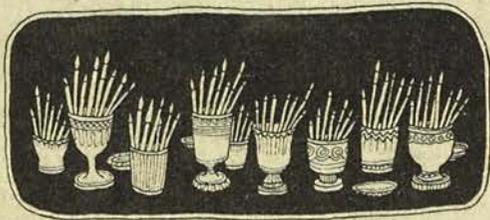


ACROSS CAMPUS

the AUCE newsletter

Oct. 28, 1976 No. 12



A Wage Offer

On Tuesday, October 19th, the University gave the Contract Committee its first wage offer in over two months of negotiations. Here is the text of the written offer the Committee received:

"WAGE RATES - The wages rates will depend on the distribution of the 5% total compensation increase available in terms of both our ability to pay and the A.I.B. Guidelines. The University proposes that the Union consider their preferred method of distribution in such a way that the total cost to the University is within the foregoing limitations."

After much exclaiming and denouncing of his secretary, Grant explained that the 5% figure should read 6%, so the offer we have before us is a 6% increase in wages and no change in benefits or anything else that would cost the University money.

The University's two reasons for the figure of 6%, their budget and the A.I.B., are quite familiar. Once again the Contract Committee finds itself negotiating not with the University but with a third-party located in Ottawa. The University is unwilling to admit that they discriminate against female-type jobs in AUCE as compared to the

male-type jobs in CUPE, which brings AUCE under the sex-discrimination exemption from the A.I.B. Guidelines. They also deny the legal validity of the Union's further position that negotiations should proceed normally and that the A.I.B. should then review the final agreement as required by law.

It is interesting that the University should claim that they do not have the "ability to pay" more than 6% to AUCE at the same time that they are able to pay larger increases first to the faculty and then to CUPE. Even more interesting when you realize that increases on their larger salaries are more expensive than the same percentages would be on our smaller salaries.

It is quite clear that, far from addressing itself to the Union's concern of eliminating the sex-based discrepancy in wages on campus, the University's offer would have the effect of actually increasing the difference. The following small chart shows the salary difference that we based this year's wage proposal on compared with the difference that would result if the University's offer were implemented and the difference that would result next year if both AUCE and CUPE are forced to accept increases according to what the A.I.B. says they should be.

YEAR	AUCE Pay Grade I	CUPE Asst. Tech	DIFFERENCE
1976	760.00	951.00	191.00
1976-7	805.60	1022.33	216.73
1977-8	837.82	1083.67	245.85

Even after the "anti-inflation" legislation is removed, we would find ourselves that much farther behind in our efforts for equality.

Contract Committee

«LETTERS and OTHER NUMBERS»

ACROSS CAMPUS welcomes letters (and other numbers) from the membership. All submissions must be signed by their author (please include your department name and office local). However, if for whatever reason you should wish to remain anonymous, then state that your name should not be used. You must sign it nonetheless. Send all letters to: AUCE, Local One, Campus Mail (Attn: Communications Committee).

September 21, 1976

To: Ian MacKenzie

Your article in the AUCE Provincial News, "Why We Should Support the Protest" was interesting and informative, but in my view presented only one side of the question regarding our Union's support or non-support of the October 14th general strike.

In my estimation, it is more than just agreement or disagreement with the setting up of the Liberal Government's Anti-Inflation Board. It is a political question of the confidence or non-confidence in our Government and because our Union should not be making political decisions, it has no right to take a majority vote on the matter of support or non-support of the strike.

It should be a personal decision, left to each individual member of AUCE Local 1.

Sincerely,

Judi Maciborski
Geophysics & Astronomy

September 24, 1976

To: AUCE Executive

As I have requested "Equal Time", I would ask you to publish this letter regarding my non-support of "Protest Day", Oct. 14th, 1976. I realize my contribution is somewhat lengthy but the support letter in the AUCE Provincial News merited 2-1/2 pages. I trust this will not take more than a column or two.

The following letter is not necessarily a support of the Anti-Inflation Board, but I reserve the right to make up my own mind on political questions. To quote from a Sun article by Christopher Dafoe:

"Does any union have the right to dic-

tate political attitudes to its members?" (I vigorously resist this.)

"Many unions are anxious to respond, like lemmings, to any call to walk off the job. From a practical point of view, the great day of protest is little more than an exercise in self-mutilation."

It is ludicrous to me that we are asked to stay home and give our day's wages to the University. A golden opportunity for true leadership is being missed here. If we are serious, why are we not motivated to stay on the job and donate our day's pay to aid the cause in fighting the AIB through our Union to the CLC? That, at least, makes some sense. It would be interesting to conjecture how much money would be voluntarily offered.

Perhaps I am more concerned with the welfare of our members than with blindly following some ineffective union philosophy.

If I want to protest any Government action, I need only to write to my M.P. or to Prime Minister Trudeau - that will cost me 10¢ - not a day's wages. If the thousands of persons who are against our wage controls, (and many support them), were to write to Ottawa, the load of mail would flood Parliament Hill - a much more effective weapon. This, however, is far too simple and logical an action to get through to the militants.

The labor leaders will scarcely miss a day's wages as they earn the salaries of highly paid executives. They are anxious to maintain their positions of power and dreaming up a "Protest Day" keeps them occupied as they need to justify their lucrative salaries. Are we really so naive as to think that they really care about the average worker in a union? It is only by keeping the members stirred up and provok-

ing controversy and turmoil that any vestige of interest manages to survive at a time when many union members are fed up with being told to stay off the job. Basically the majority do wish to work. Why forego a day's wages to tell the Government what it already knows?

