

# ACROSS CAMPUS

**FEBRUARY 1980**

## AGENDA

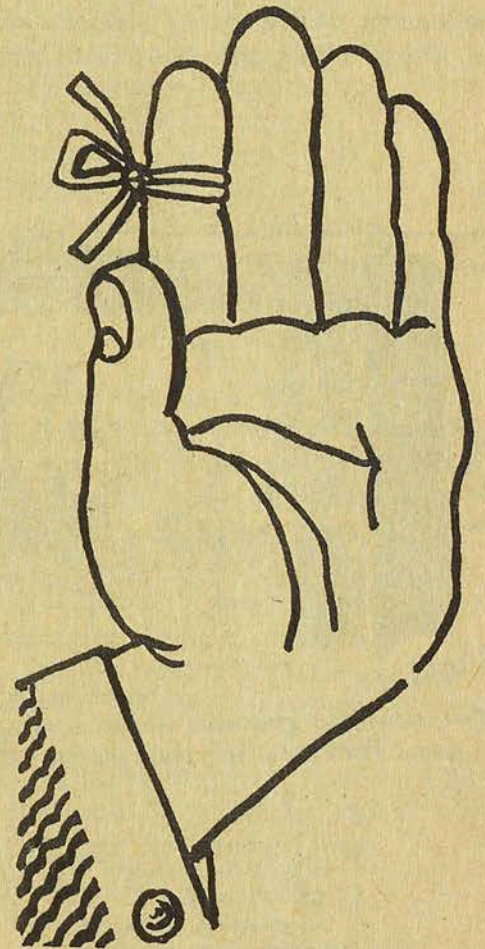
**THURS., FEB. 21ST**

**12:30-1:30 PM.**

**IRC 6**

No Smoking

1. Adoption of agenda
2. Adoption of minutes - January 24/80 Membership Meeting
3. Business arising from the minutes
4. Business arising from correspondence
5. Closing nominations:
  - Strike Committee (10)
  - Grievance Committee (2)Opening nominations:
  - Union Organizer
  - Affiliation Convention Representatives (10)
  - Communications Committee
6. Secretary-Treasurer's report
7. Union Organizer report
8. Contract Committee
  - report on negotiations
  - proposals from the membership
  - shift work proposal
9. Other Business
  - deferred By-laws changes (printed in the January 14th Contract Bulletin 4 )





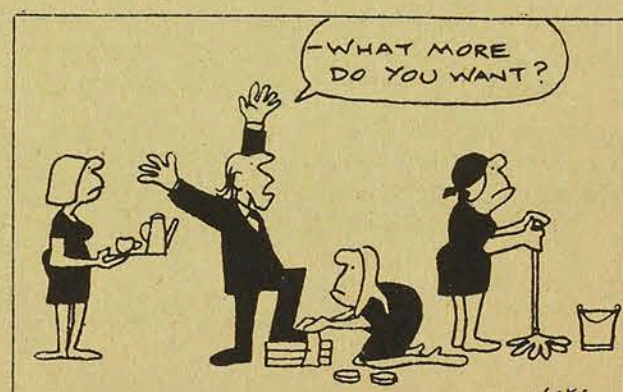
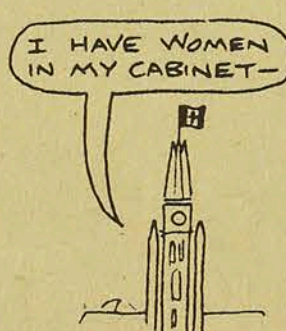
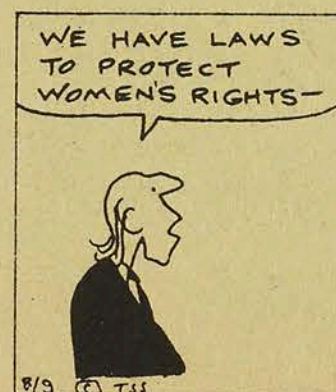
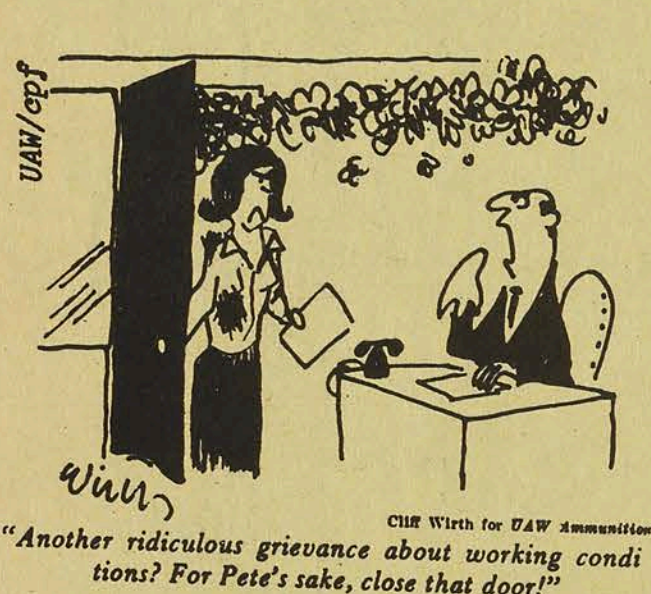
## Communications Committee Report

Once again we are beating the drum of participation. The Communication Committee needs extensive membership representation. You have two possible avenues to involvement: you can become a divisional rep or you can simply volunteer and become a member at large. The more fingers in the pie the better the newsletter. If you are interested contact Ray Galbraith in the Union Office at 224-2308.

This edition of ACROSS CAMPUS could have burgeoned to 50 odd pages. It might have included several pages on the affiliation debate, an up-dated stewards' list, a reprint of the University's proposed official evaluation report, an arbitration scoreboard, and a brief from the Computer Operators concerning their classification and wage/shift premium difficulties.

A serious and lengthy affiliation debate has graced the pages of The Anchor, Local 2's newsletter, for months. We made a cursory reference to the debate in our June issue of ACROSS CAMPUS - precious little has been printed since. With Local, Provincial, and Convention meetings planned over the next three months, we may discover that we need a special newsletter to ensure a comprehensive debate on affiliation.

The other issues referred to above and many more will grace the pages of future monthly editions of ACROSS CAMPUS. To ensure that the newsletter is lively, topical and entertaining, several members must be involved.



## GRIEVANCE COMMITTEE report, February, 1980

This report will bring the membership up to date on what has happened recently with arbitrations and Labour Relations Board decisions. We are still awaiting a decision on our two retirement arbitrations and are presently involved in a reclassification arbitration. Possibly next month both of these two cases will have decisions to report.

1. Re: University of British Columbia and the Association of University and College Employees, Local 1 (Section 34 - Ref: 41/79)

We made an application to the Labour Relations Board for a determination that clerical employees of the University of British Columbia employed at the Extended Care Hospital, Health Sciences Centre Hospital, Health Services Hospital and the Administrative Office of the hospitals were within our bargaining unit and should be governed by our collective agreement. We also requested that all clerical employees to be employed at the new Acute Care Hospital be within our bargaining unit.

