

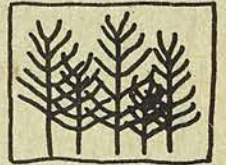
ACROSS

CAMPUS

AUCE One

April 7, 1977

No.5



The (...) Payback

Soon each member of AUCE Local 1 who has been working on campus prior to March 1st 1977 will receive a copy of the form. This form was approved by the AUCE AIB ctte. and the University for the purpose of allowing each member a number of options for paying back money owed as a result of the recent AIB decision.

If you read through the form quite carefully most of it is self explanatory. At the top of each form an amount of money will be quoted, this will (we hope) represent the actual amount of money each individual owes. If a person has worked here full-time (with no breaks) since Oct. 75 and has not received pay for over-time the maximum amount that can be quoted on the form is \$454.00. If a larger amount is quoted on the form you receive feel free to contact me at the Union Office.

There are four individual options open to everyone for paying back money owed - one may also elect a combination of options. Some people may be a little confused by the reference made to vacation entitlement under option 1 - so I will try to explain. On the AIB forms 2 that the University submitted to the AIB they submitted the cost of vacations on the basis that when an employee is away on holidays a replacement is hired. We know that that is not the

case in every instance; when most of us are away our duties are divided amongst other employees in our area. The AIB ctte. felt that because the calculations were done on that basis anyone who chose to sacrifice a weeks vacation towards their payback should be permitted to forgo the time off and remain on the job. (In effect the person would be seen to replace themselves) The University said that they would not agree to such an arrangement because it was not a "cash in hand" savings to them; we were told that the manner in which the calculations were submitted was required by the board and not a true representation of what actually is practised. If a person wants to use paid vacation towards paying back money this is what happens: You establish when you are going to be away on vacation ie. first 3 weeks of July and how much of your vacation pay you want to forgo. If for example you wanted to use one weeks vacation you would state on the form the dates and amount of money you want applied to the payback and while you were away for those 3 weeks you would then only receive two weeks wages.

If a person elects to use retro-active money owed to them after we settle our current contract negotiations they would check off that option on the form. The University would keep that on record and at the appropriate time would make the deduction and if there is still an outstanding balance they

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would issue you another copy of the form so that you could elect how you wished to pay back the balance.

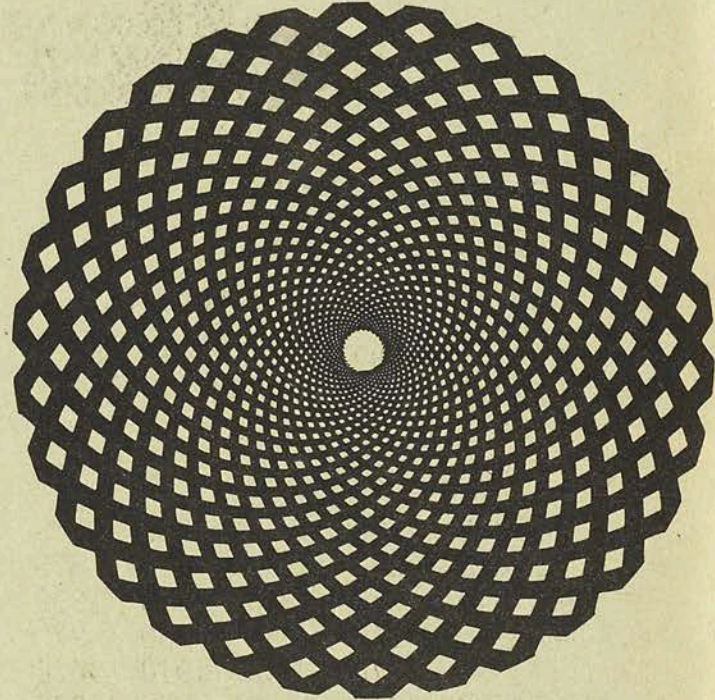
each of us takes to pay it back, the better. With inflation trends as they are the more time we take the less that money is worth to us.

Many people have asked "what will happen if I do not return the form to personnel?" If you look at item c) on the form you will note that it says that if the form is not received the University will deduct 1/24th of the total amount you owe from your pay cheque.

If you have any questions regarding the form as published here please call me in the Union office.

Fairleigh Funston

This may seem unjust but in essence they do have the power to do it. I have made some inquiries of lawyers and the information I have received is not up-lifting. In studying the payment of wages act I discovered that it clearly states that the employer is not allowed to make any irregular deductions from pay without having written consent from employees. I pointed this out to the lawyer I spoke to and he said that that is quite correct under normal circumstances. He stated however, that all provincial statutes are dependant upon and should be reflective of Federal policies and programmes. He went on to explain that the AIB has power over provincial statutes and can over ride them. We have been directed by the Federal government to repay the money and the employer must recover it with or without our consent. He said that because the Union has already agreed to a revised pay scale we have an 'implicit' obligation to also repay money. To use an analogy the union and the University has signed an agreement which states that all employees within our bargaining unit must pay, the union, dues monthly. As a matter of course the employee is issued a form to sign to authorize such deductions. If the employee for example does not sign the form the employee can be fired for not complying with the collective agreement. The contract therefore places an implicit obligation on all future members.



The University will make deductions from all affected members whether or not they have written consent. This we are sure of. Many people have stated that "in protest" they do not intend to send back the forms; this is their choice. From everything that I have been told it seems that we have no legal recourse to object to unauthorized deductions, but maybe some of you have lawyers who would have a different opinion. It might be an idea to find out.

Although the form states that the recovery plan will likely take effect as of the April 30th payroll, this is not the case. Recently the University has contacted us and has stated that they are having some trouble completing the forms and that they will likely go out later than expected, perhaps as late as May. We have been given twenty-four months within which to pay back money owing - I personally feel that the longer

the Wage «offer»

What does it mean?

How do we respond?

-Contract Committee Report

Let's have another look at the University's proposed wage scale (first year):

step -	1	2	3	4	5	6
Grade I	770	790	810	830	850	870
G. I-Int	810	830	850	870	890	910
Gr. II	850	870	890	910	930	950
G. II-Int	890	910	930	950	970	990
Gr. III	950	970	990	1010	1030	1050
G. III-Int	990	1010	1030	1050	1070	1090
Gr. IV	1050	1070	1090	1110	1132	1154
Gr. V	1132	1154	1176	1198	1220	1242
Gr. VI	1220	1242	1264	1286	1308	1330
Gr. VII	1308	1330	1352	1374	1396	1418

On the surface this looks like an increase of \$10 per month over the wage scale we negotiated in 1975. But, as if that were not bad enough, one must remember that off that figure must come the pay-back portion of the AIB order against us. For most people the pay-back will amount to (or average out to) about \$18 per month for two years. That means that the effective pay scale for most of us would look like this:

step -	1	2	3	4	5	6
I	752	772	792	812	832	852
I-Int	792	812	832	852	872	892
II	832	852	872	892	912	932
II-Int	872	892	912	932	952	972
III	932	952	972	992	1012	1032
III-Int	972	992	1012	1032	1052	1072
IV	1032	1052	1072	1092	1114	1136
V	1114	1136	1158	1180	1202	1224
VI	1202	1224	1246	1268	1290	1312
VII	1290	1312	1334	1356	1378	1400

So the effect would be, in reality, that we would be paid \$8 a month less than we have been paid up to February

this year. Add \$32 in the second year and we come out with a \$24 increase between January 1, 1976 and September 30, 1978. This represents an average increase of about 2.7% over 2 years and 9 months -- under 1% per year!

There are some other implications of this wage offer that should not be forgotten:

(1) Two year contract: The University's package of March 17 introduced for the first time in over seven months of negotiations the idea of a two year contract. This concept has the attraction of avoiding for a year the exhausting and frustrating process of negotiations. But there is the disadvantage of committing ourselves to a certain wage figure for an extended period without being able to predict either the rate of increase in the cost of living or whether or not the AIB programme will continue in its present form.

(2) Across-the-board increase: It may be the only positive aspect of the entire package, but it seems that the University is willing this year to spare us a lengthy debate on the relative merits of across-the-board and percentage increases. Their offer accepts the Union position that each employee should receive the same increase in dollars and that the spread between the top and bottom of the pay scale should not be widened.

(3) Going back on previous offer: Possibly the most important implication of the University's new offer is what it indicates about the type of bargaining the University is conducting. On October 19, 1976 the University offered us an increase of 6% on the pay scale which was then in effect. Translated into an across-the-board increase that would have made the pay scale look like this:

step -	1	2	3	4	5	6
I	815	835	855	875	895	915
I-Inter	855	875	895	915	935	955
II	895	915	935	955	975	995
II-Int	935	955	975	995	1015	1035
III	995	1015	1035	1055	1075	1095
III-Int	1035	1055	1075	1095	1115	1135
IV	1095	1115	1135	1155	1177	1199
V	1177	1199	1221	1243	1265	1287
VI	1265	1287	1309	1331	1353	1375
VII	1353	1375	1397	1419	1441	1463

④

This is what the University offered based on two factors: (1) the AIB guidelines, and (2) their ability to pay.

The AIB remains in existence and will continue for an indefinite period. But there is still nothing to prevent a union and an employer from agreeing to a wage increase of more than the guideline figure. In fact, many contracts are signed which include increases of more than the guideline figure. Last year we ended up with a 15% settlement when the guidelines which were applied to us retroactively called for only 8% increases.

The University has told us in rollback negotiations that they oppose the AIB ruling and would prefer to pay us the full increase we won last year. They would, one would think, be prepared to take that into consideration in a wage offer for the new contract.

It would be possible for us to agree with the University that any wage increase above 6% would not actually be paid until the AIB had ruled on the settlement. That way if the AIB decides to take pay out of our pockets again, at least we can avoid the whole rollback/payback situation.

As far as the University's ability to pay goes, it is inconceivable that it has decreased from 6% last October to less than nothing now. In fact, that was a preliminary offer. No doubt they could actually afford to match the 7½ to 8% that they gave to CUPE and OTEU or the 11.7% they reportedly gave the faculty; and likely more than that. Remember, those units are paid a good deal more than we are which means that each percent of increase is more expensive than a percent of our increase.

Our Union has heard various sad stories in the past about the sad state of the University's finances. In 1974 the University pleaded poverty and offered us an insulting \$38 a month -- in the end they offered \$225. In 1975 the story was the same -- no money -- but in the end their offer was 19%. This year they claim to be on the steps of the poorhouse but: (1) the provincial government grant to the Universities Council is up 12% over last year, (2) tuition fees are up 20 to 40% over last year, and (3) the AUCE payroll has been reduced by the AIB, attrition and layoffs.

