenge the Chair, but Nancy Wiggs challenged the Chair. After further discussion the challenge was withdrawn.

5. Election of Affiliation reps/delegates: Marcel Dionne suggested that each prospective

delegate present a short statement on their position on affiliation. Marcel then accepted further nominations. Jerry Andersen, Ruby Rudd, and Diane Green were nominated but Ruby declined to run. At that point Sandy Lundy raised the issue of alternates but any discussion was deferred until the voting for the delegates had occurred.

Shirley Chan then challenged the Chair's acceptance of nominations which had not been either confirmed in writing or confirmed verbally by the nominee at the meeting. The Chair was defeated. Cathy Agnew then moved: THAT THE MEETING SUPPORT LISSETT NELSON'S STATUS AS A NOMINEE FOR THE CONVENTION. It was seconded by Carole Cameron. After a convoluted discussion and a further challenge to the Chair, Ray Galbraith, who had assumed the Chair, agreed with a member's interpretation that Lissett Nelson's statement in the Affiliation Bulletin was sufficient to have her accepted as a candidate.

The following members were on the ballot: Cathy Agnew, Jerry Andersen, Wendy Bice, Neil Boucher, Carole Cameron, Lexi Clague, Marcel Dionne, Ray Galbraith, Helen Glavina, Diane Green, Lissett Nelson, Valerie Pusey, Nancy Wiggs, Susan Zagar. The other nominees had either declined in writing or were not present in person at the meeting to confirm their status. Marcel Dionne then instructed the membership to vote for no more than 10 of the 14 candidates. Each of the above nominees then proceeded to state their positions. The votes were counted as the meeting went on to other business.

(a) Closing nominations: (i) Strike Committee - Sandy Masai and Cathy Agnew were elected by acclamation. Nominations were re-opened for a further month.

(ii) Grievance Committee (2) - Kim Isaksson was elected by acclamation. Nominations were re-opened for a further month.

(iii) Communications Committee - Kim Isaksson was elected by acclamation. Nominations were re-opened for a further month.

(iv) Union Organizer - Carole Cameron, Lid Strand and Lissett Nelson had been nominated. Lid Strand declined to stand. As Lissett Nelson had not indicated in writing that she wanted to run Neil Boucher moved: THAT NOMINATIONS FOR THE UNION ORGANIZER POSITION CLOSE AT THE APRIL 1980 MEMBERSHIP MEETING AND THAT THE UNION APPLY FOR A FURTHER MONTH'S LEAVE OF ABSENCE FOR CAROLE CAMERON, THE PRESENT UNION ORGANIZER. The motion was seconded by Nancy Wiggs and as it was a procedural motion there was no discussion. The motion CARRIED.

(b) Secretary-Treasurer's report: Ray Galbraith reported the books and audited statement were poised to return from the Auditor's. The only hold-up was a series of questions posed by our accountants. One was in relation to a \$500 loan we had given to SORWUC, another was in regards to the \$850 loan the Provincial had extended us for our Section 7 at the LRB. Ray indicated that these issues and others would be tackled at the April 1st Executive meeting.