The only segment of society to feel the ill effects of "Protest Day" will be the union members who stay off the job. It is illegal and in violation of our contract, and gives employers an opportunity to take justifiable action against their employees.

Some may sleep in, others shop or go fishing. I value my job and my income, and I believe in the process of labor/management solutions.

I shall be at work on "Protest Day".

Yours truly,
Shirley M. Dick

To: Robert Gaytan
Re: "Editor's Say" (A.C., Sept. 27th)

I just read the above article and wanted you to know I have especially enjoyed the articles on lighting. I notice this newsletter does not contain any and I hope they have not been discontinued because a few pea brains in the Union object to their publication.

Because lighting has such a direct effect on us each day, a little enlightenment (no pun intended) on its effects is certainly not out of order in a Union newsletter.

Eileen Beretanos
Dean' Office
Dentistry

To: Communications Committee

I am one of those who did not send in the questionnaire. I took that issue of Across Campus home to carefully consider my replies and neglected to do anything more about it. But I do read everything in Across Campus and I look forward with pleasure and interest to receiving each issue. I especially like the series "Talking to Ourselves" and hope you will continue it, as space permits. I'd like to see more articles like the ones on lighting and articles on other aspects of working

conditions. Information about AUCE happenings should have top priority but all that happens at U.B.C. affects us so I'd like to see regular reports from other unions on campus and I'm certainly interested in the efforts of other working women to organize themselves.

Sincerely,
Bonnie Solem
Fine Arts Div.,
Main Library

To: AUCE Membership

AUCE has a compressed history. We organized an independent Canadian trade union. We negotiated a first contract from scratch - a superb document. We went on strike to settle our second contract. We precipitated a "palace revolution" in the Dept. of Employee Relations. We were brought under the AIB guidelines by retroactive Provincial legislation. We were given the opportunity to participate in Canada's first general strike - the National Day of Protest - to express our opposition to the guidelines. All within three years - three exciting years.

There are many AUCE members on campus who have been involved since the organizing stage, myself included. Some chose to participate in the Day of Protest by withdrawing their services from the University on October 14th. I cannot speak for those who did, but I can present some of the reasons for my decision. They are as follows:

1. My basic opposition to the AIB on the basis of its ineffectiveness in dealing with inflation.

The issue of rollbacks and the garnisheeing of wages is unjust and erratic. The apparent destruction of a mining community in the Yukon is inexcusable.

Food prices are not basically covered by the guidelines - and they are the main items which have contributed to a lower inflation rate. But the inflation rate for Vancouver during September rose by 1.2%.

2. The patent inequities of the percentage pay formula which is tantamount to widening the gap between the lower paid and those at the top of the wage scale.

10%, 17% or whatever of a librarian/faculty wage is more, considerably so, than a comparable percentage of someone within our bargaining unit. Yet we are faced with the same inflation rate and in dollar terms we get substantially less.

3. The sex discrimination variance contained within the guidelines was merely a sop to International Women's Year. To my knowledge it has not yet been tested. It probably does not apply to our situation at UBC.

4. McGeer's original statements in regards to University budgets are interesting and naive. Last December he stated that it was not his intention to dictate to the University how to apportion its budgeted money. On June 30, 1976 the Socred Govt. passed retroactive legislation and brought the public service under the AIB guidelines.

5. The use of the guidelines by management as a means to undermining previously negotiated non-monetary items.

6. And, the possible rollback now confronting our bargaining unit, coupled with the possibility of being forced to repay what the Board may consider to be in excess of a "proper" wage settlement. For me, as the sole wage earner in my family, this could mean a serious diminishing of my standard of living which I have "enjoyed", and I use the word loosely, over the past year.

7. It was important that the response to the Day of Protest be particularly impressive in B.C. The Socreds have been waiting in the weeds to introduce retrogressive labour legislation - right-to-work legislation, labour code amendments, curtailment of the right to strike in the public sector, etc.

8. And then there are the price increases which conveniently went unnoticed by the AIB or which were not considered to be in the AIB's jurisdiction - ICBC, the medical premiums, the ferry and gas rates, the sales tax. And then there are the interest and mortgage rates.

9. The Federal Govt. had abnegated its

responsibility in regards to protecting the economic future of the majority of Canadians. Organized labour to its credit was offering alternative solutions to Canada's present economic difficulties.

To me the evidence was such that I felt compelled to support the Day of Protest and I thank the membership for providing the option to withdraw my services from the University. Wage controls alone will only create problems and social tensions. Labour has recognized. I personally did not favour the CLC's top-down organizing approach. Nor do I favour much of what the CLC leadership is pushing for.

I felt prior to October 14th, as I do now, that it was necessary to support the Day of Protest. It was my protest against the unjustness of the AIB and against our Provincial Govt. - a Govt. wedded to the bottom-line, a Govt. adept at dredging up scapegoats for its policy failures. I felt that it was necessary to register my protest now in the hope that costlier battles would not have to be waged in the future.

Ray Galbraith

Contract Report

Contract negotiations have been dragging on for over two months. Relatively little in the way of concrete agreement has been realized. There are many reasons for this - some have been referred to in past reports and at general membership meetings, others will come up in future reports and at future meetings. Issues have been presented and discussed, then presented again and discussed again. Both parties are on different wavelengths. When issues are discussed, not only is the intent different, but also the emphasis. The University's approach remains, as it has over the last three years, distinctly paternalistic. The Union's proposals assume a fair degree of intelligence and responsibility on the part of its members.

