

articles signed to date

ARTICLE 4 - PROBATIONARY EMPLOYEE

4.01 Probationary Employee - signed Feb. 24/77

A probationary employee shall mean a new employee serving a trial period to determine suitability. This probationary period shall be three (3) calendar months or sixty-six (66) days of accumulated service.

4.02 Rights - signed Feb. 24/77

The probationary employee shall be entitled to all the rights and privileges of this agreement except where specifically stated otherwise.

5.03 Notification by the University - signed December 15

The University agrees to notify the Union in writing within five (5) working days when an employee has been hired, promoted, transferred, recalled or resigns. In the case of layoff or involuntary transfer, Article 34.08 (b) (ii) shall take precedence. In the case of suspension or discharge, the University will notify the Union as outlined in Article 33.02 (Suspension) and 33.03 (Discharge).

(CONT. PAGE 2)

praise, complaint and explanation

Feb. 8, 1977

After reading the letter from our new president, Elizabeth Winterford, re the AIB "Information" package, I feel like cheering. It seems that at last we have a president who is fair-minded and respects the intelligence of the membership enough to believe that we deserve and ought to hear both sides of issues and apply our reasoning powers.

I am also in full agreement with her last paragraph about "dealing directly with the University rather than attempting to communicate through inflammatory statements in the Ubyyssey." I wonder if it is not time that we institute an official policy of press statements, perhaps with contents determined, or at least approved, by the executive, rather

than allowing individuals, expressing a personal viewpoint, to give the public impression of being official spokesman when in fact they are not. At the very least, if the viewpoint expressed is a personal one and has not been determined as official Union policy, any member being quoted in the public press should insist on being quoted only as "an AUCE member" rather than by their union title or "ex"-title.

As one of those who has been alienated and frustrated by the sometimes biased views expressed over and over by the same individuals within the "power structure" of the union, I am elated with our new president's stand and hope this is an indication of a positive step in AUCE's growth towards maturity as a viable organization truly representative of UBC's clerical staff.

Janice Frazelle
Psychology Dept.

(CONT. PAGE 6)

5.04 Reductions in the Workforce - signed January 6

An employee's workload will not be increased beyond a normal work load expected of an employee in a regular work day as a result of layoff, attrition, suspension, discharge, resignation, vacations, leaves or changes in the University's procedures or methods of operation.

6.03 Collection of Dues - signed December 16

Before the fifth (5th) working day of each month, the University will forward the collected dues by cheque, to the treasurer of the Union, together with a detailed list of names of all employees in the bargaining unit and their social insurance numbers, departments and amounts deducted with explanation.

7.03 Short Term Leave of Absence - signed January 18

The University agrees to grant representatives of the Union leave of absence without pay for Union functions on the following basis:

- (a) After thirty (30) days notice in the case of steward seminars at which thirty (30) employees or more are to attend during their regular working hours.
- (b) After five (5) days notice in the case of emergency situations. It is understood that emergency situations may arise in which the Union would be unable to give a full five days notice. A request for leave to begin after less than five (5) full days notice will only be denied if the granting thereof would, due solely to the shortness of notice, result in undue disruption of the department concerned.
- (c) After ten (10) days notice in all other cases.
- (d) If, as a direct result of the granting of leave under (b) above, shift changes are required, the Union shall assume the premium pay costs required by Article 28.05 (c) (v).

The University agrees that, whenever possible, shift changes resulting from the granting of such leave shall be avoided.

7.04 One Hour Explanation - signed January 27

The University agrees that up to two (2) Union representatives shall be allowed one (1) hour to meet and discuss the function of the Union with all new employees. This meeting shall normally take place in conjunction with the induction process at Employee Relations and shall be during working hours. both the Union representative(s) and the employees shall have time off work with pay to attend the meeting.

In no case shall a new employee work longer than one (1) week before attending one (1) of the meetings.

8.02 Meeting the University - signed January 6

When the University wishes to discuss dissatisfaction with the work of an employee which may lead to disciplinary action, the employee shall be accompanied by a steward.

When an employee wishes to initiate discussion with the University regarding a potential grievance, the employee shall be accompanied by a steward.

9.01 Human Rights - signed December 22

The University and the Union agree that there will be no discrimination against an employee by reason of age, race, creed, colour, national origin, political or religious affiliation, sex or sexual orientation, marital status, or whether she/he has children, in particular, that there shall be no such discrimination in terms of hiring, promotion, wages, discipline or dismissal.

11.01 Management Rights - signed September 16

The management and direction of the working force is vested exclusively in the University subject to the terms of this agreement.

13.04 Campus Patrol Escort - signed December 15

After regular work hours (after dark) employees upon request shall be escorted by Campus Patrol from their place of work to a convenient bus stop, where the Patrol will wait with them until their bus arrives, or some other mutually satisfactory arrangement.

It is understood that the University Patrol establishment will not be increased due to this clause nor may the Patrol be able to respond immediately to all requests.

13.05 Room Bookings - signed December 15

The University shall permit the Union to book University rooms through Systems Services for business meetings of the Union.