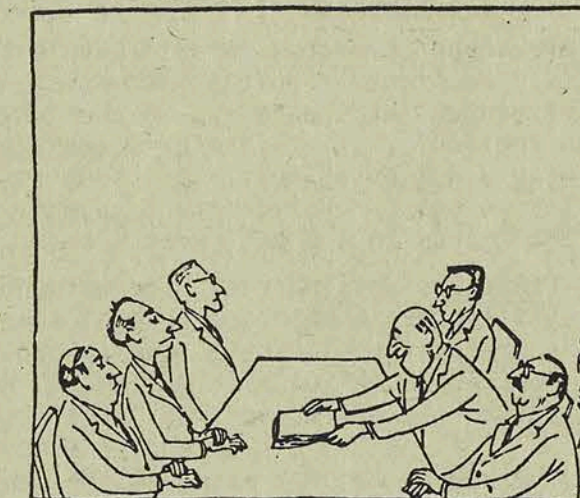
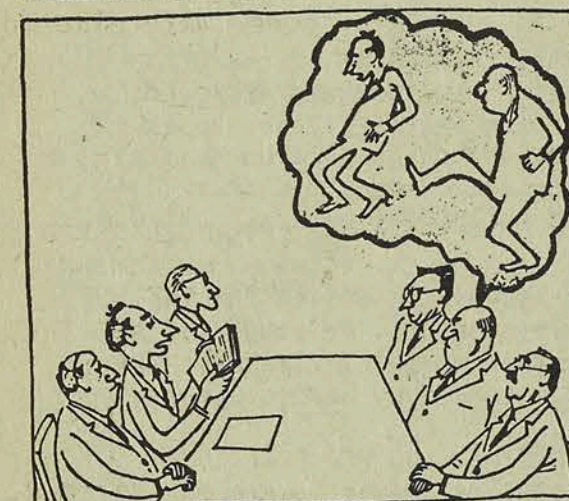
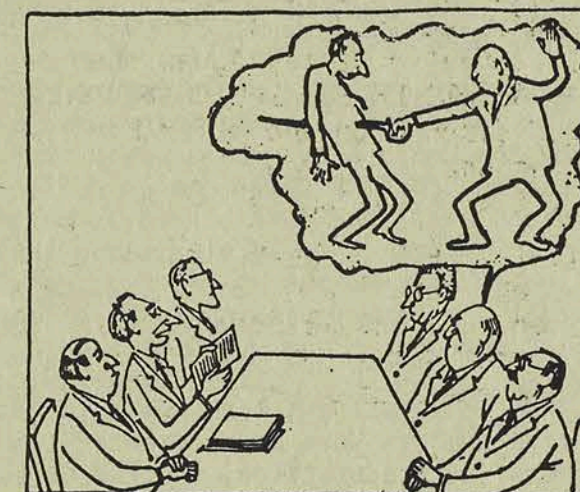
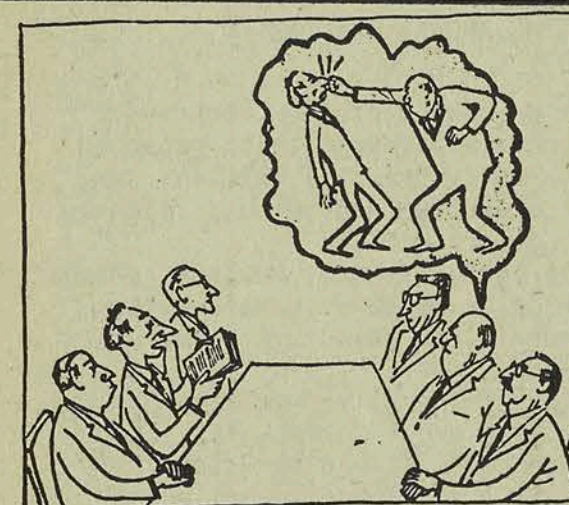
After some brief remarks about the Per Capita Tax and Salaries and Professional Expenses Ray Galbraith moved: THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED JANUARY 31, 1980. It was seconded by Ann Hutchison and CARRIED.

Ray then pointed out the large sum expended for Legal and Professional Expenses for the February financial statement. He indicated that some articles would most likely appear in ACROSS CAMPUS in regards to the escalating expenses and inefficiencies of arbitrations. He then moved: THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED FEBRUARY 29, 1980. The motion was seconded by Wendy Bice, and after some questions were answered from the floor, it was CARRIED.

(c) Contract Committee report: Nancy Wiggs reported that a mediator had been appointed. The mediator, Jock Waterston, was to meet with both parties the following week. Nancy then referred to the next Contract Bulletin, #6, which contained an excellent article about wages we have lost over the past few years. It also included a factual approach to taking a strike vote.

Sandy Masai then moved that: AUCE LOCAL #1 UNANIMOUSLY REJECT THE UNIVERSITY WAGE OFFER. It was seconded by Cathy Agnew. Sandy then agreed

to incorporate Jerry Andersen's "with disgust" amendment into the main motion. The new motion then read: THAT AUCE LOCAL #1 UNANIMOUSLY REJECT THE UNIVERSITY WAGE OFFER WITH DISGUST. The motion was CARRIED.



"The Corporation appreciates the clear and cogent outline of your union's demands and promises to give it the most serious consideration. May I suggest that we set a date for our next meeting that will give us enough time to formulate counterproposals?"

6. By-laws amendments: Lid Strand moved the motion to amend Section H: Vacancies in Local Association Table Officer Positions reprinted on page 18 of the March issue of ACROSS CAMPUS. He also included an amendment which he wanted incorporated. After much discussion about what the re-wording would do in practice if passed, and upon the ensuing confusion, Diane Green moved: THAT THE PROPOSED AMENDMENTS TO SECTION H BE TABLE UNTIL THE NEXT MEMBERSHIP MEETING IN APRIL 1980. It was seconded by Wendy Bice and CARRIED. The main fear expressed was that the proposed changes would allow positions to be filled without holding a meeting.

