

# Pilot program a potential pogrom

From all indications it appears that UBC faces a rather bleak financial future, if only for the next fiscal year. It is also probable that cuts in UBC's operating budget will be partially borne by a reduction in staff. The Grievance Committee has been informed of one example of staff cuts and has also learned of a Department Of Education program that may have disturbing consequences for AUCE's future.

In January the Grievance Committee met with the University Labour Committee for the purpose of discussing a possible "problem" in the Library. Erik de Bruijn of the Library revealed that the "problem" was in fact anticipated cuts in the Library's budget for the fiscal year April 1/77 to March 31/78.

De Bruijn said that he considered that staff salaries, both professional and non-professional

(CONT. PAGE 4)

---

**"a c r o s s c a m p u s"**  
**auce local one no. one**  
**feb. 4, 1977**

---

## Inflation & Wage Control (a review)

"Inflation and Wage Controls" by Cy Gonick - a review

During the 1974 federal election in which the Liberals campaigned against wage and price controls, Trudeau told a Timmins, Ontario, audience:

"You can't freeze executive salaries and dividends because there are too many loopholes to squeeze through." He noted that import prices couldn't be frozen and that food and housing could be exempted from the freeze.

"So what's he (Stanfield) going to freeze?" Trudeau shouted.

"Your wages. He's going to freeze your wages."

Fifteen months later, on October 26, 1976, a short article appeared in the Vancouver Sun entitled "MP attacks AIB 'loophole'".

The first two paragraphs are interesting:

"T.C. Douglas...pressed the government Monday to plug what he termed a 'glaring loophole' in the anti-inflation program.

Douglas said the loophole became evident last week in the annual report of the anti-inflation board which showed the average increase in net incomes reported by professional groups was \$4,800 - more than double the \$2,400 income ceiling prescribed by the board."

Board chairman Jean-Luc Pépin indicated that the board planned to audit some professional firms to assess the increases. Three months later we are still waiting for an answer.

We do know that there are virtually no price controls and that wage increases

(CONT. PAGE 2)

are limited. Last year in B.C., ICBC rates increased from 100% to 300%, the sales tax increased 40%, the ferry rates increased 200%, medical premiums rose by 50%, etc. B.C. Hydro and B.C. Tel are both planning price increases well in excess of the guidelines.

This year we are allowed a maximum wage increase amounting to 6% - and this is not accurate when we take our recent rollback and the impending payback into account. Rent controls in B.C. are a farce - they only exist in the sense that the maximum allowable increase is 10.6%, almost double the guidelines.

Trudeau's July 1974 assessment was essentially correct, but the pressing concern rests with the possible motivations behind his flip-flop on the issue of wage controls.

Cy Gonick, a former NDP MLA in Manitoba and the editor of Canadian Dimension magazine, has written a book in response to the imposition of wage controls. The book was published in February, 1976 and it is a superb 145 page essay on inflation and wage controls.

In the foreword, he states: "I have written in as clear and straight forward fashion as I know how. I have attempted to avoid all economic jargon..." He is true to his stated intention - so true that it is difficult to single out any portion for special emphasis without including other related ideas. What Gonick has produced is an analysis - using "reputable" sources - quite unlike the oft-jumbled and confusing picture painted in the press. What he presents is a compelling and unified picture of the events and pressures which led to the imposition of wage controls in Canada.

The first part of the book is concerned with what Gonick considers to be the main aspects of the present economic crisis both in Canada and internationally. "The crisis of the seventies is the product of six forces that have combined and reinforced each other:

1. The growing monopolization and multinationalization of industry.
2. The cumulative impact of three decades of Keynesian debt economics.
3. The West Europe and Japanese challenge to U.S. economic domination of the capitalist world and the efforts of the U.S.A. to regain her position as Leader.
4. The oil crisis and the attempt of the

third world to shift some of the world's wealth to their countries and reduce their dependence on the capitalist nations.

5. The food crisis which is perhaps more short term in nature.

6. The rebelliousness of a new generation of workers.

These forces...form the substance of the remaining chapters of this book."

The latter portion of the book deals with inflation and wage controls in Canada covering such topics as labour, Trudeau's "New Society", the wage control program, and the need for an alternative program.

Gonick believes that the main motivation that lay behind the introduction of Trudeau's "anti-inflation" program was the economic turnaround in 1975 when labour's share of the national income increased to the point where it was estimated to have cost the corporate establishment about \$4 billion.

"The single statistic that stands out in recent months as the key to the Liberal's sudden conversion to a control program is the 9.3 per cent drop in corporate profits in the second half of 1975 compared to the first half. Beneath this single statistic lies the more profound changes in the share of national income going to wages and salaries as against profits. By the second quarter of 1975 wages and salaries were accounting for 70.8 per cent of the national income, up from 67 per cent a year earlier. Meanwhile share going to profits had fallen from 16.8 per cent to 14 per cent...

In 1971 wages and salaries accounted for 72.4 per cent of the national income while profits took 12 per cent. By 1974 labour's share had dropped to 67.9 per cent while corporate profits rose to 16.1 per cent. In dollar terms, between 1971 and 1974 corporate profits increased from \$8.6 billion to \$18.3 billion, or 111 per cent. In the same period wages and salaries increased by only 25 per cent."