The Labour Relations Board received submissions from AUCE, CUPE AND UBC. Both UBC and CUPE argued that the CUPE certification encompassed any and all hospital facilities providing patient care which may be built and operated under the umbrella of the Health Sciences Centre. AUCE, on the other hand argued that there is no rational basis in labour relations for clerical workers engaged in work related to the educational function and clerical workers employed in connection with patient care to be in separate bargaining units. We argued instead that the appropriate boundary would be between clerical and non-clerical employees. In addition we asked for a representation vote of all clerical employees.

The Labour Relations Board concluded that the words "Health Science Centre Hospital" in the CUPE certificate includes all hospital facilities which are built as part of the Health Sciences Centre. This interpretation means that the CUPE bargaining unit will include those clerical employees who are involved in patient care in the expanded hospital facilities. Consequently clerical staff currently employed at the Extended Care Centre as well as those employed at the Acute Care Centre fall within the CUPE bargaining unit. A defensible boundary may be drawn between clerical employees associated with the patient care function of the Health Sciences Centre and those employed in connection with the educational function of the centre, according to the LRB.

It should be further noted that, as a result, clerical employees of the Health Sciences Centre, other than those employed in connection with patient care in the hospital units, as well as clerical employees of the various Health Sciences faculties, whether located on campus or at various city hospitals, will remain within the AUCE bargaining unit.

So, if you are working anywhere in the Health Sciences Centre complex or are aware of anyone else that is both employees and the Union should be aware that all concerned are within the proper bargaining unit.

2. Re: University of British Columbia and the Association of University and College Employees, Local 1 (Section 34 - Ref: 96/79)



The University originally made application to exclude three employees of the President's Office from the bargaining unit. These three people were a Clerk 1, Clerk 11 and a Secretary 11. They subsequently dropped their application for the Clerk 1 and 11 so they remain in our unit. They did pursue the exclusion of the Secretary 11 and the Board decided because of the confidential nature of the secretary's work should be excluded.

### 3. Clerk 11 discharge arbitration

The Union grieved the discharge of a Clerk 11 who, at the time of her discharge on February 6, 1979 was employed by the University in the Office of the Registrar.

On January 23, 1979 the grievor was placed on a two week trial period. She was discharged February 6, 1979. There was no evidence of any prior disciplinary action against the grievor.

The arbitrator concluded that most of the Clerk's errors could be considered to be minor and resulted from an inattention to detail that might be properly characterized as carelessness, but they do not indicate a lack of willingness to properly perform her job."

"Once it is established that an employee has the ability to do a job and that the reason the job is not being done properly is due to lack of care by the employee or some other cause within the employee's control, it is not appropriate to consider the case as one of non-culpable discharge, such as when an employee has unacceptable record of absenteeism for reasons beyond the employee's control." "An employee is always working under a certain amount of additional pressure after the imposition of any form of discipline because of the knowledge that if there is no improvement, further discipline can be anticipated."

The University suggested their policy had not been to build up a discipline record for employees and that suspensions were rare; rather the University documented problems that arose and discussed them with the employee in the presence of a shop steward. Sometimes a formal letter of warning was issued but the most common practice was to impose a trial period which resulted in improvement in most cases.

The arbitrator suggested a progressive disciplinary approach may well require the University to be more structured with respect to discipline, and this may well result in the University resorting to some forms of formal discipline in circumstances in which it has not in the past, but there seems to be no reason why this should be to the exclusion of its counselling approach. Indeed, counselling may simply be regarded to be a requisite part of training in many cases before any kind of formal discipline can be meted out concerning job competence.

He concluded "the evidence falls short of establishing that the situation was not likely to improve given the fact that the grievor had only worked approximately one month after a lengthy absence and during two weeks of that time was working in the artificial and onerous atmosphere created by an unfair trial period imposed by the University." In his view a one week suspension was the correct response for the University and he imposed this at the same time reinstating the grievor with back pay.

Subsequent to this decision the University filed an Appeal to the Labour Relations Board under Section 108 stating "the decision of the arbitrator is inconsistent with the principles expressed or implied in the Labour Code." They wish the Board to substitute its own ruling but only in respect of the part of the arbitrator's decision relating to "progressive discipline". They do not wish the decision to reinstate the grievor changed. We will advise you of the Board's decision when it comes down.

### 4. Flexible Working Hours grievance - Purchasing Department

This grievance involved the Union's claim, on behalf of the employees in the above Department, that the University was in breach of the collective agreement as the Department Head unreasonably withheld approval of the form of work week unanimously chosen by the employees in that Department.

The employees in the Purchasing Department wished, unanimously, to switch from the standard work week to a nine-day fortnight. The arbitrator was asked to delve into the reasonableness of a decision to withhold approval for a specific set of working conditions. This is what was at issue. She, the arbitrator, was satisfied that "a reasonable decision generally constitutes one which is made in good faith, without illwill, and is an assessment of the available facts using only relevant and not extraneous criteria."

"While the arbitrator agrees that a Department Head's general concern about predictable difficulties would not be a reason for denying the employees' application, his overall assessment that the nine-day fortnight schedule would have a detrimental effect upon the operation of his particular Department and result in a poorer level of service to the University would not be unreasonable in this context." There is no doubt that Article 28.02(b) of the agreement puts an onus upon the Department Head to take a request by the employees for a particular work schedule seriously and to consult with them in the course of making his decision.

She concluded that "once the Union has established that the employees have chosen a particular form of work week which the Department Head has not approved, the onus switches to the University to establish the reasons for withholding approval." "While I am satisfied that the employees have reached their conclusions in good faith, they are limited by the fact that they only have knowledge of the operation of their own stations and little knowledge of the assessment of the Department's service made by the University community in general. Therefore, I am simply unable to give the same weight to their opinions and am not convinced that the Department Head's decision to withhold approval of the nine-day fortnight schedule on the basis of the schedule presented to him was an unreasonable one as it was based upon his assessment of the conditions within the Department and the needs and expectations of the University community at the time his decision was made." She therefore denied the grievance. This means we lost this round but not the war regarding flexible working hours. Another Department is currently waiting to proceed with an arbitration and further information about what happens with them will be forthcoming.



# I.O.U.E. '78 STRIKE

In the August 1979 edition of ACROSS CAMPUS Ian Spence submitted the article which is reprinted below. The article is concerned with AUCE Local #1's support for the UBC Operating Engineers' picket lines in April of 1978. It focuses on the charges brought by eight AUCE members against our Union and the ensuing Labour Relations Board decision in June 1979. Since the publishing of that article in August charges were dropped against the individuals concerned at the request of the Executive. The Executive's motives were basic - we felt that to proceed would be counter-productive, especially when we were poised to enter another set of negotiations. The Executive decision had nothing to do with the evidence provided by the Committee of Enquiry; in fact, there was sufficient evidence in the eyes of the Executive to proceed with the disciplinary hearings.