Therefore, the Contract Committee is proposing the following as the minimum acceptable as a wage increase based on the University's ability to pay 6% last October and including their increased revenue as a result of the rollback and payback (the salary scale offered last October plus the \$18 payback figure):

step -	1	2	3	4	5	6
I	833	853	873	893	913	933
I-Inter	873	893	913	933	953	973
II	913	933	953	973	993	1013
II-Int	953	973	993	1013	1033	1053
III	1013	1033	1053	1073	1093	1113
III-In	1053	1073	1093	1113	1133	1153
IV	1113	1133	1153	1173	1195	1217
V	1195	1217	1239	1261	1283	1305
VI	1283	1305	1327	1349	1371	1393
VII	1371	1393	1415	1437	1459	1481



MINUTES of MEETINGS

MEMBERSHIP MEETING, 12:30 p.m., Thursday, 10 February 1977.

1. Announcement that there will be no smoking at this meeting.
- 1B. Introduction by Elizabeth Winterford and comments.
Challenge to the Chair. (Any comments to be made under correspondence.)
(Ray Galbraith/Neil Boucher)
Chair DEFEATED.
2. Adoption of the agenda.
"That we adopt the agenda."
(Pat Gibson/Larry Thiessen)
"That Item 5A (closing nominations for the Strike Committee) become Item 13A."
(Lisette Nelson/Joan Cosar)
Amendment CARRIED.
"That a Trustee's Report become Item 3A."
(John Hrubes/Nancy Wiggs)
Amendment CARRIED.
"That the Contract Report become Item 5C."
(Margie Wally/Jeff Hoskins)
Amendment CARRIED.
Agenda CARRIED as amended.
3. Adoption of the Minutes.
"That we table the minutes of the 13 January 1977."
(Jerry Anderson/Marcel Dionne)
"That relevant business from the 13 January 1977 minutes be permitted to come up at this meeting."
(Fairleigh Funston/Marcel Dionne)
Amendment CARRIED.
Main motion CARRIED as amended.
"That the minutes of 20 January 1977 be adopted."
(Frances Wasserlein/Ian Mackenzie)
CARRIED.
- 3A. Trustee's Report:
John Hrubes reported that the Trustee's refuse to count the Ballot on whether or not to comply with the AIB ruling because the clause of the by-laws which deals with the contesting of ballots is concerned only with the election of officers. The Trustees are challenging this ballot and the membership must decide whether to uphold it or not.
Ian Mackenzie called the QUESTION.
CARRIED.
Contest DEFEATED.
4. Business arising from the minutes.
- 4A. Clipping Service: this item will come up under correspondence.
- 4B. Job Evaluation:
"That the Union Job Evaluation Committee, consisting of three members, shall meet with the University Job Evaluation Committee consisting of three members, to continue to study and recommend development and implementation of a revised Job Evaluation System. The University agrees to provide the Union with all statistical and other relevant information pertaining to Job Evaluation and Job Classification. (Article 31.03) (Intent is that this should become part of our contract.)"
(Pat Gibson/Rayleen Nash)
CARRIED.
5. Nominations closing:
- 5B. Joy Korman was elected to sit on the Safety Committee by acclamation.
- 5C. Contract Committee Report:
The report was given by Margie Wally. To date a total of 24 items have been agreed to, leaving 68 items outstanding (all the important stuff). On Jan. 26 the Univ-

ersity told the committee that the current article on Maternity Leave is illegal according to the Unemployment Insurance Act. The University doesn't agree that our leave article could be considered similar to the Faculty's leave article because faculty women apparently do "research" while on leave. A Committee of AUCE and SORWUC are investigating the situation and will report back to the membership. The Mediator is pressuring both sides to present their final positions. The Contract Committee has drawn up a list of priorities which hopefully will be fully discussed at Division meetings before they are voted on at a Special Membership Meeting. The Committee has reason to believe that the University is preparing a package of articles to put on the table in the next couple of weeks. It was moved by the Contract Committee that the following clause be adopted for our Contract:

24.06 Lighting -- Wherever reasonably possible, employees will be seated in working areas close to windows at eye level. In this regard, where it is necessary to rearrange the work area, there shall be mutual agreement between the University and employees concerned.

The degree of light intensity and the quality of lighting in a given area shall first and foremost be guided by the practical aspects of the work to be done in that area and not solely by aesthetic/cosmetic consideration.

With the understanding that "brightness" is a subjective phenomenon, any employee shall be entitled to have a supplementary light source for her/his work area if she/he requests.

CARRIED.

Margot Scherk asked that the President tell the meeting about a comment she made at mediation. Elizabeth said that she had said something like "It seems rather pointless, since the membership doesn't really give a damn about the contract". (This is not a direct quote.)

Neil Boucher asked if it would be in order to have a motion to reprimand Elizabeth Winterford for her comments.

Pat Gibson (now in the Chair) ruled such a motion out of order, since it would have to be a separate item on the agenda.

Challenge to the Chair.

(Margot Scherk/Fairleigh Funston)

Chair DEFEATED.

"That the President be reprimanded for her comments."

(Margot Scherk/Jerry Anderson)

John Hrubes called the QUESTION.

The QUESTION was CARRIED.

The motion was DEFEATED.

"That we reaffirm our faith in the Contract Committee and their progress to date."

(Ray Galbraith/John Hrubes)

CARRIED.

6. Correspondence:

1. Form letter from the Variety Club Telethon advertising their drive. (Not read)
2. Letter dated Jan. 26, 1977 from Ellena Janal of the Dept. of Anthropology and Sociology expressing her concerns about the first ballot on the question of whether to comply with the AIB ruling and if so, how should we comply. She asked that future ballots be drawn up more carefully.
3. Letter dated Feb. 8, 1977, from Jean Horner to Elizabeth Winterford expressing her agreement with the content of Elizabeth's letter to the membership of Feb. 6, 1977.
4. Petition dated Feb. 8, 1977, from various members to the membership disagreeing with the content of Elizabeth Winterford's letter to the membership of Feb. 6, 1977.
5. Letter date Feb. 8, 1977, from Emerald Murphy to Elizabeth Winterford pointing out the constitutional and by-law irregularities in Elizabeth's letter to the membership of Feb. 6, 1977.
6. Letter dated Feb. 9, 1977, from Kevin Grace to the membership talking about his displeasure with the innuendo he feels Elizabeth is using to hamper the

Grievance Committee.

7. Letter date Feb. 2, 1977, congratulating Elizabeth Winterford on being elected and thanking Ian for his service as past President.
8. Letter dated Jan. 27, 1977 from Shirley Wong of the Labour Relations Board to Ian Mackenzie (as President) telling us that written briefs may be received on the question of people exempted from the bargaining unit on or before Feb. 3, 1977. The Chair announced that we obtained an extension of this time limit.
9. Letter dated Jan. 17, 1977, from Melody Rudd to Local 1's Executive telling them that the Provincial proposes to pay for a clipping service and send copies of the material to all locals.
10. Form letter dated Jan. 14, 1977, from Rape Relief asking for any support our Union can offer their organization in their proposal for funding from the Provincial Government.

(This is only the briefest of outline of the subject matter of the letters received. If you wish to read them, you may find that some of them are printed in the newsletter, or they are all available in the Union Office.)

Discussion on Correspondence:

Elizabeth Winterford asked for support from members who supported her (i.e. by speaking out at membership meetings and in the newsletter.) She said that Robert Gaytan had told her how to get the labels, but that she will give a cheque to the Union for their cost. She went on to comment on other facets of the letters, and indicated that she would answer them more fully in the newsletter.

"That we extend the time limit on this item of the agenda for 5 minutes."

(Nancy Wiggs/Emerald Murphy)

CARRIED.

Frances Wasserlein, Ray Galbraith and Emerald Murphy all commented on the duties of the President and the limitations on what things they can do, mentioned that it was unfortunate that every committee had been alienated by the President in such a short time, and commented on specific items in the letters.

"That we extend the limits on this item of the agenda for 5 minutes."

(Adrien Kiernan/John Hrubes)

"That we, by passing this motion, agree that another special membership meeting must be held in the near future to deal with all business remaining on the agenda."

(Fairleigh Funston/Jeff Hoskins)

Amendment CARRIED.

Main motion CARRIED.

Time limit ran out and meeting adjourned.

SPECIAL MEMBERSHIP MEETING, 5:15 p.m., Thursday, 24 February 1977, Buchanan 106.

(This meeting picked up where the agenda of the Feb. 10th meeting left off.)

"That Lake Sagaris, from the B.C. Student Federation, be seated at the meeting."

(Jeff Hoskins/Frances Wasserlein)

CARRIED

Neil Boucher has been temporarily promoted out of the bargaining unit and wanted to know if he still was able to vote. Pat Gibson said that he was still entitled to for 3 months.

7. FINANCIAL REPORT:

Given by Jeff Hoskins. Jeff indicated that the motions would be dealt with out of order, and that item 7B would be voted on last.

a.) "That the Financial Report for January 1977 be adopted."

(Jeff Hoskins/Adrien Kiernan)

CARRIED

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- c.) "That payment of the Provincial per capita tax for January 1977 be authorized."
(Jeff Hoskins/Frances Wasserlein)
CARRIED
- d.) "That the auditors report for financial year October 1, 1975 - Sept. 30, 1976 be adopted."
(Jeff Hoskins/Adrien Kiernan)
CARRIED
- e.) "That the sum of \$875 be authorized as payment to the auditors Winspear, Higgins, et al."
(Jeff Hoskins/Adrien Kiernan)
CARRIED
- f.) "That the sum of \$307.50 be authorized as payment for subscription to CCH Labour Reports."
(Jeff Hoskins/Frances Wasserlein)
CARRIED
- b.) "That \$2000 be authorized for the February office expenses and to clear up backlog of debts."
(Jeff Hoskins/Adrien Kiernan)
CARRIED

8. A.I.B. Report:

The report was given by Frances Wasserlein. She presented 3 Executive recommendations.

"That we (the AIB Committee) be empowered to sign a Letter of Agreement with the University which embodies the options and procedures for implementation of the Anti-Inflation Board ordered Payback; and further that the options shall be:

- I. Lump Sum Payment(s);
- II. Application of retroactive increase in wages which may be due as a result of the collective agreement which expired September 30, 1976, any difference remaining to be paid by monthly deductions.
- III. Monthly payments to a maximum period of 24 months ending 31 March 1979;
- IV. Any increase in wages which may be due as a result of negotiations of the collective agreement which expired September 30, 1976 (that is, salary to remain at the roll-back rate) and amount of increase which may result from negotiations applied to repayment of payback amount.

The form is also to include the following:

"I understand that should my employment with the University of British Columbia be terminated for any reason prior to my completion of payback of the above shown amount the outstanding amount shall immediately become due and payable, and further, that in the event of termination or notice of termination of my employment I authorize the University of British Columbia to deduct any portion or all of the outstanding amount from any monies due me from the University of British Columbia": Altered to provide for alternate arrangements in the event that the final pay cheque is not large enough to cover the amount owed.

(Pat Gibson/Cathy Agnew)

"That the time limit on this agenda item be extended 10 minutes."