Gonick's book provides the reader with an analytical, unified, and provocative view of inflation and wage controls - a view that not every reader will necessarily share. It is a far cry from the disjointed and contradictory information much of the media feeds us - information that searches for and thrives on scapegoats, when thoughtful analysis and alternatives are need-

ed. Gonick set out to provide a brief, readable essay on inflation and wage controls - an essay not bent on "scapegoatism" and speculation. He has, to my mind, succeeded.

Fifteen months after the imposition of the anti-inflation program, Macdonald, the Finance Minister, has indicated that the Liberals intend to further relax the restrictions on profits as an incentive to investment. He has also floated the prospect that discussions to phase out the controls will probably begin shortly.

Canada is faced with record levels of unemployment in 1977, a slow growth rate, and continued inflation. The AIB - the announced panacea for our economic woes - has not worked for the majority of working Canadians. Wage controls in isolation could never be expected to solve complex economic problems. That is not to say they did not serve any purpose - they did benefit (and still do) corporations. But it appears that the anti-inflation program has even become a fetter to corporations, and the Liberals may be looking for a graceful exit.

And where does this leave AUCE? Probably with a 2% pay raise from the last contract (taking into account the rollback, but not the payback). At the best with a payback extending over 24 months, rather than the 6 months that the University has suggested the AIB may desire. Inflation has run at 8.6% in the Vancouver area over the last year.

The scapegoats now in vogue with politicians and the press are public sector workers. "The operation of incomes policies in other countries has shown that public employees are always the most strictly controlled and are chosen by the government to set an example for the rest of the economy." We have been snowed under with publicity in regards to the supposedly extreme wage settlements in the public sector. "In the 1971-74 period wage settlements for all private sector employees in contracts covering 500 or more amounted to a 46 per cent increase while the average rise for the public service was 33 per cent. In the first half of 1975 public service pay increases were slightly above those in the private sector, but the long-term relationships of private sector gains exceeded the public sector ones will probably have been re-established by year-

end."

Gonick applies the next quote to the federal level, but it could easily be applied provincially. "By cutting back on wage increases in the public sector and by reducing expenditures on health and education -ion, governments are hoping to improve their financial situation in the eyes of world bankers. They can borrow more funds on better terms to finance what they consider to be items of the highest priority, such as the McKenzie Valley pipeline."

Bennett and Trudeau have both expressed a desire that some kind of wage controls be applied to the public sector after removal of the anti-inflation program. The Sacred responses to the economic problems which beset B.C. have been along the scapegoat path.

First, they attempted to bludgeon the NDP to death with the club of fiscal irresponsibility and to affix the blame on that party for every economic problem stalking the western world. When that well of inspiration ran dry, they turned to the working people of the province, and more specifically - and naturally - to the trade union movement.

If their present plan of pinning B.C.'s recovery to the coat-tails of an economic rejuvenation does not succeed, it would not be irrational to expect retrogressive, anti-labour legislation.

The AIB became very real and immediate to AUCE when our wages were to be rolled back. The payback schemes - whatever they may be - add insult to injury. Gonick's book, "Inflation and Wage Controls", is an honest attempt - again to my mind a successful one - to explain in detail the events and reasons that resulted in the imposition of wage controls. It does not ease the financial burden any, but at the very least it puts things into a much-needed perspective.

Ray Galbraith



(CONT. FROM PAGE 1)

would probably bear the brunt of the cutbacks. In his opinion the book budget was "inviolable", and supply costs could not be cut back any further. Therefore, at least 20-30 library positions are in jeopardy. De Bruijn further explained that the library would continue its policy of using attrition rather than lay-offs to reduce staff costs.

What this means in terms of hiring is that all Library positions will be filled on a temporary basis until March 31/77 when a reevaluation of the situation will take place. All promotions will also be made on a temporary basis. This decision is likely to cause a number of problems because of the Collective Agreement's ambiguity on the question of what is temporary (Article 34.04). Late last year in the Main Library a mass grievance was successfully contested by AUCE members protesting a temporary Library promotion.

The second development of which I spoke earlier is one which could very well tie in with the deteriorating situation of the Library's budget. Last year and early in 1977 the Union heard rumours of a so-called Work Study program which was to begin soon. Assistant Director of Employee Relations, Wes Clark, brought the subject up in passing in December but nothing substantial was heard until this week.

On January 24, Byron Hender of the UBC Awards Office spoke of the situation at a Grievance Committee meeting. Basically, the deal is this: the Department Of Education had for the last couple of years been searching for alternative means of increasing student aid without raising the current loanplus grant limit of \$3300. The solution Victoria has arrived at is the Work Study Program. B.C. University students would work at "Career-oriented" part-time jobs at their schools and would be paid at an appropriate rate.

Immediately though, UBC has been granted \$11,800 by Victoria for a pilot program. This grant would pay for 11 students at \$6/hr. (this rate is not definite) to work 10 hours/week until the approximate end of the term. However,

PAGE 4

the University needs Union approval for any of this money to be spent on students doing work of the Union's bargaining unit (CUPE 116 has also been approached). Hender went on to say that he would need to know very soon (February 4) whether the University could go ahead with the program or whether the University would have to, in all fairness, turn the money over to other institutions.

When questioned Hender revealed some very disturbing information. Firstly, in Hender's opinion the phrase "career-oriented" is vague enough as to be almost meaningless. Anyway, decisions of job placement are left to the discretion of the University.