13.06 Community Facilities - signed September 23

Employees and retired employees shall be allowed the use of University facilities such as the swimming pool, tennis courts, bowling alley, etc., during hours scheduled for such purposes or public hours at the same rates as apply to Faculty or for free as required by the University.

13.11 Vehicle Policy - signed October 7

The University shall not require an employee to own or use her/his own vehicle as a condition of employment.

14.01 Special Leave - (b) signed October 12(b) Citizenship

An employee shall be allowed the necessary time off with pay to process her/his Canadian Citizenship application.

employees should be able to get time off in situations that require special attention - moving ones belongings, adopting a child or a crisis situation

- time off with pay considered not the University's responsibility

15.01 Union Label - signed October 12

Employees will be permitted to use the Union Label and to wear Union pins, badges and stickers.

16.01 Court Duty - signed January 18

- (a) An employee who is called for Jury Duty or as a subpoenaed witness shall continue to receive her/his regular pay. In the event the employee receives any monies from the Crown for such service, she/he shall retain such portion as covers her/his expenses, and shall turn the remainder over to the University with an accounting of amounts received together with proof of service.
- (b) When an employee is to appear as either plaintiff or defendant in a civil suit, she/he shall be granted leave of absence without pay for such purpose under the conditions of Article 30.01 (c), (d) and (e).
- (c) When an employee is charged with an offence and is required to attend a hearing or is held in custody pending hearing of charges, the employee shall be allowed leave of absence without pay under the conditions of Article 30.01 (c), (d) and (e) to attend such hearing or pending results of hearing of charges. If the employee is found to be guilty of the charge, the University will consider the nature of the offence in determining whether the individual shall continue on leave of absence, return to work or be discharged.

23.01 Employee Files - signed September 16

"Document" refers to any document, letter, report, etc.

Each employee shall have access to all her/his personal files. The employee shall have the right to insert written comment to any document. On written request the employee shall be provided with copies of any such personal material providing she/he pays the cost of copying.

The University shall inform an employee of any reports received which cause or may cause the employee to suffer:

- (a) termination of employment,
- (b) restriction of opportunity of promotion, OR
- (c) restriction of opportunity of future employment.

Any employee so affected shall be given the opportunity to reply in writing, and/or have recourse through the grievance procedure.

Should the accuracy of an entire document or part thereof be disputed and successfully grieved, said document, or part thereof, shall be removed from all files and destroyed by the employee concerned in the presence of both parties.

24.01 Working Conditions - signed February 8

The University agrees to amintain good working conditions in the employees' work areas. It is understood that adequate heat control (including air conditioning where adequate natural ventilation does not exist), noise control, washroom facilities, lighting and space between employees are necessary to the well-being and health of employees. The Workers' Compensation Board regulations shall constitute the minimum standards for safe working conditions and it is understood that changes beyond such minimum standards may be requested.

24,02 Working Conditions - signed February 15

If, in the opinion of the majority of staff members (i.e. employees and non-bargaining unit staff) in a particular work area, conditions are believed to be dangerous to the employees' health or safety, the employees shall be relocated, reassigned in the same department or granted time off without loss of pay until such conditions are corrected. The employees shall be returned to their original positions

If the operations of a department are suspended due to the application of this article, employees may be temporarily reassigned outside the department without loss of pay, provided no other employee is displaced as a result. The employees shall be returned to their original positions when the department resumes operations.

24.03 Working Conditions Committee - signed December 22

The Union shall establish a Working Conditions Committee and inform the University of its members. The University shall recognize this Committee and shall communicate with it in regard to any problems in employees' working conditions that the Committee wishes to draw to the University's attention.

Upon request, the University shall provide the Committee with such statistical and other information at its disposal relevant to the particular problem raised.

24.04 Union Representation - signed December 22

The University and the Working Conditions Committee will not delay in working out a mechanism for staff representation on building design committees. Any agreement between the Univerity and the Working Conditions Committee shall become mutually acceptable after approval by the Union and shall then become official University procedure.

Until a mutually acceptable mechanism has been established, and where provisions have not been made for staff representation, each building design committee shall include one (1) member from the Working Conditions Committee as a representative of the employees.

24.05 Consultation - signed January 27

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

24.06 Lighting - signed February 15

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

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

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

27.09 Termination - signed October 21

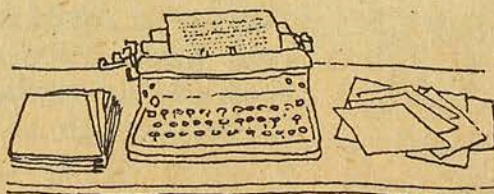
An employee terminating her/his employment shall receive her/his vacation entitlement less any actual vacation time taken, subject to article 33.07.

27.12 Paycheques - signed October 21

Employees may receive any cheque which would normally fall due during a period of vacation or leave of absence, up to five (5) days preceding commencement of the vacation or leave of absence. Fifteen (15) calendar days notice must be given before the date the cheque is to be issued.

27.13 No Loss of Vacation Entitlement Due to Illness or Injury - signed Feb. 24/77

When an employee is eligible for sick leave while she/he is on vacation, illness or injury during such time shall be tabulated against the employee's sick leave, subject to presentation of supporting medical certificate or other proof of illness or injury.