(Ray Galbraith/Jeff Hoskins)

CARRIED

"That the time limit on this agenda item be extended 5 minutes."

(Adrien Kiernan/Richard Melanson)

CARRIED

Nancy Wiggs called the question on the motion.

CARRIED

Motion was voted on.

CARRIED

"That we accede to the University's desire to have no reference to reopening the

expired agreement."

(Frances Wasserlein/Ian Mackenzie)

"That this item be REFERRED to the March 3 meeting."

(Lisett Nelson/Joan Cosar)

"That the time limit on this agenda item be extended 10 minutes."

(Margie Wally/Richard Melanson)

CARRIED

Nancy Wiggs called the QUESTION on the REFERRAL motion.

CARRIED

REFERRAL motion was DEFEATED.

Nancy Wiggs called the QUESTION on the main motion.

CARRIED

Main motion was CARRIED.

"That the Roll-back/Pay-back Committee be empowered to sign an amendment to article 36.02 of the expired collective agreement and the aforementioned letter of agreement regarding options and procedures."

(Frances Wasserlein/Adrien Kiernan)

CARRIED

9. GRIEVANCE COMMITTEE REPORT:

Report was given by Kevin Grace. Morley Fox has been appointed to do all our arbitrations. We have dropped the Job Posting arbitration. We have dropped the Ahn, Hoffman & Pinard application to the LRB under 96(1). Re the other 96(1)s, Whitley (our officer of the board) will probably rule that people who are discharged with one month's notice should begin grieving at Step 1 while those given pay in lieu of notice should go directly to Step 4. Kevin talked about Wednesday's meeting with the University where the University adjourned the meeting when the Committee refused to have the grievors leave the room until their particular grievance came up. The Committee had asked each grievor if they wanted their grievance presented in private and none did. Elizabeth Winterford said that she felt that with one of the Grievors, the Committee had embarrassed her into agreeing.

"That the time limit on this agenda item be extended 10 monutes."

(Ray Galbraith/Frances Wasserlein)

CARRIED

"That we move on to deal with misclassification issue."

(Nancy Wiggs/Adrien Kiernan)

CARRIED

"That the Grievance Committee be authorized to take steps necessary to continue their opposition to the University's interpretation of article 31.05."

(Kevin Grace/Nancy Wiggs)

Kevin spoke in favour of the motion, and Ian Mackenzie against.

"That the time limit on this agenda item be extended 10 minutes."

(Margie Wally/Frances Wasserlein)

CARRIED

Main motion was DEFEATED.

"That we agree with the University that the interpretation of Article 31.05 be that a request under the misclassification article be made at the same time as a request for reclassification, on the condition that the University begin complying with the 8-week time limit, and that they change the reclassification questionnaire accordingly."

(Ian Mackenzie/Frances Wasserlein)

Amendment to add "That the Contract Committee be instructed to negotiate such an agreement into the new contract."

(Jeff Hoskins/Frances Wasserlein)

Amendment CARRIED.

Main motion CARRIED as amended.

11. PROVINCIAL REPORT:

No report was ready for this meeting.

12. STEWARDS SEMINAR:

Apparently the seminar was a complete success. Anyone interested in helping to put together a membership handbook should attend a meeting in the Union Office on Wednesday 16 March.

13. STRIKE COMMITTEE:

Report given by Joan Cosar. The co-mittee will be presenting the motion from the membership asking that the Provincial put on a public meeting about the AIB to the Provincial Executive on Saturday, February 26. Lake Segaris then talked about the rally against education cutbacks, and mentioned that one of the major concerns was that workers and students do not get at each other's throats, but work together. Accessibility to University is even now open only to the middle and upper classes, and we don't want it to get worse.

"That the time limit on this agenda item be extended 10 minutes."

(Frances Wasserlein/Nancy Wiggs)

"That AUCE Local #1 support the student rallies against tuition increases to be held on March 1 and March 10."

(Lissett Nelson/Lid Strand)

Amendment to say "tuition increases and educational cutbacks".

(Fairleigh Funston/Jeff Hoskins)

Amendment CARRIED.

"That the Blue leaflet go out as a press release."

(Lid Strand)

This motion ruled out of order at this time.

Ann Hutchinson called the QUESTION on the motion as amended.

QUESTION CARRIED.

Main Motion as amended CARRIED.

"That the Blue leaflet go out as a press release."

(Lid Strand/Lil Legault)

Motion Withdrawn.

"At an AUCE general membership meeting held Thurs. Feb. 24th, a motion was passed to support UBC students in their planned rallies to protest proposed tuition fee increases. The rallies are to be held on March 1st, from 12:00 to 1:30 at UBC (to start at Sedgewick Library) and on March 10th at a downtown location (to be announced later). AUCE does not feel that students should be made to pay for University cutbacks just as we do not feel that we as workers should be made to pay for inflation through the AIB regulations.

The members of AUCE feel that education is a right and not a privilege. The fight against tuition fee increases is a fight to make education more accessible to the majority."

(Lissett Nelson/Joan Cosar)

"That the 3rd to the last sentence in the proposed press release be deleted."

(Cathy Agnew/Sandy Masai)

"That we extend the meeting until all items are dealt with."

(Adrien Kiernan/Joan Cosar)

CARRIED

"That the time limit on this agenda item be extended 5 minutes."

(Nancy Wiggs/Lid Strand)

CARRIED

Pat Gibson called the QUESTION on the amendment.

QUESTION was CARRIED.

Amendment DEFEATED.

"That "economic crisis of the University" be the phrase in the 3rd to last sentence."

(Richard Melanson/Joan Cosar)

Amendment withdrawn.

Amendment "that AUCE does not feel that students should be made to pay for University

curbacks just as we do not feel that we as workers should be made to pay for inflation through AIB regulations."

(Jeff Hoskins/Lissett Nelson)

Cathy Agnew called the QUESTION on the amendment.

QUESTION was CARRIED.

Amendment CARRIED.

Nancy Wigs called the QUESTION on the motion as amended.

QUESTION was CARRIED.

Motion as amended CARRIED.

"That the time limit on this agenda item be extended 10 minutes."

(Richard Melanson/Joan Cosar)

CARRIED

"That we approve the leaflet which was handed out at the door and which deals with our support to the student rallies. That we approve to call on our members to attend the rally of March 1. And that we send speakers to both rallies, March 1 and March 10."

(Lissett Nelson/Joan Cosar)

Vicki McNeill called the QUESTION.

QUESTION was CARRIED.

Motion CARRIED.

5A. CLOSE NOMINATIONS FOR STRIKE COMMITTEE:

There are at least 5 vacant positions.

Joan Cosar nominated Vicki McNeill.

Margie Wally nominated Jeff Barker.

Margie Wally nominated James Schwartz (wouldn't stand).

Vicki McNeill and Jeff Barker were elected by acclamation. Further nominations may be sent into the Union Office.

14. OTHER BUSINESS:

"WHEREAS it is a fundamental tenet of our society that the right to hold a particular political belief is inviolate,

AND WHEREAS the right to express that belief is likewise inviolate, except only insofar as that expression may transgress the law,

AND WHEREAS the authorities and procedures for determining whether such transgression has occurred are strictly defined within the law,

AUCE LOCAL #1 RESOLVES:

That we deplore the actions of this University, through President Kenny, in attempting to interfere with the free political expression of Allen Soroka by threatening his dismissal or censure for the expression of those views.

That political expression, especially in non job-related activity, can have no effect upon, nor any relation to, his right to perform his function as a member of the University.

That consequently any attempt to threaten the livelihood of Mr. Soroka, or any other person, as a result of freely expressed views and legal political activity is immoral and contrary to natural justice.

THEREFORE:

We demand that the University and President Kenny cease their harrassment and persecution of Allen Soroka forthwith and refrain from any measures designed to, or having the effect of, preventing the expression of his political views.

(Nancy Wiggs/Margie Wally)

"While we do not necessarily condone Mr. Soroka's method of protest, we do condone the rights of Canadians to protest. While we do not subscribe to Mr. Soroka's politics, we do maintain that Mr. Soroka should be permitted to hold those beliefs. (This amendment to be added somewhere before the "Therefore".)"

(Cathy Agnew/Adrien Kiernan)

Adrien called the QUESTION on the amendment.

QUESTION was CARRIED.

Amendment CARRIED.

Adrien called the QUESTION on the main motion as amended.

QUESTION was CARRIED.

⑫

Main motion CARRIED as amended.

"That Nancy be authorized to send this as a press release to the Ubyssy."

(Nancy Wiggs/Margie Wally)

CARRIED

Meeting Adjourned.

MINUTES OF SPECIAL MEMBERSHIP MEETING
OF 3 MARCH 1977 - IRC 2

Elizabeth explained that item 2 will be first on the agenda and that items 3 and 1 will be combined.

J. Hoskins That the agenda be adopted
F. Funston

Carried.

2. Amendments to Contract Special Newsletter: Jeff Hoskins - Jeff explained all of the amendments to this newsletter. (All changes or omissions are listed in the attachments to the agenda given out at this meeting).

1&3. Contract Committee Report: Ian Mackenzie - Ian is the recording secretary for the negotiating committee. He went on to explain the terms of reference for the Contract Committee. If the committee can adhere to the spirit of intent it receives from the membership and if it can settle for something which is better than what we had in the previous contract, then the Committee will sign an article. Any Contenscious or major issues, of course, come back to the membership automatically. The Committee has called this meeting to get a mandate from the membership of their priorities. The Contract Committee has certain powers but they are restricted in what they can do.
Margie Wally - Margie talked about the trend that the Committee thinks the negotiations are following. The Committee thinks that the University is waiting for the results of this membership meeting before presenting us with a package deal. At the same time, however, the University is creating new issues, some over articles already signed. Maybe these new issues are going

to be held out as carrots when they present their package. This package would be made as superficially attractive as possible to appear to reflect our priorities. In presenting the priorities that are before the membership for a vote today, the Committee considered such things as their affect on any university package, and whether the greatest possible number of people would benefit.

4. Job Security Issues: Jeff Hoskins - Jeff explained that these issues are crucial because of anticipated cuts in University funding. In this contract, these clauses are vaguely worded. PLEASE NOTE: ALL MOTIONS ARE CONSIDERED MOVED AND SECONDED BY THE CONTRACT COMMITTEE:

MOVED THAT the Contract Committee be instructed to negotiate, as a priority item, the limitation of temporary employees to legitimately temporary jobs and that temporary employees remain temporary for a period of no more than 3 months.

Carried.

MOVED THAT The Contract Committee be instructed to negotiate for job security with regard to lay-off and recall based as nearly as possible on seniority as a priority item.

Carried.

MOVED THAT the Contract Committee be instructed to negotiate for equal pay for equal work for Student Assistants and for inclusion of Student Assistants working in jobs other than those in Pay Grade 1 in the bargaining unit as a priority item.

Carried.