Secondly, and most important of all, this pilot program is only a trailer for what is to be a future program of great proportions. Hender spoke in terms of thousands of positions and millions of dollars. If the pilot program is successful. I have had conversations with people from other Universities on this subject (notably SFU) and it seems that Victoria is very anxious that this program succeed and that Work Study is indeed, the wave of the future. Hender seemed to concur with this.

Meanwhile, the question of the pilot program remains. Hender and Wes Clark agreed that at this late date it was impossible to plan work for the students to be involved in the pilot program. However, there is an area where it would be very convenient to place these people. This area is, you guessed it, the Library system.

After discussing the situation in caucus we told the University that we had no immediate decision on the matter and that we wished to bring up this matter at the next Executive meeting and future membership meetings.

We informed the University that we were greatly concerned about a program which would, in effect, subsidize the attrition of AUCE's bargaining unit and that we would prefer if the 11 pilot positions be placed outside of our bargaining unit. We added that the University would receive an official reply by February 4.

That is the situation as it now stands. A program involving only 11 part-time positions is easily enough dealt with. A program which in the future will probably involve hundreds of

(CONT. PAGE 5)

positions at UBC is another matter entirely. A matter of considerable importance and complexity.

If the Department Of Education is adamant about this program being a success it is quite possible that in the future the Unions involved may not be given an opportunity to oppose it. Likewise it is also quite possible that with increasing cutbacks in the Library the University will be quite delighted to replace AUCE positions with student assistants who would enjoy practically none of the benefits of AUCE membership.

This is obviously an ominous portent. AUCE Local #1 will have to examine in detail the potentialities of this program and ready itself for the dislocations it will probably bring. Perhaps at this time it would be opportune to look into the merits of having student assistants at UBC included in our bargaining unit, as is the case at SFU. This would alleviate some of the problems involved. It is certainly something to think about.

by Kevin Grace/Chairperson  
Grievance Committee



# MINUTES

AIB Membership Meeting - January 20,  
1977/Thursday SUB Ballroom

Minutes - Nancy Wiggs in the chair; Ray Galbraith acting as Recording Secretary

Preliminary business:

1. Nancy Wiggs read the agenda for adoption. Ian Mackenzie moved that it be adopted as circulated. It was seconded by Joan Cosar. The motion was carried.

2. It was moved by Ian Mackenzie to seat Melody Rudd and seconded by Fairleigh Funston. The motion was carried.

Main body of the agenda:

For a more detailed account of the meeting see the information packet distributed at the meeting.

1. Background - "How we approached the problem of the rollback"

Frances Wasserlein reported that the Union AIB Committee had met with the University - Grant and Burian - to comply with the AIB ruling. The University was generally supportive and helpful in relation to maintaining the integrity of the pay scale.

All the suggested alternatives had been pared down to three plans which reduced the total wage and benefit package to 15%.

Frances indicated that the purpose of this meeting was to present four motions in regards to the rollback and the payback. The Committee was prepared to answer questions as to the structure and rationalization of the various plans. This in turn could be supplemented by Division meetings and informal office discussions.

2. Explanation of Tables I-VIII:

Fairleigh Funston referred to the mandate reaffirming the integrity of the wage scale which was passed at the December meeting. She discussed the various tables and presented a brief history of the former scale which encompassed thirty-three pay scales. The old system was, according to Fairleigh, "unworkable and reactionary."

3. Possible methods for handling the rollback:

Jeff Hoskins discussed the various advantages and disadvantages of the plans under consideration. He indicated that the figures presented in the tables applied only to those who had worked the full life of the contract.

4. Possible Payback Methods:

Pat Gibson stated that in his communications with Bill Guest of the AIB he had raised the issue of repaying using vacation leave; Bill Guest indicated that it was likely that such an alternative would not be acceptable to the board.

5. Explanation of effects on Income Tax, U.I.C., Pension Plan and Group Disability Plan:

Frances Wasserlein presented this section of the agenda as outlined in the information packet.

6. Question period: (a series of questions came from the membership and were answered by members of the AIB Committee)

Question re: whether or not the plans being discussed included January 1977. The answer was in the affirmative.

Question re: whether or not non-members and student assistants were to be included in the rollback and payback. The answer was that non-members were automatically included, but that in the case of student assistants the University had filed a special form with the board to have them covered.

Question re: payback. The answer was that the time, length, and methods of the payback were to be negotiated with the University.

At one point during the question period a member voiced her displeasure with all the plans. She felt that AUCE was being unjustly penalized by the Federal Govt. and she feared that there was a distinct possibility that the program could be rescinded and we would still be repaying.

Question:re: the possible unacceptability of using vacation leave as a method of payback. The answer was that the AIB, through Bill Guest, had hinted that this method - as well as using one's accumulated sick leave - would most likely not be acceptable.

A member then suggested that any ballot should include a Plan E, the gist of which would be to refuse to comply with the AIB. Fairleigh Funston pointed out that the AIB has the power to fine.

#### 7. Committee recommendations:

Judy Wright indicated that the AIB Committee was recommending support for Plan A. She presented a brief report outlining the reasons for the recommendation. Judy said that it was an unfortunate situation in that no matter what solution the membership favoured, there would be no winners.

#### 8. Committee Motions:

1. Jeff Hoskins moved that: A preferential referendum ballot be conducted to choose one of the rolled back wage scales, 'Plan A', 'Plan B', or 'Plan D'. It was seconded by Frances Wasserlein.

