

auce local one

ACROSS

CAMPUS

no. 8

july 8/77

SKULDUGGERY AT UBC

SUMMARY OF COLLECTIVE AGREEMENT FOR THE YEAR JULY 1, 1977 TO JUNE 30, 1978

Introduction

The University under Section 12:01 of the Framework Agreement asserts that re-opening of the salary provisions was indicated.

The Association does not agree with that position, but did agree to re-open those negotiations on an ex gratia basis. Accordingly the total sum agreed upon last year (and accepted by the Anti-inflation Board) was reduced and the distribution of the funds is as follows:

Summary of Agreement

- 2.01 The University shall increase the salaries of members of the bargaining unit of the Association continuing in the employment of the University after June 30, 1977, for the year from July 1, 1977 to June 30, 1978 as follows:
- (a) Subject to paragraph (c) below, the 1976-77 salary of each member of the bargaining unit shall be increased by 6.25%.
 - (b) Subject to paragraph (c) below, a salary increase of \$386 shall be paid, as a career adjustment through the salary scale, to each member of the bargaining unit who has made satisfactory progress in the performance of his or her duties. In those cases in which this increase is withheld, an explanation for the withholding shall be given to the individual concerned.
 - (c) The salary increase of a member of the bargaining unit under paragraphs (a) and (b) shall not exceed the sum of \$2400.
- 2.02 In accordance with past practice, the University agrees:
- (a) to provide the sum of \$265,875 for merit awards to not more than 25% of the members of the bargaining unit in multiples of \$375, provided that no such member shall receive more than \$1125.
 - (b) to provide the sum of \$265,875 for special adjustments to salaries that are deemed by the University to be inequitable or anomalous.

- 2.03 The University and the Association agree that the sum of \$531,750 shall be set aside pending further consideration of a salary scale presently the subject of study by the Joint Committee on Salary Policy, established by the University and the Association under Section 2.04 of the Collective Agreement for the Year July 1, 1977 to June 30, 1978, dated August 10, 1976. The Parties agree that negotiations between them concerning the distribution of this sum shall be resumed on June 8, 1977, whether the Joint Committee on Salary Policy has reported or not.
- 2.04 The University and the Association agree to the implementation of (a) the new study leave regulations provided for in Section 3 of the Collective Agreement for the Year July 1, 1976 to June 30, 1977, dated July 26th, 1976, and (b) the recommendations of the Report of the Joint Committee established under Section 4.01 of that Collective Agreement concerning the Disability Insurance Plan.
- 2.05 The provisions of this Section shall be submitted to the Anti-Inflation Board as evidence of the Parties' compliance with the decision of the Board concerning the Collective Agreement between them dated August 10, 1976."

In addition to the agreement, a covering letter sets out the following understandings:

- (a) That, while the University holds that the re-opening was automatic under Section 12:01, the Association's position is that the re-opening was ex gratia, and the Agreement is silent on this point.
- (b) That the University agrees that Heads and Deans shall consult with a reasonable number of colleagues as part of the process of the distribution of merit increases.
- (c) That the University agrees that certain salary information will be provided to the Joint Salary Policy Committee and that the committee will treat this data as being subject to the same rules of confidentiality as is the other similar data that the Association receives on an annual basis from the University.

SAT., MAY 21, 1977

★★★★



Salary skulduggery at UBC

Believe me or believe me not, it is not my ambition to spend the rest of my life chasing the University of British Columbia.

At the same time, the place simply *demands* attention. It is so furtive. Take the matter of the 6.25-per-cent salary increase for faculty, which was announced May 4.

This increase came about after it became known that a provisional agreement had been signed for a hike of 11.7 per cent for the 1977-78 year. A bit of a row ensued, the government having made it clear to the UBC administration long ago that money of that description would not be available.

As a self-governing institution, the university could do as it pleased, but if it agreed to that much it would have to reduce its programs. There would be a limit to the funds Victoria would make available, said Deputy Education Minister Walter Hardwick.

So when the administration announced it was offering 6.25 per cent in a revised contract, it seemed it was capitulating to the realities. Out in the great world of the unwashed, there was a certain amount of dancing in the streets.

To some extent, there *had* been a capitulation to the realities, but there was also some small print to be examined.

