

ACROSS

NOVEMBER MEMBERSHIP MEETING - THURSDAY, NOV. 17, 1977 - 5:00-7:00 P.M.

BUCHANAN 102

AGENDA

1. no smoking
2. adoption of agenda
3. adoption of minutes
4. business arising from minutes
5. correspondence
6. opening and closing of nominations
7. treasurer's report and motions
8. grievance committee report and motions
9. provincial report
10. sorwuc motion (see newsletter)
11. by-law amendments (see newsletter)
12. division organizer report

AGENDA

DOORPRIZES

1. dinner date with table officer of your choice*
2. complimentary pass for two (mon.-thurs.) to fingers discotheque in gastown

AUCE
LOCAL ONE

NOVEMBER 14/77

NO. 12

*winner must answer skill-testing question and/or pay for the meal

CAMPUS

2 CONTRACT REPORT

On Wednesday, November 2, those interested in working towards the upcoming set of negotiations met to discuss possible contract proposals. In attendance were Jeff Hoskins, Ray Galbraith, Noreen Mujica and Nancy Wiggs.

This ad-hoc committee thought that we have won a great deal in terms of benefits and employee protection in our first three contracts and we are now in a position to put forward a relatively short list of important proposals dealing with problem areas. Some of the suggestions we came up with follow:

- Article 3.06 - Student Assistants - Change so student assistants get paid according to the classification of the jobs they are performing.
- Article 7.02 - Full-time Leave of Absence for Union Activity - Change so that if someone is elected as the full-time Provincial Secretary-Treasurer, they will be able to get leave in the same manner as our local Union Organizer.
- Article 10.01 - Union Meetings - we felt that 9 per year is not enough.
- Article 19.05 - Retraining - this clause seems fairly useless now. In the words of one person at our Wednesday meeting, the whole library system would have to shut down before this clause could really be implemented.
- Article 21.01 - Tuition Waiver - no one at our meeting could even understand this clause.
- Article 22.03 - Hiring Policy - it was felt that the criteria should be the qualifications given in the job description and seniority.
- Article 22.04(b) - Promotion Salary Adjustment - some provision must be made which provides a decent wage increase on promotion.
- Article 28.05 - Shift Work - No gains were made last year in the shift differential or weekend shift.

Article 28.02(b) - Hours of Work - Employees should be able, within reason, to set their work hours within the "normal hours" of work.

- Article 27.03 - 2nd Year Vacation - We must remove the discrimination against employees in their second calendar year.
- Article 29.01 & 08 - Overtime - We should continue to negotiate for voluntary overtime.
- Article 30.06 - Sick Leave - We are continuing our investigation of the SFU sick leave insurance plan.
- Article 30.07 - Maternity Leave - We should try to alleviate the Union's liability in this clause.
- Article 30.08 & 09 - Part-time and Temporary Employee Benefits - there is still much discrimination against these employees which should be cleaned up as much as possible.
- Article 36.02 - Wage rates and Increments - nothing concrete came up but several suggestions were put forward.
- Article 37.01 - Duration of Contract - 1 year was suggested.

As you can see, this is indeed a short list. You can also see that these proposals are not as yet translated into contract wording. This will happen as Contract Reps. are elected and Division meetings are held. Keep in mind that this list is only the very first preliminary suggestions and we, of course, welcome as many comments as we can get from all of you. Hopefully, we can begin voting on a few proposals as early as the November meeting. At the very latest, all of our contract demands must be settled by February.

In closing, we urge all Divisions to elect Contract Committee Reps. as soon as possible--although we have only recently ratified our present contract, we must not forget that it expires in March 1978 and we must be ready.

Nancy Wiggs
Ad Hoc Contract
Committee

Grievance Reports

Over the past several months the Grievance Committee Report has been the collaborative effort of the committee. This month, in lieu of the report, I'm going to offer some personal comments on the deteriorated state of relations between ourselves and the University.

The Grievance Procedure has become a joke - so much so that we could dispense with Steps 1 to 3 and go right to Arbitration. Certainly, there have been instances where a Supervisor or a Dept. Head has shown a willingness to rectify an infraction but, inevitably, the Dept. of Employee Relations has vetoed any such attempt. A case in point is the Sec. II at the end of her probation period who received, without warning, a letter from her Dept. Head which contained allegations about her performance. She refuted these allegations in her reply and subsequently transferred to another position. Some time later she almost succeeded in having that Dept. Head agree to remove his letter from her file - it had become apparent that its presence was restricting her attempts at promotion. He admitted he did not want to hinder her future and she, of course, was willing to remove her letter. The Dept. Head explained that it was at the behest of Employee Relations that his letter had been written in the first place, that he would have to check with that Dept. before agreeing to the removal of the letters. Employee Relations insisted the letters would stay on file and Steps 1 and 2 of the grievance that was initiated became a mere formality - the matter had been taken out of the Dept. Head's hands. At Step 3 the Labour Committee did not respond to our suggestion that the Dept. Head be present at this meeting. The Committee told us it would investigate and reply. You'll find the motion to take this grievance to arbitration on another page.

Of the grievances that have been resolved short of arbitration I recall none that has been settled with equanimity. Settlements are invariably reluctant. A typical letter of settlement from the University is contradictory in that it also contains a denial of any violation and one or more spurious reasons for the concession. Take the case of the Call Back Grievance documented in recent issues of Across Campus. The Labour Committee, in its Step 3 response, denied there had been a violation but agreed to give the grievor, in paid vacation time, the equivalent owed to her for being called back from her vacation. The cost of arbitration was the excuse given for the capitulation. Then there's the Key punch Trainee in the Main Library who was forced to grieve when, after a two month delay, apparently through an oversight on the part of Management, she was not "confirmed as a Key punch Operator after one year service with the University." Prior to the initiation of a grievance a deal was proposed by Management whereby she would undergo a 'training period' to begin two months after the confirmation should have occurred. This grievance was resolved at Step 2 and, you guessed it, the Step 2 response denied any contravention of the Contract.

Time and again I learn of the difficulties experienced by fellow Union members when they attempt to apply for other positions - it's not uncommon to be deprived the courtesy of an interview. Messages left for Personnel Assistants at Employee Relations seem to vanish mysteriously and calls are not returned. Liora Gelbart and Jim Swartz, both LAs in the Main Library, are two such examples. Liora recently applied for two positions for which she was not interviewed. She succeeded in arranging an 'interview' for one of the two only to be informed by the Personnel Assistant that the position had already been filled! Jim Swartz was not interviewed for the LAIII opening in the Geography Reading Room. Reprinted is Ms. Young's response to his request, as per Article 22.02(b), for the reasons he was an unsuccessful candidate.

personal comment

Provisions guaranteed in the Contract like Maternity Benefits, for example, take months to materialize. A woman in the Serials Division of the Main Library applied for her Maternity Benefits on the day she returned to work from Maternity Leave. Three months later she received her cheque. An LA II in another division of the Main Library, who returned from her Maternity Leave at the end of April, is still waiting.

It is evident to me that Employee Relations has been supplementing personnel records with a 'grapevine' system. An employee, who's service with the University is approximately 13 years, was characterized by Management in the following manner at a recent Labour Committee meeting - "some limits on ... ability to learn things. I don't want to use the word 'retardation'." When questioned the University Labour Committee admitted she had not been tested. We were told initially that these conclusions had been reached from experience and memory, through discussion with supervisors - that this person had been hired under 'special circumstances'. After a caucus, we were informed that these were the conclusions of a Personnel Assistant based on what was described as an 'assessment interview'. Needless to say, the employee file that we have seen does not reflect these allegations. The employee's recollection of the duration of the so-called 'assessment interview', held in the Spring of this year, was that it lasted approximately 20 minutes.

Elsewhere in this issue you will read correspondence concerning the Main Library Job Postings Grievance. This grievance alone, in my view, exemplifies the University's contempt for its employees. It is of no advantage to the University to hire people from outside the bargaining unit yet our employer persistently overlooks qualified people within. It seems appropriate to reproduce here Article 22.03(a). It reads "The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees." Additionally, it's no secret that the 'conversion project' referred to in this grievance will ultimately result in the loss of numerous AUCE jobs.