Jeff then explained the implications of a preferential ballot. The final choice would be made by a majority vote.

Neil Boucher moved to amend the main motion to include 'Plan E' on the ballot.

'Plan E' would simply mean a refusal to repay. The amendment was seconded by Emerald Murphy.

After a great deal of confusion as to what was being voted on, the amendment was incorporated into the main motion. The motion before the membership now read:

1. That a preferential referendum ballot be conducted to choose one of the rolled-back wage scales, 'Plan A', 'Plan B', 'Plan D', or 'Plan E' (a refusal to comply with the rollback).

The motion was carried.

2. Jeff Hoskins moved: That the referendum be conducted at two (2) polling stations, one on campus (in SUB) and one at Vancouver General Hospital; and that these polling stations be open from 9:00 am. to 5:00 pm. on Wednesday, January 26, 1977. It was seconded by Joan Cosar.

Two suggested amendments were incorporated into the motion. The motion to be voted on read: That the referendum be conducted at two polling stations, one on campus and one at Vancouver General Hospital; and that these polling stations be open from 9:00 am. to 5:00 pm. on Wednesday, January 26, 1977. An advance poll will be held in the Union Office, from 9:00 am. to 5:00 pm., on the day prior to the actual vote.

The motion as amended was carried.

#### Further Committee Motions:

1. Pat Gibson moved: That this meeting authorize payment of \$275.00 to the A.M.S. for rental of SUB Ballroom for this meeting. It was seconded by Frances Wasserlein.

An amendment was then incorporated into the motion. The motion to be voted on then read: That this meeting authorize payment of \$275.00 to the A.M.S. for this meeting and that we protest the sound system supplied.

The motion as amended was carried.

2. Pat Gibson moved: That this meeting authorize payment of wages to people required to staff the polling stations if volunteers are unavailable. The motion was seconded by Frances Wasserlein.

The motion was carried.

3. Pat Gibson moved: That the Committee be instructed to negotiate for the follow-

ing payback method options:

- a) Vacations; b) Lump Sum; c) Overtime;
- d) Retroactivity; e) Monthly payments;
- f) Combination of the above

The motion was seconded by Fairleigh Funston.

The motion was carried.

4. Pat Gibson moved: That the Committee be instructed to negotiate the monthly payments option on the basis of a twelve month period for payback. It was seconded by Gay Neile.

Ian Mackenzie moved the following amendment: That the time involved be extended to a twenty-four month period. The amendment was seconded by Joan Cosar. It was carried.

The motion to be voted on then read: That the Committee be instructed to negotiate the monthly payments option on the basis of a twenty-four month period for payback.

The motion as amended was carried.

#### 9. Strike Committee Motion:

Lisette Nelson moved that: AUCE Local #1 call on the AUCE Provincial Association to organize a public meeting to protest the AIB and our rollback. It was seconded by Ray Galbraith.

The motion was carried.

#### 10. Results of the Presidential Election:

John Hrubes, a Trustee, announced that 654 ballots had been cast and the result was as follows:

Elizabeth Winterford - 306  
Judy Todhunter - 303

Elizabeth Winterford had been elected as Local #1's new President to succeed to Ian Mackenzie.

The meeting adjourned at 2:00 pm.



# Membership Information

The mailing list for Union business is controlled, not by the Union office, but by Data Processing. If someone leaves or transfers to another department, mail continues to arrive in your division because Employee Relations hasn't forwarded this information on to Data Processing or else Data Processing hasn't gotten around to revising the mailing list. Therefore, if you know where a person has transferred to, please forward mail to them. If they no longer work at the University, Union information to them can just be discarded.

Also, if you haven't a Union Card, your name has changed, your location or address has changed or there is new information we should have in our records, please send a note along to me. Thank You.

by Carole Cameron  
Membership Secretary  
Local #1

#### NEED A LOAN???

The University Credit Union has funds available to loan to AUCE members and their families. If you need money for Christmas expenses, travel costs, or ICBC, we can help. Personal loans, up to \$1500, are given out at 12% for any purpose. Loans over \$1500 can be borrowed for 13-1/2%. These rates compare with 13-1/2 to 14% at the banks and 18 to 20% at Charges/Master Charge, or department store credit accounts.

Mortgages are also granted to Credit Union members. First mortgages are loaned at 11-3/4% and seconds at 13%.

Of course, the University Credit Union has complete chequing and savings facilities. Short and long term deposits are accepted at competitive rates. Savings accounts pay 7-3/4% interest.

Drop in at the office in the Village, 2150 Western Parkway, upstairs, across from the Chevron Station, next door to the AUCE office. We're open Tuesday through Saturday to help you. Phone 224-6322.