Carole Cameron then moved: THAT SECTION J: MEETINGS BE AMENDED TO: 3. AUCE MEMBERSHIP MEETINGS SHALL BE HELD FROM 12:30 PM. TO 1:30 PM. OR AS PERMITTED BY THE CONTRACT, BETWEEN 12:30 PM. AND 2:30 PM. The motion was seconded by Neil Boucher and CARRIED.

The last motion (THAT THE MEMBERSHIP APPROVE ALL NECESSARY CHANGES TO MAKE THE BY-LAWS CONSISTENT WITH THE ABOVE CHANGES TO SECTIONS F, H, AND K) was TABLED TO THE NEXT MEMBERSHIP MEETING.

7. **Executive report:** Carole Cameron presented the report on behalf of the Executive. She indicated that the Union was investigating the Benefacts program being proposed by the University - this was a program that would apparently draw all existing employee benefits under one umbrella. She said that the Executive had serious reservations about the possible invasion of privacy aspects of such a plan.

Carole stated that we had received a letter from D. Nevison requesting an AUCE member on the President's Advisory Committee on Daycare. Carole asked that any member wishing to volunteer should contact her in the Union Office or after the meeting.

Carole then indicated that the status of Executive meetings had changed - meetings were now held mostly on University time every three weeks. Executive members were being granted two-hour leaves of absence to attend to Union business. Such a practice, the Executive believed, would allow for a more detailed and proper discussion of issues and problems.

9. **Grievance Committee report:** Carole Cameron reported that the result of the October 1979 Retirement Arbitration was still in limbo and that three further retirement grievances had backed up in the interim. She said that the University had appealed a section of an arbitrator's decision of a discharge grievance, a section dealing with a suggested policy of "progressive discipline" for the University. The LRB had thrown out the University's appeal. Carole then agreed to looking into a Section 100 in regards to the Retirement Arbitration.

10. **Other Business:** Marcel Dionne announced that the results of the voting for the Affiliation Convention delegates had not yet been fully counted. He suggested that a motion for alternates was in order. Rosanne Rumley then moved: THAT THOSE NOT ELECTED BE APPROACHED TO STAND AS ALTERNATES. It was seconded by Carole Cameron and after some discussion was DEFEATED.

Lid Strand then moved: THAT WE OPEN NOMINATIONS FOR 5 ALTERNATES. The motion was retracted as the meeting had run out of time. Members were encouraged to attend the Convention and to voice their opinions.

The meeting adjourned at 2:20 pm.

****RESULTS OF THE ELECTION OF 10 DELEGATES TO THE AUCE AFFILIATION CONVENTION, APRIL 12 & 13, 1980****

THE FOLLOWING AUCE LOCAL #1 MEMBERS WERE ELECTED TO ATTEND THE AFFILIATION CONVENTION THIS MONTH. THOSE ELECTED ARE LISTED IN ALPHABETICAL ORDER:

AGNEW, CATHY	DIONNE, MARCEL
ANDERSEN, JERRY	GALBRAITH, RAY
BICE, WENDY	GREEN, DIANE
BOUCHER, NEIL	PUSEY, VALERIE
CAMERON, CAROLE	WIGGS, NANCY

NOMINATIONS FOR 10 LOCAL #1 REPRESENTATIVES TO THE REGULAR/ANNUAL PROVINCIAL CONVENTION WILL BE OPENED AT THE APRIL 17TH MEETING. THE CONVENTION, NOT TO BE CONFUSED WITH THE AFFILIATION CONVENTION, IS SCHEDULED FOR JUNE 14 & 15, 1980.

RESULTS ELECTION

REPRINT:

REPRINTED BELOW IS AN EDITORIAL FROM THE C.C.U.'S NEWSLETTER "CANADIAN UNION NEWS". IT PROVIDES A MORE PRO-WORKER VIEWPOINT THAN THAT WHICH WE WOULD FIND IN THE DAILY PRESS EDITORIALS.

Editorial

Economy in crisis means hardship for workers

John B. Lang
March 12, 1980

**affiliation
minutes**Minutes

Lid Strand, a member of the Affiliation Sub-Committee, was in the chair. Ray Galbraith, the Secretary-Treasurer, was taking minutes - on instructions from the Chair he was to get the gist of the speakers' presentations and any motions.

Lid Strand then presented a brief outline of how the meeting was to be structured. He then introduced the five invited speakers: Fred Trotter (OTEU), Jack Adams (BCGEU), Dick Larsen (CLC), Bernice Kirk (CUPE), and Jess Succamore (CCU).