If this treatment of its employees is indicative of the University's concept of its responsibility to the public it serves, I question the integrity of the Administration.

Ann Hutchison
Main Library

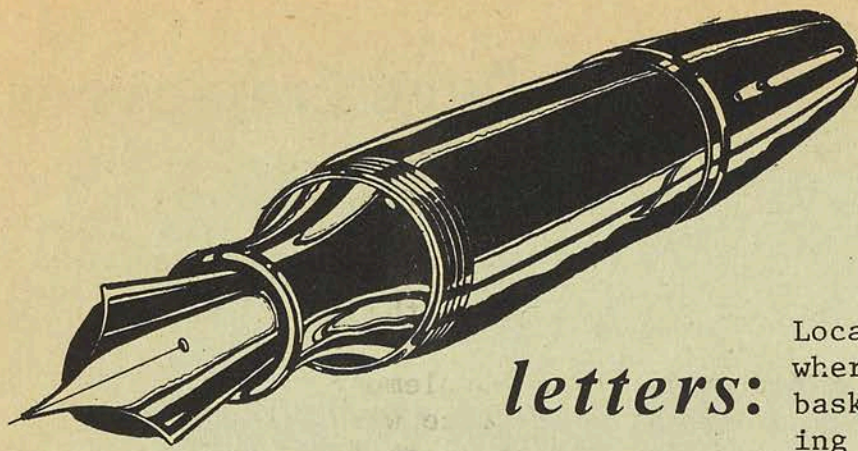
(Avron Hoffman was involved, and continues to be involved, in the Ahn/Hoffman/Pinard arbitration case. The reclassification arbitration has a life of its own - to date the whole process has spanned 34 months. The next Newsletter will contain an article on the perils of this particular case. What follows - in four parts - is Avron's unique perception of what happened and why.)



OPINIONATED LUNCH HOUR POME

Arbitration parable #1

With due regards to education and performance & decision-making judgment and financial disaster we can understand what is more important. It is not our train of thought to have a profound effect on anything but the job in question. & if that job is to be reclassified then role-playing becomes a factor in determining what functions are discharged on a personal basis and what functions are dealt with in a consistent manner. All supporting documents should have been presented, if not, where are they. All experts should disqualify themselves on intellectual grounds alone. Past experience is relevant only in regards to the question at hand, which is, i might add, long forgotten. So much for equity, so much for natural justice, so much for native intelligence....
avron uyehara-hoffman



letters:

1.

INTERESTED IN JOINING/ORGANIZING A
WORKERS' TOUR OF CHINA?

The Canada-China Friendship Association has undertaken to assist in organizing a workers' tour of China (possibly one year from now). The CCFA has also indicated a willingness to work with a workers' group to find a way to subsidize such a tour.

It is recognized that while interest in a workers' tour may be high, financial resources may be (probably are) limited.

Please write to:
Canada-China Friendship
Association
33 East Hastings St.,
Vancouver, B.C.
Indicate your interest and
willingness to work towards
a subsidized workers' tour
of China.

2.

NOTICE

Please be advised that Jerry Andersen who is currently Local #1 Treasurer has agreed to run in the election of the non-faculty, full-time staff position on the Board of Governors of U.B.C. The election statements will be coming out soon, so please read and consider your choices carefully. Remember, this position is important in that the person elected will be responsible for making known to the BOG the needs and priorities of all staff on campus, not just AUCE people.

3.

UNION ORGANIZER'S VIEWPOINT

The collective consciousness of AUCE Local 1 seems to have buried itself somewhere near the bottom of the campus' waste-baskets. Attendance at the October meeting was less than 10% of our membership. The September meeting was cancelled for lack of quorum and a second rescheduled meeting also failed to reach a quorum. At present, the Executive has dwindled to 11 members with Divisions A, B, C, D, F and I having no representatives. We still lack a Recording Secretary. The Grievance Committee is without representation from Divisions B, C, D, E, F, G and I and has one at-large position vacant as well. The Communications Committee has but one active member from Division H (which you will note is the only division properly represented on all the committees and which also, incidentally, provides the bulk of the volunteers for any work-parties--three cheers for the Main Library!). The Contract and Strike Committees, the Job Evaluation, Sick Leave Study and Working Conditions Committees all need new members. In addition, many shop areas still lack stewards.

There are many good reasons why you should consider participating in Union activities. Foremost is the fact that the Union will disintegrate if no one cares enough to mind the store. Union involvement is also a way to expand your personal horizons. If you are not terribly excited by your job, getting involved with changing your working conditions is one way to resolve some of your antipathy. Working in a committee will also bring you new friends outside of your working environment. The Contract and Grievance Committees will give you opportunities to take an interesting break from your daily work routine whenever it is necessary to meet officially with the University's representatives. Shop stewards are also entitled to carry out their functions during working hours. If you are unhappy with the way your Union is carrying out its responsibilities, the only sure way to change the situation is to get involved yourself. Give it some thought and call me or Jean Priest (224-5613) if you want more information about how to get involved.

Jay Hirabayashi

⁶ Association of University and College Employees

October 5, 1977


Mr. R.A. Grant
Director
Employee Relations Dept.

20 years

Dear Mr. Grant;

Re: Job Postings Grievance - attached

Recently the University has been filling continuing positions in the Library from outside the bargaining unit. These positions are being called "temporary" even though the 'conversion project' is expected to last at least two years.

At the September 28th Grievance/Labour Committee Meeting Mr. de Bruijn defined a "temporary position" as one that has a termination date, with no time constraints. In response to a question from a member of our committee he said that such a "temporary position" could have a termination date of, for example, twenty years hence. By this absurd definition the University need no longer post any AUCE jobs! 

Articles 3.02 and 3.04, the definitions of Continuing and Temporary Employee, also set the limit on temporary position, that is "a short-term, non-recurring position of less than three (3) months duration."

The Union cannot understand the motive behind hiring these LA IIs and Intermediate Is from outside the bargaining unit when there are numerous LA Is within who are qualified and who, under Article 22, are guaranteed the opportunity to apply for these positions.

If the University does not remedy this flagrant violation of the contract, signed only recently, the Union must interpret this action as a deliberate attempt to disrupt labour relations.

Yours truly,

a temp!

Ann Hutchison,
on behalf of
Grievance Committee

cc: Across Campus

W.L. Clark

MATERNITY vs. UIC

UIC THREATENS MATERNITY BENEFITS

Chronology to date: In 1974, AUCE investigated the ramifications of a Maternity Benefits clause with UIC officers which subsequently became Article 30.07 of our current collective agreement. We were told by UIC at that time that since the money received (the difference between one's regular salary and the benefits collected from UIC) upon return to work was paid in a lump sum, it could be viewed as a "bonus" and thus would not affect a claimant's eligibility for unemployed benefits. On February 28, 1977, Mr. R. Grant, however, received a letter informing him that UIC intended to bill all those recipients of maternity benefits after January 1, 1976 for any amount up to the total of UIC benefits paid that was received upon return to work. On June 1, 1977, my predecessor, Fairleigh Funston wrote to UIC asking for a written interpretation of how Article 30.07 constituted a breach of UIC regulations and why the date of January 1, 1976 and not some other date. Having received no response, I sent a follow-up letter on August 10, 1977. This letter was rewarded with a telephone call on October 12, 1977 from a UIC officer who informed me that a letter was to be sent within the next week and a half to all the maternity benefits recipients back to 1974 informing them of their obligation to repay UIC. This officer had an interesting interpretation of our contract. It was his impression that UBC would end up paying for the whole shot in the end. He gave this hypothetical example: If one received \$130 in UIC benefits a week and one's regular salary was \$230 a week, then upon return to work UBC would have repaid the difference of \$100. To UIC, however, this would then constitute a \$100 overpayment per week and they would ask for it back. This would mean in effect, he said, that the total benefit received was actually \$30 per week so the employee under our contract would be legally justified in asking UBC for the \$200 difference. When UBC paid this amount (which would be like getting blood from a stone) however, UIC would come asking for the remaining \$30 per week they had paid after which the employee would then have to ask UBC for another \$30 since the difference between the total benefits

paid and one's salary would now simply amount to one's total salary.