The negotiating session on Thursday, October 21st, was obviously not important because three minor housekeeping articles were signed or because other sections of the contract were rehashed. The Contract Committee was audience to a series of lectures delivered by the University's Committee - lectures of various degrees of sophistication. Grant used the opportunity as a stage from which he presented a rambling discourse on several topics, ranging from the present social climate, to the administration of an institution like UBC, to labour/management relations, to the government funding of public institutions, and finally to contract priorities.

All in all it was a smooth performance - but a performance not matched by the rest of his Committee. The session opened with an aside from Grant: "Is this the day I'm supposed to emote, or to be sweetness and light?" As the session progressed it became evident that the "sweetness and light" venue had been chosen. Three articles - Termination, Paycheques, and Definition of Seniority - were signed, while articles on deduction of dues, tuition waver, University holidays, and automation were discussed.

On the issue of automation Grant misinterpreted the Union's intention. He claimed that the University's "concern is for the employees, not for those who are not employees. We see that your concern is for the positions, not for the employees." The contention was patently untrue, as can be seen from a cursory glance at the total Union proposal on automation. The discussion moved to changes that are not considered technological. Grant stated: "We are a public institution. We are not in control of the resources made available. If put into a bad situation by the Government, we do not want to be held liable." The philosophical front expanded further. "Hard-nosed decisions are being made in the health care industry. That kind of concern has told us that you should not take anything away from the employees, and that you should not give anything away."

Specifically, Grant indicated that the University did not like the Union pro-

posal for the retraining of employees displaced by automation to a job in the same pay grade. The Contract Committee at that point attempted to divest Grant of any erroneous impressions as to the Union's intent. Both sides agreed to search for alternative wording after Ian Mackenzie had informed Grant that the issue was not as "simple" as he was trying to make out.

The issue of tuition waver provided Grant with another springboard. Tuition wavers for dependants of employees at other Canadian universities was not, according to Grant, proper (we had never proposed the extension of such a benefit; the Contract Committee had merely presented it as part of the research on tuition wavers). Furthermore, "there is a tendency to feel in many parts of this society that it is the employer's responsibility..." to provide assorted benefits. He continued (referring to AUCE): "Certain things you have asked for should not be made an employer's responsibility." Ian Mackenzie pointed out that the University was not "leading the pack", that we were not requesting tuition wavers for dependents, and, finally stated that what we were "merely asking for was participation in the product of the institution."

The discussion on tuition wavers continued. Grant indicated that "there are many areas I want to be in the forefront, but I am meeting resistance from the Union." On tuition wavers he said: "I do not see it as being an important need to the employees. I don't think that you can demonstrate that it is." Again broadening the scope of the discussion, Grant posed a rhetorical question: "What are the major areas we think are confronting our employees?" He then indicated that he had had some difficulty in trying to "expand upon the present tuition waver system." The Contract Committee responded that the membership would have to decide the priority of the issue. Grant added: "It's probably not a strike issue. Why don't we come to some agreement? I know that it is a guessing game at this stage."

The University holidays issue - time off between Boxing Day and New Year's - provided yet another platform. Immediately Grant painted the broad social perspective. "You've got to understand

how public institutions are financed. If in the heyday they got those things financed, then there is no problem. But this idea of pay for time not worked is not mine." Margie Wally reiterated the Union's position and rationale for the proposal. But Grant continued the lecture. "And now the view has changed... whether you believe it or not."

After a brief verbal altercation between the Contract Committee and a member of the University's Committee, Grant picked up the thread of his argument. With the kind of monetary restrictions the University was facing "this is not the time to come through with breakthroughs." His tack changed - the tone of his delivery was more conciliatory. "It is not your Union at all, but the general situation. We have not only got to hold costs down, but to reduce them." As the agenda had been completed and the discussion exhausted, the meeting adjourned. Although Grant did not particularly enlighten the Contract Committee, the session was nonetheless interesting - short on resolution but long on advice. Some decisions as to how negotiations are to proceed will have to be made in the near future.

Ray Galbraith

Grievance Report

by Kevin Grace/Acting Chairperson
Grievance Committee

The membership of the Grievance Committee has undergone a considerable turnover. Maureen Gitta, Heather McNeill, Ray Galbraith and our Chairperson, Marcel Dionne, have all departed. Nancy Wiggs and I remain from the old Committee. Lid Strand from Division F and Judy Todhunter from Division A have been elected to the Committee. The Committee has not yet elected a Chairperson but I am handling that role for the time being.

Divisions C, D, E, H and I have not yet elected Division Stewards. The importance of this fact cannot be overstressed.

Firstly, the Grievance Committee is simply swamped with work. Dividing such a load of work among a small group of people obviously means that these people will each have a great deal of work to do. It also means that a considerable amount of power is being concentrated in the hands of very few and that a group like the Grievance Committee, which tends to become insular, will become even more insular in the future.

Secondly, a viable steward structure does not exist in the Union at this time. The reasons for this are complex and varied, but suffice it to say that this situation will not improve if the Grievance Committee is forced to spend a disproportionate amount of time handling most grievances from Step 1 up, as is now the case, and if a majority of divisions are not even represented by Division Stewards.

As I said, we're swamped with work, indeed, I cannot recall a time during my ten months on the Committee when so much was happening. I also cannot remember a time when I have felt so frustrated by our lack of progress with the University over so many issues. Before dealing with these issues in more depth, I would like to inform the membership of some good news - that is, the Union Discrimination grievance of our President, Ian MacKenzie.

Ian was a sessional Stack Attendant in the Main Library. His job ended on April 30th of this year but it was understood that he would be recalled to work in September. However, in August, the Library administration arbitrarily decided to reclassify all sessional Stack Attendant positions to the LA I level. (A decision the Grievance Committee is fighting.) Therefore, Ian was faced with a choice; he could take the LA I job with a resulting drop in pay of almost \$200, or seek another job on campus. Ian chose the latter course.