32.01 Definition (Seniority) - signed October 2132.02 Computation of Seniority - Part-Time and Temporary Employees - signed February 2232.03 Accrual of Seniority - signed February 2232.04 Maintenance of Seniority - signed February 2232.05 No Loss of Seniority - signed February 2232.06 Loss of Seniority - signed February 2232.07 Seniority Lists - signed February 22

Feb 11, 1977

Dear Ms. Winterford,

This letter is in appreciation of your letter of February 6, 1977, regarding the somewhat biased information package accompanying the ballot re-run on the AIB issue. An issue, which one wonders why it was revived, as that part of the ballot to our minds was more clear cut than the second half with its various graded pay-back proposals.

Your moderate stance in the union is even the more welcome in an executive that appears to overwhelmingly support philosophies and ideas which many members do not subscribe to. Obviously, a happy balance of differing viewpoints in the union hierarchy is necessary to discover, capture and retain the full essence of issues - a view many members share, hence your election.

As you have been willing enough to devote the time and energy to your beliefs - an output which we and many others are not prepared to do - we felt the least we could do was to write this brief letter as our support to you for the adoption of more "middle of the road" policies within the union.

Sincerely,
Robin Williams
Joan Elliott
Larry Thiessen
Penny Heath-Eves
Judy Neill

Feb. 15, 1977

I have now arrived at a moment of decision as to whether I shall continue to take an interest in union affairs or whether I shall join the other 500 non-participating members. To be an effective member, one has to maintain a respect and a belief in the purposes of the group to which one belongs. However I shall make one more attempt to remain an interested and contributing member.

We are now all aware that feedback or involvement is discouraged unless it is in the "Line" popular with the executive. Therefore, many members no longer wish to waste their efforts in expressing their views. It seems that, if they do, an immediate and deliberate attempt is made to

discourage that person. This tactic of attack and humiliate has the effect of making the individual think "Who needs it after all!"

Thus the field is cleared for the "In" group to run the organization as they see fit. For a short time they will survive. They display energy, apply the time, show the desire and dedication to a cause. These points are highly commendable and should well be appreciated.

The many who are not able to be on the executive must still feel free to express their views even though they may differ from the popular line. A healthy and respected opposition is vital to the life-blood of any organization. If this disappears, there is a danger of collapse.

We are, at present, a divided group; 500 boycott the union; another 550 are saying, "No more 5 o'clock meetings - I cannot attend!"; but the executive is not listening to the members. Why not a "show of hands" opinion poll on this next meeting? No rationalizations pro or con please - let the members have a say when there is a representative group present.

I am concerned about motivations being printed alongside a ballot. All options have already been dealt with. To me it is exercising undue influence when all we need is a clear cut "yes or no" ballot.

As Mr. Hirabayashi and Mr. McKenzie did express opinions on the AIB ballot sheet, I feel Elizabeth Winterford took an unpopular but proper responsibility "to set the record straight". The results speak for themselves.

I have never met Elizabeth Winterford. I do know she just won an election by a narrow margin and therefore she is the new president until a new election is held in April. It is a deplorable situation where some people wish her out of office before she even conducts her first meeting. It is also inconceivable that the executive would not recognize that the candidate of their choice was defeated and have the maturity to accept that fact. They were elected to serve the best interest of the members and this means they are expected to co-operate with and guide the new president as best they can. Such a desire to humiliate and discredit Elizabeth Winterford repels and drives away responsible members. It would be difficult to get people to run for office in the future. Our division is an example. No one will accept a nomination to run as executive representative.

Somehow it seems acceptable for a Committee Member to talk about a "declaration of war on the University" but if an "unacceptable" statement is made by the new president, it becomes a disciplinary matter. These slurs on the administration are becoming tiresome. With 112,000 unemployed out there, our people more and more desire "negotiation over confrontation".

We will probably all agree that a president should act with diplomacy and tact and learn to handle meetings in an orderly and efficient manner. However everyone has to go through a learning process and I strongly object to the juvenile conduct of not giving a properly elected member a chance to prove herself. Let us stop the "Inquisition" tactics and get on with the important matters.

I hope the new president is able to stand up to the pressure to which she has been unduly subjected. Some may feel very proud of themselves if she cannot - they will have achieved their purpose. I hope she will not resign and that she will gain a thorough knowledge of our by-laws and the AUCE provincial constitution - perhaps the union will yet get "back on the track".

Sincerely,
Shirley M. Dick

Reading through the letters printed above, I feel compelled to say a few words too.

I voted for Elizabeth Winterford for President and I was pleased to see her win. Not that I didn't think her opponent worthy, but I felt that Elizabeth would bring a new point-of-view into our Union's structure. For too long the membership had been reneging on an obligation to keep its organization staffed by "fresh" rank-and-file members, and had for too long a time relied (heavily) on the same individuals to play musical chairs in the Executive and on the various committees

- until we were eventually becoming what we had originally determined we would not become: a union run by a clique of so-called experts, who were to do everything for us and not disturb us. The only difference between us and any other union being that our people have to do everything on their own time and for free. (Even Shirley Dick, I think, was suddenly struck by this awful realization, when

half-way through a diatribe against these very people she performs a complete about-face and concedes that "these points are highly commendable and should well be appreciated." Why does that sound like hedging one's bets?)