A letter that will be sent to all recipients of maternity benefits is reprinted on these pages. The University also will be sending a letter of some kind to these ladies.

I am sure that the University will not be too pleased with this UIC officer's interpretation of our collective agreement. Do you suppose they would be willing to support our legal battles contesting the legality of UIC regulations regarding maternity benefits? Stay tuned for further developments.

Jay Hirabayashi

DIVISION ORGANIZER REPORT

DIVISION ORGANIZER'S REPORT

Most of my work since starting this job on Oct, 1 has been at VGH. Because VGH has had no representation at the executive level of the union and because the questionnaire that Fairleigh Funston sent to them last May came back with a lot of negative feedback to the Union, I decided that I wanted to hear each person articulate how they felt about being part of this Union, the problems that they are experiencing and what ideas for change they have. I have met with AUCE members in each separate department - 3 to 10 people at a time depending on the size of the department.

Almost without exception the people in Division I felt that they were better off since the Union came into existence more job security, better pay, more respect for the work that they did.

Although the VGH AUCE workers have little contact with each other the problems that they spoke on were very, very similar: the work is often different from the work of secretaries on campus because most of them work for doctors who have a private practice as well as their UBC job; many of them don't want to come to meetings on campus because they don't want to take the 2½ to 3 hours from their jobs that it takes to travel to and from the 2 hour lunch meetings; many employees who had started working since the inception of the Union do not get any introduction as to the history, structure, philosophy and goals of AUCE, some have never paid their initiation fee, some do not have their union card, many did not know the phone number to call for information about the Union; a few people thought they'd be better off in HEU because they work closely with HEU members.

Some immediate ideas for change were: arranging division meetings at the hospital that were scheduled for two consecutive days so that everyone could attend and the offices still be kept open and one of the days would probably not conflict with the patient's appointments; having the newsletter and other AUCE mail delivered either directly by a UBC person to the VGH mailroom or perhaps through the Faculty of Medicine's twice daily delivery service so that VGH will get its AUCE mail at the same time as UBC does. There is a contact person in almost every department who will help with introducing new AUCE members to the Union and will function as a connection between VGH and the Union Office at UBC.

I have written up reports on what ground was covered in each meeting. The next step is to hold a division meeting where I will present a summary of all the small meetings and then Division I can begin to develop methods of solving its problems.

Jean Priest

NOTICE OF ➤➤

➤➤ MOTIONS

NOTICE OF MOTIONS

For the November Membership Meeting:
MOVED: That AUCE Local 1 request that another referendum ballot be conducted by the Provincial concerning the donation of a sum of money (the amount to be suggested by the Provincial Executive) monthly to SORWUC.

Moved: Jay Hirabayashi; seconded: Lid Strand.

Motivation: It was moved at the last Provincial Convention by Richard Melanson and seconded by Nancy Wiggs that the Provincial Convention confirm the decision of the Provincial Executive to donate \$200 per month towards the salary of the full time office person of the United Bank Workers and that this remain in force until the next Convention. That motion was amended to make ratification or rejection subject to referendum vote by the Provincial Association membership. Part of the motivation for the amendment was that it would be beneficial for the Provincial membership to have discussion and debate on this issue so that the general plight of unorganized working women and their relationship to AUCE might be better understood. However, little motivation either for ratification or rejection was presented in either local newsletters or in the Provincial newsletter. The motion was defeated by something like six votes. It is my understanding that all locals except for SFU voted for ratification but because of the heavy financial pressure that the SFU local were feeling at the time, the motion met with negative reaction there.

It is my feeling that this issue did not receive proper debate and discussion and should be proposed to the Provincial Association membership again. Further reasons may be found in the motivation for a second motion concerning SORWUC printed below.

For the December Membership Meeting:
MOVED: That until such time as the Provincial Association conducts another referendum ballot or until the next Provincial Convention (whichever come first), AUCE Local 1 authorize the payment of twenty-five (25) cents per month per member to be taken from our monthly dues as a donation to SORWUC.

Moved: Jay Hirabayashi; seconded:

Jean Priest.

Motivation: First of all, let me say that I am moving this motion at the December meeting so that ample time will exist for members to present their views for publication in the December newsletter. I hope that both supporting and non-supporting views will be written so that less distorting discussion may ensue at the meeting.

SORWUC (Service Office & Retail Workers Union of Canada) needs our help and we are in a position to give it. It has been argued that the proper channel for such assistance is the Provincial Association and that Local 1 therefore should not usurp that responsibility by taking such matters in our own hands. I agree that properly the Provincial should be providing such assistance and it was at our request (a motion passed at the March 10, 1977 membership meeting) that they do so. However, since the Provincial referendum on this issue went down to defeat even though Local 1 voted overwhelmingly in support of the \$200 monthly donation, I feel it incumbent upon us to follow through with our intention until such time as the Provincial membership reconsiders its decision.

SORWUC has a fixed income of less than \$300 a month. Their two full time office persons are paid \$500 and \$700 a month (or were before the \$200 monthly amount was defeated). Their monthly budget runs up to five or six thousand dollars a month (they rely on unpredictable donations from other unions and individuals) and they recently were hit with their lawyers' fees of \$18,000 for the work which gave them the right to organize banks branch by branch. They are in desperate need of regularly received income. We have the resources to provide it. We are talking about a donation of twenty-five cents per member per month for a period not exceeding six months. At most it will amount to a donation of \$1.50 total per member. If another Provincial referendum is held before that time, it will be less.

Other unions have not hesitated to provide assistance. The Canadian Paper Workers gave \$1100. BCGEU gave a \$5000 interest-free loan and a \$1000 gift. The Pulp Paper and Woodworkers of Canada provided a \$3000 interest free loan as did the CBRT in the amount of \$1000. The PPWC gave \$1360 while the International Woodworkers of America Regional Organization topped the \$900 given by some of their locals with a \$1000 gift. Numerous other unions including CASAW (Kitimat), the Newspaper Guild, Fisherman's, Letter Carriers', IBEW, Carpenters, CUPW, CALFA among others

have provided donations.

These unions have acknowledged the importance of organizing women in the private sector. For us, the implications should be obvious--clerical workers in the public sector (ourselves) will not see our bargaining position improved substantially until those in the private sector are organized and can demand improvement in their average \$600-\$700 monthly salary. Women make up 39.1% of the labour force and of these, 72.1% work in retail trade, the public service, or in clerical work and finances. However, 36.3% of all low wage earners work in either clerical or retail fields. 72% of the total clerical work force are women yet (in 1974) men's earnings in this field exceeded women's by 56.7%. 11.1% of all bank tellers are male yet they earn 50.1% more than female bank tellers. The need for these workers to be organized is apparent. SORWUC is trying to fill that need.

If SORWUC is successful in their organizing drive, they will soon be far larger than ourselves and in a position to offer us assistance should we ever need it. Already, some of their work is pertinent to our collective agreement. The Stella Bliss maternity case against UIC will have ramifications in the situation of our members who are being threatened by UIC at present (see elsewhere in this newsletter). In the future, AUCE may decide that it is far more advantageous to affiliate with SORWUC, an independent union like ourselves concerned with the working lives of members the majority of whom are women. Our aims are tied intrinsically with those of SORWUC.

I urge you to give this motion your intelligent consideration and approval.

Jay Hirabayashi

For the November Membership Meeting:
MOVED: That the Employee Files grievance be taken to arbitration and all related expenses approved.

Grievance Committee

Another motion for the November Membership Meeting:
MOVED: That the Membership authorizes the Grievance Committee to take the Main Library Job Postings Grievance to Arbitration, and approves all related expenses.

10

MATERNITY BENEFITS

Dear

It is our understanding that you have received maternity benefits under Article 30.07 Maternity Leave of the AUCE Local 1 Union Contract. You may be receiving in the near future, a letter from the Unemployment Insurance Commission.

UIC has informed us by telephone that they intend to recover any monies received by you upon your return to work that were paid in excess of the UIC Maternity Benefits. It is their intention to bill you for any amount that you received from UBC up to the total benefit received from UIC.