A question was then asked from the floor as to why SORWUC was not present on the panel. Lissett Nelson replied that SORWUC had not been considered as a viable alternative. As no representatives from SORWUC at the meeting no motion was forthcoming to seat SORWUC was presented.

Lid Strand then opened up nominations for the Affiliation Convention in April. The following members were nominated: Maureen Gitta, Cathy Agnew, Heather MacNeill, Kitty Cheema, Suzanne Lester, and Valerie Pusey. It was announced that nominations would remain open until March 20, 1980.

Carole Cameron moved: THAT THE MEETING SEAT SHEILA PERRETT, THE PROVINCIAL'S SECRETARY-TREASURER. The motion was seconded by Ann Hutchison and CARRIED.

Dick Larsen (CLC): Dick Larsen was the first speaker.

-he indicated that the CLC represented some 75% of Canada's unionized workers and then he proceeded to reiterate much of the information contained in the Affiliation bulletin
-he outlined the CLC structure and stated that of the CLC alternatives he would not push any one of them

-he said that the CLC was now showing more interest in organizing clerical workers and that for the past five years they were more conscious of women's rights and clerical concerns
-of particular interest to the CLC was the organizing of the bank workers

-Mr. Larsen said that the CLC was aware that we as clerical workers are on the lower end of Society's pay scale and this issue needs to be addressed by organized labour

-to this end the B.C. Fed has set up committees to try to establish total equality in the work place

-in summary, he urged us to follow the rout of affiliation, to give the idea close consideration, and to participate actively with organized labour

Jack Adams (BCGEU): Jack Adams followed Mr. Larsen on the speakers' list.

-Mr. Adams outlined the structure of BCGEU and he re-traced the history and the items presented in the Affiliation bulletin

-he spoke about the roles of the locals and the components (structured on occupations), indicating that all have reps on the governing bodies

-he then spoke of BCGEU's "innovative" form of bargaining with master and component agreements

-union dues were set at 1% of basic salary per month - there were 12 provincial offices and 76 people on staff specializing in all aspects of trade unions

-Mr. Adams dealt with bargaining gains that BCGEU had achieved, especially in the area of health and welfare benefits, family leaves, no lay-off clauses

-he indicated that comparable wages in BCGEU ranged from an Office Assist. I at \$1101 a month to an Admin. Assist. at \$2556

-he stated that hundreds of grievances were processed monthly, mostly at the lower levels and that the win ratio in arbitrations was 75-80%

-the BCGEU strike fund totalled \$6,000,000 and strike pay was set at 70% of basic pay up to \$200 a week. Furthermore, it was union policy that picket lines be respected

-according to Mr. Adams BCGEU had yet to lose a strike

-it was stated that BCGEU was non-partisan in the political sense, but that positions were taken on issues. Freedom of political action was possible for all members

-education courses, with wages and expenses paid, are offered, and they cover all aspects of trade union life

-Mr. Adams said that if AUCE were to affiliate with the BCGEU it would probably be structured into a component

Bernice Kirk (CUPE): Bernice Kirk was the third speaker on the list.

-at the outset Bernice ran through some of the information contained in the bulletin

-she indicated that Provincial Conventions were held each year

-Ms. Kirk said that CUPE was actively concerned with women's concerns and that a CUPE goal was equal pay for work of equal value

-she outlined CUPE's structure saying that there were servicing reps in B.C. from the National level who helped service the needs of the locals - each local being autonomous and having control over their Executive, Committees and finances

-Ms. Kirk stated that all locals were bound by the National Constitution

-if AUCE chose to affiliate with CUPE then as an independent local we would have control over our destiny

-she then dealt with the steward structure and the grievance procedure; on the subject of bargaining she reported that there was no master agreement and that individual bargaining was the rule

-Ms. Kirk indicated that the Servicing Rep provides access to all departments at the National level and that liaison with other locals and unions occurred through the District Labour Councils

-she went on to say that conferences were organized for different occupational groups

-she listed a number of locals in various colleges across the province and stated that a Clerk-Typist will now be paid, after a strike in the Alberni region, \$9.57 an hour

-Ms. Kirk outlined the financial aspect of CUPE; she talked about the strike fund and dues which were pegged at 1% of gross pay

-she said that CUPE members received several publications: the PUBLIC EMPLOYEE once every two months, a booklet every two months, a Research Bulletin for B.C., and a monthly newsletter

-in conclusion, she said that CUPE encouraged support for the NDP both provincially and federally, in fact it was a CUPE policy and that CUPE was active at the municipal and School Board levels

Fred Trotter (OTEU): Fred Trotter was the last speaker for a union affiliated with the B.C. Fed and the CLC.