After being informed of the Library's decision, Ian decided to apply for LA II positions. Over a period of approximately one month Ian applied for all but one of the LA II jobs that were posted. While possessing all of the minimum qualifications (typing, University experience, language, etc.), Ian was turned down for all the jobs and for very dubious reasons.

The turning point occurred when Ian applied for a Serials LA II position in the Main Library. He was the only applicant over the five-day posting, but incred-

ibly, he was not hired. The University merely re-posted the job, not even bothering to inform Ian of the situation. He then grieved under Articel 9.03, Trade Union Activity.

The major disagreement between the Union and the University was that the University had inserted the phrase "previous serials experience required" in the job posting. This phrase does not appear in the Standard Job Description, however, the University's opinion is that they are the sole arbiters of what the necessary abilities and qualiifications are for any job.

The Union, on the other hand, was of the opinion that Ian had not received the job because of his prominent position in AUCE Local #1.

A meeting between the Grievance Committee and the University was held Oct. 6th to discuss the grievance. The University steadfastly maintained that there was no discrimination against Ian, but promised a written answer within a week. After the meeting I was convinced in my own mind that we could not win the grievance without going to arbitration.

The Grievance Committee was very pleasantly surprised when the University announced on Octover 14th that Ian would be recieving the job after all. The University still was of the opinion that there had been no Union discrimination in the case, but that Ian had been the best applicant for the job. A more likely explanation for the University's change of heart is the probable embarrassment to them that would result from continuing such apparent harassment of a Union official.

In any event, such a positive conclusion to a grievance like this is extremely gratifying to both Ian and the Committee.

One of the main causes of the frustration that I mentioned earlier is the senseless protraction of grievances and other issues by the University. While strict adherence to the time limits specified in the contract is obviously not possible, the University, for whatever reasons, has been dragging out nearly every issue brought before them to practically unspeakable lengths.

Item 1: A letter from the Grievance Committee to the University requesting official notification fo the status of a terminated employee was delivered Sept. 22nd. A reply was finally received Oct. 18th.

Item 2: On Sept. 29th a grievance concerning another terminated employee was delivered to the Labour Committee. The Labour Committee felt that the grievance should not start at Step 4 but promised to give us a formal reply shortly. This reply was finally received on Oct. 12th.

Item 3: A misclassification grievance filed by an employee in the Faculty of Dentistry on July 26th will not be reviewed by the Appeals Committee until Oct. 27th.

Item 4: Most incredible of all, three reclassification grievances in the Main Library filed in January 1975 (!) have just completed Step 4.

There are many more examples that I could give but I will only say that this trial-by-exhaustion being conducted by the University is absolutely unconscionable, especially when you consider that many of these grievances concern people's livelihood. One can only hope that in the future the Labour Committee will be more considerate of the feelings of the grievors.

Finally, another major issue that the Union and the University have reached an impasse on is the issue of Job Descriptions vs Job Specifications.

The Grievance Committee maintains that the Standar Job Descriptions are the only official descriptions of all positions in the bargaining unit. The University holds that since the Job Evaluation Committee has not yet produced a new list of job duties for AUCE positions, their present list of job duties is official.

Many grievances are involved in this issue, including a grievance concerning all job postings issued by the University, (the Union contends most of them are illegal); a grievance concerning the hiring of a person from outside the bargaining unit over a qualified AUCE member, (the Union contends that the minimum qualifications specified in the Standard Job Description is not applicable); and, finally, the grievance about which a notice of motion is given below.

NOTICE OF MOTION: (to be voted on at the next General Membership Meeting)

"That the membership authorize the Grievance Committee to take the grievance of Kevin Grace to arbitration."

My case is simply that I have been required to perform mail handling duties which fall outside of my duties as a Stack Attendant as defined by the Standard Job Description for my position. The basis

of our case is that, in his decision on the MacKenzie-Bennett arbitration, the arbitrator ruled that until the Job Evaluation Committee comes up with a new List of Job Duties the present Standard Job Descriptions are official.

The arbitrator ruled that the University could have job descriptions but that they could not supercede the Standard Job Descriptions. Wes Clark's answer to this argument was: "Arbitrators make decisions arbitrarily, that is why they are called arbitrators." This statement implies his view that a precedent has not been set. The Grievance Committee feels differently.

Needless to say, this issue is extremely important; the whole future of the Standard Job Descriptions hangs upon its resolution. It is vital that the Union win this arbitration.

There is a lot more I could write at this time but as it appears that my report is already approaching marathon length, I shall stop here and hope the next Grievance Report can provide a more optimistic overview.

Financial Report

STATEMENT OF INCOME & EXPENSE FOR THE PERIOD 1 September-30 September 1976

<u>Income</u>	
Dues: August	\$5079.50
September	5125.50
Strike Fund Assessment.	5934.00
Back Rent-Provincial	50.00
Payment for labels, Prov.	244.00
	<u>\$16433.00</u>

<u>Expense</u>	
Printing & Stationery	719.93
Rent	250.00
Telephone	37.19
Office Expense	94.84
Salary & Related Expense	950.81
Mailing Service	92.83
Wages for work in U.O.	95.56
Per Capita-August	1239.00
-September	1247.00
Typewriter	854.40
Clipping Service	131.60

Bank service charges	3.10
Strike Fund Suspense	512.55
Dues Income Suspense	5125.50
	<u>\$11354.31</u>