Nancy Wiggs, after communicating with the accusers, agreed to drop the charges, but with certain provisions. As Nancy stated in an October letter to the Executive that she would have difficulties in compressing 18 months of developments into a short, coherent report, she requested that the following material be included in a Newsletter report to the membership:

- Nancy Wigg's letter laying charges
- the list of meetings and procedures followed by the Committee
- the conclusions of the Committee
- the procedures to be used by the Executive in the trials
- the submission of the Lawyer representing S. Atchison, S. Dyke, M. Ellwood, A. Grierson, K. Higinbotham, S. Lowe, T. Moyls, and V. Pusey to the LRB
- the submission of our lawyer to the LRB
- the decision of the LRB

We agree with Nancy's assessment of the difficulties inherent in forging a detailed, yet brief, response. If any member wishes to see the above documentation it will be in a file in the Union Office. We trust this article, Ian Spence's reprinted article, and accessibility to the documentation is acceptable. With 40-50 pages of documentation, we feel it would be too voluminous to reprint.

The Executive heartily agrees with Spence's conclusions last August about the importance of the central issue left in limbo by the LRB's dismissal of the charges against the Union as "premature". But we do feel that we won a backhanded victory. Nor should we forget the lesson of our respecting the Operating Engineers' picket line - that our own security and strength is enhanced by honouring the picket lines of other campus unions.

\*ARTICLE BY IAN  
SPENCE REPRINTED  
FROM AUGUST EDITION  
OF ACROSS CAMPUS

## LRB GIVES AUCE A SHRUG, A NOD

Fourteen months after the incidents which gave rise to the complaints, the Labour Relations Board of B.C. on June 28, 1979, handed down a three page decision turning down allegations of "unfair representation" against A.U.C.E. Local One.

In April of 1978, U.B.C.'s Operating Engineers (I.O.U.E. Local No. 882) in a legal strike against

U.B.C. extended their picket lines to the General Services Administration Building and other buildings staffed by A.U.C.E. members. The A.U.C.E. executive recognized the picket line as bona fide, and at a subsequent general meeting the Local One membership resolved to respect the Engineer's line. A.U.C.E. members who subsequently allegedly crossed the Engineer's line were charged under Local One by-laws for failing to observe a union membership directive. A Committee of Inquiry

# I.O.U.E. CONT'D

investigated the charges and disciplinary hearings were scheduled.

Proceedings came to an abrupt halt, however, when the persons charged filed a complaint with the Labour Relations Board, alleging that Local One, by respecting the line, was itself engaging in illegal strike activity, and further, that by requiring them to conform with the illegal activity and by attempting to discipline them for not conforming, Local One was in breach of its duty to fairly represent all and any of its members.

The matter lay with the L.R.B. for over a year before Board Vice-Chairman, Rod Germaine, handed down his decision that the complaint filed against Local One was "premature".

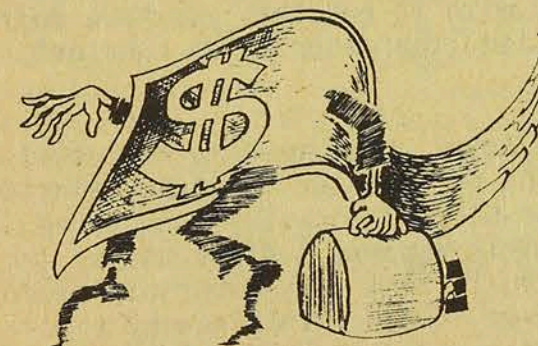
In his written decision, Germaine recognized "that the submissions of the parties isolate a number of very critical and very difficult issues which may or may not require resolution at some later date." These issues, he reports, "need not be resolved at this time."

Germaine failed to address the central point of the complaint, that a union deciding to respect another union's picket line constitutes an unlawful strike. If Local One had struck in support of the Engineer's, Germaine notes, such action would have been contrary to the Labour Code, but nowhere in his

decision does he conclude that Local One's activities during April 1978 constituted a strike in support of the I.O.U.E.

As for the disciplinary proceedings, Germaine ruled that the proceedings as far as they had gone, remained an internal union matter. The Board's concern and power under Section 7 of the Labour Code was limited to the protection of the employees' "employment relationships with U.B.C.", Germaine wrote. If AUCE had taken action against the persons charged which would have affected their employment, if, for instance, AUCE had revoked these persons' union memberships and thereby disallowing them from employment at U.B.C., the Board, apparently, would have felt compelled to step into the dispute. But until disciplinary action actually proceeds to the point where employment is jeopardized, the Board seems prepared to disallow complaints against AUCE as "premature".

With the Board decision down, Local One's Executive is meeting with the parties who laid the charges to decide how and whether to proceed with disciplinary action. The Board has, for the time being at least, left the legalities of one union respecting another union's picket line in limbo. The issue is an important one, central to the power and credibility of the Labour movement as a whole, and these considerations will weigh on the Executive's decision.





# 8 ORGANISER'S REPORT

UNION ORGANISER'S REPORT - February 4, 1980

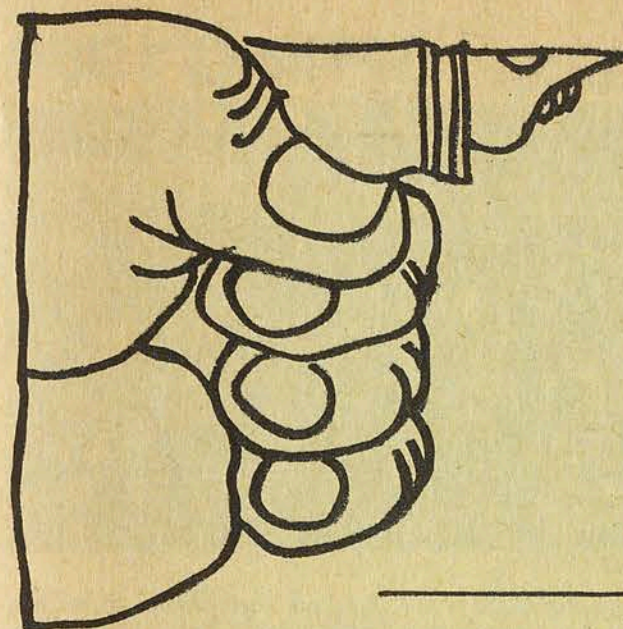
I am happy to be able to report that the Unemployment Insurance Commission has, at long last, decided not to appeal our Article 30.07 Maternity Leave to the Supreme Court of Canada. Since the Fall of 1977 the Union and many of our members that had received the benefits of our Maternity Leave article have been involved in a legal hassle with U.I.C. U.I.C. maintained that any money that was received in addition to maternity benefits they paid out, was income and they were requesting all this money be returned to them. The Union and several women that were singled out first appealed this decision to the U.I.C. Board of Referees who agreed that the money was to be repaid; we then appealed this decision to a U.I.C. Umpire, Mr. Justice Hugh Gibson who agreed with the Union's position that maternity benefits were not income as defined by U.I.C. but a benefit earned by returning to work after a maternity leave. U.I.C. then appealed this decision to the Federal Court of Appeal. Three Supreme Court judges heard both parties and in a two to one decision favoured our Union's position. The Director General for B.C. & Yukon Territory Region of the Unemployment Insurance Commission has assured me that all requests for repayment should now cease. If anyone is still receiving such requests please notify the Union Office and I will look into the matter.