-at the beginning Mr. Trotter isolated a couple of areas of concern as being quite important

-he stated that he was President of Local 378 which included BC Hydro and ICBC and that the OPIEU was designed to promote complete local autonomy within the International Constitution

-he said that dues had to be pegged in excess of \$5.00 and that each local was responsible for electing its own Executive, passing its own by-laws and constitution; furthermore, each local would decide upon the responsibilities of all Union officers

-Mr. Trotter reported that OTEU worked on a low per capita tax basis; for AUCE it would \$1.64 for each member a month, with the remainder of the dues being dispersed at the local level

-he then stressed the international aspects of his Union; he felt that OTEU was not top-heavy with its elected President and Secretary-Treasurer, 14 Vice-Presidents, and limited resource staff at the International level

-he stated that OTEU has the right to establish its own Canadian body, but that it had not chosen to because of the advantages and the fact that there had been no past interference

-in the area of collective bargaining he said that OTEU could make no promises - each local has to deal with their own employer

-he said that the issue of political involvement was decided at each local and that OTEU had been successful in its dealing with the LRB

-he indicated that common grievance problems in his local were concerned with job evaluation and job selection

-Mr. Trotter completed his presentation with some remarks about strikes and OTEU's strike fund; he said that strikes were few in number and that OTEU's choice was a selective job action approach and that the "out onto the street" approach was the last alternative

Jess Succamore (CCU): Jess Succamore, the Vice-President of CCU, was the last speaker.

-he indicated that the CCU was a small organization and then he commented on the accuracy

of the information contained in the Affiliation bulletin

-one error that he felt should be corrected was that any affiliate to the CCU names their own member to the Executive

-Mr. Succamore felt that the real issue confronting the AUCE membership was that of affiliation vs. merger; he stated that with the CLC we would be submerged in a greater organization, while with the CCU we could truly affiliate

-he felt that the CLC had told us "to go to hell" by not allowing us to affiliate directly as AUCE with them

-he then went on to applaud the frankness of the other speakers while stating that he was playing the role of the devil's advocate

-the CCU, he reported, believes that Canadian workers should have complete control over their destiny and that no money should go the Americans

-he said that he gave the first lecture in 1972 at the Fishermen's Hall on how and why women workers should organize; from these lectures AUCE and SORWUC were formed

-Mr. Succamore felt that the roots of our founding had not changed and he said that we had to have confidence in ourselves

-the CLC, he stated, "is only a mouthpiece for American unions."

-he spoke on a few occasions of the other clerical union in CCU, that being the York University Staff Association (YUSA) in Ontario

-in concluding, Mr. Succamore suggested that we take control of our own funds and destiny

At this point in the meeting Lid Strand opened the meeting up for questions from the floor.

Questions from the floor:

-one member asked about the existence of "sweetheart deals" between Canadian locals affiliated to the CLC and business

Fred Trotter denied any knowledge of the existence of such practices.

-another member asked what CCU's policy on clerical workers was and what they can do for us

Jess Succamore answered that the CCU was concerned about the plight of clerical workers and that affiliation with CCU would allow us to control our destiny and preserve our identity.

-yet another member requested that the CLC further expand on what they can do for AUCE

Dick Larsen stressed the accomplishments in the areas of women's studies and rights and spoke of the CLC's efforts to come to grips with the problems of clerical workers.

Jack Adams replied by indicating that BCGEU's strike fund payment record was the best in Canada, and that their record for respecting picket lines was excellent

Jess Succamore added that the CCU would respect any picket lines.

Neil Boucher then made the suggestion that we have the delegates/representatives leave so that we could discuss the issue of affiliation in private.

Further questions came from the floor.

-one member asked about Ken Andrews and his recent support for a Liberal candidate in the last Federal election

Bernice Kirk replied that Ken Andrews was unfortunately no longer under her jurisdiction and that things would have been different.

-another member asked why couldn't AUCE affiliate to the CLC as AUCE

Dick Larsen answered by stating that the Congress had decided that the union movement should not splinter itself further and that the policy was to get unions working together in larger groups.

Jess Succamore then raised the issue of the accurateness of Mr. Larsen's statements.