Income	\$16433.00
Expense	11354.31
Excess of Income/Expense	\$ 5078.69
Cash on hand 31.08.76	21882.88
Cash on hand 30.09.76	<u>\$26961.57*</u>
* VanCity accounts	\$ 9989.37
Uni.Comm. C.U. Term Dep	10000.00
Uni.Comm. C.U. Strike	6947.20
Uni.Comm. C.U. Share	25.00
	<u>\$26961.57</u>

NOTES TO THE FINANCIAL STATEMENT ABOVE:

1. This statement is presented late because of the auditor's request to leave the books open until all items pertaining to September were in.
2. One of the reasons for the apparently low income (net) figure is that the September per capita tax is included in this statement, as well as the August per capita tax. This doesn't usually happen. (October's figures will be artificially higher because of this.)
3. Also included are two rather strange entries (because they're unfamiliar). One is for 'Strike Fund Suspense', the other for 'Dues Income Suspense'. This income belongs in September, but will not show up in our 'Cash on Hand' until October when it was deposited in the bank. This sort of entry is only necessary around the time when audit is due. [This may seem confusing, and probably is, but if you check again in October you'll see it all works out.]

The books of AUCE Local #1 will be audited by Winspear, Higgins, etc. again this year. I found out that it was impossible to 'price' auditors, and that made it quite impossible to find a 'cheaper' one. The bill this year should be considerably less than before because I've done a lot of the time consuming (and therefore very expensive) work that the auditor has had to do in the past.

When the financial statement for the

year is complete it will be reproduced in the newsletter (probably in a month or two from now).

This year has certainly provided me with lots of learning experiences, some of them quite trying it's true, but a good year all in all. I feel satisfied with what I have been doing, and wish Jeff a satifying year as Treasurer.

-Frances Wasserlein

AUCE Provincial Association
announces
an
ASSERTIVENESS TRAINING WORKSHOP
for the general membership

SUNDAY

21 November 1976

10:00 am-4:00 pm

ARTS ONE BUILDING
BLUE ROOM
UBC

with

Sharon E. Kahn, Ph.D.
Department of Counselling Psychology
Faculty of Education
UBC

&

Members of the A.T. Workshop
held Summer 76
(AUCE Locals One & Two)

Registration will be limited to 50 participants. Below is a pre-registration coupon. Send it in by 12 November 1976, Friday. You will receive confirmation of your registration as soon as possible.

Bring your lunch (Food Services are limited on Sunday). Coffee and tea will be available.

If the response to this workshop is overwhelming, there is a possibility that a seoncd workshop can be organized.

A registration fee of \$3.00 will be collected at the time of the workshop.

There will be registration from 9:00am-10:00am, the workshop will begin promptly at 10:00am.

YOU MUST PRE-REGISTER TO PARTICIPATE

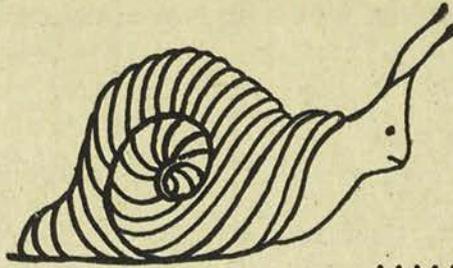
PRE-REGISTRATION: ASSERTIVENESS TRAINING WORKSHOP 21 November 1976
Mail to: Frances Wasserlein
Department of Counselling Psychology
Faculty of Education
Campus Mail/University of B.C., Vancouver, B.C.

Phone: 228-5259

NAME: _____ PHONE: _____

ADDRESS: _____

I'm from AUCE Local # _____
Registration: 9:00-10:00 am. \$3.00 fee. (DON'T SEND IN ADVANCE)
SUNDAY 21 November 1976, 10:00am to 4:00 pm.
ARTS ONE BUILDING, UBC.



Signs of Progress

.....Articles We Have Signed

The Contract Committee has been in negotiations since August 13th, 1976. Over the past three months we have signed exactly nine items - an average of three per month. We presently have 84 outstanding items, including of course all the more complex and major articles.

Given the University's reluctance to agree with anything which might have to do with anything else, or which might have to do with money, or which might possibly constitute an improvement (as opposed to housekeeping items to clarify intent) to our collective agreement, and given an average of three agreed items per month - we could be negotiating till 1979. How dismal. Some people may not even live that long. This situation obviously has to change since we all want a new contract at the earliest possible date. The Contract Committee is presently reviewing this matter.

Following are the items which we have signed to date:

On Sept. 16th we signed our very first article which was 11.01 - Management Rights. This cannot be considered a breakthrough since we could do just as well without it. But it is near and dear to management's heart.

On that very same day we signed Article 23.01 - Employee Files. This article now provides not only for the removal of adverse and untrue documents - but also the destruction of same. This article can be considered a tiny step forward in the direction of self-preservation and honesty.

On Sept. 23rd the University saw fit to allow retired employees use of University facilities such as the swimming pool, tennis courts, bowling alley, etc., as provided for in Article 13.06. Relatively speaking, this is a very generous gesture.

It took the University till October 7th to recover from that "give away". On October 5th they refused to sign their own proposal (our wording on their paper) on Vehicle Policy. On October 7th they changed their minds and decided they agreed with their own proposal after all (!!). This article provides that employees will not be required to own or use their own vehicle as a condition of employment.

On October 12th we actually signed one of our own proposals under Special Leave. Article 14.01 (b) - Citizenship allows an employee the necessary time off with pay to process their Canadian Citizenship application. CUPE 116 on campus already had this so fair is fair.