by Glen Ewan

## BID TO INCREASE THE QUORUM

by Gaye Neille, Registrar's Office

With the existing quorum of only 25 (out of a membership of 1300), and the extremely low turn-out at evening meetings, a small minority of persons is in a position to make important decisions and pass contentious issues in the name of all of us. In order to have inherent in our constitution the guarantee of proper representation of a cross-section of our union membership, I have been trying for approximately two months to have the quorum increased to 130 persons (10%). Democracy may be defined as government of the people for the people by the people. For this maxim to carry weight in any society, those "people" must participate in the running of their organization. A larger quorum would strengthen our bargaining position by demonstrating to the University and the public at large that we act as a united body amply and responsibly represented by a minimum of 130 mature adults, that we have pride and confidence in the integrity of our membership and its democratic intentions. This letter is an appeal to each and every member of our union to come to evening meetings and participate in the administration and furtherance of our goals - it is not fair to leave the bulk of the work to a select few, nor is it right that so few should be taking the responsibility of decision-making for so many. You may argue that you have a home and family to run, have buses to catch, live long distances from U.B.C., and generally find it difficult to attend the evening meeting every two months. But that is all that is asked of you - one evening meeting every two months, 1 evening out of 60. Even if you can't see your way clear to coming to every evening meeting, at least come to those at which contract clauses are to be voted upon. Contract clauses have to be passed in time for the Contract Committee to take them to negotiation (because we have a definite legal deadline in such cases). Come to these meetings and decide for yourself whether you want certain - often excessive - demands to be made in your name. - Remember that you may have to go on strike on account of them!! Bear in mind that nothing worthwhile is ever achieved without effort and sacrifice, and that very little is asked of you in exchange for extremely beneficial returns.

In due course I intend to put forward my motion again to increase the quorum - it was defeated at the last evening meeting because there were so few of you there to vote in favour of it. Please participate in all meetings held for your benefit. Make your contribution and exercise your vote for the efficient administration of your union.





# SORWUC Challenges Bill of Rights over Maternity/Working Women!

## A S U B M I S S I O N

BY: SERVICE, OFFICE AND RETAIL WORKERS UNION OF CANADA  
and  
STELLA BLISS, Member of the said Union

RE: CONTRAVENTION OF THE CANADIAN BILL OF RIGHTS BY THE  
UNEMPLOYMENT INSURANCE ACT.

---

This local Union, of which Stella Bliss is a member in good standing, fully supports her charge that the Commission's recent decision regarding her claim for benefits is in contravention of the Canadian Bill of Rights. The decision is based on Section 30 of the Unemployment Insurance Act, and it is this Section which is responsible for the discriminatory decision.

The section is discriminatory in two ways: first, it discriminates between pregnant women and all other working women; and second, it discriminates against all women by creating a special section of the Act which ignores the biological role of childbearing which is as much a part of any woman's life as working itself.

### Details of the Case

Our member was fired from her job in early January of 1976; the cause was pregnancy. She applied for benefits under the Unemployment Insurance Act. She was told that she did not qualify for benefits due to Sections 30.1 and 46 of the Act. Section 30.1 states that a claimant "who proves her pregnancy" must have had "ten or more weeks of insurable employment in the twenty weeks that immediately precede the thirtieth week before her expected confinement." (Effectively, this means that in order to be eligible for maternity benefits, the woman must have been working, or receiving UIC benefits, at the time she becomes pregnant.) Our member did not fulfill that requirement, so she was denied maternity benefits as provided for by the Act. However, because she was pregnant, she could not receive regular benefits available to non-pregnant women who lose their jobs. Having no source of income, our member took a complaint regarding her firing because of pregnancy before the B.C. Human Rights Commission and won her job back.

She then worked until mid-March, when she was again fired. The second firing took place on a Friday. The following Tuesday she gave birth to her son. She was cleared by her doctor as being fit to work commencing the following Monday. She had, by the way, made adequate arrangements for the care of her child, should she return to

work. She was unable to find a job, so she applied for regular benefits under the Act, and continued looking for a job. The Commission again rejected her claim for regular benefits, as the recent birth of her child meant that she was covered by the regulations pertaining to maternity benefits. She had to wait the full six weeks after the birth of her child, plus a two week waiting period, before she could apply for regular benefits, outside of the stipulations regarding pregnant women.

### Reasons for Complaint

Section 46 of the Unemployment Insurance Act disentitles a claimant from receiving benefits during the period that commences eight weeks before her expected confinement, and six weeks after the confinement. This Section is subject to Section 30, subsection 1 which states that, effectively, the claimant must have been working or receiving benefits under the Act when she became pregnant. We submit that this constitutes discrimination against all women, and against pregnant working women.

The discrimination against our member as a woman arises from the fact that the Commission processed her claim, and rejected it, under the maternity provisions of the Act, even though she was applying for REGULAR benefits, and was ready, fit and willing to work (i.e. she had received medical clearance and had arranged adequate child care).

The discrimination against all pregnant working women arises from the fact that they are treated differently under the Act from other members of the labour force who are women and qualify for and receive regular benefits. In the case of Regina vs. La Roche in the Supreme Court of Canada, it was held by the Court that discrimination between members of the same class is illegal under the Bill of Rights. In this particular case, the class is all working women, and the members of that class being discriminated against by the Unemployment Insurance Act are pregnant working women.

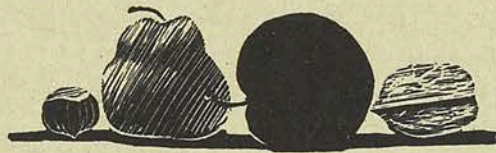
The effect of Section 30.1 and 46 on working women who become pregnant is to deny them benefits unless they qualify under Section 30.1, for the approximately fourteen weeks which surround the birth of the child.