-a member then asked Mr. Succamore what the CCU had to offer us should we affiliate with that body

Jess Succamore proceeded to question the format of the meeting indicating that he was at a disadvantage in presenting his case. He stated that the CCU does all the things in

practice what the CLC says in theory. He once again raised the example of YUSA. Mr. Succamore said that the CCU had adopted the concept of equal pay for work of equal value. Furthermore, the CCU had acted immediately in relation to the AIB instead of waiting for a year as the CLC had done.

-the last question from the floor was in relation to the existence of any "reverter" clauses in the constitutions of CUPE or BCGEU and of any support from the three CLC unions present in regards to AUCE coming into the CLC as AUCE

Fred Trotter responded by saying that we could maintain our identity as AUCE should we decide to affiliate with OTEU.

Jack Adams spoke about the proliferation of unions in the public sector and the reasons why AUCE would have to affiliate with another union. He stated that there was no reverter clause.

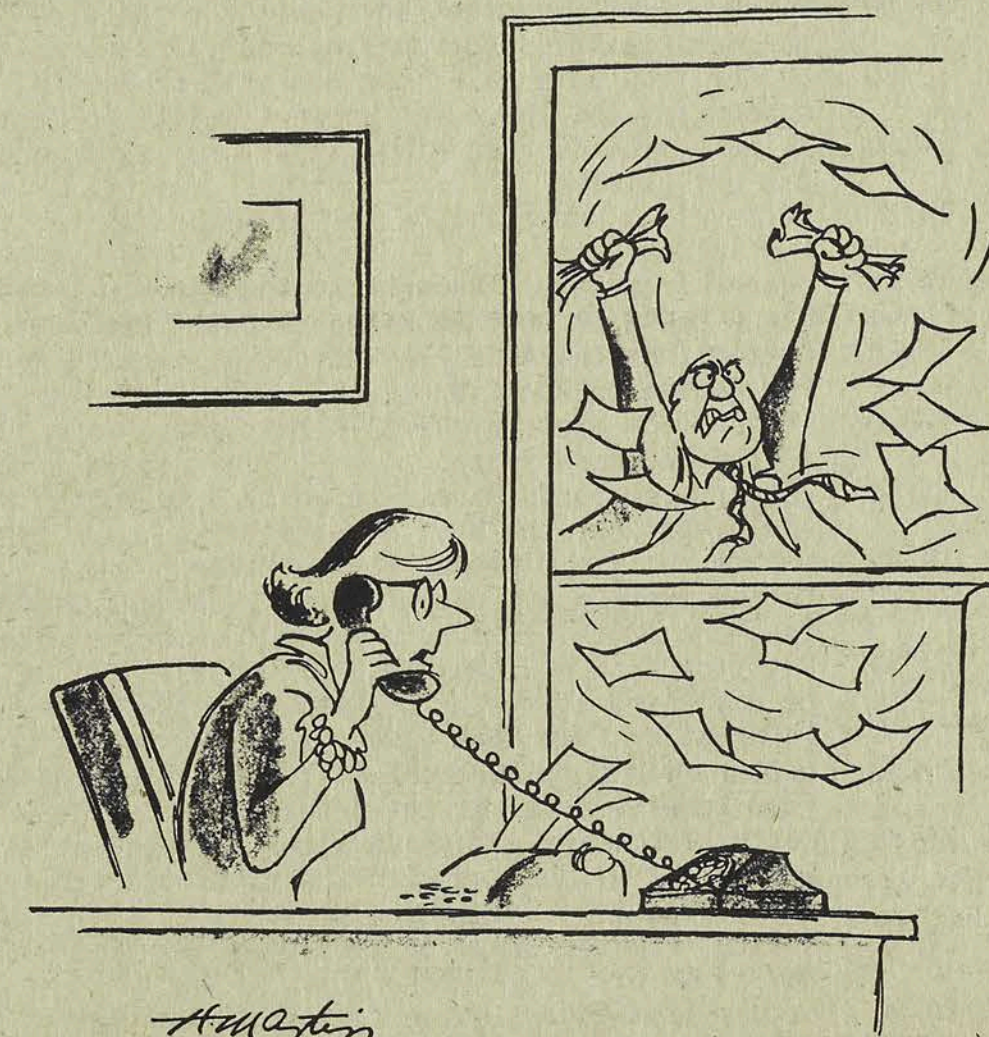
Bernice Kirk said that with CUPE it was extremely difficult to disaffiliate.

Neil Boucher then moved: THAT WE EXCUSE THE GUESTS AND EXTEND OUR THANKS FOR THEIR ATTENDANCE AT TODAY'S MEETING. Before the motion was seconded and voted on, the panel excused themselves amid applause.