That same day we also signed Article 15.01 - Union Label. We still get to use the Union Label, although initially they wanted us to wear it (quite impossible), and now we can wear Union stickers as well as pins and badges. We dropped the "etc." because after all we can wear anything we want.

On Thursday, October 21st, we really hit the jack-pot and signed a third of our total signed articles on that day. With much patient explanation we were finally able to sign Article 27.09 - Termination, which was changed to read vacation "entitlement" rather than vacation "allowance" in order to make it consistent with the language in the rest of Article 27.

Likewise, we were able to convince the University to agree to Article 32.01 - Definition of Seniority, the change being to amend the reference from "Sections 3 (a), (b), (c) and (d) below" to "Article 32.03". Whew!

Getting a signature on Article 27.12 - Paycheques was quite a bit trickier and required a caucus and rewording. Admittedly our wording was a bit unclear although both sides agreed with the intent (that employees may receive any cheques due them 5 days prior to commencement of vacation or any leaves of absence having given 15 calendar days notice). Erik de Bruijn saw his finest hour on that day when we signed his effort on behalf of the University concerning Paycheques.

Well, that's it, so far. None of the above articles have been altered except for some minor word changes to clarify intent. Hopefully we will have a much longer list of agreed to items to report on in the next newsletter. In the meantime we appreciate your interest and support and welcome all members to visit negotiations which are generally held in the 4th Floor Conference Room in I.R.C., commencing at 9:30 A.M.

See you there.

Margie Wally
Main Library
Contract Rep.

Minutes

Following are the minutes of the Sept. 9, 1976, Membership Meeting: I.R.C. Hall #4, 5:00 P.M., Ian MacKenzie in the Chair. Minutes taken by Ray Galbraith.

CORRESPONDANCE:

Letter of resignation from Nancy Wiggs as an alternate to the Provincial.

Letter from SORWUC requesting help with picketing in their first strike.

Letter from Sheila Daly criticizing the Provincial Newsletter.

Letter from Barbara Wynne-Edwards and Rayleen Nash re: Job Evaluation Committee's disappointment at the membership's decision to phase out the Committee in the new Contract.

FINANCIAL REPORT:

(Presented by Frances Wasserlein)

"That the Financial Report be adopted as presented." Seconded by Fairleigh and CARRIED.

"That \$750.00 be allotted for printing, stationery & office expenses for the month of September 1976." Seconded by Nancy Wiggs and CARRIED.

"That the Treasurer be authorized to send the correct amount of per capita tax to the Prov. Assoc. as soon as the Aug. check-off is received from the University." Seconded by Fairleigh Funston and CARRIED.

"That AUCE purchase a second typewriter for the Union Office." The motion was amended by Nancy Wiggs to read: "To purchase a correctable typewriter." Seconded by Val Pusey and CARRIED.

"That AUCE authorize the hiring on a short-term basis of laid-off members." Seconded by John Hrubes and amended by Heather McNeill to read: "...for the next two months." Heather in turn was willing to incorporate Rayleen Nash's amendment: "That this policy be in effect until the contract is signed." The amendment was CARRIED and the motion was CARRIED as amended.

The Executive recommends: "That a referendum be held to increase dues and that the increase be on a percentage basis." Seconded by Jeff Hoskins. Jeff moved an amendment that the percentage should be 1%. Seconded by Margie Whalley. Fairleigh suggested a further amendment: "...or \$10.00, whichever is less." Seconded by Val Pusey.

Time limit on discussion expired and the matter was referred back to Frances Wasserlein. The issue was tabled until the next meeting.

TRANSITION FROM THE SYSTEM OF ELECTIONS IN OCTOBER TO ELECTIONS IN APRIL.

(Presented by Robert Gaytan.)

Motion to amend Local By-Laws as follows:

F. Election of Officers

5) Each of the Divisions shall hold an April election to be held by ballot or by an April election meeting of all members within the Division for the purpose of electing one member who shall be Division Executive Representative to serve as a member of the Local Association Executive, and a member who shall be a Division Steward to serve as a member of the Grievance Committee.

The quorum for each Division's April election meeting shall be ... (remainder of section to remain the same.)
Seconded by Frances Wasserlein and CARRIED.

PROCEDURE FOR CHANGE OVER TO THE NEW DATE:

It is intended that those officers who have been in their positions for longer than six months will step down in October 1976.

Those officers who have been in their positions for less than six months at the time of elections in October 1976 shall be allowed to remain in their positions until the new official elections are held in April 1977, should they choose to remain. Otherwise they shall also step down in October 1976.

Those officers who are elected to positions in October 1976 shall stand for re-election or step down at the time of the new official elections in April 1977.

Seconded by Fairleigh and CARRIED.

DESTRUCTION OF BALLOTS:

Shirley Chan moved to destroy the ballots from the strike and union organizer referenda. Seconded by Fairleigh and CARRIED.

NEW VICE-PRESIDENT:

It was announced that Pat Gibson is the new Vice-President of Local #1.

CUPE SITUATION AND CONTRACT COMMITTEE:

Fairleigh Funston reported on an infor-

mal meeting that was held with Ken Andrews and other CUPE representatives. CUPE was to take a strike vote on the following Sunday. The issues at stake were not solely monetary - a struggle had been waged just to retain the wording of the present contract. If the strike vote was positive AUCE would be contacted by Duane Lunden, and our Strike Committee would then meet with CUPE's.

Fairleigh moved: "That, in the event that CUPE takes a positive strike vote, we hold either a special membership meeting or referendum ballot to deem the picket lines as bone fide."

Seconded by Pat Gibson.