Employers' attitudes make it difficult enough for a pregnant woman to keep a job, without the government agency charged with assisting workers who are temporarily unemployed also discriminating against her. The majority of occupations which are filled by women are not difficult for pregnant women to work at. However, if they lose their jobs, for whatever reason, they should be entitled to receive all benefits to which other members of the work force are entitled, plus special benefits to cover the period immediately surrounding the birth.

Any woman who finds herself in a situation similar to that of our member is at an obvious disadvantage. The lack of an income at a critical period in her working life can force her to seek welfare, or it can create unnecessary tension in the family if the needed income she formerly supplied must come from the father. The existence of such discriminatory legislation denies a woman the right to exercise her

child-bearing function and at the same time participate in the labour force and receive equal treatment with other members of the labour force before the Unemployment Insurance Commission.

We request that Sections 30 and 46 of the Unemployment Insurance Act be found to be in contravention of the Canadian Bill of Rights, and further that these sections be overruled on that basis. As it now stands, these sections of the Act discriminate against working women who choose to exercise their child-bearing potential. The Act should accord pregnant women the same rights as other members of the labour force as well as providing them with special benefits for the period immediately surrounding their confinement. Such special benefits should not be paid only if a woman is working or receiving benefits when she becomes pregnant. Female labour contributes between 35 and 40% of the total available labour force (presently working). Whether or not women work continuously should not be a criterion in allowing them to apply for benefits if they become pregnant.



## Grievance Reports

The Grievance Committee has two new members: Shaun Tanassee from Division C and Lisette Nelson from Division G, a Division that had not been represented for quite some time. Division A is no longer represented, as Judy Todhunter has moved to Division G. These changes bring the Grievance Committee membership to six.

On the last day of the old year the LRB appointed Mr. F.G. Whitely to settle the three applications to the Board under Section 96(1). Subsequent to this appointment, on January 10, the university suddenly dropped their objections to the arbitrability of the Ahn, Hoffman and Pinard grievances. So finally, after two years this case can go to arbitration.

As for the other two cases remaining I spoke to Mr. Whitely two weeks ago and he said he would contact me shortly. To date, he has yet to do this.

As I reported earlier the Union and the University were unable to reach agreement on arbitrators for the now six arbitration cases before us. Article 35.03(a) of the contract calls on either of the two parties to request from the Minister Of Labour a list (50% to be women) of impartial arbitrators. Subsequent investigation revealed such a

practice is not possible. However, Section 95 of the Labour Code makes provision for individual applications for arbitrators to the Minister. So, on January 18 the Grievance Committee made six applications to the Minister for arbitrators as per Section 95. We anticipate receiving the names of these arbitrators shortly.

On December 17, the Employee Relations Department informed the Union that it no longer recognized misclassification grievances. The Grievance Committee has discussed this matter at great length. It cannot come to an agreement on whether our course of action should be to further oppose this move by the University or to accede to it. As this matter is an important one it will be brought before the next membership meeting. Speakers for both positions will present their arguments at that time and the membership will make a decision.

In my article of December 3 on the John Hrubes arbitration case I referred to the fact that the University had refused for almost a year to uphold their contractually bound promise (Article 31.01(b)) to present to the Union a Mail Room Attendant job description. On November 30 the Grievance Committee grieved

this. A short time after this Wes Clark promised us this long-awaited document.

On December 23 the University presented to us their official reply. No, not a Mail Room Attendant job description but rather, two completely new job descriptions! These are entitled Mail Distribution Clerk I and II. In view of the University's consistent refusal to recognize the separateness of mail handling duties and their inexplicable refusal to provide a Mail Room Attendant job description the Grievance Committee has decided to ask the membership to authorize the taking of this case to arbitration.

**NOTICE OF MOTION**

(To be presented at the General Membership Meeting of February 10, 1977.)

Be it moved that the membership of AUCE Local #1 authorize the Grievance Committee to take the Mail Room Attendant job description grievance to arbitration.



Here is a case history, unfinished, that reveals a great deal about the Employee Relations Department, its promises and its desire to "help" its employees.

Last July, an LA II in the Commerce Department (hereafter referred to as AE) received a number of uncomplimentary reports in her file. These documents cast aspersions as to her work and stated bluntly that unless her performance improved she would be terminated. On October 18, the Acting Dean stated in writing that AE would be terminated on November 30. However, on October 28, the LA III supervisor who had written the original negative report wrote a letter to the Acting Dean which considerably weakened the effect of the original report (probably because, as she states in the letter "in the event grievance procedure (sic) is initiated"). In this letter the first official reference to transfer is made.

Before and after this letter AE, stewards in Commerce and other Union members, including myself met several times to examine the case. We all agreed that AE had a good case if she was terminated. However, overtures had been made concerning transfer and we decided to attempt

transfer and then, if successful, initiate an Employee Files grievance.

On October 29, the Acting Dean met with AE and most of the people involved. He gave AE one month to find another job. If no job was found by November 29 termination would result. AE applied for several LA II and Clerk II positions. During her two plus years in Commerce AE had had little occasion to type and consequently her skill had dropped considerably. Employee Relations refused to consider her for jobs that required "good" typing. Two jobs in the Library which she supposedly was to be considered for became unavailable when the Library refused to accept her application.

The Library claimed AE had applied after the closing date of 12:00 P.M. November 17. The Library postings are not sent to Commerce and the Employee Relations posting said that the closing date was November 19. A grievance was filed and reached and reached Step 4. However, on November 29, AE was given notice of termination.