MOVED THAT the Contract Committee be instructed to negotiate that work beyond regular hours worked on a weekend be paid at double weekend rates as a priority item.

Carried.

MOVED THAT The Contract Committee be instructed to negotiate for overtime on a strictly voluntary basis as a priority item. This should include work beyond regularly scheduled hours for part-time employees.

Carried.

MOVED THAT the Contract Committee be instructed to negotiate that transfer and demotion not take place without the consent of the employee concerned as a priority item.

Carried.

5. Union Security Issues: Emerald Murphy - Emerald pointed out that these issues are the ones that give "punch" to the rest of the contract.

MOVED THAT The Contract Committee be instructed to negotiate for the requirement that all employees in the bargaining unit pay union dues and assessments as a condition of employment as a priority item.

Carried.

MOVED THAT the Contract Committee be instructed to negotiate for an effective control on the work of our bargaining unit being performed by persons outside our bargaining unit as a priority item.

- C. Agnew That the time limit on this
F. Funston agenda item be extended 5 minutes.

Carried.

I. Mackenzie called the question.

Question carried.

Motion carried.

MOVED THAT the Contract Committee be instructed to bargain for two-hour lunch Union meetings as a top priority item.

- E. Murphy That the time limit on this
F. Funston agenda item be extended 5 minutes.

Carried.

E. Murphy called the question.

Question carried.

Motion carried.

MOVED THAT the Contract Committee be instructed to negotiate in consultation with the Grievance Committee for a Grievance Procedure at least as effective and expeditious as that in the current contract as a priority item.

Carried.

6. Benefits: Jean Lawrence -

MOVED THAT the Contract Committee be instructed to negotiate for vacation entitlements at least equal to that of the present contract.

Carried.

MOVED THAT The Contract Committee be instructed to continue to negotiate for equality of vacation entitlement and pay for second calendar year employees as a priority item.

Carried.

MOVED THAT the Contract Committee be instructed to continue to negotiate for the SFU sick leave plan as a priority item.

Carried.

MOVED THAT the Contract Committee be instructed to continue to negotiate for up to 4 months maternity leave at full pay as a priority item.

N. Boucher called the question.

Question carried.

Motion carried.

7. Wages: Ian Mackenzie -

MOVED THAT AUCE LOCAL One reaffirm its commitment to achieve equal pay for work of equal value at the University of British Columbia, and that, in particular, we reaffirm wages as our top priority in these negotiations.

Carried.

8. Joint Strike/Contract Committee Recommendation: Lissett Nelson -

MOVED THAT unless settlement is reached by our next lunch hour general membership meeting, we discuss at this meeting

whether or not to hold a strike vote.

Carried.

9. Questions & Discussion:

R. Melanson That the Contract Committee
D. Crowe have as a priority continuing to negotiate that monthly people continue to be paid monthly.

Carried.

MEETING ADJOURNED.

MINUTES: GENERAL MEMBERSHIP MEETING
10 MARCH 1977
5:15 pm, Buchanan 106

1. Elizabeth Winterford stated that there is no smoking allowed at this meeting.
2. R. Melanson That the agenda be
V. McNeal adopted.

J. Hoskins that since no Provincial
C. Agnew reps. are present the time allotted to them be given to the Contract Committee.

Amendment carried.
Motion as amended carried.
3. Correspondence - Read by Nancy Wiggs (Secretary)
 - We received a form letter undated from Laurie Thompson, Western Regional Director of OXFAM-Canada asking us for a donation.
 - Form letter dated 21 February 77 from Ray Haynes of the West Coast Labour Bureau advertising their services in the areas of arbitrations, negotiations & LRB cases.
 - Form letter dated 9 February 77 from the International Women's Day Organizing Committee advertising their leaflets, posters & activities. This was a bit after the fact since International Women's Day was Tuesday.
 - Letter dated 11 February 77 from Wes Clark to E. Winterford giving notice of a planned technological change. We forwarded this to the Grievance Committee.
 - Letter dated 3 March 77 to E. Winterford from Rayleen Nash. She

- is now out of the bargaining unit and is therefore resigning from AUCE & the Job Evaluation Committee.
 - Letter dated 22 Feb. 77 to F. Funston from Darlene Crowe of Div. C. resigning from the Executive.
 - Letter dated 16 Feb. 77 to AUCE from N. Williams expressing her regret at the death of J. Hrubes & asking that the Executive meet with and train new people to avoid unnecessary mistakes.
 - Letter dated 11 Feb. 77 to E. Winterford from 5 people in Woodward Library thanking her for and agreeing with the contents of her letter of 6 Feb. 77 to the membership.
 - Letter dated 10 Feb. 77 from M. Scherk in Division D to the Executive explaining her motion of reprimand against the President at the 10 Feb. meeting.
 - Petition from 24 members of Div D demanding that copies of the up to date by-laws be distributed to the members immediately. The executive agrees and P. Gibson will carry this out.
 - Letter dated 18 Feb. 77 from D. Zerr, President, and J. Ainsworth Secretary of the United Bank Workers asking that we give them \$200 per month for 6 months to help pay their organizer.
- S. Chan That AUCE #1 recommend
B. Taylor to the Provincial Executive that the Provincial donate \$200 a month for a period of 6 months to the United Bank Workers Local 2 of SORWUC in order to supplement the salary of their elected full-time office person.
- C. Agnew called the question
Question carried.
Motion carried.
- J. Hoskins That the Local print
N. Wiggs the by-laws in accordance with the petition from Div. D.
- N. Wiggs That Local 1 print by-
V. Meynert laws in leaflet form
Amendment carried
Motion as amended carried.

4. Financial Report:

F. Funston That in the event
I. Mackenzie that the library administration accedes to the present organizer's request for a 9 week extension of her present full-time leave for union activity, the membership of AUCE Local 1 authorize F. Funston to work full-time in the office to assist the new Union Organizer for the period May 2 - July 1 inclusive.

E. Winterford ruled this motion out of order. I. Mackenzie challenged the chair. Chair defeated.

M. Dionne called the question.

Question carried.

Motion carried.

R. Melanson That we extend the time
J. Hoskins on the Financial Report for 10 minutes.

Carried.

J. Hoskins That the Financial
A. Kiernan Report for the period 1-28 Feb. 77 be adopted.

Carried.

J. Hoskins That office expenses of
A. Kiernan \$1000 for the month of March 77 be approved.

Carried.

J. Hoskins That the Feb. per capita
A. Kiernan tax to the Provincial be paid.

Carried.

I. Mackenzie gave notice of motion that we purchase a new

6. Nominations:

For Delegates to Provincial Con.:
Ann Hutchinson, Maureen Gitta, Nancy Wiggs, Margie Wally, Lissett Nelson, Neil Boucher, Margot Scherk, Shirley Chan, Fairleigh Funston, Cathew Agnew, Richard Melanson, Ian Mackenzie, Jean Lawrence.
Nominations close April 14 77.

For President:

Pat Gibson by F. Funston
Nancy Wiggs by A. Kiernan

For Vice President: none

For Recording Secretary:

E. Winterford by A. Kiernan

For Membership Secretary:

Carol Cameron by I. Mackenzie

For Union Organizer:

Jean Lawrence by N. Wiggs

Jay Hirabayashi by F. Funston

For Treasurer:

Richard Melanson by N. Wiggs

Ian Mackenzie by F. Funston

Neil Boucher by A. Kiernan

For Trustee (2 positions):

Jay Hirabayashi by ?

For Provincial Reps. (2 positions):

Joan Cosar by V. McNeal

Neil Boucher by V. Meynert

For Strike Reps. (3 positions):
none

7. Contract Committee Report: Jean Lawrence reported that the Union & the University met Tuesday morning and adjourned about 11:30. The Contract Committee caucussed all afternoon (they were led to believe they were supposed to by the U.). Apparently they were expected back at work however, and this caused a bit of a hassle.

A. Hutchinson That if the University docks the wages
J. Cosar of the Contract Com. for that afternoon, then the Union will pay them the lost wages.

A. Kiernan That we first take
N. Wiggs the issue up with Employee Relations, and if this doesn't work then the Union will pay the lost wages.

V. McNeal called the question.

Question carried.

Amendment carried.

C. Agnew called question on motion.

Question carried.

Motion as amended carried.

Contract Com: That the following be released to the Press:

Clerical & library employees of UBC are being denied tuition privileges provided under their Union contract. Members of the Association of University and College Employees, Local 1, have had the right to take University courses without charge since 1974.

Kevin Grace, chairperson of the Union Grievance Committee, says he has already begun to receive complaints from Union members that they are being denied access to summer school courses.

The University has informed the Union during contract negotiations that they now interpret the current contract entitlement of "one course per term" not to apply to courses during the spring and summer because Spring Session and Summer Session are "sessions, not terms". In past years the university has granted free tuition at any time of year to employees meeting academic requirements.

Jean Lawrence, chairperson of the Union Negotiating Committee, termed the University's interpretation "bizarrr literal-mindedness". She claims the University administration intends "either to weasel out of a commitment they now regret, or to create some kind of confrontation in contract negotiations.

"In either case," Lawrence continued "I think it is shameful the way the University begrudges its employees this small opportunity to share in the function of the University which their work makes possible. This benefit is of no real cost to the University. It involves no time lost from work and no classes are given without enough paying students to meet the University's requirements.

"Despite their semantic game-playing the University administration knows that this clause was negotiated in the past in recognition of the contribution of AUCE Members to the University's main purpose-- education."

R. Gayton That "tuition privileges"
C. Agnew be changed to "access to University courses".

carried.

N. Wiggs called the question.

Question carried.

Motion as amended carried.

Contract Com: that the Union change our proposals so that temporary employees would be paid by the hour and all other employees would be paid by the month.

N. Boucher that we add "Unless
L. Nelson specifically requested otherwise by that employee".

amendment defeated.

N. Wiggs that the time limit for
D. Nicholson this agenda item be extended 5 minutes.

carried.

L. Nelson That the time limit for
J. Cosar this agenda item be extended 5 minutes.

Carried.

R. Crosby called question.

Question carried.

Motion carried.

Contract Com: That the Union change our proposals so that, when a sessional position is discontinued and no coincidental vacancy is available, the sessional employee concerned would "bump" only another sessional employee.

V. McNeal called question.

Question carried.

Motion carried.

8. AIB Report: Fairleigh Funston reported that both the Roll-back and the Pay-back agreements have been signed and that we will be Rolled back on our 15 March cheque.

L. Legault That the time limit for
L. Nelson this agenda item be extended 10 minutes.
carried.

L. Nelson That the meeting be
L. Legault extended 1/2 hour.
defeated.

R. Gayton That the AIB Committee
V. McNeal prepare a mailing to go out to the Membership as soon as possible to

inform the membership of the options, alternatives and legal implications of the pay-back.

R. Melanson That this be in the next newsletter.

E. Winterford rulled this amendment out of order.

N. Wiggs called the question.

Question carried.