For instance, the UBC press announcement referred delicately to there also being a "flat amount for career progress" (which could be withheld in the event that there had been no progress, although they didn't put it that way); plus "an amount for merit increases" and a further amount to cover "salary anomalies."

Spies have now sent me a summary of the agreement that has been put out by the UBC faculty association. Interesting.

The "flat amount" for career progress turns out to be \$386 per member. With about 1,800 on faculty, and assuming that only 80 per cent of them have careers that have progressed satisfactorily, that comes to about \$556,000. (The estimate of 80 per cent also allows for those whose increases under the 6.5 per cent would hit the \$2,400 limit set by the AIB, since they would not qualify for the \$386.)

Very well. The next thing we learn is that the amount set aside for merit awards is \$265,875. Only 25 per cent can receive these, but they are granted in units of \$375, with a maximum of \$1,125 going to any one person. However, merit awards are not included in AIB restrictions, so a professor who gets his AIB limit of \$2,400 could also get \$1,125 on top of that. There wouldn't be many in that sweet category, but no doubt there would be a few, particularly where they can recommend themselves for such things.

Another \$265,875 is set aside for "special adjustments to salaries that are deemed by the university to be anomalous." Very nice. Friendly.

Then (are you getting tired?) there is an additional \$531,750 (not directly mentioned in the press release) pending "further consideration of salary scale." This is under study, and negotiations on this are to be resumed June 8.

Quite a package, and certainly more than 6.25 per cent.

Early this week, I asked the university for certain figures relating to all this. They have not been forthcoming. No doubt someone is too busy to bother about the sweaty press, so I have done my own sums, which may be wrong but not too wrong.

If all the bits and pieces listed above are added up, they come to about \$1,620,000.

Assuming that the 6.25 was granted on a total faculty salary of \$62,500,000, which certain people tell me is about right (including increased faculty benefits and part-time academic staff) the cost of the nominal increase would be about \$3,906,000. Add the perks, and you get \$5,526,000.

The real percentage increase at UBC, therefore, would be about nine per cent. In one year.

Why didn't they say so, instead of going in for all that bluff?

A few further comments:

The UBC administration turns a much more scaly eye toward the clerical and other support staff than it does to faculty. If I were a suspicious sort, I'd call it a *class* thing.

The lower types have been offered a 4.8-per-cent increase in the first year of a two-year contract, and 3.5 in the second. This would come to \$42 a month in the first year, and \$32 a month in the second. Furthermore, they are still trying to get a contract, the previous one having expired Sept. 30. Faculty, in contrast, sign theirs well in advance of the date of expiry.

I am not suggesting that the lower orders are hard done by. On the contrary. But there's a difference in UBC's *approach* to them.

The same attitude exists in the AIB. The UBC unions got an AIB rollback when faculty did not. And why should faculty (all over Canada) be entitled to merit increases when other toilers, including me and thee, are not?

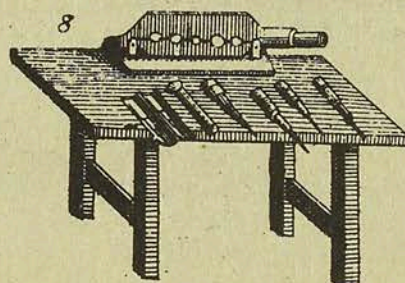
According to the AIB, faculty are seen as "a minor exception." And universities are supposed to be non-profit organizations.

In any event, the UBC faculty association strongly recommended acceptance of the revised contract.

You bet.

The only thing we have going for us is that if the whistle hadn't been blown on the 11.7 per cent deal, all these perks I have mentioned would probably have been on top of *that*.

— Doug Collins



skulduggery — cont'd

The AIB has succeeded in the area of playing worker off against worker. Those that were supposed to get, got - executive salaries and professional fees, and others with relatively high incomes have not suffered in dollar terms. Increases in percentage terms, doled out by the AIB, have widened the gap between lower paid and higher paid workers - and women have fallen further behind in dollar terms. With an inflation rate of 8% and with needlessly protracted negotiations, we recently witnessed the spectacle of members within our bargaining unit divided over the percentage vs. the across-the-board approach.