AUCE feels very strongly that these benefits are deserved and must be preserved. A person from Simon Fraser University will be challenging the legality of UIC's regulations in a test case. A joint committee of the AUCE Provincial, Local 1 and Local 2 (SFU) is preparing support for this case and will back it if need be to the Supreme Court of Canada. As this case will likely have a bearing on your liability, we are asking that before acting on any requests from UIC that you contact either this office or Judy Wright, Secretary-Treasurer of the AUCE Provincial (1113, 207 W. Hastings, Vancouver, B.C. 684-6737). Please phone either Judy or myself if you have any questions. We also welcome your opinions and feelings on this matter, should you wish to give them.

Sincerely,

J. Hirabayashi

Jay Hirabayashi
Union Organizer, AUCE Local 1

2

SPONTANEOUS LUNCH HOUR RITUAL

the ballad of the can of worms
arbitration parable #2

dedicated to Mr. G(albraith)

Our knuckles are shining with the rings of unfought battles. Our pockets bulge with the documents of unresolved grievances; each grievance a can of worms on the shelf of professional technocrats: each battle an obstacle on the freeway to justice (a dirt road is more like it). & when we waive the can opener of truth, the violins of spring cover their ears with a non-toxic poison made in the secret laboratories of a university enrichment program (funded by the dion quintuplets). So our knuckles shine and the battles that never end continue until our pockets are empty; continue until each can of worms is opened & (until) the violins of spring lie down with the tarantula of fear in a fatherly and respectful manner. & when justice touches what justice controls, the worm dances of its own accord: & the degree to which we all went mad bounces back with a shocking precision. Are we to stand here like fools the rest of our lives (we say) or are we (and everyone else) going to turn some moral screws and get the facts straight. So pressure is applied and complicity walks the halls of better judgment; the screws turn and turn but never get tighter; & the beauty of it all lies with each side involved. How the most superficial contact becomes an intimate embrace and how (in essence) that embrace turns into an obstruction, so that each member (of the dispute) declares war. Management rounds up all of its Hacks and feeds them a line that could make a hired-gun blush. Whereas the union adheres to a strict code of decency and fair play for all of its belligerence. In steps the arbitrator and drives both parties out.

avron uyebara-hoffman

MINUTES

Minutes of the General Membership Meeting of Thursday, October 13, 1977
(IRC II, 12:30 - 2:30 p.m.)

Pat Gibson in the chair; Mary Flores, acting Recording Secretary.

1. Adoption of the agenda. Adenda to the agenda were given by Pat Gibson. Moved by Lil Legault, seconded by Pat Lavac. CARRIED
2. Approval of the minute of previous meetings:
 - July 14, 1977. Moved by Nancy Wiggs, seconded by Roberta Crosby. CARRIED
 - July 29, 1977. Moved by Sandy Jackson, seconded by Gerry Anderson. CARRIED
 - August 11, 1977. Moved by Gerry Anderson, seconded by Pat Lavac. CARRIED
3. Correspondence report. Neil Boucher read the list of correspondence received and announced that anyone who would like to see these letters may do so in the Union office.
4. AIB motion: "That the matter of seeking a 24 month AIB payback be dropped." Moved by Pat Gibson, seconded by Valeri Pussey.

Moved, " To defer this motion until we have an official answer from the AIB" on our original appeal of the 18 months decision.
Moved by Nancy Wiggs, seconded by Lid Strand. CARRIED
5. Announcement of Contract ratification vote. Jay Hirabayashi announced that the vote to ratify our contract with UBC was carried by approx. 458 for, 50 against, and 2 spoiled ballots.
6. Division Organizer. Jean Priest was elected by acclamation.
7. Open nominations for:
 - i) Job Evaluation Committee. Ian MacKenzie and Gloria Sparks were nominated.
 - ii) Working Conditions Committee. Ray Galbraith was nominated.
 - iii) Sick Leave Study Committee. No nominations from the floor.
 - iv) Provincial Representative. No nominations from the floor.
 - v) Provincial Representative alternates (2). Nancy Wiggs was nominated.
 - vi) Union Organizer. Jay Hirabayashi was nominated.
 - vii) PECE (3). Richard Melanson, Jeff Hoskins nominated. Both were willing to stand, and were elected by acclamation.
 - viii) Contract Committee. It was announced that division rep's need to be elected to serve on the next Contract Committee.

- ix) Strike Committee. It was announced that 10 members-at-large plus 1 member from each division need to be elected. Divisions should begin their elections. Please phone the Union office if you have any nominations for the members-at-large.

Close nominations for:

- i) Grievance Committee. Carol Cameron and Vicki McNeil were nominated. Both were willing to stand, and were declared elected by acclamation. One position on this committee is still vacant, and nominations can be phoned to the Union office.
- ii) Recording Secretary. No nominations from the floor. Nominations will therefore be open for another month.

8. Financial Report. The financial report was given by Gerry Anderson.

- i) "That the financial statement be adopted" moved by Gerry Anderson, seconded by Nancy Wiggs.

CARRIED

- ii) "That the per capita tax be paid when received (i.e. August, September)" moved by Gerry Anderson, seconded by Roberta Crosby.

CARRIED

- iii) "That office expenses, etc., for September and October in the amount of \$2,000.00 be paid" moved by Gerry Anderson, seconded by Neil Boucher.

CARRIED

- iv) "That maternity benefit for Heather Lalonde in the amount of \$1,106.83 be returned to the University," moved by Gerry Anderson, seconded by Nancy Wiggs.

CARRIED

- v) (motion from the floor) " That the treasurer of the Union contact Heather Lalonde and ask for an explanation." Moved by Neil Boucher, seconded by Gerry Anderson.

Declared CARRIED. The chair was challenged by Gerry Anderson. The challenge was CARRIED. Revote taken, and the motion was DEFEATED.

- vi) "That up to \$350 be authorized for the purchase of a telephone answering machine for the Union Office." Moved by Gerry Anderson, seconded by Jay Hirabayashi.

CARRIED

- 8(a) Pat Gibbs called for a mover to the motion that was printed in the newsletter agenda: "That the expense of printing the 1976-78 collective agreement be approved." He explained that this motion was not made in past years, and that the executive had just gone ahead and had the contract printed. Pat felt that this was not in the best interest of the Union, and was therefore asking that someone make this motion. The motion was not put forward, however, but rather Nancy Wiggs moved:

"That we do not have the contract printed in the same format as we had in the past, i.e. printed instead in a less expensive, less permanent fashion." seconded by Neil Boucher.

CARRIED

Jay Hirabayashi asked Nancy Wiggs for more specific direction as to how the membership wanted it printed. Nancy suggested that the membership would leave the details to the executive, as long as the sense of the above motion is carried out.

9. Contract Committee report, by Jeff Hoskins. Jeff pointed out that our contract will expire on March 31, 1978. This means that suggested changes must be submitted no later than February 28th. Do meet this deadline, our new contract committee should begin work approximately January 31st. Anyone wanting to work on the contract committee should see their division representative or Jean Priest in the Union Office. Discussion of issues should start right now, so that a list of priority items can be drawn up soon.

10. Grievance Committee report, by Lid Strand.

"That the membership authorize the Grievance Committee to take the Library Staff Room grievances to arbitration and to pay related expenses." moved by Lid Strand, seconded by Nancy Wiggs.

CARRIED

Lid reported that the University has lately been appointing employees as temporaries when the job they are to do will take over one year. Lid thought that the membership should be aware of the precedent this sets for making many of our positions "temporary" and excluding them from the requirements for job posting, etc.

"Whereas a Provincial Cross Local Committee has been formed on Maternity Leave and whereas a number of Local 1 members will be affected by UIC's interpretation of the maternity benefits clause, therefore, let it be moved that Local 1 continue its participation in the Cross Local Committee financially and otherwise." Moved by Judy Wright, seconded by Nancy Wiggs.

CARRIED

11. Provincial Report, by Lid Strand. Lid announced that there will be a steward seminar at Cap College this weekend.

12. "That we hold a steward seminar before December 1, 1977 (during working hours) to explain the new contract ramifications and that salaries and related expenses be covered by the Union." Moved by Lid Strand, seconded by Cathy Agnew.

Ammended to read "...before February 1, 1978..." Amendment was CARRIED.