Motion carried.

Meeting adjourned.



IMPRESSIONS OF THE STUDENT RALLY

The student rally against tuition fee increases was the biggest demonstration on campus since the 60's and students have successfully, in terms of numbers and demands, said that they totally disapprove cutbacks not only in education spending but in all social and welfare services. It is never-the-less, one isolated rally, not one of many and the involvement of a much larger number of students on a permanent basis is necessary to force the Administration and the Government to give in. The fee increases are still on but as the Ubyssy put it, the rally does change the "image of this University".

Students have started to realize, as NDP M.L.A. Emery Barnes put it, that they are not alone. They have the working class at their side because workers are as concerned with fighting cutbacks as they are. It was also said that they should get mad not only when their rights are being stepped on but also where the rights of others are being affected.

A.U.C.E.'s presence was both seen and heard at the rally. A leaflet was passed around by A.U.C.E. members and a speech was given by Fairleigh Funston who, among other important things, said that it was time for students and workers on campus to unite in support of each other since the education cutbacks affect us both.

Fairleigh's speech tried to dispel the false idea that staff salary increases are the reason for the tuition increases.

We were **not** out there to negotiate with the government on what sectors of the population should suffer the cutbacks instead of us. We were out to clearly state that people, whether workers or students, are for us the first priority and not private profits.

Strike Committee.



INFORMATION HANDBOOK Needs Suggestions!

In February 1977, Auce Local 1 held its first ever Stewards Seminar to discuss various matters concerning the union. At this meeting the idea of developing a New Members Information Handbook was proposed. This handbook would answer many of the questions of new, as well as present members, concerning the history, operations and benefits we all derive from our union. It was hoped that such a handbook would make people more aware of the union's functions and activities, and encourage participation in these activities.

Presently, a small group has been working on the initial preparations for the Handbook. We decided that a question and answer format would be an appropriate and interesting way to present some of the information. At this time we would like to encourage all members of AUCE to think about what they would like to see included in this Handbook. If you have any suggestions, or any questions you would like to see included, please send them via Campus Mail to Richard Melanson, Main Library. The next meeting of the Handbook group will be Thursday, April 7th at 5 p.m. in the Union Office. All interested members are invited to attend.

Opinion, etc.

To: The Communications Committee

March 31st, 1977

I believe we should shelve a strike vote at this time. I cannot see a successful strike in the next three months, i.e. mid-April (when there may be a strike vote taken) to mid-July when it would run out. Those are probably the least pressure months for the majority of departments on campus in the whole year, and therefore, a strike during those months is not going to inconvenience the Administration as much as it would from mid-August on. The Administration has deliberately stalled, delayed, procrastinated, arrived at negotiations unprepared, all these months so I think we should now do a bit of stalling ourselves - just for a month. Then take a strike vote mid-May which would give us three months from that time to prepare for a strike. If we have not been offered 6% for everyone by then, then we should seriously consider strike action mid-August when Summer Session is winding up and all the preparation for the new academic term is underway.

Also during that time, the Faculty and Professional Staff will have received their annual increases and as far as I understand, we Canadians are all helping the cause of fighting inflation, and as such the Faculty too are into their second year of the AIB guidelines when they, supposedly, will be only allowed a maximum of 6%. We shall see..... If they receive more than 6% that will be further ammunition for us because they have the same employer and are paid out of the same funds. How could the Administration justify keeping within the guidelines for one group of employees (AUCE) and not for another group (Faculty)?

As for the actual current offer of \$42 now and a further \$32 in October which the Administration suggests would last us until the end of 1978, and knowing how slowly they negotiate new contracts, could well last us until early 1979, it is a nothing increase. The tables of salaries printed in the Special Edition Newsletter of March 30 do not reflect the plight of the person who has worked here 5 years or more for two reasons.

- 1) They do not show that everyone else will get \$20 a month increase in July '77 and July '78 as their step increase, i.e. \$240 per year over and above what the long-service person receives.
- 2) They do not show that our wages are going to be further decreased, presumably during this summer, approximately \$19 for the next two years. (Payback on the lump sum - AIB rollback).

What the tables do show is that those with little service get a bigger percentage increase yet again over those who have worked here 5 years or more. The long-service people get short-changed every time. For example, Clerk IVs were hurt badly on the AIB rollback; the last contract helped the juniors more; and on the very first contract which gave everybody the same amount of dollars whether they just got here and did a junior job, or whether they had a very responsible senior position and had worked here a long time. I could go along with everybody getting the same dollars if they did the SAME JOB. It is not fair to give the same dollars EVERY TIME to all employees no matter what they do. The long-service people don't get a step increase of course, and now there is no such thing as a merit increase anymore either. Our bosses can't give us a merit increase for work performance if they wanted to. So I believe that it is high time we did have a percentage increase for everyone. So what if it gives the long-service people a very few more dollars than the new people, that's offset by the step increases they get anyway.

If I have not explained my position very well, I will outline my own individual circumstances to help clarify my reasons for feeling as I do.

My salary at January 1, 1976		\$1144	
at March 1, 1977		\$1112	
during summer '77		\$1093	(approx. \$19 for AIB lump sum)
If we take current offer	+ \$42	\$1135	
October 1977	+ \$32	\$1167	to Oct. 1978 and beyond

This brings a total increase of \$23 a month from what my wages were in January, '76 to October, '78. For me, that works out to a 2.01% increase over 33 months!

I realize that a member's personal situation is irrelevant to the whole picture, but I think that sometimes the junior people assume that the seniors have plenty of money because they earn more. I believe that often it is the other way around. A lot of junior people are single and have only themselves to support and in real life are much better off proportionately than some senior people who are single parents supporting children.

I consider the 'offer' an absolute non-offer and I think we should definitely receive and press for 6% for everyone for 1976/77 alone. That would be, after all, what the AIB will allow and what the University did offer earlier, which means they have the money earmarked and available.

Let's hang on another month regarding the strike vote, my non-increase can wait a bit longer.

Barb Jefferson
Division 'G'

Re: Special Edition: Strike Vote — Across Campus

On reading the above mentioned edition of the Across Campus I was a little concerned that it was not as informative as I would have wished it to be.

On points of information on mediation, arbitration, lock-outs, work slow downs, etc. it was excellent, but no information whatsoever was given on when a strike would best be held (providing of course that the strike vote is affirmative) nor was any mention made of how effective it would be (especially during the summer). In the above mentioned issue I read about informational lines and channeling campus support from students — but not one word was mentioned as to where the 23,000 students would be during the summer. Certainly there are the summer session students but enrollment figures for 1976 show that there were only approximately 4000 students enrolled and this figure is expected to go down in Summer Session '77. And in all sincerity we cannot expect much support from the summer students.

From divisional meetings I have heard another point of view which is that during the summer might be the best possible time to hold a strike for it would be hitting the University in the pocketbook for that is the time when all the conventions are held and millions of dollars are brought into the University budget. What I would like to know is how is our strike going to be of any concern to those visitors staying at the student residences, faculty club, etc. except perhaps for a minor inconvenience. Certainly there would be no heating and food services but during the summer there is not much need for heat and as for the cafeteria's being not being open there are plenty of restaurants opened in Vancouver.

Another point for serious consideration is what is to stop the University from locking us out and saving themselves the cost of our salaries during the summer? As was pointed out in this issue one form of lock-out is that theoretically the University could just not pay us if we went to work provided that the provisions of s. 82(2)(b) of the Labour Code had been followed. (all this entails is giving the union notice of intention to lock-out seventy-two hours in advance). THIS IS JUST NOT THEORETICALLY POSSIBLE, as stated in the article but a definite POSSIBILITY. By not paying us, they would not affect other unions with a physical lock-out and violate their contracts.

Another point which was not mentioned is whether the University's proposals were on a take-it-or-leave-it basis or whether they were a basis for further negotiations. Surely if we can continue to negotiate there is no reason to take a strike vote.

Before we are asked to take such a serious step as a strike vote, I feel that more information should be provided, both pro and con.

Darlene Crowe
Division C

There seems to be a genuine concern within our union at present that things are not functioning as they should. Certainly if one takes the time to read the dissenting views expressed in the March 4th issue of Across Campus, this would seem to be self-evident. I find it very disturbing that this concern for the union's well-being is increasingly being expressed in terms of a polarization between the "moderates" and "the present union establishment". To view our problems in such a simplistic fashion will only serve to destroy the effectiveness of AUCE's bargaining power. We must realize the harm which will result if we continue this negative type of internal bickering.

The fallacy of viewing our union problems in terms of a conflict between the "radical" establishment and the "silent majority of moderates" will become obvious if we stop and ask ourselves what such labels imply. Apparently such terms suggest that the establishment is united in its more radical views, and the "moderates" are united in their opposition to such views. This is obviously not true. The executive, as Robert Gayton so aptly observes, often has a great deal of trouble agreeing on the time of day. There is no screening of prospective members to determine whether or not they possess similar views of a radical nature. Executive members are elected by the membership as a whole and by the various divisions within our union. They are not required to swear allegiance to a "popular line".

One need only attend executive meetings to see that our executive is not a philosophically united body.

I believe it is equally as fallacious to assume that there exists a united core of union moderates, a silent majority of AUCE's membership who oppose the present executive. Surely it should not be too difficult to see that a person may be radical on one issue, conservative on a second, and perhaps indifferent to a third. When we realize this, we must acknowledge the dangers of applying simplistic labels to various segments of our membership. Such an approach diverts much needed attention from the real issues at stake, instead encouraging unfounded suspicions and unnecessary defensiveness within our membership.

It would seem to me that the problems we face today result directly from a lack of *informed* participation in union affairs. Let me cite a few recent examples:

1. Only 714 votes were cast in the first AIB ballot.
2. The second AIB ballot (with all its extenuating circumstances and controversy) only managed a total of 775 votes.
3. The election of our new president was accomplished with less than half the membership casting votes.
4. A recent, well-publicized meeting of my Division was

attended by only 13 members (this, out of a total of approximately 100).

5. A recent executive meeting was delayed for twenty-five minutes before the necessary quorum of seven was reached.

I could continue with numerous examples however it would seem quite obvious that membership participation in AUCE is presently at a very low level. And I do not agree with those who suggest this lack of participation is a direct result of members being "turned-off" by our present executive. One does not simply stick her/his head in the sand, and drop out, if you do not agree with the way things are going. It may not always be easy to express "dissenting" views, however it must and should be done. After all, if enough members agree with such views, they then constitute the majority. Democratic structures, whether they be political ones, or unions such as ours, will never function properly if people drop out when their individual views do not agree with the majority.

The constitution of AUCE was designed to ensure that all members would be free to express a wide variety of opinions. Such a democratic constitution is meaningless when such a large proportion of our members refuse to participate in union affairs. We do not deserve the benefits which our union membership affords us, if we cannot take the small amount of time required to attend meetings, cast ballots and read newsletters. If we continue to treat our own union with such disrespect and carelessness we will soon find ourselves back in the same situation we faced before this union existed. I, for one, do not look forward to such a day.