We are being asked or required by both the AIB and the University to take a disproportionate stand in the battle against the economic problems which beset our society - we are simply cannon fodder. In no way can it be argued that all groups on campus are making equal contributions - especially in regards to the faculty and librarians. In light of their recent settlement it is both far-fetched and unpalatable for the University to argue that their offer to us is based on their ability to pay.. I am not deluding myself as to what I think we could negotiate - I feel that a maximum amount of 8% is all that we can expect (divided as we as a Union see fit and equitable).

I hesitated to reprint Doug Collins' article in regards to the above settlement, but it was for all intents and purposes the only piece of information fed to the public. It is evident that the University views AUCE in a more jaundiced light than it does with faculty and librarians. Collins, the arch-conservative that he is, views the issue in "class terms". I try to visualize the issue in terms of a physiological approach: some faculty and librarian wage increases are the equivalent of having from one-quarter to one-third of an LA I grafted onto their body.

It is painfully obvious how we have suffered from the percentage increase blight (with a dollop of lump sum thrown in for good measure), especially in relation to faculty/librarian settlements of the last couple of years. The fissure has widened into a chasm - in dollar terms. Two years ago we received 15% (after the rollback), while faculty received on the average 17%. We struggled for a settlement while faculty merely opened their wallets. Last year the faculty settlement was a lump sum of \$1050 plus 3.15% plus merit raises. Our comparable offer to date this year (ie., September 30, 1976) is \$42 per month - for next year it is \$32 per month which equals the magnificent sum of \$384. The faculty/librarians signed for the lump sum of \$386 - and that does not include the 6.25% increase, merit increases, the correction of salary anomalies, or the new, soon-to-be negotiated wage scale.

In effect the AIB has done most of the negotiating in regards to wages for the University.. 4.8% and 3.2% of very little or much less equals even less in light of our rollback, payback, and the 7-8% inflation rate. Food prices are up 10.6% from last year. Many of our rents have increased well in excess of the guidelines - the majority of our paycheques goes toward purchasing the basics.

I occasionally hear the argument used that we should no longer whine about our rollback and payback. The argument goes that we took a gamble and lost. And, besides, they are no longer pressing issues. To which I respond that these are both real and pressing problems. My standard of living has diminished. I do not work for "pin" money - I work to exist. The rollback and payback issues are not dead issues conveniently resurrected from the past - they exist in the present and their impact is still real. Just to have maintained the standard of living as I enjoyed it prior to these negotiations which began in August 1976 (and including the rollback and payback), I would have to have received a pay increase well in excess of \$160. \$42 is a far cry from that.

The 19% wage offer which we settled for in December, 1975 represented the University's original offer at the outset of negotiations. If my memory serves me well the University was aware that controls would be imposed on October 14, 1975 - they even went so far as to suggest that we should come to some agreement before the imposition of wage controls. We did not strike for the 19% - but for other vital issues, such as the restructuring of the wage scale. It is ironic that we should have to repay the University for a settlement which they originally offered. Why should we have been the sole body penalized when in the eyes of the law the University was an accomplice to the same crime? And, 19% was their original offer. Is it not equally ironic that Chuck Connaghan was appointed to the Economic Council of Canada early in December, 1976? Would it have appeared proper if the institution with which he was associated had been penalized for offering a settlement in excess of the guidelines? And, let us not forget that it was Sacred retroactive legislation which brought us under the guidelines eight months after the fact.

The University can take three possible courses of action in the negotiating which has just resumed (June 21st). They can:

- I. Remain with their present wage offer for a two year contract of \$42 and \$32, plus - and we should not forget this - their positions on other items in the contract.
- II. Make a new wage offer which would be roughly based on the percentage formula in order to capitalize on the across-the-board vs. percentage divisions, and let their positions on the other issues remain the same.
- III. Accept our wage proposal and negotiate on the other aspects of our package.

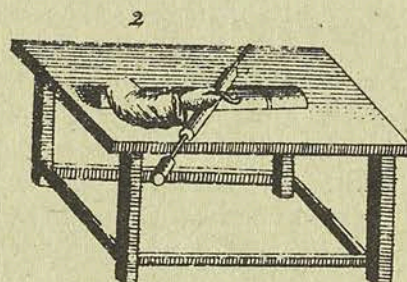
Obviously, alternatives I & II are the more likely candidates. #II would be the most sophisticated and represent an attempt to play the various forces within the Union off against one another, hoping that the issue would revolve solely around the wage offer thus ignoring other very important aspects of the contract - take the retroactivity and run. It would be an attempt to play on our frustration and economic need exacerbated by this prolonged set of negotiations - an attempt to stampede us into a settlement on

on the issue of money while overlooking major and substantive revisions, thus weakening our contract.