Heather McNeill suggested that instead the following motion be voted on: "If CUPE, Local #116 takes a positive strike vote, then AUCE will recognize their picket lines as bona fide."
Fairleigh withdrew her motion and seconded Heather's motion.

On Ian MacKenzie's suggestion, the following was the final motion: "That if CUPE Local #116 should strike then the AUCE Executive will inform the University that AUCE recognizes the CUPE picket lines as bona fide." CARRIED.

Heather McNeill then moved that: "The AUCE Executive be authorized to call a special membership meeting in the event that CUPE Local #116 sets a strike date." Seconded by Frances Wasserlein and CARRIED.

Neil Boucher presented the Contract Committee's report. Neil moved that: "The membership authorize the payment of up to 5 members of the Contract Committee, in addition to those paid by the University." Seconded by Pat Gibson and CARRIED.

Jean Lawrence, Chairperson of the Committee, then presented the bulk of the report. She indicated that the Committee intended to print the University's proposals and to publish an information bulletin. There had been agreement on just one item to-date, but there were other items where the University did not appear disagreeable to the Union's wording.

NEXT MEMBERSHIP MEETING:

Frances Wasserlein indicated that the next membership meeting was scheduled for October 14th - the Day of Protest. She

moved: "That next month's membership meeting be moved to the first Thursday in October (i.e., October 7th)." Seconded by Maureen Gitta and CARRIED.

NOMINATIONS:

Ian MacKenzie indicated that the positions of Secretary, Vice-President, Membership Secretary, and one Trustee could remain filled until April 1977.

Nominations were opened for: President, Treasurer, Union Organizer, and one Trustee. Ian was nominated for Union Organizer. Fairleigh was nominated for President. Frances Wasserlein was nominated for President. Nominations were opened for the 2 Provincial Reps. Kevin Grace was nominated for one of the positions. Nominations were closed for the Status of Women Committee. Vicky Meynert, Frances Wasserlein, Shirley Chan and Roberta Crosby were elected by acclamation. Ian MacKenzie said there were vacancies on the Standing Strike Committee and that 6 positions needed filling.

Jeff Hoskins moved: "That nominations be closed." Seconded by Barb MacEachern and CARRIED.

Ian MacKenzie then declared that there were 6 vacancies. Pat Gibson moved: "That nominations for the Standing Strike Comm-

nominations for the Standing Strike Committee be re-opened." Seconded by Margie Whalley and CARRIED.

DISCUSSION OF THE MOTION OF CENSURE AGAINST THE DELEGATES TO THE PROVINCIAL CONVENTION:

Kevin Grace moved that: Whereas the duty of the Provincial Delegates from AUCE Local #1 to annual conventions is to represent the wishes of the members of our local and;

Whereas the Povincial Delegates to the annual convention have approved highly contentious political issues without the consent of the membership of Local #1 and;

Whereas the resolutions approved by the delegates to the convention included:

- 1) a resolution of support and a cash donation of \$300.00 to the strikers violating a Supreme Court order in Kitimat and
- 2) a resolution proclaiming the inalienable right of all workers to strike

and
Whereas these resolutions are in direct opposition to the wishes of the AUCE Local #1 membership;

"Therefore, be it resolved that the membership of AUCE Local #1 censure the delegates who voted in favor of these resolutions." Seconded by Maureen Gitta. Kevin Grace then discussed the change in direction of Provincial philosophy without recourse to the membership.

Frances Wasserlein moved: "To have the discussion extended for an extra 15 minutes." Seconded by Robert Gaytan and CARRIED.

Kevin Grace's motion was then DEFEATED.

PROVINCIAL REPORT:

Maureen Gita reported that a referendum was to be sent by the Provincial to the membership on the issue of support for the CLC Day of Protest. The Provincial Executive recommended that AUCE support the protest and suggested possible action on the 14th. There would be a written Provincial report in the next Newsletter

Maureen reported that the joint AUCE/SORWUC committee needed AUCE volunteers for discussions and for the leafletting of banks.

She indicated that office space was being rented downtown by the Provincial.

(The quorum was lost and the meeting was adjourned at 7:15 P.M.)

Following are the minutes of the Oct. 7th Membership Meeting: I.R.C. Hall #3, 12:30-2:30 P.M., Ian MacKenzie in the chair, Ray Galbraith took minutes.

CONTRACT COMMITTEE REPORT:

The report was presented by Jean Lawrence.

She indicated that as of this meeting only three items had been signed - Management Rights, Employee Files and Community Facilities. She said that on many occasions the University returned to the negotiating table with what could only be called "non-proposals".

There has been some problem pinning the University down on wages. They refused

14
to speak to the issue when it came up last week. The Union's position was equal pay for work of equal value, while the University gave their stock answer that the wage issue is an AIB guideline item. The University is apparently using the AIB as an out. The Union position is that the contract is subject to the AIB only after it has been negotiated, not during the actual negotiations.

Jean said that the Contract Committee felt that the membership being opposed to the AIB was important. She indicated that one option was for some positive action to be taken on October 14th.

Jean's report was followed by a question period.

OCTOBER 14TH: OUR SITUATION

Fairleigh Funston moved that:

"Whereas we feel that the AIB is used to diminish the effectiveness of Unions and whereas the AIB is not an equitable way to deal with the problem of inflation we therefore support the National Day of Protest on October 14th, 1976, and we support our members who choose to participate in the proposed activities."

The motion was seconded by Pat Gibson.

Fairleigh indicated that the motion was ambiguous and that she would accept amended wording.