It's difficult, actually, to write this letter because I know what I'm doing is coming to the defense of the Executive. I don't really want to do that. Though there are things that, I'm sure, each of the Executive members would like to see changed or done differently, basically the Executive suffers only from the same hang-ups that plague any group of individuals, i.e., ego-problems and how to transcend them. The imagined radicalism that the letters above take aim at is in reality something else entirely.

Each member of this union carries a favored point-of-view developed over a lifetime of experiences. Sometimes that point-of-view becomes fixed, static; sometimes it only seems that way. Quite often all I bring with me to the problems presented to me at the Executive meetings is my personal ethics. Because I have no history with the problem on which to fall back, I have to trust to the knowledge of those who do have experience with it. Still, though, I have to be convinced. Many times I am and I find myself supporting a course of action which previously I would have thought unlikely. If I don't think something is right for or true to feelings of the membership I vote against it. This is what I assume we each do in our own way.

It's all a matter of lengthy (sometimes too lengthy) discussion, in the course of which every alternative we can think of is raised and examined. The previous letters paint a pretty evil picture of this simple process, so I don't expect to convince very many people that this is actually the truth. But there is one method of verifying this, and it's one that I used to use on occasion, during the periods when I held no active position in the union: I raised my hand at membership meetings and asked for the Executive's reasoning on a proposal! It is not difficult and I was always assured by the answer that the decision had not been idly taken. (Maybe I was just batting a thousand, but you're free to try your own luck.)

There is much written above about some conspiracy by "the Executive" (those words are thrown around so loosely that they

almost take on mythic qualities which, believe me, they do not possess) to undermine Elizabeth's prediency. It's further held that the reason for this is that "the Executive's candidate" was "rejected" by the membership.

This is too broad a conceit to attack and I don't trust myself to remain rational in approaching the full, humorous vulgarity of it; so I'll just state as simply as possible what I feel to have occurred. Elizabeth's nomination statement (sent out with the ballot) carried in it many misconceptions about the running of the union and the office of the Presidency and included what could well be taken as swipes at the current Executive (and, in fact, all past Executives). It was an attitude that I personally felt was calculated to stimulate long-standing resentments and was based on what I knew to be a distorted understanding of the people and the problems involved. Still and all, I chose (and still choose) to look past that because I sincerely welcome her participation. Some, however, were resentful. You may wish to see that resentment as a conspiracy. You're welcome to it. It's working itself out with time anyway, as might be expected.

Another sore spot was the sending out of the second AIB ballot with the accompanying Information Packet. We argued for hours on the pros and cons of re-doing that ballot and finally in our inevitable bow to democracy we judged that the membership could only be served better by re-voting on the issue since a few members had questioned the clarity of the wording. Call it an aggravated sense of justice or just foolishness, but we also decided that the membership deserved to be informed at least that there were alternatives to voting "Yes" to complying with AIB rollback. Therefore, articles would be written explaining what they were. (It was mistakenly thought that reasons for complying with the rollback decision were so obvious as to need no comment. Our reasoning here, as a couple of the letters point up, was misconstrued as more extremism on the part of "the Executive".) To compound matters it was further decided that the membership would be invited to make submissions to be included in the packet. All of this was in an effort to be absolutely above-board with the membership.

Maybe you can imagine the shock to the rest of the Executive when Elizabeth sent out a private letter which, with the best

of intentions, sabotaged the Executive's entire effort by giving the explicit impression that the Executive was deliberately trying to sway the membership into voting against complying with the AIB decision!

On the one hand there was our disbelief that after all our efforts to be fair, we may actually have ended up giving such an impression, and on the other hand, there was our confusion in trying to understand why Elizabeth, who had sat through and actively participated in the whole thing from beginning to end, excused herself from any implication whatsoever, and stood pointing her finger at the rest of us accusingly.

I hope she will forgive me for saying these things, because essentially they're just learning experiences. But they all seem to be based on what I feel is exaggerated and misplaced suspicion. Something to conveniently hang your fears on.

Sincerely,
Robert Gaytan
Communications Committee

The Winterford Affair

Part I:

I had originally written this article for the Newsletter during our recent presidential ballot. I would like to congratulate Elizabeth Winterford for her victory, although I completely disagree with her subsequent actions. I feel her victory was a graphic illustration of the openness and democracy of this union.

The problem is not that the various elements within the Union start with the same facts and then diverge over interpretation, but that the history of the Union is often falsified - perhaps a better word is blurred. Such is the case with the resume submitted by Elizabeth Winterford for the Presidential ballot. Some of the issues she raised were:

Exceeding the Union's mandate - There has never been a mandate - a specific one. There exists no Holy Grail engraved in stone that is handed down from Executive to Executive. History changes - this is a fact of life - and so must AUCE's responses change. The basis on which AUCE was founded and constructed was extremely broad - to organize clerical workers,

90% of whom were women. The assumption at the time was that AUCE would improve the conditions of employment at UBC and that we would extend aid and energy to other groups of unorganized women.