The discharge was grieved immediately. In early December, Wes Clark of Employee Relations made something of an offer. AE, he said, was hard-working but could not cope with her present level of responsibilities. Would we accept a demotion to LA I or Clerk I? We said we'd think it over.

We discussed the situation again. We still thought AE's case was good, however, if she was discharged it would be a long process to win the grievance (most likely in arbitration) and it was conceivable that she could lose. We were also worried about her seniority & seniority steps. AE said it was all right if we negotiated with the University.

I talked with Clark and told him to start looking for a job for AE. I told him that even if one were found the decision whether to take the job rested with AE. On December 17, the Grievance and Labour Committees with AE present, discussed the situation. Clark said that AE's seniority would be taken into account, and that if she were hired it would be considered a demotion and not a



discharge. During the Christmas season jobs were scarce especially in view of the typing requirement. Clark agreed to extend the time limits of the grievance indefinitely.

Just before the end of the month Clark telephoned me and told me that a job had been found: a Clerk I temporary (two weeks) to commence January 4. I queried him about seniority and he said that AE would keep all her seniority (approximately 2.5 years), this would be considered a voluntary demotion and that she would go on the Continuing Employee Recall list after her termination date. I talked to AE and her steward and they agreed to this.

The next week I found that the job was to start not January 4 but January 10. AE started on the 10th and finished January 24. On January 24 AE went to Employee Relations and put herself on both recall lists. At this time there was a Clerk I job open in the Computing Center. In accordance with Article 34.09 Recall, AE should have been recalled to this job. When I pointed this out to Cheryl Young of Employee Relations she replied that AE did not have 40 w.p.m. typing. I explained that similar cases had occurred before and that the University had had to give in. She then restated her position.

The next day I talked with Clark. I asked him why AE had not been recalled. He accused me of "tilting at windmills" and of "dragging a red herring" into the proceedings. I expressed surprise at this and explained the recall procedure. Clark then proceeded to state that AE had been discharged and not demoted, had lost all her seniority and was not on the Continuing Employees Recall List!! He said that if the Union held differently we should put it in writing!

I must confess at this point that in my dealings with the University I have seen many examples of shoddy treatment of employees. Quite honestly, though, this is simply the most squalid abuse I have ever witnessed perpetrated by the University.

On Wednesday (the 26th), I explained the situation to AE. She has no seniority (save two weeks) and that she was utterly dependant upon the University to get a job. She concurred with me that it was best to continue with her discharge grievance, even though it is

likely that the University will claim that the time limits have expired.

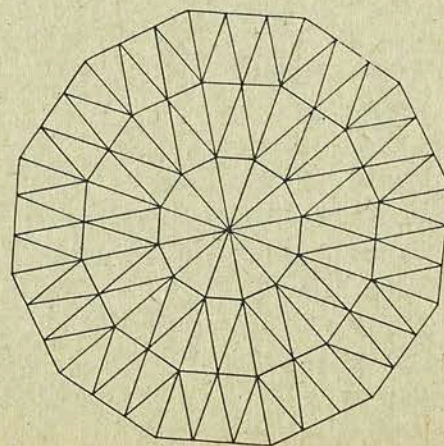
I won't comment any more on this episode, the facts speak clearly enough. I will say this: I have been skeptical of the Employee Relations Department in the past, however, in the future I cannot believe in their word written or otherwise, until the realization of the promise in question. And I will never again deal with the University except solely on the basis of the letter of the collective agreement.

P.S. AE starts work on a Continuing job on Monday (January 31). However, she was not paid for last week and has only two weeks seniority. We are going ahead with the grievance.

by Kevin Grace/Chairperson  
Grievance Committee



**THANK  
YOU,  
IAN**



# CORRECTED FINANCIAL REPORT

Submitted by Jeff Hoskins  
Treasurer  
Local One

NOTE: Due to a typing error in preparing the Financial Statement for the Jan. 13th Membership Meeting, the Statement was postponed till a correct version could be printed in the newsletter. The original Statement was out 3¢; the corrected Statement below has the error line marked with an asterik (\*).

## STATEMENT OF INCOME AND EXPENSE FOR THE PERIOD DECEMBER 1st - 31st, 1976

### INCOME

Initiations	\$ 14.00
Donations	80.00
Dues	5133.50
Interest	104.15
Printing Payment	72.00
	5404.35

### EXPENSE

Printing & Stationery	304.22
Telephone	44.07
Conferences & Meetings	300.01
Office Expenses	321.00
Salary & Related Ex.	942.03*
Rent	250.00
Clipping Service	119.40
Banking Charges	6.30
Provincial Per Capita	2458.00
Petty Cash	60.00
Utilities	48.45
	4853.48

Income	5404.35
Expense	4853.48
Excess Inc. over Exp.	550.87
Cash on hand Nov. 30	31847.80
Cash on hand Jan. 1st	32398.67

Univ. Comm. Cred. Union Term Deposit:

Univ. Comm. Cred. Union Term Deposit:	\$10,000.00
Univ. Comm. Cred. Union Strike Fund:	8,672.25
Univ. Comm. Cred. Union Share Account:	25.00
	18,697.25

Vancouver City Savings Account:	13,701.42
TOTAL	\$32,398.67

# AGENDA

For Membership Meeting set for Feb. 10th from noon to 2:00P.M. Place to be announced.