I want to remind everyone of the importance of Article 8.02 Meeting the University. When a supervisor, administrator or Department Head wants to talk to any union member about anything that involves discipline or wishes to discuss your work that might culminate in discipline like a letter in your file, a poor evaluation report or some other form of discipline, it is very important that you insist on having a Shop Steward or union representative present. Often we are not aware of our rights in this matter and often too are overwhelmed when this type of discussion takes place that we don't react or do react in a way that is used against us when discipline occurs. An example of this is a discussion with your supervisor about your work which you don't take seriously; when you later get a letter in your file or some other form of discipline you aren't prepared for it. You are not aware that someone is checking your work, your hours, your attendance etc. When a supervisor wishes to talk with you and you realize it it is more than a socialable conversation, stop them and insist on a union representative being present. If you don't have a Shop Steward in your work area, phone the Union Office and someone will be sent over.

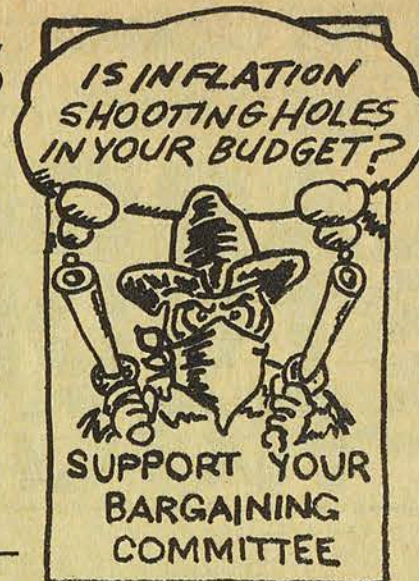
One other very important area of the contract we should all be aware of is Article 31.02 List of Job Duties. Every union member should have a current job description listing their particular job duties. If you don't have one or have not been made aware of one, ask your supervisor if one exists. If there is no job description, one should be established, otherwise you have no way of knowing what your duties are. Also, of course, you might very well be doing duties that are part of a higher job classification thus making you eligible for reclassification. If there is a job description, go over it and make sure it accurately represents what you have been doing in your position. Remember too, when you are asked to sign a job description it does not mean you agree with it but that you have only read it. You should add your own comments if you feel the description does not accurately represent what you do.

Finally, I want to make a comment on those loyal union members that feel it necessary to pass along our Newsletter, Bulletins etc. to the Employee Relations Department. I must tell you that the personnel the Union deals with at Employee Relations let us know, at every opportunity, when this happens. After union meetings we are made aware of the fact that individuals from our membership have passed along what transpired at the meeting to them. I can't imagine why any person in the Union would find it to their advantage to do this. People that don't have any loyalty to one organisation seldom have any loyalty to another.

*Cause Cameron*



## LETTERS



### THE SCREWS ARE TIGHTENED : THE CLOCK IS TURNED BACK

Negotiations for a new contract are upon us. Whether or not we realize it, they have been since last fall; in the sense that the University, in its inimitable and repetitive fashion, begins to turn the screws ever so slightly when the aroma of impending negotiations wafts through the fall air. We find ourselves fighting rearguard actions in the area of the modified work week, retirement and tuition waiver. The progressive clock has run down, it is only sputtering along.

At a time when the virtues of the modified work and flex-time are being extolled, the University chooses to undermine the intent and practice of the contract. Barriers to employees attaining and retaining the modified work week are being painstakingly crafted across campus in several offices and departments. At a time when the rest of society is inexorably moving towards abolishing 65 as the compulsory retirement age, the University persists in forcing many AUCE members to "retire". Arbitrations have ensued on both of the above issues.

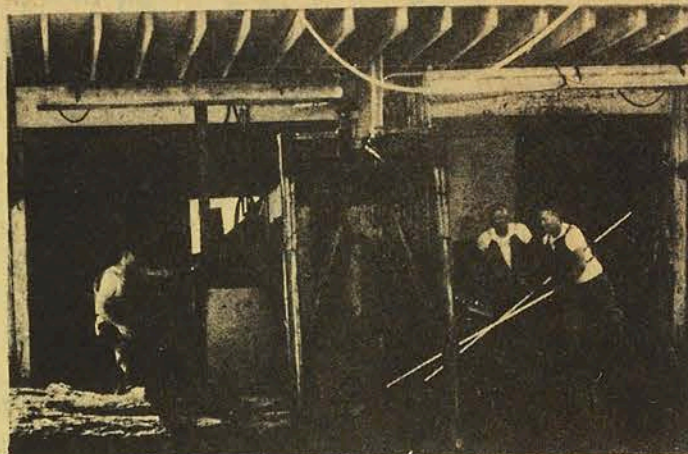
Tuition waiver is now under seige. You would think that at a learning institution employees would be afforded the opportunity to further their education. A recent University "policy" - and they spring up faster than mushrooms after a fall rain - has decreed that AUCE members cannot apply for courses, especially Continuing Education courses, until one month before the course is scheduled to begin. The fears are obvious - courses which are popular will fill up and exclude AUCE members. We have no idea how many "policies" are lurking in the 168 odd Departments on Campus. Some may be consistent with the interpretation of the contract, others may circumvent and undermine it. In the past few months it has come to the Union's attention on several occasions that the Library System has in its possession what it considers to be its own "policies and procedures" - some of which contravene the contract.

And, in the early stages of negotiations this year we have been subjected to "silly games" - plodding textbook tactics designed apparently to clip the wings of serious bargaining before it even manages to get off the ground, tactics designed to show us who has the power to dispense with the favours. At the outset the University, in direct contravention of the contract, refused to negotiate until we had all of our proposals on the table - overlooking the fact that they themselves had no wage offer on the table, under the table or anywhere in sight. Tactics designed to throw the Committee off balance and to flex the muscle or rattle the sabre. Fortunately, the Contract Committee pressed the issue and the University backed off and agreed to being bargaining. Three weeks of precious negotiating time had been frittered away. Sound, yet transparent tactics on the part of the University. The negotiations screw has been loosened for the interim, for the moment, but the clock, well it's still sputtering along.