It is unfortunate that an individual who claims to have been a thoughtful and philosophical observer - from the sidelines - since the Union was formed feels that it is necessary to revise AUCE's history. AUCE's mandate has never been exceeded - in fact a fair reading of the past few years would indicate that we have not fulfilled many of the expectations which resulted from our organizing drive and subsequent unionizing.

Paring back on agendas - Agendas are already down to the bone - amputation would be the only avenue open to a further curtailing of agendas. Sticking to time limits is not always possible, although it is a commendable goal. This issue has been an ongoing concern of past and present Executives. Our original agendas were much more ambitious. Obviously, neither past newsletters were read nor past membership meetings attended. If Elizabeth had done the above she would have been aware of the energies previously devoted to agendas and time limits.

Want of knowledge of the contract - Instead of making vague and fleeting references to poorly-attended meetings - something which occurs in every organization based on volunteer labour - Elizabeth should have stressed the value of lunch-hour meetings and in turn re-affirmed our present contract proposal for a membership meeting on University time.

There are no joint committees proposed in the contract proposals this year. It appears that Elizabeth had not read the contract proposals when she composed her resume for the ballot. The only committees that exist are the Executive, the Grievance Committee, the Contract Committee, and the Communications Committee. Which committee Elizabeth proposes to axe is open to debate. Perhaps the committee with the greatest vacancies?

Conclusion - It would be foolhardy and dishonest of me not to admit that Elizabeth won the position of president because she attempted to voice some real concerns of the membership. The irony of

the situation is that most of the issues she mentioned had been dealt with in the past - and to my mind resolved successfully.

Part II:

At the February 10th membership meeting Elizabeth made reference to an "Executive plot" - the purpose of which was apparently to undermine her position as president. There was and is no "plot". The Executive - as are the other committees - is mainly a group of individuals active in Union affairs - a group encompassing a wide spectrum of political beliefs. At the best of times they have difficulty agreeing upon the time of day.

I spoke at the membership meeting and briefly outlined the reasons - which I perceived - for the hassle which enmeshed Elizabeth. What I feel happened is that Elizabeth managed to effectively alienate three of the four functioning committees in the Union - within two weeks of her election victory.

She embarrassed the Contract Committee with her statement to the mediator that she could see no reasons for the delay in negotiations as the membership was really, in the final analysis, not interested in the contract proposals. Whatever the reason for the above gaffe, I found it to be insensitive - especially in regards to the Contract Committee members who have given eight to ten months of their time to improve working conditions and terms of employment at UBC for the membership.

Elizabeth set herself apart from the Executive with her response to the new AIB ballot. After the other members of the Executive had grappled with and resolved the contested ballot, she chose in effect to respond with her own private newsletter. It must be stressed that every member is entitled to hold and express her/his viewpoint, but the Newsletter should be the regular route followed for discussion. The format Elizabeth chose was improper and inopportune.

Elizabeth also made her presence felt on the Grievance with her suggestions to the Chairperson, Kevin Grace, to the effect that she would like to see him recalled - it was her contention that he was to blame for the occasional hostility that

flares between the Grievance Committee and the University Labour Committee. She went on to say that if a member of the Grievance Committee processed a personal grievance then that individual should resign from the Committee. It is self-evident that such a practice would allow the University to choose the membership for the Grievance Committee.

These, and other, actions led to the breakdown of the February 10th membership meeting - and the unpleasant spectacle which ensued. For the most part I feel that Elizabeth was responsible for opening the can of worms. Furthermore I feel it was necessary that the problems be aired at a membership meeting, rather than festering at the Committees' level. And it was a good sign that Elizabeth was not reprimanded for her faux pas in regards to the mediator. Nor were there any rash calls for her resignation. No "plot" existed.

When Elizabeth was elected to the position of president she became by that very act a member of the "Union establishment" - no one can escape that fact. She may consider herself a "renegade" within that "establishment", but she should push for her positions in an open, disciplined manner - and that takes time and effort.

The position of president is an ambitious project to take on. Not only does the individual chair meetings - impartially, as far as possible - but regular attendance at Executive, Grievance, and Contract Committees' meetings is expected. Thoughtful, intelligent, and sensitive comments and contributions are appreciated - such is the role of leadership.

Trade unions are the most democratic organizations in this society and it is one of the roles of elected trade union officials to develop and enhance these democratic aspects and possibilities. The position of president in AUCE is in many ways a thankless task - but it is nonetheless necessary. Elizabeth, if you want to crusade for what you consider to be a "moderate" position, try not to do it by alienating those already involved in the Union. It takes effort and discipline and time. The debate should be honest and factual. Hopefully, the forum used will be the Newsletter and other above-the-board approaches.

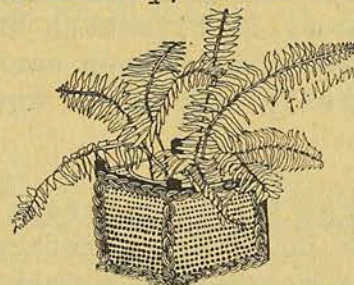
Ray Galbraith

(CONT. PAGE 13)

The Steward's Seminar which took place on February 16th was a resounding success. The general consensus of those who attended was that it was extremely worthwhile. New stewards gained insight into their roles and responsibilities. It also gave us a sense of confidence in protecting members rights.