CARRIED

13. Other Business: no other business was brought forward.

It was announced that the next membership meeting would be in the evening, and all members are urged to come.

Meeting adjourned.

[Handwritten signature]

FOR PERMANENT TEMPORARY EMPLOYEES
ESPECIALLY

It has come to my attention that several employees, particularly those working permanent temporary, are having difficulties getting paid on time. Problems vary: cheques being mailed to the wrong person, any one of the numerous forms not being submitted properly or not on time by the department head, computer errors... All of the people I spoke to had spent their own time - lunch hours, time after work, coffee breaks- chasing after people in finance who were supposedly responsible for getting the cheques out.

According to the Payment of Wages Act:

3. (1) ...every employer shall
 - a) at least as often as semi-monthly pay to each employee all wages earned by the employee; and
 - b) pay those wages within eight days after the expiration of each pay period.

When the Grievance Committee raised this issue at the Labour Committee Meeting on October 5, 1977 we were told that the University has in its employment at this time a Systems Accountant who is looking into the accounting system at UBC. Mr. Clark said that unless we had the names of people who are currently having problems getting paid on time that they could do nothing.

It should not be the responsibility of the individual employee to make sure that the forms are completed and submitted properly. The employee should also not have to be responsible for following up their pay cheque when it does not come on time. Therefore, if you are in this position and cannot get productive action from your supervisor or department head, phone me at the Union Office (224-5613) and I will bring the situation to Mr. Clark's attention.

Jean Priest

A REQUEST

A REQUEST FROM THE DIVISION ORGANIZER
TO ALL SHOP STEWARDS

Fulfilling my function of Division Organizer will be much easier if I have contact with people in each division who can give me an idea of what structure (or lack of it) already exists. The only lists of stewards that I've found in the office so far are from 1976. If you are a steward or contact person, or if you are willing to be one, please contact me at 224-5613.

Jean Priest

contract committee

RE: THE NEW CONTRACT COMMITTEE

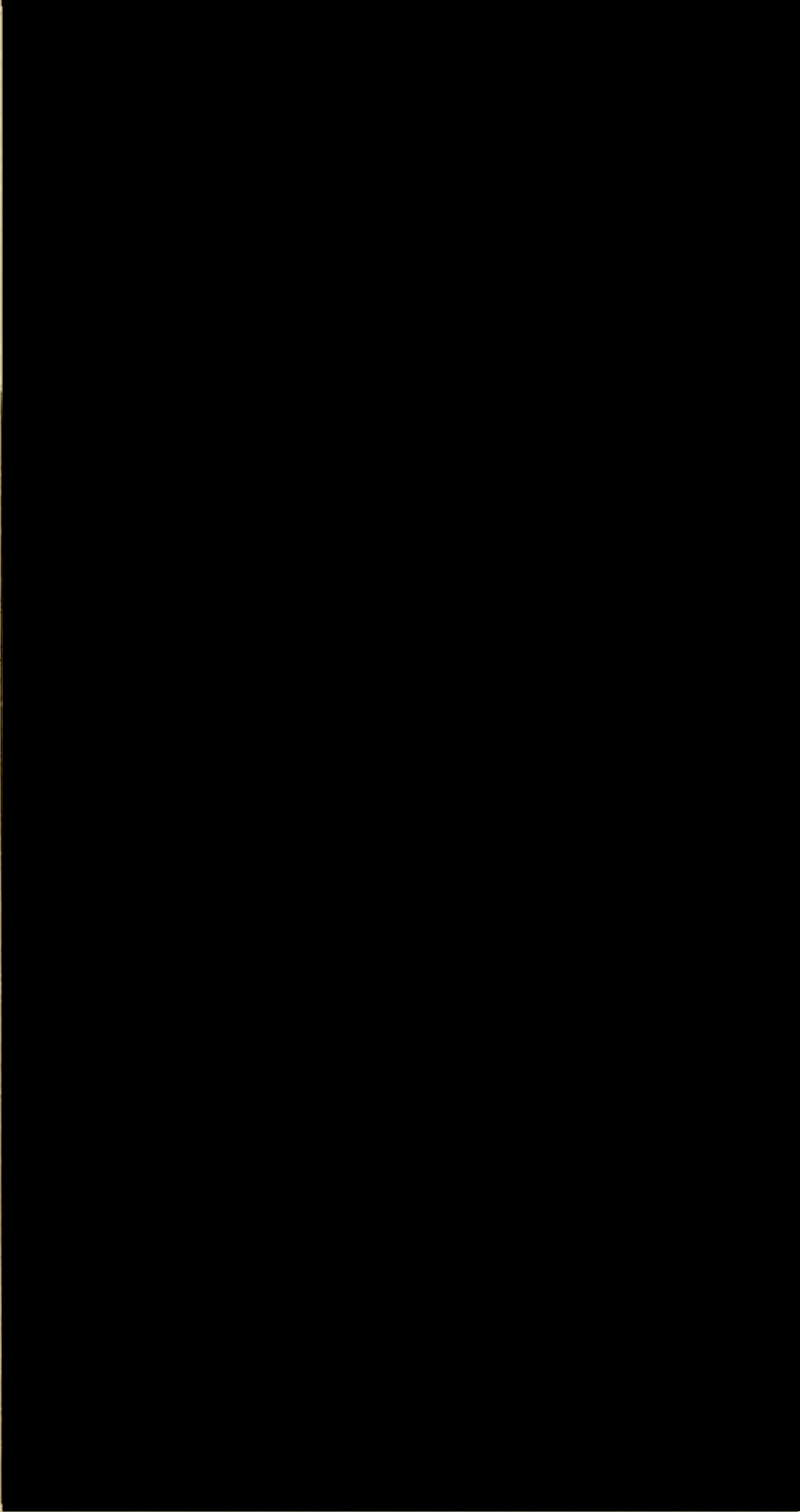
Article 37.01 reads "Either party to this Agreement may, not more than three (3) months, and not less than one (1) month, prior to March 31, 1978, present to the other party, in writing, proposed terms of a new, or further agreement and/or amendments to this agreement."

Because the new contract committee has to have time to get itself organized, research proposals, and present the proposals to the membership before it can begin to approach the University it is important that each division have a meeting as soon as possible to elect representatives so that they can start their work. At this time there are three divisions who have executive representation: Division E - Cathy Agnew, 3079; Division G - Margaret Nicholson, 2181 (local 241); and Division H - Richarson Melanson, 3894, and meetings of these divisions will be arranged by these people. I will set up meetings in the other divisions, and because I am unfamiliar with the locations and functioning in the divisions I would appreciate input and/or information from anyone about their division.


Jean Priest

Women and labor

Controls help to maintain the wage gap



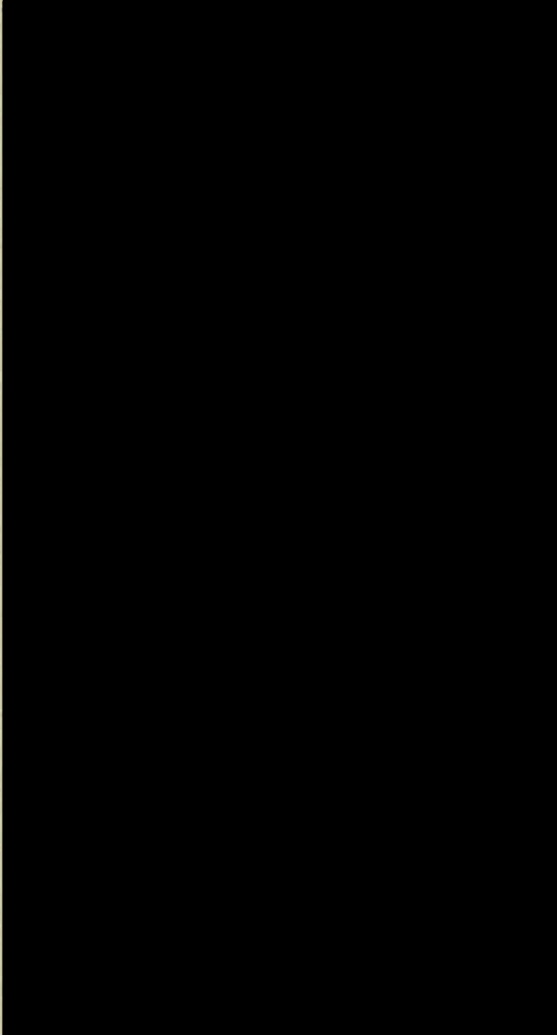
**Employer will pay
100% of life insurance
premium**