Ray Galbraith  
L.A. IV



# LABOUR STUDIES PROGRAM



The Labour Studies Program is dedicated to help meet the special education needs of B.C. workers, their organizations, and the labour movement in general. The Labour Studies Program can help your union develop a wide variety of labour and labour-related educational programs. Many unions have worked with us in producing short, specialized courses or workshops for use in their membership, stewards and officers education programs. Contact ED LAVALLE, CO-ORDINATOR, 986-1911, Local 334 for more information about:

- The Labour Studies Program courses
- How other programs and workshops can be organized
- A full list of workshops and mini-courses we are prepared to offer
- How your union might use this service

**LSP 100: ECONOMICS FOR TRADE UNIONISTS**  
INSTRUCTOR: Nigel Amon is an instructor of Economics at Capilano College, where he has worked since 1972. This year will be his second in the Labour Studies Program. Mr. Amon is active in his union and has advised its negotiating team on economic issues in bargaining.  
COURSE DESCRIPTION: This course is an introduction to economics that emphasizes both orthodox and alternative views of how the Canadian economy has developed, and how it operates. The Canadian economy is placed in an historical and international perspective.  
Discussion will centre around government policies towards unemployment, inflation, and the Canadian dollar.

Dates: March 6, 13, 20, 27  
April 3, 10, 17, 24  
Days: Thursdays  
Times: 1:00 P.M. to 4:00 P.M.  
Place: Canadian Union of Postal Workers Hall  
950A Richards Street  
Vancouver, B.C.  
Fee: \$12.00 for 8 sessions

**LSP 110: THE BRITISH COLUMBIA LABOUR CODE**  
INSTRUCTOR: Leo McGrady is a Vancouver labour lawyer. He has been an instructor in the Capilano College Labour Studies Program for the past four years.  
COURSE DESCRIPTION: This course looks closely at the B.C. Labour Code, including those sections dealing with unfair labour practices; the Labour Relations Board; certification; definition of employee; collective bargaining; technological change; lockouts, strikes, picketing and injunctions; hot declarations; essential services; grievance arbitration and interest arbitration; inquiry commissions; and special officers.  
The sessions will also cover labour law, bibliographical material, labour law research, practices and procedures before the L.R.B., and arbitration boards. Portions of the Human Rights Code will be dealt with as well. A casebook will be available at cost, and will include relevant L.R.B. decisions and L.R.B. forms.

Dates: March 4, 11, 18, 25  
April 1, 8, 15, 22  
Days: Tuesdays  
Times: 7:00 P.M. to 10:00 P.M.  
Place: Room NF205 (North Campus)  
Capilano College  
2055 Purcell Way  
North Vancouver, B.C.  
Fee: \$12.00 for 8 sessions

**LSP 111: THE CANADA LABOUR CODE**  
INSTRUCTOR: Stuart Rush is a lawyer who has been in private practice in Vancouver for eight years. His practice consists mainly of labour, criminal and Indian law litigation. Most of his labour law experience has been with unions under the Federal Labour Code. He has taught for four years in the community college system, the last one being in the Labour Studies Program, Capilano College.  
COURSE DESCRIPTION: There will be a broad examination of the Canada Labour Code, the arbitration process, Labour Board and court decisions which affect unions under the Federal labour jurisdiction. The course will introduce methods of labour law research and their application to disputes arising under the Code. Emphasis will be placed on the policy underlying the Code, on the creation and effect of the collective agreement, applications for unfair labour practices by the trade unionist and the union, the conduct of grievances in the arbitration process, and available remedies in the strike situation.

Dates: March 19, 26  
April 2, 9, 16, 23, 30, May 7  
Days: Wednesdays  
Times: 7:30 P.M. to 10:30 P.M.  
\*Place: Britannia Community Centre  
1661 Napier Street,  
at Commercial Street  
Vancouver, B.C.  
Fee: \$12.00 for 8 sessions

**LSP 113: PUBLIC SERVICE STAFF RELATIONS ACT (PSSRA)**  
INSTRUCTOR: Stuart Rush  
This course will undertake a wide examination of the Federal labour laws dealing specifically with the Federal public sector worker — namely, the Public Service Staff Relations Act (PSSRA), the Public Service Employment Act, and the Finance Administration Act. The decisions of adjudication, Commission appeals, the PSSR Board, and Federal courts, and their impact on the public sector worker, will be reviewed and discussed.  
In addition, emphasis will be placed on labour law research methods, and their application in the adjudication and Commission Appeal process; collective bargaining and collective agreements in the public sector; the initiation and processing of unfair labour practices; the adjudication of grievances; and strikes and back-to-work legislation for "essential" service workers.

Dates: March 27, April 3, 10, 17, 24  
May 1, 8, 15  
Days: Thursdays  
Times: 7:30 P.M. to 10:30 P.M.  
Place: Fishermen's Hall  
138 East Cordova Street  
Vancouver, B.C.  
Fee: \$12.00 for 8 sessions

Dates: March 25  
April 1, 8, 15, 22, 29  
Days: Tuesdays  
Times: 7:00 P.M. to 10:00 P.M.  
Place: International Brotherhood of Electrical Workers  
4220 Norland Avenue  
Burnaby, B.C.  
Fee: \$8.00 for 6 sessions

Dates: March 8, 15, 22, 29  
April 5  
Days: Saturdays  
Times: 9:30 A.M. to 12:30 P.M.  
Place: International Brotherhood of Electrical Workers  
4220 Norland Avenue  
Burnaby, B.C.  
Fee: \$8.00 for 5 sessions

Dates: March 3, 10, 17, 24, 31  
April 14  
Days: Mondays  
Times: 7:00 P.M. to 10:00 P.M.  
\* Place: Britannia Community Centre  
1661 Napier Street  
at Commercial Street  
Vancouver, B.C.  
Fee: \$8.00 for 6 sessions

Dates: March 6, 13, 20, 27  
April 3, 10, 17, 24  
May 1  
Days: Thursdays  
Times: 7:30 P.M. to 10:30 P.M.  
Place: Operating Engineers  
4333 Ledger Avenue  
Burnaby, B.C. (enter by rear door, basement level)  
Fee: \$12.00 for 9 sessions

## LSP 115: ISSUES IN OCCUPATIONAL HEALTH AND SAFETY

INSTRUCTOR: Craig Paterson is a lawyer in the firm of Sun, Paterson and Brail. He was trained at Western and Harvard Universities, and taught law at the University of Windsor in Ontario until 1974. From 1974 to 1976, he was Research Associate to the Chairman of the B.C. Workers' Compensation Board. He has taught in the Labour Studies Program for three years.

COURSE DESCRIPTION: This course gives a general overview of the main social, medical, economic, technical and legal issues facing B.C. workers in the field of health and safety. This will include: B.C. and Federal government authorities; workers' rights and duties; arbitration law; inspection procedures and reports; enforcement powers and action; union safety committee powers and activities; medical issues and research; accident statistics; industrial disease, inquests; economic significance of disease, injury and fatalities; industrial first aid. Special attention will be given to the Workers' Compensation Board.

The course will give some background in the history of the struggles in B.C. around health and safety issues.