Cathy Agnew

As I am writing this I am feeling many things. Most of them have been couped up inside during this past year that I have been the Union Organizer. Now it seems appropriate to air them - before my term ends; maybe they will serve as some insight for my successor and for those who, by either choice or circum-

stance, know little of what this Union means or stands for.

In recent editions of the "Across Campus" we have all read articles which suggest that we re-evaluate our position as a union, that we 'minimize the number of our activities,' and finally that we have somehow exceeded our original mandate.

I agree that we all must take a very serious look at what we are willing to work for and accomplish but I heartily disagree that accomplishment comes about through minimal activity. AUCE has only one mandate. It is the same as almost all unions; we as a group collectively work for improved benefits and wages. This does not mean that we work on a temporary basis, it means that we continually strive to insure that what we have gained in the past is maintained and that we work hard to see that we continue to improve those gains.

Auce is, in many ways, special. We are a predominately female union and therefore have special needs and concerns. We must work harder to enjoy the respect as workers that men have received for a long time. We are a young Union and although we have made considerable gains in our two past contracts, we have yet to win many concessions. We have yet to stand beside our male counterparts equally. We want to be taken as seriously as others and have our work equally recognized. This has yet to be the case.

Often, when listnening to people speak, I hear our members talking about "the Union" as if it was a separate entity, an estranged group, that one contacts if need be. The Union is not only the executive or the committees, it is a collective of all it members. When we speak of the Union we speak of ourselves, all of us. It is as successful or as unsuccessful as we all make it. Praise or criticism offered is a reflection on every member.

Our Union is founded on a philosophy of democracy. There exists no union hierarchy possessing divine powers of

control. Every member, whether they be rank and file or representative, has only one vote. Auce pays but one person on its executive and relies mainly on the efforts of concerned members in order to accomplish its goals. There is limitless opportunity for our members to have input into every issue which confronts us and though some may feel this is time consuming such an opportunity better guarantees that as a collective we truly represent our membership.

To me, our union has represented security and our successful struggles have made me proud. I have felt pride in being a member of a large group of people who care about each other, who stand by each other in support. Our collective cause has, in the past, remained unfettered regardless of our individual political or sociological differences because we have realized that as individuals our voices are small, and our strength lies in unity alone.

The time has come for us all to do some very serious thinking together. Thinking that goes beyond fifteen minute staff-room discussions and the kind of thinking that succeeds to conquer the indifference we sometimes feel through our lack of total understanding. We must force ourselves to confront the problems that now face us. These problems are not minor or superficial and ultimately have bearing on more than just the present. Together we have to decide our union's course of action and inturn our future as a group. We must remain ever thoughtful of just what our future will hold and remember that everything we do today will reflect heavily on tomorrow.

By circumstance, we have been playing a very frustrating waiting game. To date we have been in negotiations more than seven months. Is the end anywhere in sight?

I suppose the answer to that depends on exactly what we want. We could easily sign an agreement with the University tomorrow - if we want to lose somethings, if we want to

agree to jeopardize our job security, if we are willing to accept wage increases less than those sanctioned by the Federal government. We could sign such an agreement if everyone wanted to - that is exactly what we have been offered - nothing.

Some people say that we should sign any old agreement now because we will soon start contract negotiations on our next contract and could correct those things we find distressing. WRONG! WRONG!! WRONG!!!

Past experience has taught us that 'justice delayed is justice denied.' If we let the University take a few things away from us this year they will take a few more next time around. If we suddenly give them what they want they will play the same games with us next year and every other year. It is not time for us to capitulate it is time for us to make a stand! We have to make the University understand that we are not willing to jeopardize our job security and that we are damn tired of being taken less than seriously! To me, the whole tone of the University's response during negotiations is reminiscent of the Colonel McLean era. It is hard to understand that this "institute of higher education" can be so politically narrow and reactionary when it comes to support staff and yet so blatantly arrogant and permissive when the faculty come calling.

The University has made the most of their advantageous position. The Federal government put points in the University's hand by placing controls on our annual increases. The AIB further stacked the deck by taking money away from us recently. The University knows we cannot afford, financially, to lose much more money. We have been beaten down by the government, they told us we were overpaid and we have been suffering since and will be until we repay the balance we owe. The artillery then passed

from the hands of the government to the hands of the University and they have been backing us into a corner ever since. Maybe they feel proud of themselves - maybe they feel that they have finally worn us down. They might think that they have finally got us on our knees saying that we will take what ever they feel generous enough to offer.

The University's latest hand-out (I refuse to use the word 'offer') shows how little respect they have for us. It provides less than the little the government says we can have and it clearly attempts to take away many benefits and provisions we have struggled for in the past. They must really think we are cringing and vulnerable. They've offered us the bone picked clean. They expect us to close our eyes while they eat away at our past gains and threaten our job security.

In case some of you missed reading an editorial that appeared in the March 22, 1977 issue of the Van. Sun, I will provide you with some very interesting information. WE have been hearing the University maintain that financially they can only afford to pay us increases within the federal guidelines. We then receive their latest proposal of \$42.00 across the board - an increase of 4.8% overall. They maintain that the budget is in a bad way. We are expected to face that fact and do our part to help the suffering economy.

In the above mentioned article it is pointed out to US that back in July or August 1976 the University signed an interim agreement with the Faculty for 1977-78 salary increases of 11.7 percent. Eleven point seven percent!!! Does that sound like a guideline figure to you? Does that sound like an increase that shows concern for the budget? No! To me it sounds like the University offered us the 4.8% (an amount less than the guidelines) to off-set the 11.7% (double the guideline figure for

this year) they offered to Faculty. We are expected to sacrifice our integrity and rights so that the Faculty can continue to enjoy their fat, five figured salaries and secure jobs.

To quote from the Sun, "it looks like an arrogance at UBC, an elitist arrogance that says to hell with the province, to hell with what's happening in the rest of the country, we'll do as we please. ... Never mind what pressures are at work in the economy; give no thought to the tensions of the marketplace that govern the salary negotiations of other groups. ... The government's imposed economic stringencies on the universities are undoubtedly unwelcome, but their burden should be born equally. We do not detect any suffering as the port is passed about in the Faculty club."

Presently, we are far behind our counterparts at SFU and Cap College. Presently, we are faced with having to pay back large sums of money to the University. And presently we are being asked to be benevolent and subsidize Faculty salaries. What more could the University ask of us? Not only are we rewarded far less than the CUPE workers on Campus whose qualifications often fall far short of our own BUT we are incredibly far behind AUCE workers on other campuses. With the Federal controls in effect it will take us years to catch up and then many more years to try to eliminate the sex discrimination on this campus. Our struggles become that much more difficult if we are faced with the threat of losing job security as well as financial reward.

Maybe wages are not that important to people at this stage, but security and benefits should be. The continued process of collective bargaining is guaranteed only as long as we maintain a secure base. As I said earlier, what we do today paves the way to our future. If we let the University trample on our security as they intend to

do with regards to our wages, it is conceivable that we may not have a UNION in the future. If they take such a hard line with us now when we have the backing of a collective can you imagine what it would be like without a union.

In closing, I want to reiterate that it is time for us to do some serious thinking together. We have come a long way from the old days and do not want to return to them. Let's show the University that we're tired of their lengthy games and unfair rules, even if we are now financially straddled. We do have pride and deserve some respect, the University has yet to break us. There are many courses open to the members of this local. I feel that we should reaffirm our priorities and at the very least maintain all the rights we have under our present agreement,

Fairleigh Funston

March 11, 1977

To the Editor:

I am distressed by the tone of Ms. Winterford's message in the March 4, 1977 ACROSS CAMPUS. Ms. Winterford seems intent on polarizing AUCE, Local 1 into two opposing camps - those that are "fed up with aspects of our current system" and those who support the current committee/executive members (who, she suggests, are representative only of "new left", "hippies" or unmarried, childless women less interested in "families, homes, jobs, job advancement, etc." while merely working as an "option"!).

A divided Union is a weak and ineffective one. As President, Ms. Winterford is in a position to help conciliate differences of opinion. Unfortunately, her choice of words thus far have had the effect of accentuating and rigidifying such differences. Is this what "moderation" means?

Sincerely,
Jay Hirabayashi
Serials Div.
Main Library

Dear Sirs,

I have a point of view that I would like to share with the rest of the membership.

Recently, because of frustrations with the Union as it was being managed, and feeling that perhaps I could make some sort of worthwhile contribution, I became the Divisional Executive Representative for my division. So often, I had heard complaints that our Union was an Executive run Union and I had hoped that when I joined the Executive my vote would reflect that of the majority of my division. As the weeks wore on, feelings of frustration began to mount up, for out of a division of approximately 80 or more members, perhaps 4 or 5 people would attend our divisional meetings. And yet I still heard complaints of an Executive run Union! If this is the case, (and I don't believe that it is, for all members have a vote on important issues) then the members have no one but themselves to blame.

In my brief stint as an Executive Representative, my respect for the Union Executive and others who volunteered their time to perform such tasks as labelling bulletins that went out to the membership, stuffing envelopes, helping count ballots and a million other things that are required to keep this Union functioning and well-informed on the current issues, grew enormously. The devotion and amount of time they spent on a completely volunteer basis has made me extremely proud of them all.

I have nothing but contempt for the people who sit back and complain from the sidelines, and yet do nothing to get out and change those things which they don't like and to volunteer an hour or so every now and then to do some of the tasks which mount up around the Union Office.

Elections will soon be coming around again, and I urge everyone who feels that they don't have a voice in Union affairs to get out and join some function where they could do the most good. Be a shop steward, join the Strike Committee, the Contract Committee, anything, but participate!!

Once again, I'd like to say thank you to all those members on the Executive and other committees who do so much for so little thanks.

Darlene Crowe
Physics Dept.

February 25, 1977

To ACROSS CAMPUS:

The article in the Contract Edition of "Across Campus" (Feb. 28/77) by Adrien Kiernan raised some good points. I agree with her remarks on seniority. However, her comments regarding maternity benefits were off-base.

"...perhaps we could trade-off maternity leave (as it benefits only a few) and instead ask for a benefit that we all can use, such as, 100% dental coverage and better medical coverage."

What is wrong with the medical and dental benefits as they are right now? I think they are excellent.

The "benefits only a few" phrase disturbs me. Perhaps, then, we could "trade off" Article 30.02 - Compassionate Leave (as it benefits only a few) and instead ask for a benefit that we all can use, such as a holiday on our birthday, or an afternoon a month to contemplate life.