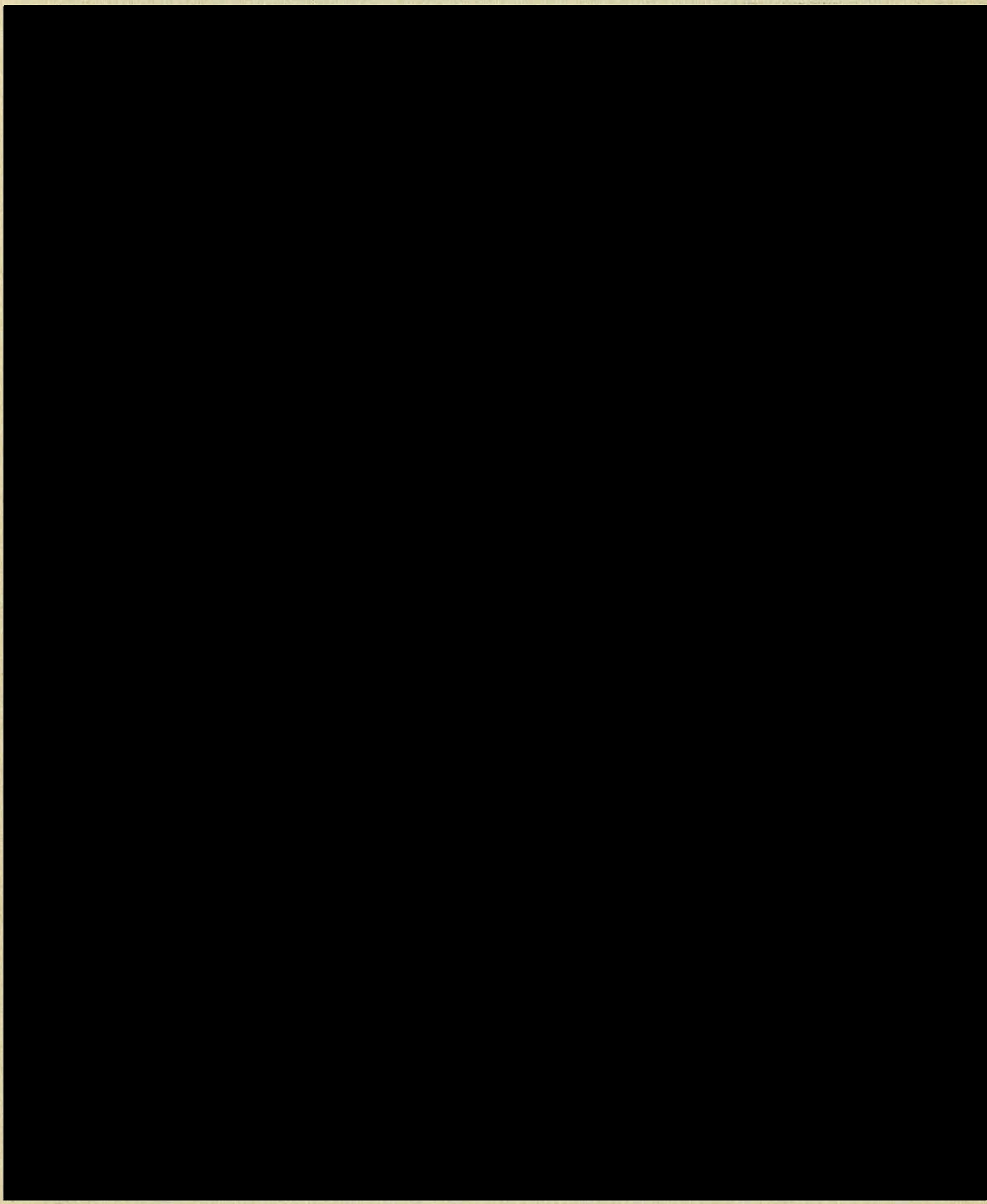
Page 8 — The Provincial, October, 1977

BCGEU

**Health package
significantly improved**

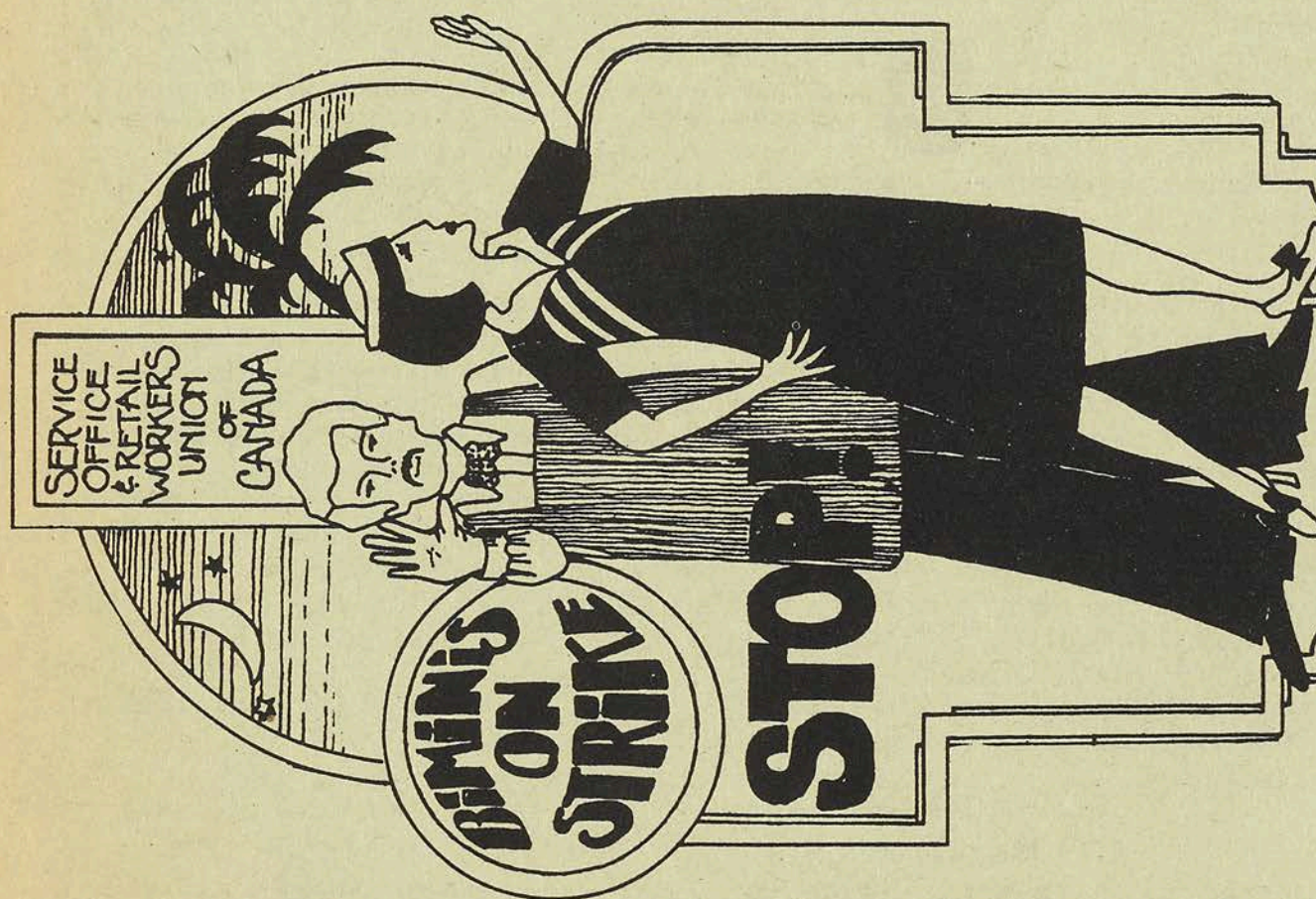


"WHEN THE CHIPS WERE DOWN— YOU WERE THERE"



SICK LEAVE, DISABILITY PLANS "INEXHAUSTIBLE"

Reprinted from the British Columbia Gov't. Employees' Union's "The Provincial"



UNTIL IT IS SETTLED BOYCOTT BIMINI'S

Report from your Treasurer

November 1, 1977

TREASURER'S

REPORT

You may be wondering about the necessity for approving three monthly statements at this time. However, as no quorum was reached (two attempts at evening meetings) during September, we must now approve these statements. Remember, without prior approval of the membership, the day to day running of the union is severely hampered.