The floor was then opened for informal debate.

Several members present availed themselves of the opportunity to state their opinions, feelings, criticisms, whatever. The discussion which ensued for approximately 15 minutes was intense and covered the spectrum of the affiliation issue.

The meeting adjourned at 2:18 pm.



"Mr. Stewart is out of his gourd at the moment.
May I take a message?"

22 CORRESPONDENCE

CORRESPONDENCE

- Mar. 4/80 Letter from District 65 Distributive Workers of America, UAW, re: the search for a new classification system
- Mar. 5/80 Pamphlet from the Continuing Legal Education Society of B.C. re: an interest arbitration seminar
- Mar. 5/80 Letter from the AUCE Provincial on support for the Women's Committee of the UBC Alma Mater Society in their fight against the Engineering Undergraduate Society's attitude to women
- Mar. 6/80 BCIT course syllabus for a management seminar on "How to Make Meetings Work"
- Mar. 6/80 BCGEU News Release re: the necessity of improving labour's public image
- Mar. 6/80 Subscription form from Western Legal Publications for the B.C. Legislative Digest
- Mar. 6/80 Letter from the UBC Sub-Committee of the Ad Hoc Committee of the Chinese Benevolent Association Against W5
- Mar. 11/80 BC Fed "news" re: the Fed's demand for a public inquiry into the construction tendering practices of Douglas College
- Mar. 11/80 BC Fed "news" re: the Fed's support for the appointment of Mike Parr to the post of Commissioner with the Worker's Compensation Board
- Mar. 12/80 BC Fed "news" re: the Fed's call for improved ambulance service throughout the province
- Mar. 13/80 Letter from an AUCE employee to the Employee Relations Dept. requesting the reasons in writing for not receiving a promotion
- Mar. 14/80 BC Fed "news" re: the Fed's call for the provincial government to settle the uncertainties surrounding medical care in the province
- Mar. 12/80 Letter from Rafe Mair, the Minister of Health, thanking AUCE for its letter supporting the Vancouver Women's Health Collective
- Mar. 14/80 Release from CCH Canadian Limited re: their acquisition of Capital Communications Limited
- Mar. 14/80 Letter from Judy Willcox to Ray Galbraith re: the status of former employees in Dentistry
- Mar. 14/80 Letter from Carole Cameron nominating Kim Isaksson, Chemistry, to an At-Large position on the Grievance Committee
- Mar. 17/80 Letter from the AUCE Provincial re: support for the Concerned Citizens for Choice on Abortion
- Mar. 17/80 Letter from Macaulay Nicolls Maitland & Co. Ltd. re: available office space in the Boundary Plaza
- Mar. 18/80 Letter from Sandy Masai to Wendy Bice re: an article on wages lost by AUCE employees over the past 5 years
- Mar. 19/80 Notice re: the Diplomat Coffee Maker
- Mar. 20/80 Letter from Sandy Lundy to Carole Cameron containing a proposed motion for the March 20th Membership Meeting - on the matter of affiliation
- Mar. 20/80 Petition from AUCE members re: requesting that an affiliation-related motion be discussed at the March 20th Membership Meeting
- Mar. 21/80 Information from Reed Career Services re: career counselling
- Mar. 21/80 Letter from our lawyer, Katy Young, referring AUCE to a letter received from Robert Grant re: the Benefacts program
- Mar. 24/80 Letter from CU&C Health Services Society enclosing a copy of the Vancouver Sun editorial dealing with the high cost and the methods of providing dental services in British Columbia
- Mar. 24/80 Notice from the Canadian Pension Conference re: the 12th Annual Meeting, May 15 & 16
- Mar. 24/80 Letter from Sandra Joyce to Carole Cameron re: her move to another firm
- Mar. 25/80 Letter from the Planning Committee of the Conference on Human Rights for British Columbians
- Mar. 25/80 Notice from Barbara Bluman of the birth of her baby girl

23

THIS ARTICLE HAS BEEN REPRINTED FROM THE CCU'S NEWSLETTER "CANADIAN UNION NEWS". WITHIN THE PAST COUPLE OF WEEKS THE UNION OFFICE HAS RECEIVED CALLS IN REGARDS TO SUBTLE PRESSURES BEING APPLIED TO AUCE MEMBERS TO MAKE COFFEE.