I am not in favor of pay raises on an "across the board" basis only. I have long been an advocate of a cost-of-living clause and I think the pay scale is not relatively fair to those in senior positions. This situation exists because those in senior positions are also a minority group. The many who will quickly disagree with my opinion, extolling how charitable we all are, should recall the recent vote on how the membership will comply with A.I.B. The plan that cost the majority the least was voted in, contrary to the Executive's recommendation to "preserve the integrity of the pay scale".

My feelings are mixed concerning the maternity issue, but I don't think Ms. Kiernan's argument is valid.

Eileen Beretanos
Dean's Office
Dentistry

To ACROSS CAMPUS:

On February 28, 1977, the United Bank Workers, Local 2 of SORWUC (Service, Office and Retail Worker's Union of Canada) applied to the Canada Labour Relations Board for union certification for the Bank of Nova Scotia Data Center. There are approximately 85 employees in the center.

"Those of us in the Data Centre have taken this major step for several reasons. We are some of the lowest paid workers in

the country though we work for some of the largest and most profitable employers. 5% of bank employees, of whom there are 130,000 in Canada, are women. 90% of the women employees in banks make below \$10,000 a year and the average female wage is \$7500 a year. The major demand of the UBW is wages that are based on our skills and responsibilities and not on our sex. Besides wages, we need a dental plan, grievance procedure, protection for part-time workers, regular coffee breaks, and shift differential."

The work that is done at the banks' Data Centres is crucial to the operation of the banks. A 24-hour shut down of the data centres would cripple the B.C. banking industry.

We have joined the United Bank Workers because it is an independent union and committed to maintaining democracy in the union. All executive members are elected and all are bank employees. At the BNS Data Centre, we will elect our own representatives to represent us at the bargaining table with the banks.

We call on all bank employees to join with us in our struggle for better wages and working conditions.

For more information you can call the UBW at 681-2811, 684-2834 or Charlotte Johnson (UBW Vice-President) at 581-3209.

Dear Members,

We would like to encourage you all to consider the options available to us in regard to our contract negotiations. The University has offered us an insulting "package" but their team and the negotiator have both insisted that this represents a basis from which to continue negotiations.

We can decide to dismiss it in toto and halt negotiations or we can consider each part and decide how each item should be answered. To our minds there are three major areas we should look at:

1. Wages
2. Grievance Procedure
3. 2-Year Contract

We think the third item needs little debate. This year, in view of the government's and the business community's desire to end controls, a 2-year contract is out of the question.

The second item is vital to our continued job security and is an item worth fighting for. We must have a strong grievance structure and must resist any efforts

the University makes to weaken it.

The first item is uppermost in all our minds and will cause heated debate at our April 14 meeting. We will talk about the cost of living and the wage settlement signed recently by the faculty and the administration. We put all this aside for the moment and tried to work out "the Union's minimum possible position."

- an 8% increase in wages would give our members a \$70 (approx.) increase.
- if it was signed in April our retroactive pay would yield \$400 (approx.).

A \$70 increase is not as insulting as a \$42 increase and the retroactive pay would help considerably in our payback.

Other people we have spoken to have suggested 10% as a figure to consider as a wage increase based on our calculations of the "University's ability to pay". We would go along with this and would emphasize that the 8% figure we mentioned earlier is the bare minimum that we should discuss in future negotiations.

We would like to see us sign a contract with the University as soon as possible especially since forthcoming retroactive pay will help with the payback. But, you the members, must decide at our next meeting what our minimum position will be. The more "reasonable" it is the more likely the administration will be to come up to it. The options are up to you.

Katrine Foellmer
Wendy Massing
Richard Melanson

Dear Members,

The Vancouver Sun recently published an article stating that the University has signed an agreement with faculty giving them a wage increase of 11.7%. I became very incensed by this. The University is crying wolf in regards to its ability to pay. But we, the workers here know differently. Last November during negotiations before the rollback, the University said they could afford to give us 6%. Now their wage offer of \$42 is only 5.8% for those on the low end of the scale, and 3.3% for those on the high end.

I believe that the University can not only afford to pay the original 6% they offered, but also the 4% they are receiving from us as part of the rollback, for

a grand total of 10%. Think about it. Why can the University afford higher wages for the professors but not the clerical staff?

Another bone of contention I have is that the University received \$32 from each of us. Now their wage offer of \$42 leaves us with only a \$10 increase. Out of the \$10 we must still pay back money to the University.

A \$42 increase is not enough. The University shows itself to be very unjust. The payback would hit us for \$18 per month, consequently we would be down by \$8 from where we are now.

Richard Melanson

To the Membership:

Some people have suggested that the best solution to the present deadlock in negotiations would be binding arbitration. I cannot agree with this idea, due to the following considerations.

1/ Arbitrators are highly-paid professional people, ususally lawyers. Many charge around a thousand dollars a day. Most have never been in the labour force, or if they have, it was so long ago that they've forgotten what it was like. Neither their income nor their experience parrallels ours: rather, they have much more in common with their fellow professionals - e.g., personnel directors. Most arbitrators are themselves employers, and further, employers of secretaries and clerical workers like ourselves. It is therefore hardly surprising if they tend to see union demands in terms of problems they may create for management, rather than in terms of the needs of the workers.

This view of arbitrators corresponds to the practical experience of other unions. The general consensus in the labour movement is that arbitration of contracts is to be avoided except in the most exceptional circumstances. It's impossible to measure how many contract arbitrations have resulted in a "win" or a "loss" for the union: contract language written by an arbitrator can't be judged in such black and white terms. But it is a fact that in the arbitration of grievances - performed by the same arbitrators - unions win only one-third of them.

2/ We too have already had direct experience with contract arbitration. When we signed the memorandum of agreement in August, 1974, as the basis for our first

collective agreement, there were still a number of outstanding issues which were to be subsequently settled in "sub-committee". The University did much as it is doing now: namely, it reached satisfactory agreement with us on a few, but dragged its heels on the other (and more important) items. We were finally forced to submit the six unresolvable items to arbitration. (We really didn't have any choice then - even if we had wanted to.) Our arbitrator was none other than our erstwhile mediator, Ed Simms, who is, by general consensus of people we know in the labour movement by far the most pro-union of any mediator. Yet on five of the six items, his award was verbatim what the University wanted. (These items were Paternity Leave, Sick Leave, Temporary Employee Sick Leave, Statutory Holidays, and shift premium.) The sixth item, misclassification, he gave us.

3/ Perhaps most importantly, arbitration would set a most undesirable precedent for the next set of negotiations and the ones following. To request arbitration is to admit a very weak position; and it would be from that position of weakness that we would have to start bargaining next time around. It's entirely possible that if we threatened strike action during our next negotiations the University would call our bluff, believing that in the last analysis we would agree to go to arbitration. Arbitration could become a self-perpetuating phenomenon.

Some have suggested that arbitration is unfeasible because it would be so expensive. It's true that it would be very expensive: I could see arbitration of the remaining items easily costing us \$10,000. But I don't think it should be the cost by itself that should deter us; rather, it should be the prospect of paying all that money to get a settlement which probably wouldn't be as good as even the most minimal settlement we could get ourselves.

One last point. It has been suggested that an arbitrator usually won't give the union any less than it had previously. While true, what is or is not less than previous language is in some cases a very complicated question. In particular, I would be extremely wary at submitting some of our job security. Our previous language was never fully implemented, and the articles involved are numerous, interrelated and complicated. An arbitration award could very easily take away substantial

rights we now have, while on the surface appearing "reasonable".

Ian Mackenzie
Serials Div.



THE TABLE OFFICERS

Annual elections will take place during this month; nominations for all positions will likely close at our membership meeting on April 14th. I feel that people have, in the past, regarded this issue too lightly. This Union, still in its infancy, will only mature as long as we continue to have input from its members. As much representation as possible is required if we are to overcome the communications barriers that result from the size of this campus.

For the benefit of those who don't really know what positions are available I will try to give you my impressions of what each entails. The president of Auce Local 1 presides at all membership meetings. She/he becomes an impartial chairperson whose job it is to ensure that meetings are conducted in accordance with the by-laws and rules of order. The president also is a member ex-officio of all Committees and of all Divisions and is responsible for coordination between the Committees, Divisions and Executive. Like all executive positions, that of president is one of representation, in essence the president is a liaison between communication sources.

The position of vice-president is very similar to that of president. The vice-president assists the president in attending meetings and assumes the authority of the president in her/his absence.

The recording secretary is responsible for taking minutes at membership and executive meetings. She/he must maintain the files

on minutes and make available to the Communications Committee a report, monthly, of all decisions and motions.

The membership secretary is responsible for maintaining all files pertaining to the membership. She/he updates address files, and maintains a record of transfers, lay-offs, severances etc. according to information received from the membership, university and divisional representatives. The membership secretary is also responsible for issuing membership cards, and membership forms to the executive representatives.

The treasurer maintains all books pertaining to finances and issues all cheques in payment of outstanding accounts. She/he presents financial statements to each membership mtg, and circulates an audited financial report to the membership and provincial once a year.

The two trustees are responsible for conducting the balloting in all elections or referendas. They also check for membership cards at meetings of the local. The trustees must familiarize themselves with the constitution and by-laws and act as "watch-dogs" during meetings to ensure that everything is done by the book.

The position of union organizer is perhaps the most involved position in the union. The person who is elected must take a full-time leave of absence from their job on campus. Each term in office is six months long and the maximum number of consecutive terms that one person can serve is two. The university has agreed to grant anyone such leave of absence for up to one year (and allow continued seniority accrual) as long as they receive appropriate notice.

The job itself is varied. The organizer keeps the union office in good order and performs a number of clerical duties such as typing, filing, photo-coping, mimeographing, picking up and distributing mail and relaying telephone messages. She/he is a member ex-officio of the grievance and contract committees and is a voting member of the executive. The organizer is the most important communications link that exists between the membership and the committees. The organizer often acts as a steward when no other person is available and must familiarize herself/himself with the contract thoroughly. The organizer often does research work for the various committees and reports

all findings to those committees. You might say that the person elected to the position is at the disposal of the executive and members of committees in that the organizer often investigates situations during working hours when other members do not have time. Office supplies are ordered, maintained and often picked-up by the organizer. Room bookings, handling of correspondence, maintenance of office equipment, and a large degree of diplomacy are all requirements of the position. I have possibly missed a few things but I think that you generally get the picture.

The above briefly outlines the duties of the table officers only. The executive is also composed of one divisional executive representative from each division (there are nine divisions) and the chairpersons of the Contract, Grievance and Communications Committee. All members of the executive are required to meet approximately twice monthly for executive meetings.

If people would like more information on positions available in their divisions and what those positions entail please feel free to call me at the union office. I again strongly recommend that members seriously consider our up-coming elections. So far, we have had a good number of nominations turned in but whether or not those nominated will stand has yet to be seen. It can't hurt to have as many nominations as possible.