1. No Smoking. (2)
2. Adoption of Agenda. (2)
3. Adoption of Minutes from Jan. 13th and Jan. 20th Membership Meetings. (2)
4. Business Arising from the Minutes: (10)
  - A.) Clipping Service. Motion to buy 2 copies of several newspapers, postponed from Jan. 13th membership meeting.
  - B.) Job Evaluation. Motion published in Dec. 3rd issue of newsletter.
5. Close Nominations for: (4)
  - A.) Strike Committee.
  - B.) Union Safety Committee Rep.
6. Correspondance. (5)
7. Financial Report: (10)
  - A.) That Financial Report for Jan. 1977 be adopted.
  - B.) That sum of \$1000 be authorized as Office Expenses for Feb. 1977.
  - C.) That payment of Provincial per capita tax for Jan. 1977 be authorized.
  - D.) That auditors report for financial year Oct. 1, 1975 - Sept. 30, 1976 be adopted.
  - E.) That sum of \$875 be authorized as payment to auditor's Winspear, Higgins, et al.
  - F.) That the sum of \$307.50 be authorized as payment for subscription to CCH Labour Reports.
8. AIB Report. (10)
9. Grievance Committee Report. (20)
10. Contract Committee Report. (15)
11. Provincial Report. (5)
12. Steward's Seminar. (2)
13. Strike Committee Report. (5)
14. Other Business. (-)



# BALLOT COUNT

BALLOT COUNT FOR ELECTION OF THE PRESIDENT OF AUCE LOCAL #ONE.

Counted on Wednesday, Jan. 19th, 1977.

Scrutineers: Sheila M. Bennie  
Richard Melanson

Trustees: Gary Phillips  
John Hrubes

Judy Todhunter	303
Elizabeth Winterford	306
Abstentions	44
Spoiled Ballots	1
TOTAL BALLOTS COUNTED	654

\*\*\*\*\*

John Hrubes and Gary Phillips declare Elizabeth Winterford, President of AUCE Local #1.

## HELP NEEDED

Jan. 26, 1977

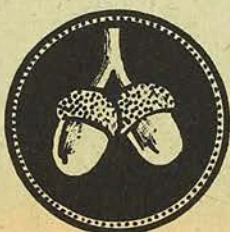
I wish to learn whether any readers of the newsletter will be able to help me in my desire to attend AUCE Membership meetings which take place at sites away from the Henry Angus Building.

I have multiple sclerosis. There must also be other handicapped AUCE members who need transportation assistance to attend Union meetings.

My phone number is 2195.

I am sending this letter because I was unable to attend the January 20th meeting at SUB. I trust that, with transportation assistance, all handicapped members will be able to attend all AUCE meetings on campus.

Yours sincerely,  
RONALD DAVIS  
Henry Angus Bldg.  
Room 202



## CURRENT EXECUTIVE

- PRESIDENT Elizabeth Winterford (2791)
- VICE-PRESIDENT Pat Gibson (2854)
- ORGANIZER Fairleigh Funston (224-5613)
- TREASURER Jeff Hoskins (5982)
- REC. SECRETARY Nancy Wiggs (5911 x20)
- MEM. SECRETARY Carole Cameron (4432)
- TRUSTEE John Hrubes (4708)
- TRUSTEE Gary Phillips (2519)
- GRIEVANCE COMM. Kevin Grace (2882)
- CONTRACT COMM. Jean Lawrence (3034)
- COMMUNICATIONS COMM. Robert Gaytan (3725)
- STRIKE COMM.
- DIVISION A Kerry Higinbotham (3870)
- DIVISION B Joan Mullen (5485)
- DIVISION C Darlene Crowe (2472)
- DIVISION D
- DIVISION E Cathy Agnew (3079)
- DIVISION F
- DIVISION G Roberta Crosby (2181)
- DIVISION H Richard Melanson (3894)
- DIVISION I
- PROVINCIAL REP. Judy Wright (3518)
- PROVINCIAL REP. Kevin Grace (2882)



# *from our new president:* ELIZABETH WINTERFORD

Thank you for your support in the recent election.

As I ran on a specific platform, I feel that the basis of your support is clear. Not only have you voted in favour of the moderate viewpoint in *this* election, but also on several other recent issues, the most notable of which were in selecting Option B in the recent referendum and in refusing to strike on October 14th. During my time in office I plan to represent the moderate point of view.

Since the announcement of the election result, I have been almost totally immersed in Union activity. As you probably know, the president is a member of all AUCE Local 1 committees, so I have been attending meetings most evenings and in between I have been reading the minutes of the various committees as well as massive amounts of correspondence. As a non-office-holding

member of AUCE, I had a pretty good idea of what went on, but now it is necessary for me to know *exactly* what goes on and to participate whenever necessary.

I am very keen to attend Division meetings and other meetings of small groups of AUCE Local 1 members so that we can talk about the various issues of concern to you. Please call me to let me know when your division is having a meeting or if you would like to talk to me about anything else. The best time to phone me is at home during lunch time (about 12:10 to 12:50) or immediately after work (about 4:40 to 5:00). My number is 224-3981. If it's short notice or something, it's okay to call me at work. The number is 2791.

I hope to have an opportunity to meet you in the near future.

— Elizabeth Winterford

'Across Campus' is published by the Association of University and College Employees, Local One (U.B.C.).  
2162 Western Parkway, Vancouver, B.C. — 224-5613.