In the afternoon we broke into small discussion groups and shared a lot of ideas. One idea was that we should produce a members handbook. This would be an extremely important tool in initiating new members, helping them to know what the union is all about. It would also help senior members understand their rights within the contract, the grievance procedure and within the organization of the union itself.

After the seminar, volunteers met to plan the project. Other volunteers are requested, to help edit and prepare the material. Anyone wishing to help should come to the Union Office, Wed., March 16 at 5:00 P.M. or phone Richard Melanson in the Main Library, Local 3894.



MAIN LIBRARY

*Held within its ancient walls,
Knowledge inhabits its darkened halls,*

*Light barely filters in,
The light it holdeth, is within.*

*Lined up row on row,
Waiting to share, to reap, to sow.*

*Rustling pages now do turn,
While hushed whispers now are spurned.*

*The acid smell of ink invades,
The mind in which many thoughts are laid.*

*A page of life has just begun,
The seed of knowledge has found the sun.*

Kerry Dahl
Main Library

Union Organizer

If you read an article I recently wrote on maternity leave for the special contract edition of the Across Campus you will have noted that I referred to myself as a pregnant woman. Indeed, I am expecting a child and very happy about it.

Upon completion of my present term in office I will have been Union Organizer for a full year. This has been an exciting and fulfilling experience for me and one which I will remember with affection.

When I assumed the office of Organizer it was with the understanding that I would return to my regular job on campus upon completion of that office. A few months ago I was both happy and more than surprised to find that I was to become a mother during this summer. This discovery will indeed prevent me from returning to my regular position on a continuing basis.

My present term in office expires April 29, 1977 and I am expected back at my job in the library on May 2, 1977. As my baby is due in late July, I would be unable to work after the first week in July. In short, after having been away for one year the library administration would find me back on the job for all of two months before having to replace me again while I'm on maternity leave. I feel that this is a situation that would probably prove expensive for them and very inconvenient. It is also of some concern to me.

Presently, I am in the best position to know the short-comings of the Organizer position and our office needs. As all my predecessors have maintained, the job is more than a full-time job - in short there is need for assistance if only to catch up on the years of back-log. I feel that the necessity of having full-time help if only for a short time can be easily substantiated if one

spends any time at all in the office. It is for that reason, that I wish to continue working in office for an additional nine weeks after the expiration of my present term. It would mean that we would have the benefit of two people in the office for that time (ie. annual elections will provide us with a new organizer for the beginning of May),

Notice of Motion: (for March 10 membership meeting)

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

moved by Fairleigh Funston
seconded by Ian MacKenzie

correction

In the February 4th edition of the newsletter, a "corrected" version of a financial statement was presented which had been postponed from the Jan. 13th Membership Meeting. Unfortunately, though the totals were correct, and the error had been righted, a new error appeared and was printed. Rather than reprint the entire Financial Report, you may wish to simply note that under "Income" the figure for Donations should be \$80.70, not \$80.00.

ballot count

The results of the second ballot on the AIB roll-back (specifically, complying or not complying with the roll-back order) were:

392 - YES (comply with order)

318 - NO (not comply with order)

48 - Abstentions

16 - Invalid ballots

1 - Spoiled ballots

Grievance Report

This past month has been a busy one for the Grievance Committee. The next one promises to be even busier. We have seven arbitration cases to prepare for and the resultant spate of meetings that will be necessary promises to put a great strain on everybody concerned.

On January 31, the Grievance Committee received a letter from Minister Of Labour, Allan Williams. Pursuant to our letter of January 18, he appointed Mr. Morley Fox to arbitrate the (then) six arbitrations. On February 10, Mr. Fox was also appointed to arbitrate the Mail Room Attendant job description case.

Our subsequent investigation of the Ahn, Hoffman, and Pinard case it became apparent that this case should be divided into two separate arbitrations. But it also became apparent after closer investigation that the Commerce Job Posting arbitration would be extremely difficult to win because of the reluctance of the person affected by this infraction of the contract to become involved. So, with these changes the number of arbitrations now stands at seven.

The University has retained counsel for all of these forthcoming arbitrations. After speaking with the University's counsel, Keith Mitchell it transpired that the earliest dates that could be set aside for hearing are March 28-30, and April 13-15. If any further hearings are necessary they will have to be held in May. The first four cases to be heard will be Ahn, Hoffman and Pinard (2), Kevin Grace - Employee Files, and Kevin Grace - Job Description.

A meeting was finally arranged with Mr. F.G. Whitely about the two applications to the Labour Relations Board. More meetings on this subject appear likely, and we will have to prepare a brief on one of the issues. It seems fairly certain, though, that the case of the grievance that was declared invalid at Step 3 by the Library due to an alleged violation of time limits will be allowed to proceed to Step 3. It also appears likely that, concerning the question of discharge that employees who are given one month's pay in lieu of notice will be able to initiate a discharge grievance at Step 4. However, employees who are given one months notice of discharge will have to initiate the Grievance Procedure at Step 1.