Margie Wally moved that:

"Whereas we feel that the AIB is used to diminish the effectiveness of Unions and whereas we feel that the AIB is not an equitable way to deal with the problem of inflation, we therefore support the National Day of Protest on October 14th, 1976, and we withdraw our services from the University, and we support our members who choose to participate in the proposed activities."

Seconded by Jeff Hoskins.

Discussion on the motion ensued, but the 15 minute time limit expired. Frances Wasserlein moved to extend the debate for 10 minutes. It was seconded by Margie Wally and CARRIED.

The time limit again expired, and Rayleen Nash moved to extend the debate another 10 minutes. It was seconded by Judy Todhunter and CARRIED.

Rayleen Nash then moved to have the motion separated into two motions. She moved that:

"Whereas we feel that the AIB is used to diminish the effectiveness of Unions

and whereas the AIB is not an equitable way to deal with the problem of inflation, we therefore support the National Day of Protest on October 14th, 1976, and we withdraw our services from the University."

Secondly:

"We support our members who choose to participate in the proposed activities."

The motions were seconded by Larry Thiessen.

The time limit expired and another motion to extend the debate for a further 5 minutes was moved, seconded and CARRIED.

Ray Galbraith intervened in the debate and suggested a course of action that he believed was in keeping with the tenor of the meeting.

Rayleen Nash then moved to withdraw her motions. It was seconded by Joan Cosar and CARRIED.

Ray Galbraith then moved:

"1) Whereas we feel that the AIB is used to diminish the effectiveness of Unions and whereas the AIB is not an equitable way to deal with the problem of inflation, we therefore support in principle the CLC National Day of Protest on October 14th, 1976."

"2) The Union will support those members who choose to withdraw their services from the University and who choose to participate in the proposed activities."

Seconded by Joan Cosar and CARRIED.

NOMINATIONS

Ian MacKenzie requested nominations for the position of President. There were no nominations and Ian reluctantly agreed to stand and serve as President for a further 6 months.

Nominations were requested for the position of Union Organizer. Fairleigh Funston was elected by acclamation.

Nominations were requested for the position of Treasurer. Jeff Hoskins was elected by acclamation.

Nominations were requested for the position of Trustee. Gary Phillips was elected by acclamation.

Nominations were requested for the positions of Provincial Representatives. Kevin Grace and Judy Wright were elected by acclamation.

Ian MacKenzie opened nominations for Recording Secretary and Membership Secretary.

GRIEVANCE COMMITTEE

Kevin Grace announced that Ruby Rudd had voluntarily withdrawn the flexible work week arbitration motion.

Kevin moved that:

"The membership of AUCE Local #1 authorize the Grievance Committee to take the Jean Yee misclassification case to arbitration."

Seconded by Frances Wasserlein and CARRIED.

Meeting was adjourned at 2:15 P.M..

Editor's Say

Two realizations have come to me lately concerning the state of this Union and its future. They probably aren't very popular ones, but if I don't voice them I won't be able to feel comfortable about myself.

The first is that as a member of this Union (and not as a member of the Communication Committee) I really can't help but feel that we wouldn't do badly by trimming some of our proposed changes to the contract before negotiations proceed much further.

I wasn't on campus at the time most of those proposals were voted upon by the membership, being on vacation, but before I left I went to every Contract meeting where proposals were voted upon...and the thing I remember most about those sessions was the oft repeated suggestion to take to the table everything that was a concern even if it was not matter of real contention, simply in the belief that if we for one moment allowed the University to believe that we were no longer pushing for certain changes every chance of ever getting those changes was lost. I didn't agree with that line of thought then and I don't now. A real issue is a real issue no matter when you bring it up, and a fake one will never be.

It's been three or four years that AUCE has been battering its head against the door of Employee Relations for some semblance of just management of our bargaining unit. And whether we've achieved every goal or not it's still been three or four years almost without respite that we've been in this state of contention. I personally have never felt that we wouldn't

accomplish our stated goals. Primarily because we've stayed democratic even in the worst of circumstances and also because we've been honest with each other almost to a fault.

Given that ability on our part, I believe we can afford to trim our sails just a bit; just enough to keep our heads clear. If it turns out that we can't afford this ...then I'd say we're in much worse straits than we ever imagined.

I don't think we are.

The second thing is something that hit me rather hard during our last membership meeting when the Presidency of this Union was once again filled by a man, and not only that, but by acclamation, because no one else would stand for the position. Many were nominated (all women) but apparently the job does not appeal to them. Why not, I wondered.

Knowing some of the responsibilities of the position and some of the demands made on the individual filling it, I kind of wonder if we'll ever get another woman to run for it. At least, as it stands now.

What I further wonder is, is it time to start re-thinking the position of President of AUCE to conform more to the capabilities of the women in the Union? What I mean is that even the women who one might consider "activists" are not that interested in the job, so whom are we really looking to to take over when Ian's term runs out?

I wonder if this doesn't call for a real reassessment of our expectations as a trade union. Should we simplify our terms of reference as a union to make it more manageable to a working womans' time and energies? It could be done. Should it?

In any event, it will be interesting to see where we go from here.

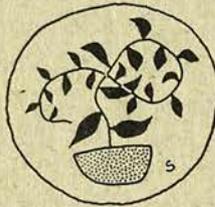
Robert Gaytan
Communications Committee



NEXT TWO SCHEDULED
MEMBERSHIP MEETINGS:

THURS., OCT. 28TH, AT 5:15 P.M.
(SPECIAL)

THURS., NOV. 18TH, AT 5:15 P.M.
(REGULAR)



Deadline for the next issue of Across Campus is November 12th (Friday).
If you are able to type your own article or letter use a 3-3/8" column.

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

Local One, UBC
224-5613