We are faced with the prospect of an eighteen month or two year agreement through the sheer pressure of time. The issue should be discussed by the membership who should decide the minimum price for such an agreement. There appear to be some definite advantages to an eighteen month agreement.

A strike vote may prove to be the only means we really have left to convince the University that we want a settlement - a just settlement. And a just settlement means no erosion of past negotiated past benefits. If the vote is not impressive - should it be necessary - the implications are not rosey. We have bargained away much of our self-respect during this set of negotiations - while the University has done nothing to enhance their reputation. The University was willing in the past to precipitate a strike - they may or may not be willing to follow that route again. Unfortunately, our first strike had the effect of softening us - this time if we are forced to strike it should be when our power is at its maximum. I neither want a strike nor can I afford one. Yet, if the University is willing to continue to undermine some of negotiated benefits and rights in past contracts, and if the University continues to treat our economic existence so flippantly, I see no alternative but to vote in favour of a strike. A positive strike vote in itself may provide sufficient impetus for an eventual settlement.

Ray Galbraith



HIGHLIGHTS FROM THE ARBITRATOR QUESTIONNAIRE

In Article 35.03 the Grievance Committee and the University Labour Committee must agree upon a list of arbitrators. In order to gain more information about potential arbitrators we recently sent out a questionnaire with a covering letter.

We have had a number of interesting responses. One of the questions asked was "How do you view the present level of decision-making ability given to arbitrators, mediators, and Labour Relations Board Officers by the Labour Code?" Former Labour Minister Bill King replied "Since I wrote it, generally very good!"

Mary Southin's acknowledgement:

A. HANS SWINTON
ROBERT R. DOUD
G. E. ROSE
KENNETH H. BURNETT
BRIAN T. ROSS
EDWARD A. ODISHAW
STEPHEN E. DAUSON
DWIGHT C. HARBOTTLE
LARRY E. KANCS
MICHAEL A. COPE
JONATHAN A. RUBENSTEIN

BRYAN WILLIAMS
RONALD H. STEWART
MITCHELL F. WELTERS
R. JOHN ROGERS
D. GRANT MACDONALD
DAVID J. STUART
DONALD J. SOROCHAN
P. NICHOLAS M. GLASS
STEPHEN R. ROSS
SUE M. KELLY

ASSOCIATE COUNSEL: MARY F. SOUTHIN, O.C.

OUR FILE NO.

REPLY ATTENTION

Miss Southin

SWINTON & COMPANY

BARRISTERS AND SOLICITORS

9th FLOOR THE BANK OF CANADA BUILDING,
900 WEST HASTINGS STREET. VANCOUVER, B. C.
V6C 1G3
TELEPHONE (604) 681-5584 CABLE 'ANSWITH'
TELEX 04-54239

7th June, 1977.

Association of University
and College Employees,
2102 Western Parkway,
Vancouver, B. C.

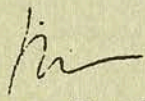
Attention: Miss Ann Hutchison,
Grievance Committee.

Dear Sirs:

I acknowledge your letter of the 26th May, 1977,
which arrived on the 30th May.

I have been an arbitrator on many arbitrations.
I have never been asked to fill out a questionnaire and after
all these years I have no intention of answering questions as
if I were applying for a job.

Yours very truly,


Mary F. Southin.

MFS/sac

Grievance Reports

During the last two months the Grievance Committee has been confronted with a number of startling developments by the University. With no notice the University dropped an arbitration and agreed to the settlement of a potential grievance. The University and the Union also agreed on two arbitrators and a mechanism for handling many of the unsettled arbitrations. On the other hand the University abruptly retracted what we had thought was an agreement on dates for two of the outstanding arbitrations.

The Grievance Committee had negotiated specific times for these arbitrations with the lawyers that the University had retained and rooms had been booked.