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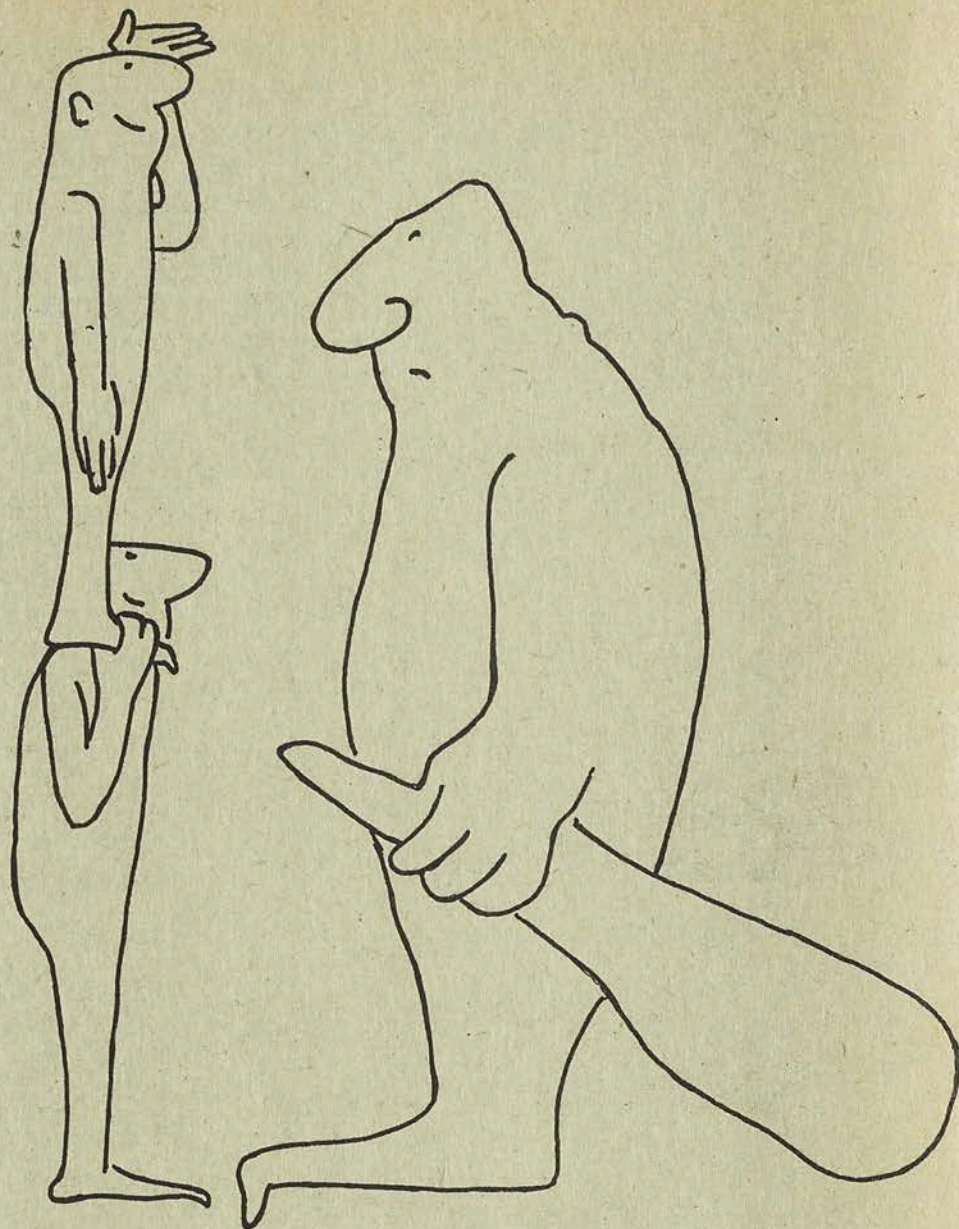
Don't have to make coffee
YUSA members win landmark case

MEETING

AGENDA - MEMBERSHIP MEETING
THURSDAY, APRIL 17, 1980
IRC 6
12:30 - 1:30 PM.

No Smoking

1. Adoption of agenda
2. Adoption of minutes - March 6th
& March 20th meetings
3. Business arising from the minutes
4. Business arising from
correspondence
5. (a) Opening Nominations
- Union Co-ordinator
(b) Closing Nominations
- Union Organizer
- Grievance Committee (1)
- Strike Committee (8)
- Communications Committee
6. Secretary-Treasurer's report
7. Executive report
8. By-laws amendments (March
ACROSS CAMPUS)
9. Grievance Committee report
10. Contract Committee report
11. Other Business



**Ever since we got together,
the world has taken on a different look.**