## LSP 116: WORKERS COMPENSATION — CLAIMS AND APPEALS

INSTRUCTOR: Connie Sun worked for the Workers Compensation Board of B.C., handling appeals at the Commission level. She is now practicing law in Vancouver, in the firm of Sun, Paterson and Brail, and frequently comes into contact with people having problems with the W.C.B. She is particularly interested in looking critically at the administration of government agencies, including Workers Compensation Board. She has been in the Labour Studies Program of Capilano College for two years.

COURSE DESCRIPTION: The statistical and administrative framework of the Workers Compensation Board is examined. The course is adjusted to the expectations of the majority of people enrolled in any term, but is generally geared to familiarize students with the preparation and presentation of appeals of the board of review and Commission. All phases of claims handling are examined, from initial acceptance or rejection, including settling of wage rates to assessments and payment of pensions. The course centres on a practical application of principles to situations which occur frequently in the handling of claims. Emphasis is put on introducing students to resources — both people and material — which will increase the effectiveness of their representation of claimants.

## LSP 117: INTRODUCTION TO UNEMPLOYMENT INSURANCE PROCEDURES

INSTRUCTOR: Allan MacLean has been a staff lawyer with the Vancouver Community Legal Assistance Society for the last five years. He has appeared as counsel at every level of the Unemployment Insurance appeal structure, including the Supreme Court of Canada. He has been involved in appeals regarding farmworkers, discrimination against women who fish with their husbands, and in the "computer error" cases of two years ago. Mr. MacLean has been a member of the Labour Studies Program for two years, and has published a booklet entitled *Unemployment Insurance*. He has taught extensively for the Vancouver People's Law School in the areas of the Landlord and Tenant Act and Unemployment Insurance. He also edits the *U.I.C. Newsletter*, published jointly by the Labour Studies Program and the Vancouver Community Legal Assistance Society.

COURSE DESCRIPTION: This course emphasizes the practical. The aim is to understand the framework of unemployment insurance and, therefore, the jargon used in the Act and by the Commission. The course will cover the structure of Canada's Unemployment Insurance Act, including the most recent amendments. It will outline the qualifications needed in order to claim unemployment insurance, including "insurable employment," the "variable entrance requirement," "repeaters," "new entrance and re-entrance," and part-time work.

The various types of benefits available (maternity, sickness, retirement and "regular") will be outlined, as well as the procedures involved in filing a claim, your rights and responsibilities while on a claim, and how to avoid trouble while on a claim. An explanation will be given as to how to handle unemployment insurance and the appeals structure — and how to do appeals. The course will conclude with a mock appeal to the Board of Referees.

## LSP 140: HISTORY OF THE LABOUR MOVEMENT IN CANADA

INSTRUCTOR: Ed Lavalle is the Co-ordinator of the Labour Studies Program and has taught courses and workshops in trade union history since the inception of the program. He is also a lecturer in political science and has done research on trade union history and politics in Canada, U.S., and India. He has been active in union and collective bargaining issues in the community college system with practical experience in negotiations and arbitration.

COURSE DESCRIPTION: This course surveys the history of the labour movement in Canada from the formation of the working class in the 19th Century through the period of mass industrial unionism. By looking at specific conflicts, a good overview is obtained of the struggles the labour movement had to wage to gain the right to organize, to obtain union recognition, to bargain collectively, and to provide decent wages and working conditions. Lectures and discussions are accompanied by visual material — slides and films — which illustrate the rich and inspiring story of working people in Canada.

ENCLOSE FEE AND  
MAIL TO:  
LABOUR STUDIES  
PROGRAM  
CAPILANO COLLEGE  
2055 PURCELL WAY  
NORTH VANCOUVER  
B.C. V7J 3H5  
TELEPHONE: 986-1911  
LOCAL 334

### PLEASE REGISTER BY MAIL

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
CITY \_\_\_\_\_ POSTAL CODE \_\_\_\_\_ PHONE \_\_\_\_\_  
UNION/LOCAL \_\_\_\_\_ COURSE NUMBER \_\_\_\_\_

YOU MAY ALSO REGISTER BY ATTENDING THE FIRST MEETING OF THE COURSE



12:30 - 2:20 pm.

1. Adoption of minutes: Lid Strand moved: THAT THE MINUTES OF THE DECEMBER 20, 1979 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED. It was seconded by Susan Zagar and CARRIED.
  2. Business arising from the correspondence: As there were no queries from the floor there was no business arising from the correspondence.
  3. Opening nominations: i) Strike Committee - 10 positions were vacant. One member, Jet Blake, was nominated but she declined. Another member, Lissett Nelson, also declined. Nominations will remain open a further month.  
 ii) Communications Committee - Alexis Clague was nominated from the floor. She will remain on the list until she declares her intention to stand.  
 iii) Grievance Committee - There were no nominations for the two vacant positions. Nominations will remain open for a further month.
- At this point Marcel Dionne digressed from the agenda to congratulate and thank our former Union Co-ordinator, Michelle McCaughran, for past services rendered. Michelle had been in the Union Office for eighteen months and had done an excellent job for the Union. Marcel moved that: ON BEHALF OF THE AUCE MEMBERSHIP HE WOULD LIKE TO EXPRESS THE DEEPEST THANKS AND APPRECIATION FOR THE WORK MICHELLE HAD DONE FOR US. The motion was seconded by Carole Cameron and CARRIED unanimously.
4. Executive report: Lid Strand presented the Executive report in two sections. The first dealt with a series of announcements, the second with more substantive information. He announced that henceforth our dues would be included on our T-4 slips and that Marcel Dionne was AUCE's new representative on the University's Traffic and Parking Committee.  
 Lid stated that the Executive had decided in future elections to sponsor all-candidate meetings for the membership. He then discussed the recent developments surrounding the affiliation debate. He indicated that the Provincial had scheduled a meeting for February 9th and he proceeded to take an impromptu straw vote to see how many members at the meeting would like to attend. After outlining the various positions on the affiliation issue Lid said that our membership would have the opportunity to debate the pros and cons on March 6th at a two hour lunchtime meeting. And, at that meeting it would be necessary for our Local to select its delegates to the Provincial Affiliation meeting to be held on April 12 and 13, 1980. Lid then fielded questions from the floor.
  5. Secretary-Treasurer's report: (see attached report/financial statement) Ray Galbraith reported that the only extraordinary expenditure in the financial statement was the purchase of a typewriter for the Union Office in December 1979, a purchase that was reflected in the first printed motion. Ray moved: THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE EXECUTIVE'S DECISION TO PURCHASE A TYPEWRITER FOR THE UNION OFFICE IN DECEMBER 1979. It was seconded by Lid Strand and CARRIED.  
 Ray Galbraith moved: THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED DECEMBER 31, 1979. A member at this point indicated that the heading "Initiations" should in fact be changed to "Dues". Ray concurred. The motion was seconded by Lid Strand and CARRIED.  
 Ray Galbraith moved: THAT THE AUCE LOCAL #1 MEMBERSHIP AUTHORIZE MARCEL DIONNE, JUDY BLAIR AND RAY GALBRAITH TO HAVE SIGNING AUTHORITY WITH THE THE B.C. TEACHERS CREDIT UNION. The motion was seconded by Carole Cameron and CARRIED.
  6. Contract Committee report: Nancy Wiggs, the Committee's chairperson, briefly introduced the members of the 1980 Contract Committee. She then reported on what had happened to date. The Union and the University had their initial negotiating session on Monday, January 14th where proposals were exchanged. There was no University wage proposal - apparently that was to come on the heels of ours. Two further meetings had been scheduled for the 30th and 31st of January. Nancy then re-iterated that the Contract Committee would not accept or negotiate any erosions to existing benefits.  
 She then outlined in a brief manner the apparent intent of the University's proposals. A full text of the University's and the Union's proposals to date would be reprinted in either the next issue of ACROSS CAMPUS or the Contract

Bulletin.