At a recent executive meeting, it was decided that all members standing for table officer positions should have an opportunity to speak to the membership. This is a necessary procedure and guarantees that people will be introduced to candidates and have an opportunity to ask questions of them. We all know about our membership mtg. of April 14th - it is going to be a very important meeting and we will likely be pressed for time. It was decided that rather than have statements from candidates at that mtg. we would make arrangements to hold two lunch hour mtgs. soon after for the expressed purpose of campaigning. It was suggested that all standing nominees be permitted to use office materials (within reason) to do a little old fashioned campaigning, and that from 12:00 - 1:00pm on Tuesday April

19th and Thursday the 21st. all members be invited to listen to campaign speeches. This again is only for those people running for table officer positions so please, if you are shy and wish to run for divisional positions don't be afraid, you need not prepare a speech or get the jitters.

The established locations for these campaign meetings will be announced at the April 14th membership meeting.

Fairleigh Funston



Why a Strike Vote?

For our 74 - 75 and 75 - 76 contract negotiations, 50% of our contract demands remained unsettled until we held a positive strike vote. Under threat of strike, the Administration agreed to renew most non-monetary items in our contract. However the monetary items including the wage settlement were not agreed upon until the union went on strike.

Why did the Administration wait until we took the strike vote and went on strike to settle our demands? Answer: They were weighing our strength. They wanted to know how far union members could go in supporting their contract demands. In short, they did not want to satisfy our demands unless they had to.

It should be clear for us from that example and from many other examples in the labor movement that the satisfaction of the needs of working people are not automatic. Only unionization and the right to strike have helped

workers to maintain a decent standard of living. The difference in wages and working conditions between unionized workers and non-unionized workers is quite dramatic for this reason. Our present contract is the result of an enthusiastic drive which constituted us as a union in 1974 and of the decisive strike action we took in 1975. It is a precious gain of hours of picketing under the rain and in the cold weather. And the maintenance and improvement of the gains we made then will require many more efforts today and in the future. We could easily slip back to where we started if apathy takes hold among the members of our union, if there is an unwillingness to stand for our rights.

These are the reasons why a positive strike vote as part of a whole plan of action is the next step we have to take. After the Administration has for seven months refused to negotiate with us seriously, it is only fitting to show them that we are serious and that we will not allow this situation to continue. Disrespect for our union by the Administration can only prompt us to consider once again an active fight for our demands.

WHY A PLAN OF ACTION

It is only public awareness, organized support and a constant training of our members in the art of mobilization which can guarantee a fair settlement of our contract because these are the only effective ways of putting pressure on the Administration and the government to satisfy our demands.

Being capable of taking strike action is very important but the key to the success of any strike is the mobilization to prepare it. Many times, a show of strength when preparing a strike is enough to obtain an agreement on a contract without having to actually go on strike. On the other hand, long periods of inaction by the membership of a union greatly diminish the possibilities of winning a strike. That is why we are faced with a urgency to reach out and inform the public about what's happening, to involve ourselves in as many actions as possible and to build as much support as we can.

If we go on strike we will need the involvement of all our members for the picket lines, to help with publicity, to reach meetings of other unions, and in general to discuss and actively participate in the development of the strike, but it is impossible to build such a participation in a matter of days. That participation has to be already built the moment we go on strike. The public must be aware of our demands, and support from other unions and organizations must have started to flow before we go on strike.

PROPOSED PLAN OF ACTION

Among the basic actions to be undertaken in preparation of our strike vote, are the following:

Set a date for the strike vote at the April 14th Meeting. The Strike Committee will be making a motion to have the membership empower the Strike, Contract and Executive Committees to hold the strike vote sometime in the month of June.

We would like to spend two weeks having Informational Lines. Groups of our members wearing signs distribute leaflets and sell buttons and stickers in transited areas.

At the same time that we distribute leaflets and sell buttons and stickers, we will have an opportunity to talk about our negotiations with the people interested and suggest to them ways of supporting us (press releases, leaflets and economic support would be welcome). We should as well note down names and phone numbers of union representatives or individuals willing to participate with us in future actions.

Two weeks doing: Outside Poster-ing. Posters are put up not only inside the buildings but especially outside the buildings in the university and its surroundings and wherever we can get our hands to. This includes offices of sympathetic organizations and the downtown area. The use of cars can prove very necessary for this purpose.

One week: Re-enforcing of the Shop-steward structure. Active members of every division visit the offices of their Division to make sure that they have elected a shop-steward;

as well as to make sure that they are up to date with the decisions and activities of the union. Among the themes that can be discussed then are the information sheets about our contract demands that will be published by the Strike and Contract Committees.

We need to have a Meeting of all union Shop-stewards, Division reps. and interested members to discuss general problems like lay-offs, reduction of positions by attrition, increase of workload, grievances, etc. ways to involve our members in the different actions, and the different ideas communicated to them by other members.

This meeting should be empowered by the April 14th General membership meeting to approve further publicity measures and the means for it: leaflets, posters, press releases, etc.

Division meetings will be held during this period.

Simultaneously with the steps mentioned above, the following tasks should be considered:

-Attendance to other union meetings and public meetings in general to distribute leaflets, sell buttons and speak on our demands.

-Contact of other unions like CUPE or union federations as well as other organizations like Womens' groups to organize joint actions in the near future.

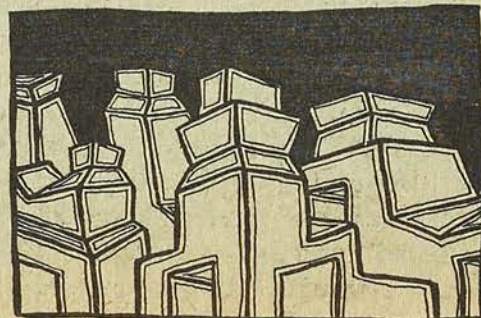
-Issue of press releases at any convenient point.

NOTICE OF MOTIONS

Move that the above report be adopted.

Move that the Strike, Contract and Executive Committees be empowered to hold a referendum strike vote in the month of June 1977.

Strike Committee



NOTICE of MOTIONS! APRIL 14th MEETING!

Over the last few years one constant of our huge campus Local has been that certain Divisions within the Union have been unable to create and/or maintain a viable steward structure. Every Division has, at some point, been without enough stewards, or without an Executive Rep., or a Grievance Rep., or unable to elect a Contract or Communication Committees representative.

This fact has meant that often large areas of the campus clerical workers are poorly represented with the Union. It also means that those people who do serve on the various committees or within the Divisions are burdened with far more than they should reasonably be expected to bear.

This issue has been raised frequently at Executive meetings, the only solution seeming to be that the Union Organizer or a sub-committee of the Executive take responsibility for seeing that elections, etc., take place within those Divisions. But it has never really worked out that way. Inevitably nothing gets done. Why? Primarily because the Union Organizer and the members of the Executive are already overworked with the responsibilities of their elected Union positions. And so the Divisions have continued to function haphazardly.

With this in mind, I would like to recommend to the membership that they consider creating a NEW Executive position called DIVISION ORGANIZER. The individual filling this position will have the duty of visiting any Division which is having trouble creating a steward structure or maintaining members in Executive or committee positions, by calling Division meetings where there is no elected member to do so, by visiting the various departments in the Division and alerting the members to their lack of proper representation, by setting up Division elections, etc., until such time as there is an elected person to handle these situations within the Division; and also to return to the Division whenever the Division Reps. require advice or help. The DIVISION ORGANIZER shall be a member of the Executive and shall keep the Executive informed as to the current standing of the Divisions of Local #1.

To this end I would like to move:

"That Section E of the Local #1 By-Laws be amended to include one Division Organizer as a member of the local Executive, whose duties shall include the responsibilities listed in paragraph 4 of the motivation above, but not be limited to the above; and that it be understood that all pertinent areas of the Local #1 By-Laws shall be duly amended to reflect this addition to the Executive."

MOVED BY: Robert Gaytan

SECONDED BY: Fairleigh Funston

The following is Notice of Motion for the Membership Meeting on April 14, 1977.

"That the membership of AUCE Local 1 direct the Contract Committee to negotiate a percentage increase this year, rather than an across-the-board increase."

MOVED BY: Valerie Pusey

SECONDED BY: Maureen Elliott

During the first year of contract negotiations, it was fair - and agreed upon by the majority - that the lower classifications in our bargaining unit be brought up to a more equitable rate of pay and this was best accomplished by an across-the-board increase. But, under the present circumstances, the "across-the-board" demand is no longer fair or equitable to our members in the higher classifications or with long service, whose gains are relatively less each year than we insist on across-the-board wage increases. Every deduction from our pay cheques is on a percentage basis (with the exception of our voted-on Union dues), and therefore the people earning the higher salaries or sitting at the top of a pay scale pay out more and more in comparison to the lower classifications - despite the fact that the majority of them are also the more senior members of our bargaining unit. It is more important AT THIS TIME to settle for a percentage increase in the present negotiations, and stop continually asking the long-service members to sacrifice.

Valerie Pusey

The following is Notice of Motion for the Membership Meeting on April 14, 1977:

"That the Membership of AUCE Local 1 instruct the Executive to apply for Compulsory Arbitration for the settlement of the one (1) year 1976-77 contract."

MOVED BY: Neil Boucher

SECONDED BY: Jerry Anderson

We would appreciate the inclusion of the following motion in the agenda of the next general meeting in April.

Because we feel that the membership of AUCE Local #1 is of sufficient intelligence to make decisions on a written motion, without the need for rhetoric, and because such motions are normally put before the membership in writing so that thought can be given to them, I move:

"That the membership be permitted to consider a written or printed motion and make a decision on that motion without motivation from members of a committee or the Executive, and that discussion by the members, including those on the committee and Executive take place within the time limits allowed, but that that time be used for discussion not motivation."

Moved: Margaret S. MacRae
(Registrar's)

Seconded: Laurie Cottle
(Finance)

The following Notice of Motion is to be voted on at the April 14th Membership Meeting:

"Be it moved that the membership of AUCE Local #1 authorize the taking of a Discharge grievance to arbitration."
MOVED BY: The Grievance Committee

Motivation will be given at the April 14th Membership Meeting.



AGENDA

APRIL 14th

I.R.C. 2/12:30~2:30

Bring your Newsletter!

1. No Smoking.
2. Adoption of Agenda (2 min.)
3. Adoption of Minutes (5)
4. Business Arising from the Minutes: (15)
 - a) Close Nominations for Table Officers and Delegates
 - b) Continue Nominations for Strike Committee
5. Correspondence Report (3)
6. Financial Report (5)
7. Grievance Motion re: Arbitration (5)
8. Contract Committee Report (10)
9. Strike Committee Report re: Discussion of Strike Vote (30)
10. Notices of Motions:
 - a) By-Law Amendment (Gaytan)
 - b) Percentage Increase (Pusey)
 - c) Compulsory Arbitration (Boucher)
 - d) Motions Without Motivation (MacRae)
11. Grievance Report (10)
12. Provincial Report (5)
13. Summer Work Program (5)
14. Other Business (-)