At the February 24 General Membership Meeting it was decided to accept the University's interpretation of Article 31.05 Misclassification. Consequently, all misclassifications will be handled through the procedure described in Article 31.04 Reclassification. This decision will necessitate changes in the form used to apply for changes in classification. It will also mean increased vigilance on the part of the Grievance Committee to insure that the University's abuse of the time limits in classification cases does not remain as blatant as it is at present.

On February 23, the University Labour Committee arbitrarily adjourned a joint meeting of the Union and University committees before any business had been completed. Upon commencing the meeting Wes Clark virtually ordered the Grievance Committee to evict all grievors and stewards not concerned with the case at hand. We were rather shocked and asked for a caucus. The University had given us no previous warning of their intentions and this demand of theirs went against over two years of past practice. We discussed the problem with the stewards and grievors present and after this discussion no steward or grievor had any objection to others being present when their grievance was being discussed. We decided that the University's demand was an attempt at intimidation of the Grievance Committee and the other Union members present and as such we could not countenance it.

When we resumed after the caucus we informed the University of our decision and that we intended to stay put. Clark then stated that he did not intend Labour Committee meetings to become "training sessions for future Grievance Committee members" (!) A statement clearly destined to join the ranks of past memorable University non sequiturs such as the infamous "Golden Handshake" remark. Clark went on to say further that if the Union did not change its position he would have to adjourn the meeting. Which is exactly what he did.

Regardless of the ultimate resolution vis-a-vis our response to the University I think it is obvious that under the circumstances as they existed on the 23 the Grievance Committee really had little choice in the matter. The University's insistence on creating a confrontation on a subject that was previ-

ously not even contentious is typical of their ignorant and ham-fisted approach to labour relations. The Grievance Committee will be investigating this matter in the near future and we expect some sort of resolution of this matter shortly.

Finally, a note on the power of the press. Or, more exactly, of Across Campus. You may recall my article on an employee designated AE appearing in the last newsletter. Well, since that article the University has chosen to conduct an abrupt volte-face on the matter. The University is now prepared to agree to the conditions they had agreed to verbally, then subsequently denied. AE has decided to forge on ahead with the grievance regardless. It just goes to show that somebody is reading this rag!

Kevin Grace/Chairperson - Grievance Committee

(PRAISE, etc) (CONT. FROM PAGE 10)

Feb. 10, 1977

To the Executive:

I wish to comment on the events of the Membership Meeting of Feb. 10th.

I'd like to make it very clear that my motion to reprimand Elizabeth Winterford for the comments she made at mediation on Tuesday, 8 February should in no way be construed as a personal attack. It was, rather, an indication of my grave concern with the way Ms. Winterford has interpreted her new role and her duties as the President of this local.

It is very difficult to remain impartial when one has strong personal views on various issues. However, the President of this Union, in his/her primary role as Chairperson of Executive and Membership Meetings and ex-officio member of union committees, must do just that.

I regret having used the Contract Committee Report discussion period to raise the matter of Ms. Winterford's comments, because it sidetracked us from the all-important issue of the negotiations themselves; however, I think it was crucial that the membership be made aware of what had taken place, so that we could make our own evaluation based on facts, not based on innuendos or hearsay.

We have learned the hard way in the past that there is nothing to be gained from personal attacks on any member of

this union, just as there is nothing to be gained (and everything to be lost) by bickering among ourselves. Debate is healthy - vindictiveness and divisiveness is not.

I'd appreciate this letter being published in the next issue of Across Campus. Thank you.

Yours sincerely,
Margot Scherk,
Division D

From the President

I think that there are many members who feel, as I do, that the current structure of AUCE could stand some re-evaluation and change. Our social and political climate has changed a great deal since AUCE was introduced to UBC. AUCE was initiated at the end of an era - an era when "hippies" were commonplace, when the "new left" was new, in brighter economic times, when working outside the home was an "option" for many married women - a "liberated" thing to do, rather than the economic necessity it is today.

In our current political and social climate, traditional concerns have taken on a greater importance. People tend to be more interested in things which affect them directly - family, home, job, job advancement, etc.

The profile of the typical woman in the labour force has changed with time. In relative terms, more of us are now married; more of us have children; of those who expect to leave the work force to have families, more expect to return to work at a later date. More of us are high school or university graduates; more of us have taken courses in commercial subjects; more of us expect to advance to positions of higher rank or greater responsibility, more of us expect to work until retirement.

Superficially, it might seem that these typical women are not interested in the activities of AUCE. But I believe that most of our members are very interested in activities conducted in their names, even when they are opposed to the activities. This can easily be demonstrated by the lively discussion when the subject of AUCE is brought up at the coffee table. A number of members are disenchanted with so many aspects of AUCE that they find it difficult to state where change should begin. Some members think, as I do, that a desirable change would be to minimize the number of activities undertaken by AUCE.

Currently, the broad spectrum of AUCE members is not proportionately represented on the executive or on the committees. More than a proportionate number of our current committee/executive members are quite young, are not married, and do not have children.