During a meeting held between the Grievance Committee and the University Labour Committee the University told us that those dates were unacceptable. Needless to say we were astounded. We had assumed that the dates the lawyers had negotiated had been previously approved by the University and that it was inconceivable that the lawyers would be permitted to negotiate dates that were not acceptable to their clients. The University has proposed new dates and hopefully these will be acceptable to their lawyers. We believe that it is not the role of the Grievance Committee to act as a messenger service between the University and their lawyers.

Before these surprising turn of events there had seemed to be a gradual improvement in relations between the University and the Union. The University granted the Leave of Absence Without Pay in the Main Library that was about to go to arbitration (details appear in another article). We also came to an agreement on the seniority entitlement of the Union Organizer. Jay Hirabayashi will give more information on this in another article in this month's Across Campus.

The Labour Relations Board recently ruled on the 96.01 Time Limits dispute. The University contended that the grievance was nullified because the Step 3 meeting was not held within five days. We argued that it had been virtually impossible to hold the meeting within the time limits. The LRB ruled that the grievance should proceed to the next step. We are currently waiting for the University's Step 4 response. (A more detailed account will appear in the next issue of Across Campus)

As you can see this has been an exciting two months, but more members are necessary. Recently, a third person, Jean Priest from Div. B, joined the Committee.

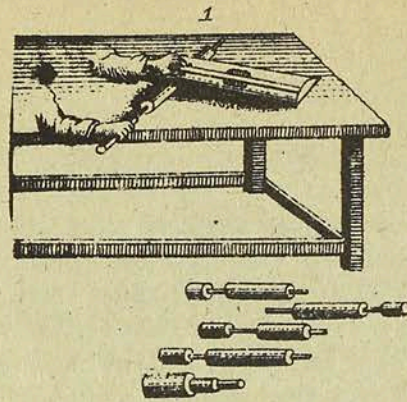
This is perhaps the most important and potentially interesting committee in the Union but more people are essential to make this Committee function effectively. One of the main tasks of the Grievance Committee seems to be the training of management by continually explaining what the contract means and how it should be implemented. Many disputes are caused by supervisors not understanding the contract and most of these problems are settled once the contract is explained to them.

The other main task is to represent members of the Union when they have disputes with the University. To do this effectively we must know the contract inside-out, and we must be prepared to take the time to adequately research other similar cases so that the dispute is resolved at the earliest possible opportunity. An effectively researched and well presented grievance can lead to a satisfactory resolution.

This does take a lot of time and energy and can often be very frustrating but, when a grievance is settled satisfactorily, it can be rewarding.

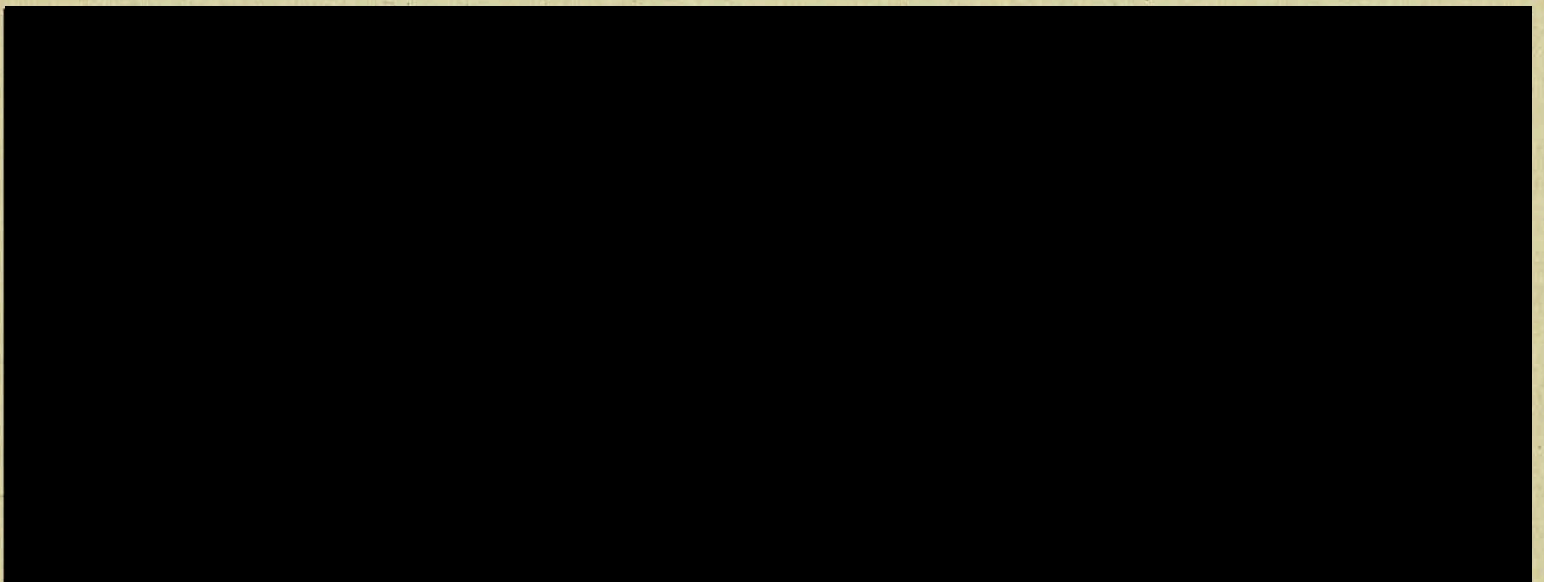
The members of the Grievance Committee are Lid Strand (local 6471), Ann Hutchison (local 2819), and Jean Priest (local 5573). If you are thinking of joining don't hesitate to call. We usually meet weekly in the Union Office on Mondays at 5p.m.