Nancy then moved: THAT THE WAGE PROPOSAL BE EITHER ACROSS-THE-BOARD OR PERCENTAGE. After the debate on the issue was completed Diane Green moved to have the vote taken by a secret ballot. The motion was defeated. The original motion moved and seconded by the Contract Committee was then voted on. After a show of hands Marcel Dionne ruled that the Union's wage proposal for 1980 would be based on the PERCENTAGE INCREASE.

Marcel Dionne, on behalf of the Contract Committee, moved and explained the proposed changes to Article 31.04 Reclassification Procedure. He moved the following change: 31.04 Reclassification Procedure - (b) (iii) AN EMPLOYEE SHALL BE NOTIFIED OF ANY UNIVERSITY COMMITTEE MEETINGS PERTAINING TO HER/HIS REQUEST FOR RECLASSIFICATION AND SHALL BE PERMITTED THE NECESSARY TIME OFF WITHOUT LOSS OF PAY AND BENEFITS TO ATTEND. AT THE REQUEST OF THE EMPLOYEE A STEWARD SHALL BE PRESENT. The motion was CARRIED.

Marcel then moved and motivated Article 31.05 and Article 31.06 in tandem. He moved: 31.05 Wage Increase Awarded Through Reclassification - (a) AS IS (b) DELETED & 31.06 WAGE INCREASE AWARDED THROUGH MISCLASSIFICATION - WHERE THE POSITION DOES NOT ENTAIL NEW JOB DUTIES AND HAS IN FACT BEEN MISCLASSIFIED SINCE DATE OF HIRE, THE EMPLOYEE SHALL BE PLACED ON THE SAME SENIORITY STEP IN THE APPROPRIATE CLASSIFICATION SHE/HE WAS ON IN THE ORIGINAL JOB CLASSIFICATION, AND SHALL RECEIVE FULL PAY RATE ADJUSTMENT RETROACTIVE TO THE DATE OF HIRE, EXCEPT WHERE DATE OF HIRE IS PRIOR TO JULY 1, 1978, IN WHICH CASE, PAY RATE ADJUSTMENT SHALL BE RETROACTIVE TO JULY 1, 1978. The motions were CARRIED.

Nancy Wiggs then presented and motivated the motion for bi-weekly pay periods. Neil Boucher, another Contract Committee member, provided some additional background. After discussion from the floor Nancy moved: THAT EMPLOYEES SHALL BE PAID BI-WEEKLY. The motion was CARRIED.

Neil Boucher presented the Contract Committee's strong recommendation for the 15% wage proposal. After a brief statement of the Committee's position the floor was thrown open for debate and discussion. Several speakers favoured the 18% position for a plethora of reasons. When the debate had wound down Jerry Andersen moved: THAT THE 12% OPTION BE STRUCK FROM THE BALLOT. It was seconded by Lid Strand and CARRIED. Marcel Dionne then conducted the vote on the remaining options. THE 18% INCREASE WAS OVERWHELMINGLY ACCEPTED AS OUR WAGE PROPOSAL BY THE MEMBERSHIP. The Contract Committee's position went down to ignominious defeat.

Ray Galbraith then moved and motivated the following motion: BE IT MOVED THAT THE MEMBERSHIP INSTRUCT THE EXECUTIVE AND THE CONTRACT COMMITTEE TO REFER THE FOLLOWING ISSUES TO SUB-COMMITTEES:

- i) PENSION, DISABILITY, AND SICK LEAVE PLANS
- ii) JOB CLASSIFICATIONS AND JOB DESCRIPTIONS
- iii) INCREMENT SCALE

(THE INTENT OF THIS MOTION IS TO IMPLEMENT STUDIES ON THESE VITAL ISSUES OVER THE COURSE OF THE NEXT YEAR. DURING THAT PERIOD IT IS HOPED THAT THE MEMBERSHIP WILL PROVIDE SOME NECESSARY DIRECTION AND THAT AS A RESULT WE WILL HAVE A THOROUGH AND WELL-RESEARCHED SET OF PROPOSALS FOR THE 1981 NEGOTIATIONS)  
 The motion was CARRIED.

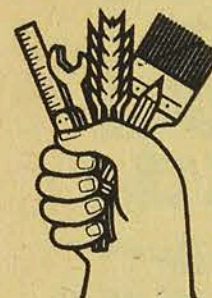
The floor was then thrown open to proposals from the membership. Nancy Wiggs read a suggested proposal from some members in regards "that a clear ruling should be made to notice required for transfer/promotion". Nancy explained what should be happening on this matter, but the potential motion failed as the original movers were not present.

Ann Hutchison then moved: THAT REFERENCE TO OFFICIAL EVALUATION REPORTS IN ARTICLE 33.06 BE DROPPED. Ann provided a history of the evaluation reports in the Library system and then discussed the reports now being proposed by the Dept. of Employee Relations. She stated that the intent of her motion was to do away with these reports totally. The motion was seconded by Carole Cameron and CARRIED. Larry Thiessen then moved: THAT THERE SHALL BE NO OFFICIAL EVALUATION REPORTS. It was seconded by Lid Strand and CARRIED.

The meeting adjourned at 2:20 pm.



## EXECUTIVE &amp; OFFICE REPORT



President	Marcel Dionne	Purchasing	4582/2233
Vice-President	Judy Blair	Education	5222/5226
Co-ordinator	Wendy Bice	Union Office	224-2308/09
Organizer	Carole Cameron	Union Office	224-2308/09
Secretary-Treasurer	Ray Galbraith	Union Office	224-2308/09
Membership Secretary	Joan Treleaven	R.R., Library	2819
Trustee	Pat Hannah	Bioresource Eng.	2565
Trustee	Jet Blake	Bioresource Eng.	2565
Grievance Committee	Carole Cameron	Union Office	224-2308/09
Provincial Rep	Jet Blake	Bioresource Eng.	2565
Provincial Rep	Lid Strand	Registrar's Office	2871
Executive Rep	Lissett Nelson	Education	4535
Executive Rep	Helen Glavina (proposed)	Commerce	2191

## UNION OFFICE REPORT

The third full-time position in the Union Office has certainly fortified the Union from an organizational standpoint. For the first time in our history we have created, from various sources, a comprehensive and, hopefully, up-to-date membership list. That may not grip any or many of our members with excitement, but for those of us here it is a significant and revolutionary advance. And, we are pleased to announce that our answering machine was in use for only one hour from January 2nd to February 7th.