Surprisingly, since this is largely a women's union, a disproportionate number of our current committee/executive members are men. A number of committee/executive members were elected by acclamation, and a number hold more than one position. (Of course, I appreciate the time and effort invested by previous committee/executive members.)

Many members have considered running for office, but think - "what could one person do?". It's true that one person alone cannot accomplish a great deal, but what if many members, fed up with aspects of our current system were to run for office? (What if the usual barrier of "no time" could be taken care of by providing some clerical help?) Real changes could be brought about.

Our annual elections will be held next month. This is an opportunity to secure the wide range of views needed if AUCE is not to become dominated by a narrow perspective.

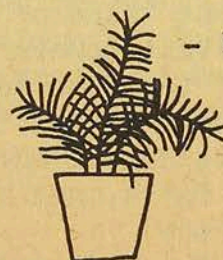
I would like to urge you to give some serious thought to running for AUCE office. If you have a co-worker you would like to nominate for office, I hope you will suggest the idea to her.

At a division meeting I attended recently, there was discussion about a Nominating Committee for the current elections. If you would like some more information about this, please give Audrey Lowe a call at 4496. To assist a potential candidate in deciding which office she would like to run for, Audrey hopes that some information about each office can be published in the next newsletter.

It would be really good for AUCE if elections were held for every office. If candidates made their points of view known, each member would have an opportunity to select candidates on the basis of the points of view she would like to have represented on the executive and on the committees.

Elizabeth Winterford

- Elizabeth Winterford



Membership Meeting

March 10th-5p.m.

Buchanan 106

AGENDA

1. No Smoking.
2. Adoption of the agenda. (2)
3. Correspondence (10)
(To be read by Secretary)
4. Financial Report. (15)
 - Union Organizer extension.
See Fairleigh's motion in news1.
 - Adoption of financial report for February.
 - Approve office expenses for March.
 - Pay per capita tax for February.
5. Provincial Report. (10)
6. Nominations. (15)
 - Open nomin. for all Table Officers.
 - Open nomin. for provincial delegates to June Convention. 10 needed.
 - Continue nomin. for 3 positions on Strike Committee.
7. Contract Committee Report. (10)
8. AIB Report. (5)
9. Grievance Committee Report. (5)
10. Strike Committee Report. (10)
11. Other Business. (-)

Financial Report

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - LOCAL 1

STATEMENT OF INCOME AND EXPENSE FOR THE PERIOD FEBRUARY 1 - 28, 1977

INCOME

Dues	7729.00
Initiations	31.00
Credit Union interest and dividend	385.76
Reimbursement - Winterford	30.00
TOTAL	8175.76

EXPENSE

Printing and Stationery	1333.95
Telephone	71.90
Conferences and Meetings	100.27
Office expense	188.00
Salary and Related expense	955.20
Rent	250.00
Mailing Service	51.13
Auditors' Fee	875.00
Library	307.50
Bank charges	1.65
Provincial per capita	2520.00
Utilities	61.69
Donation	25.00
TOTAL	6741.29

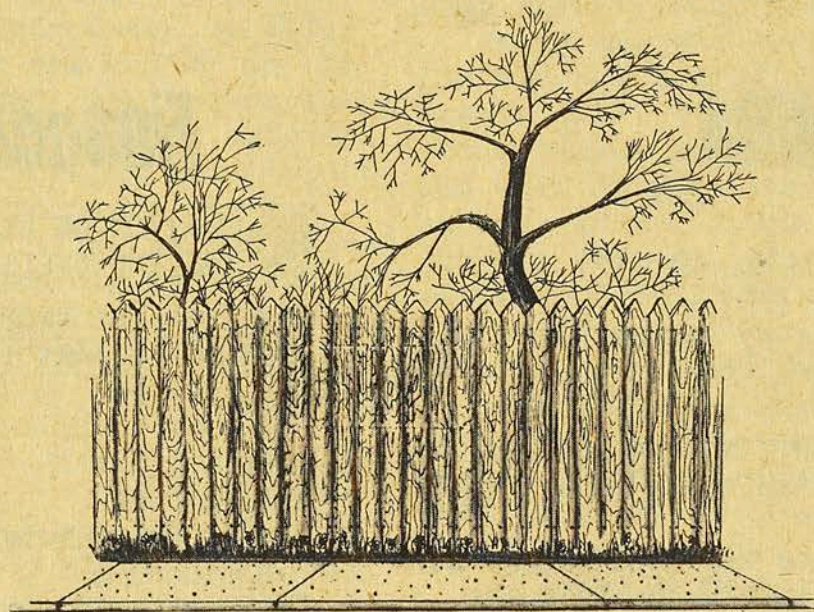
Income	8175.76
Expense	6741.29
Excess of Income over Expense	1434.47
Cash on hand 1/31/77	33382.74
Cash on hand 2/28/77	34817.21

Held as follows:

Univ. Credit Union Term	10000.00
Univ. Credit Union Strike	10955.80
Univ. Credit Union Share	25.00
Vancity Savings Accounts	13836.41
TOTAL	34817.21

-Jeff Hoskins

Treasurer



ACROSS CAMPUS is published by and for the members of the Association of University and College Employees, Local One (UBC).

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