If the University ever decided to break our Union the best way would be to destroy the Grievance Committee. We need more than 3 people to protect our contract.



B.C.'S SHRINKING MONEY

**20ap77 Vancouver Sun*
Study shows how B.C.'s big money shrinks



PROVINCIAL CONVENTION

The Provincial Report

The Provincial Convention, held on June 18th and 19th, was a great success. Confronted with a year during which three locals have been unable to sign any contracts - while another had its employer (the University of Notre Dame) eliminated by the Provincial Government - the Convention passed resolutions that would develop closer ties with other groups, strengthen AUCE's internal organization, and give support to other groups.

Should we affiliate? The whole issue of developing closer relations with other labour groups was thoroughly discussed. A resolution was passed setting up a sub-committee to "discuss the procedures for affiliation to the CLC and other alternatives and to present its result to the next convention". Another resolution supporting closer ties to other public sector workers was also passed.

Many resolutions were passed strengthening ties between SORWUC and AUCE. A loan of \$2000, \$200 a month and a strengthened AUCE/SORWUC Committee were approved. The \$200 a month will go to referendum. The AUCE/SORWUC Committee will have "at least one representative from each Local."

Organizing for survival. With so many AUCE Locals being harrassed and with the Provincial Government always ready to weaken our position, the delegates felt that AUCE needed far more inter-local information and far more research in order to survive the extremely difficult economic situation.

In the early 1970's when AUCE was gaining its first contract, it was easy to intimidate the various administrations and gain excellent contracts. Now, with our employers taking a hard line, hiring high-powered labour/management "specialists" (like Chuck Connaghan), we must take a more professional, carefully researched, co-ordinated approach to management.

We passed resolutions setting up regular seminars on contracts, grievance and organizational problems. The Provincial Ex-

ecutive can now "identify pertinent courses on labour relations" and re-imburse the Locals for one-half of the tuition of these courses. The Provincial newsletter will now come out after each Provincial Executive meeting and will contain reports on the Locals, the meeting itself, and other articles dealing with important issues.

A resolution authorizing an internal audit of the Provincial budget was passed.

These new policies should hopefully strengthen our ability to at least maintain the kind of contracts that we have.

Support and protection. The Provincial delegates recognized that often the best way to protect ourselves is to support other groups that are being threatened.

The Alberta Gov't. recently passed legislation virtually negating the effectiveness of the public sector unions in Alberta. All strikes are banned. A supervisory body, which will have the power to arbitrarily decide who is a member of the union and who is not, will be set up. Arbitrations in such areas as hiring, firing, promotion, transfer, work organization and pensions will be absolutely banned. The delegates passed a resolution supporting the Alberta public workers in their battle to prevent this legislation from being passed. The resolution also pledged to oppose any attempt by our Provincial Gov't. to enact any similar legislation.