Please note that as no prior approval was given, few obligations were met during September and therefore the October statement is in reality a record for both months.

The interesting figure to note is "Excess of Income Over Expense" which indicates that A.U.C.E. Local # 1 is still accumulating income, although at a slower rate than previously. This is explained by having two full-time people in the office and also the large expense of the many arbitrations we have been involved in. We are also continuing to support the Provincial Association of A.U.C.E. (Per Capita Tax) which is a sizable drain on our resources.

Upcoming changes to be considered:

1. Extent the yearly financial period to January - December; to coincide with the term of the executive. It is now from October - September). This is an unusual and cumbersome set-up and should be changed as soon as possible.
2. Consolodate all funds from Van City to the new amalgamated UCCU/ B.C. Teachers Credit Union, putting the money into their Special Savings Account - plus putting more money into short-term, high interest deposits.

Please remember to come to the upcoming membership meeting as the executive of your union can only function and reflect the commitment from you, the members of A.U.C.E. # 1.

Jerry C. H. Andersen
Treasurer



MFLODRAMATIC LUNCH HOUR

the self-appointed arbitrator
arbitration parable #3

Lord Jingo and her absolute end in legal advice calls on a shred of evidence that it be canonized without beating around the Bush. Nothing is more cogent than a procedural error committed in part by persons of imperceptible character. If only influential demeanor was not so laughable, anyone could plainly see the truth as it stands before a firing squad. Within each spectrum of responsibility lurks a public domain whose sole purpose in lurking is to create a false impression. Magnanimous gestures ooze from the mouth of condescending bullshit: for the duties of one individual might lack the qualification of a more spirited individual, even tho the likenesses are the same in each case. Watch out for the can worms (they're worse than mice) as the rebuttal is a witness for its own violation. How much can the experts say when talking about the cost of such an injustice? What price victory would a gallon of botulism bring forth. As we said earlier, the Ahn-Hoffman-Pinard case is making international headlines & giving them a dose of Tiddlt Pooh; the entire format is indicative, and the outcome (irregardless when) shall prove nothing more than the relative delicacy of matters too wierd to penetrate...

avron uyehara-hoffman

Association of University and College Employees Local # 1

Statement of Income and Expenses for the Period of August 1 - 31, 1977

Expenses:

Saleries and Related Expenses	\$1147.51
Printing and Stationary	641.32
Telephone	47.03
Conference and Meetings	27.50
Office Expenses	204.79
Donation Expense	29.25
Rent	250.00
Library	42.60
Provincial Per Capita	2490.00
Bank Charges	2.83
Total	\$4882.83

Income

Dues and Initiations	\$7771.50
Total	\$7771.50
Excess of Income Over Expense:	\$2888.67

Income:	\$7771.50
Expenses:	\$4882.83
Cash on hand:31/7/77	\$41365.41
Cash on hand:31/8/77	\$44254.08

Held as follows:

UCCU Term Deposit	\$10000.00
UCCU Strike Fund	\$15597.00
UCCU Share Accounts	\$ 25.00
Van City Accounts	\$18631.48
Total:	\$44254.08

Statement of Income and Expenses for the Period of September 1 - 30, 1977

Expenses:

Rent	\$250.00
Saleries and Related Expenses	\$696.72

Income: none (see October)

Income:	\$ 0.00
Expenses:	\$946.72
Deficit:	(\$946.72)

FINANCIAL STATEMENTS

motions



Cash on hand: 31/8/77 \$44254.08
 Cash on hand: 30/9/77 \$43307.36

Held as follows:

UCCU Term Deposit	\$10000.00
UCCU Strike Fund	\$15597.60
UCCU Share Account	\$ 25.00
Van City Accounts	\$17684.76
Total:	\$43307.36

Statement of Income and Expenses for the Period of October 1 - 31, 1977

Expenses

Saleries and Related Expenses	\$3926.41
Printing and Stationary	994.19
Telephone	35.19
Conference and Meetings	18.22
Office Expenses	825.94
Rent	250.00
Library	74.00
Provincial Per Capita	5249.25
Bank Charges	5.10
Proffesional Expenses	2068.53

Total \$13446.83

Income

Dues and Initiations \$21684.00

Total \$21684.00

Excess of Income Over Expense \$ 8237.17

Cash on hand: 30/9/77 \$43407.36

Cash on hand: 31/10/77 \$51544.53

Held as Follows:

UCCU Term Deposit	\$10000.00
UCCU Strike Fund	\$23116.00
UCCU Share Account	\$ 25.00
Van City Accounts	\$18403.53

Total \$51544.53

- Moved by Jerry C.H. Andersen, Local # 1 Treasurer.
1. That we approve the last three financial statements (August to October 1977).
 2. That we approve the expenditure of up to \$1000.00 for office expenses.
 3. That we pay to the Provincial Association the Per Capita Tax.
 4. That we extend the present "financial year" to December 31, 1977; and that the Local By-laws be amended to read "from January 1 to December 31".

BY-LAW MOTIONS ²¹

By-Law Change Recommendations by the Executive (note: some of these may have to be amended as the official minutes to the Executive meeting were unavailable at press time. Also, some of these motions are referred, not recommended).

MOVED That Section F(1) of the by-laws be amended to read "A nominee for an office must be a member in good standing of the Local Association. No person may hold the same office for more than two (2) consecutive terms."

MOVED That Section 5 be amended such that elections be held in December (not April).

MOVED That Section 6 be amended to read "The Grievance Committee, Contract Committee, Communications Committee and Strike Committee shall either elect from among their members a Chairperson to serve on the Local Association Executive or have someone serve as an Executive Representative from the committee on a rotational basis." (This removes the last sentence about the stewards meeting in October to elect a Chief Steward)

MOVED That the following sections be added to Section G:
TRUSTEES: Responsible for the conduct of all referenda and ballots, responsible for seeing that the constitution and by-laws are adhered to within the local, responsible for keeping the by-laws up-dated and responsible for financial investigations within the local.
UNION ORGANIZER: Shall be a member of the Executive, an ex officio member of the Grievance Committee and shall lend support and assistance to committees when needed as far as she/he is able. The Union Organizer shall control the supervision and operation of the Union Office, and shall be responsible to the Executive and membership. The Union Organizer is also responsible for maintaining lines of communication open between the membership and the various committees.

MOVED That Section J7 be removed EXCEPT for the last 2 sentences.

MOVED That a Section J8 be added as follows: "All salaried positions must be approved by the membership."



THEODRAMATIC LUNCH HOUR NUMBER TWO

under the pedescope

arbitration parable #4

Lord Jingo hasn't got a designated area to insulate herself from. She would very much like to quit while she's ahead but it costs no more to go to Brazil than Richmond Virginia. What it boils down to is this: Lord Jingo is losing heat. Her domain is shrinking at an alarming rate. 51 per cent of all culinary spillage occurs between the plate and the mouth; 49 per cent occurs between the fork and the chopstick; 32 per cent of all culinary accidents happen between the stove and counter and 24 per cent of all kitchen dirt originates between the ice box & fruit jars. So the Japanese had the right idea when they established the 2 hour work week, and gave a bonus for the longest arbitration case in any six hour lunch period.

avron uyehara-hoffman

DIVISIONS

DIVISION COMPOSITION

Do you know which division you work in? Check below to find out. If your office area is not listed or is listed incorrectly, call the Union Office.

Division A: New Admin. Bldg. (Finance, Housing, Registrar's, Grad Studies, Data Processing), Walter Gage (Convention Centre), War Memorial Gym (Physical Educ.) TRIUMF.