Rather than natter on, we will list in point form some information which may be of interest to you:

-either Carole Cameron or Wendy Bice have been regularly attending Orientation Meetings to meet and sign up non-hourly employees

-the Union Organizer, Union Co-ordinator, and Secretary-Treasurer will be presenting detailed lists of job duties to the Executive. These in turn will be presented to the membership

-the division of labour for primary responsibilities follows:

Carole Cameron - grievance issues  
Wendy Bice - contract issues  
Ray Galbraith - newsletter/finance

-Wendy Bice works a fortnight schedule and takes every second Monday off; Carole Cameron has Wednesday afternoons off, while Ray Galbraith takes Friday afternoons off

-the number of telephone calls from members is astounding and the concerns expressed cover almost every aspect of the contract

-now that the membership has authorized a series of issues to be shunted into sub-committees, we are prepared to forge ahead. One of the first issues that comes to mind is the Pension Plan. We had an excellent response with well over 300 completed questionnaires returned, and we are poised to begin wading through the responses

-Ray Galbraith wishes to report that our books have gone to the Auditor's. Their return is slated for late February or early March. The Auditor is to prepare the January /80 Financial Statement, but it most likely will not be ready for the February 21st Membership Meeting. A combined January/February Statement will therefore have to be presented in March

-barring illness, arbitrations, grievances, visits to the auditor and unforeseen emergencies, we feel secure in stating that at least one of the three paid staff in the Union Office will be here five days a week, from 8:30 am. to 4:30 pm., to answer your telephone calls, questions, or whatever.

## WHY THE SILENCE?

The fear of assault on this campus has become evident among many women who must work and study here during the evening hours. Some feel afraid to walk from the library to their cars at night; others simply arrange their schedules so they will not have to walk in certain parts of the campus after dark.

This fear of assault has been reinforced by a number of events in the last year. A woman was attacked in her room in residence last spring and a week later a woman was raped at knife point in her bed, in her room, in residence.

A further sexual assault occurred on Wreck Beach in July, a woman was man-handled in the Main Library last August, and one evening this fall, a professor was assaulted as he was getting into his car in one of the campus parking lots. Other less serious incidents have contributed to women's apprehensiveness about their safety on this campus; reports of "Peeping Toms" and exhibitionists have circulated in the community.

As members of a group which has organized in response to the issue of safety in the University community, we are concerned that people's fears have remained private. We think that the only way to combat the fear of assault is to openly voice concern about safety on this campus.

If the Administration is made aware of the concerns of the University community then something can be done. We can have improved lighting, increased patrolling, well-publicized safe routes through the campus, and improved intra-campus bus services.

We are not trying to generate fear, we are trying to eliminate it. We believe that by increasing this community's awareness of the problem and by designing good programs to deal with it, we can improve safety on this campus.

If you have any concerns about safety which you would like to express, please fill out our questionnaire and drop it off at the Women's Student Office or send it through CAMPUS MAIL. Better yet, come to our meetings on Tuesdays at 1:30 pm. in SUB 130.



DO YOU HAVE ANY SAFETY CONCERNS ABOUT AREAS ON CAMPUS?

YES

NO

IF SO, WHAT ARE THEY?

DO YOU HAVE ANY SUGGESTIONS FOR IMPROVEMENT?

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## CORRESPONDENCE

Jan. 15/80 Agenda from the Provincial for the AUCE Provincial Meeting - Jan. 19/80  
 Jan. 16/80 Circular from Continuing Education for course on Understanding Marx's Capital presented by Christian de Bresson  
 Jan. 16/80 BCGEU News Release re: LRB decision about PVI strike  
 Jan. 18/80 BCGEU News Release re: tentative agreement reached by BCGEU at PVI  
 Jan. 21/80 B.C. Fed "news" re: the Fed's objections to the appointment of a member of non-affiliated Union to the Labour Relations Board  
 Jan. 21/80 BCIT pamphlets re: two courses on Report Writing for Professionals and on Communication in Supervision  
 Jan. 15/80 Letter from Sheila Perret, Provincial Secretary-Treasurer, re: unsigned Per Capita Tax cheque  
 Jan. 17/80 Letter from S.M. Vandervoort, of Advanced Accounting Services, re: signature of a bank confirmation form  
 Jan. 23/80 BCGEU News Release re: signing of collective agreement by members of the Urban Transit Authority  
 Jan. 24/80 Two letters from "Sisko" re: Open Letter to the Communist Party of Canada  
 Jan. 28/80 Confirmation of room booking for the March 6th Affiliation Meeting  
 Jan. 28/80 B.C. Fed "news" re: Kinnaird's reaction to a brief on the Worker's Compensation Board put to the Cabinet by the Construction Association  
 Jan. 28/80 Letter from C.J. Connaghan, Vice-President of Administrative Services, re: Marcel Dionne's membership on the President's Advisory Committee on Traffic and Parking  
 Jan. 29/80 An open letter to the University community re: support for Peter Pearse in the Federal election campaign  
 Jan. 31/80 B.C. Fed "news" re: the Fed's angry reaction to the upholding of Federal Govt. appeal that will see Frank Walden, an Officer of the Canadian Union of Postal Workers from B.C., tried again on charges he was earlier found not guilty of  
 Jan. 31/80 BCGEU News Release re: BCGEU Local 52 at Okanagan College applying for mediation  
 Jan. 31/80 Letter from W.L. Clark, Assistant Director of Employee Relations, re: T4 slips for Union dues  
 Feb. 4/80 Letter from Bob Skelly, M.L.A. for Alberni, re: provisions of legal materials to inmates at the Lower Mainland Regional Correctional Centre  
 Feb. 4/80 An appeal from SORWUC for a donation to their Local's strike fund in aid of the Muckamuck strikers  
 Feb. 4/80 B.C. Fed "news" re: B.C. Fed's opposition to Prime Minister Clark's cutting back of funds for the Planned Parenthood Association  
 Feb. 6/80 Agenda from the Provincial for the AUCE Provincial Meeting - Feb. 9/80  
 Feb. 7/80 An invitation to subscribe to the Harvard Business Review

THE NEXT DEADLINE FOR ACROSS CAMPUS  
IS FRIDAY, FEBRUARY 29, 1980.

PLEASE SEND SUBMISSIONS TO THE  
COMMUNICATIONS COMMITTEE, AUCE LOCAL  
#1, C/O CAMPUS MAIL.