AUCE also opposed the new Immigration Act (which would enable immigration officers to deport any immigrant who is suspected of even contemplating "subversive activity"). Another resolution called for a ten year moratorium on all pipeline development in the north.

The attempt by SORWUC to unionize bank workers was definitely supported by the delegates. The delegates recognized that until the majority of clerical workers in private industry are unionized, it will be almost impossible for AUCE to achieve any kind of adequate budget. The Provincial Gov't. is planning to set up a B.C. Council of Public Sector Employers. This Council would monitor our wages, compare them with equivalent wages in the private sector and then apply pressure on employees in the public sector (like UBC) to hold the line on our wages until wages in private industry became at least equal to ours.

It is crucial that we support SORWUC as they attempt to unionize bank workers. A referendum asking AUCE members to approve \$200 a month to help support the full-time bank worker organizer will be sent out to the membership in the next few weeks. Supporting this resolution would strengthen our bargaining position by showing the University that we are willing to invest \$200 a month towards organizing clerical workers. In the long run we would be helped, because a very important group of equivalent workers would be earning wages that are at least as high as ours.

New Provincial Executive. A new Executive was nominated by the Convention. Our President is Melody Rudd, our current Secretary-Treasurer. The new Secretary-Treasurer is Judy Wright from UBC. Two people, Bob McAdie and Lid Strand, were nominated for Vice-President, while Cathy Pike and Tom McGauley were nominated for Union Organizer. Both positions will be filled by a referendum vote which will be held within the next few weeks.

The new Executive will have a very full year implementing the policies voted on by the Convention. Let's hope that the next year will be as successful as the Convention was.

Lid Strand

Success

The May membership meeting authorized the Grievance Committee to take to arbitration the case of a Main Library employee who had been denied a Leave of Absence Without Pay to attend the first year of Library School.

The request was first made in July 1976 and was approved by the Division Head. In a memo. dated January 14, 1977 the Library Administration refused the leave on the grounds that it anticipated additional requests to complete the second year. The Union was aware of at least three other Leaves of Absence Without Pay, within the Main Library, that had been granted for study purposes.

A grievance was launched on February 11 at which time the Division Head confirmed her approval of the leave. Three days later during the Step 3 meeting the Dept. Head and University Librarian Mr. Stuart-Stubbs, indicated he was concerned with creating a precedent and Mr. Bell, the Associate Librarian made the statement "The Library cannot act as a training ground for librarians."

The University Labour Committee in its letter of March 24 to the Grievance Committee, following the Step 4 meeting, upheld the decision of the Library Administration.

As you know, we subsequently invoked arbitration. Then, at the June 7 Labour/Grievance Committee meeting, as we negotiated the division of several outstanding arbitration cases, including this one, (having reached agreement on one arbitrator each) Mr. Clark announced that the University was now willing to grant the leave.

a petition:

TO: the Executive & Strike Committee Members
RE: Pamphlets being handed out at Convocation

We as members of AUCE Local #1 disapprove strongly and deplore the handing out of information pamphlets to those people attending the graduation ceremonies.

We feel that it is a waste of time and material and in extremely poor taste, as those attending Convocation are at this time not interested in anything other than the Ceremonies. AUCE will lose face by offering this poorly set-up sheet and for those to whom it is given, it will be just another piece of paper to be cast aside without reading it.

We do feel that a properly set-up information package is extremely useful at the proper time and place, which should be carefully chosen.

THE GRADUATION CEREMONIES IS NOT THE PLACE.

Please print this in the next issue of
Across Campus.

Signed by 105 members.

To the Executive
AUCE Local #1

to get involved

This is the first, and probably last, time I'll write anything in Across Campus, as I've just quit my job at UBC and am about to become an ex-Vancouverite. I'd like to share a few parting thoughts with the membership - they may be of interest for the simple reason that for most of the year I've spent at UBC, I've been one of AUCE's "silent majority", relatively unconcerned with anything about my job, except collecting my paycheque. In the last two months or so, this has all changed (other than the continuing concern with my paycheque!), and I'm only sorry it didn't happen sooner. At the risk of sounding like a proselytizer, I have to say that I've only gained from my increased involvement in Union activities; not only has it led to new contacts - and it's always nice to meet interesting people - but it's really given me some insight into what's going on around this campus, which is quite a revelation.