Division B: MacDonald Bldg. (Dentistry), Medical Sciences Block A-C (Med. Microbiology, Anatomy, Biochemistry, Cancer Research, Pathology, Pharmacology, Physiology), James Mather (Health Care & Epidemiology, Audiology & Speech Sciences, Medical Genetics), Health Sciences Centre Hospital (Psychiatry), Westgrook (Nursing, Med. Microbiology, Student Health Services Hospital), IRC (Woodward Library, Cont. Educ. in Health Sciences, Dean of Medicine, Dean of Dentistry, Co-ord. of Health Sciences, Biomedical Communications, Rehab. Medicine, Nursing).

Division C: Chemistry, Henry Angus (Commerce Transportation Centre, Psychology), Psychology Huts, Hut B-8 (IARE), Home Economics, Electrical Engineering, Mechanical Engineering, Mineral Engineering, Applied Science & Civil Engineering, Chemical Engineering, Physics (also Hennings Bldg. Physics), Instructional Media, Hut B-5, Bio Sciences (Zoology, Botany, Oceanography, IARE).

Division D: Education & Huts (SCARFE, SCARFE Annex, South Staff Office Block, Adult Educ. Research Centre, Ponderosa Annex E, Hut 03, Hut 012, Hut 016, Hut 017, Hut M25, Hut M28, Hut M35), Metallurgy, Geological Sciences, Geophysics (Astro Physics, Astronomy & Space Sciences, Geophysics), Hut 011 (Faculty of Science, Dean's Office, MacMillan (Library, Forestry, Agricultural Sciences--Ag. Engineering, Animal Science, Food Science, Plant Science, Poultry Science, Soil Science

Division E: Sedgewick Library, Computing Centre, Math (including library), Geography, West Mall Annex (System Services, Faculty Association, Westwater), Ponderosa Annex F (Student Services) Lower Ponderosa (Food Services), Ponderosa Annex D (Agricultural Economics).

DIVISION COMPOSITION (cont'd)

Division F: Lasserre (Community & Regional Planning, Architecture, Fine Arts), Music (including library), Freddie Wood Theatre, Grad Student Centre, Faculty Club, Old Admin. Bldg. (Info Services, Copy & Duplicating, Office Services, President's Office), Old Auditorium (UBC Press, Ceremonies, Research Administration), Old Auditorium Annex (Industrial Relations), Botanical Garden, International House, Cecil Green Park (Resources Council), School of Social Work, Employee Relations, Purchasing, Anthropology-Sociology, Anthropology Museum.

Division G: Buchanan Bldg. (Language Labs, Awards Office, Dean of Women, Dean of Arts, Hispanic & Italian Studies, Inst. of International Relations, Asian & Slavonic Research, Classics, Religious Studies, Political Science, Philosophy, Linguistics, Comparative Literature, Slavonic Studies, Asian Studies), Buchanan Tower (Economics, English, French, History, German), Centre for Continuing Education, Brock Hall (Creative Writing), Law (including library).

Division H: Main Library, Fine Arts Library, Fine Arts Gallery, Asian Studies Library.

Division I: Vancouver General Hospital (Paediatrics, Surgery, Medicine, Dean of Medicine, Ophthalmology, Obstetrics, Anesthesiology, Psychiatry, Biomedical Communication, Family Practice Unit, BMB Library).

AUCE NEEDS YOU

UNION JOB POSTING

The following positions and committees are currently vacant or have vacancies. If you wish to nominate someone or stand for a position yourself, please phone 224-5613.

SECRETARY: Responsible for taking accurate minutes of meetings of the Local and of the Executive (also a member of the Executive) and for making available to the Communications Committee all pertinent decisions. She/he shall be responsible for the official correspondence of the Local Association membership and of the Executive, as directed by those bodies.

COMMUNICATIONS COMMITTEE: Responsible for all communications, including the Across Campus Newsletter, notices of meetings, and communication of important decisions to the membership.

CONTRACT COMMITTEE: Responsible for researching and presenting contract proposals to the membership for discussion; for negotiating with the University on behalf of the membership; and for reporting to the Executive and the membership.

STRIKE COMMITTEE: Basically a support committee working in conjunction with the Contract Committee. Involves researching and implementing various methods of job action, liason with other campus unions that may be affected by strike action, and publicity to generate support from both union and non-union members.

GRIEVANCE COMMITTEE: Responsible for ensuring the rights of individual members on the job are respected, and for representing the interests of individual members in respect to their working conditions.

PROVINCIAL REPRESENTATIVE AND ALTERNATES: Responsible for attending meetings of the Provincial Executive (which manages the Provincial Association between conventions).

UNION ORGANIZER: Responsible for management of the Union Office; member of the Executive and the Grievance Committee; only paid position in the Union.

JOB EVALUATION COMMITTEE: Communicates with the University any problems and proposals concerning job evaluation and classification.

WORKING CONDITIONS COMMITTEE: Communicates any problems concerning employees' working conditions to the University.

SICK LEAVE STUDY COMMITTEE: Jointly with the University investigates SFU's Sick Leave Plan, sick leave insurance plans, and other sick leave plans.

AND YOU

AND YOU!!

AUCE

OFFICERS

AUCE OFFICERS

President: Pat Gibson
(Law - 6731)

Vice-President: Neil Boucher
(Finance - 4987)

Union Organizer: Jay Hirabayashi
(Union Office -
224-5613)

Division Organizer: Jean Priest
(Union Office -
224-5613)

Membership Secretary: Sheila Porter
(Main Library -
6649)

Treasurer: Jerry Andersen
(Woodward Library - 2570)

Trustees: Nancy Wiggs
(Law - 5911)

Charlene Davies
(Finance - 2292)

Grievance Committee: Ann Hutchison
(Main Library -
2819)

Communications
Committee: Ray Galbraith
(Main Library -
3426)

The Union Office is located at 2162 Western Parkway (in the Village above the Health Food Store). The Office hours are 8:30 - 4:00 Monday to Friday.

THE NEWSLETTER

It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

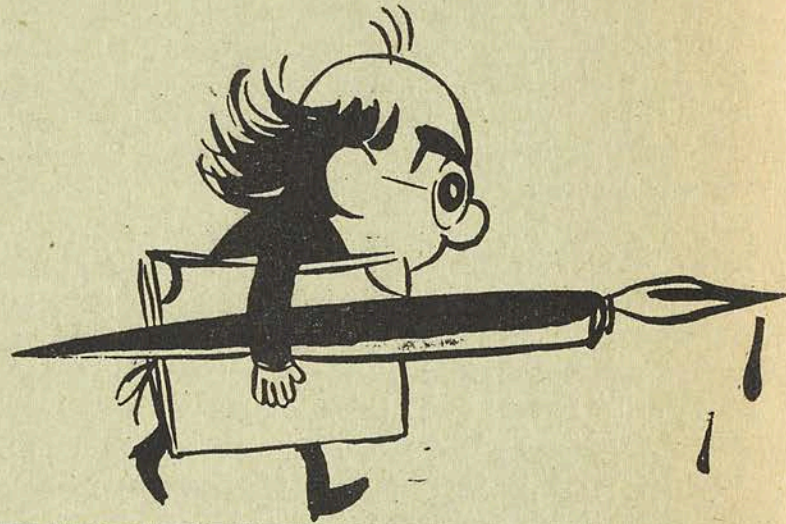
Communications Committee
c/o AUCE Local 1
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.

**NEXT
ISSUE
DEADLINE:**

NOV. 25TH



After November 9th the Union Office will sport two telephones with consecutive numbers - the old number will no longer be used. But until the new phone numbers are advertised, you can still dial the old number and have the operator provide the new numbers.

Your attendance at the November 17th evening meeting is important for the following reasons:

- 1) by-law amendments to change the election date for Union positions to December will be presented
- 2) possibly, contract proposals will also be presented
- 3) technically, our Union Organizer will be unemployed before the meeting - at the meeting Jay's status will be decided when nominations for the position of Union Organizer close.

PUBLISHED BY AND FOR
The Assoc. of University
& College Employees

Local One, UBC
224-5613