Unfortunately, by the time I decided to "get involved", I already knew I wouldn't be around much longer, so my contributions have been minimal and there are a lot of things that need to be done. So far, I've managed to pass out a few leaflets at the grad ceremonies, along with a few other people, and plaster a number of walls with posters advertising AUCE's plight with regard to the contract negotiations (or lack of!).

Well, I was continually amazed to find out how LITTLE most people on campus knew about what was going on! Half the people I spoke to were almost oblivious to the whole AIB-AUCE issue, and the level of awareness regarding contract negotiations wasn't much higher. If it's that bad on campus, what can we expect of people off campus? What we need now is for everyone to know what's happening to us, to be made aware of AUCE's grievances and why they are justified, and for pressure to be brought to bear on UBC to agree on a fair settlement with us.

WE NEED PUBLICITY! There is a small crew right now trying to organize this end of things - but not enough. Can I urge everyone to help out in some way, however small: a few people can't hope to cover the whole campus, let alone the city. Besides, who in their right mind will give support to any group whose members won't try to support themselves?

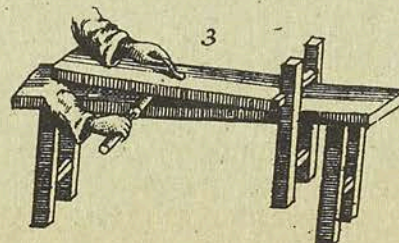
You may be wondering what it was that suddenly changed my attitude from apathetic to activist in the first place. I'll tell you: it was the sudden realization that AUCE was not some nebulous organization that I vaguely belonged to - but that AUCE was ME and YOU and the next person - a large group of individuals trying to secure and maintain their rights as workers. And with this realization came the knowledge that if AUCE gets screwed, then so do I and a lot of other individuals along with it! And I'm a firm believer in the fight of the individual NOT to get screwed.

The only way we're going to get a fair deal is if each one of us is prepared to take that stand: a lot of persons standing up for themselves makes a pretty formidable opposition! If everyone out there will take it upon her/himself to make one move: stick up one poster, hand out one leaflet, talk to one person ...the results could be fantastic! And who knows - you might just find yourself enjoying it, like I did.

In closing, I'd just like to say that it's been a terrific experience being part of all this for awhile - and although I can't really say I regret leaving my typewriter behind (I hope for good!), I will miss some of the good things it led me to.

Lots of luck!

Avril Orloff - formerly of the Chemistry Dept.



the result

Results of the Referendum: Across-the-Board vs. Percentage Increase

445 in favour of the across-the-board approach

384 in favour of the percentage approach

23 spoiled ballots

HELP YOURSELF

Having been among those who participated in poster and leafletting on campus recently in connection with the Strike Committee's plan of action, we would like to voice our support for the plan and to encourage more of the membership to get involved in union activities. It's especially important now - in the midst of strained relations between our union and the University.

We were especially impressed by the response from personal acquaintances and from people who read our leaflets. They frequently wondered why the press does not talk about things like this more often, instead of depicting public employees as "fat cats" with "soft jobs".

We're interested in a fair settlement - better wages, equal pay for work of equal values, full maternity benefits (not UIC handouts), in addition to a number of other benefits enjoyed by similar labour organizations.

To get these things - any of them - will take some doing. It's your union - HELP YOURSELF!

Signed,

Paula Brown

Nancy Forhan

Sandra Hartline

TEMPORARY EMPLOYEES

Dear Executive:

Something has come to my attention that I thought I'd pass on to help temporary employees in the future.

I gather that Employee Relations feels it is the responsibility of the temporary employee to keep track of their days worked and advise Employee Relations of the date when they should become continuing, rather than the other way around.

Given this situation, perhaps in the future the Membership Secretary, when signing new people up, or the Union Rep. who will be attending Orientation meetings at Employee Relations, under the terms of the clause in the new collective agreement, could warn people to be sure to initiate this themselves.

Also, perhaps temporary employees could be warned that if they do not apply for the dental benefit before the 66 days is up and they become continuing, they will forfeit their right to this benefit.

Hope this is helpful.

Margot Scherk.

notice of motions

Notice of motion from the Strike Committee:

The Strike Committee moves:

That the membership reconsider the motion to hold the benefit under the auspices of the Strike Committee.

Notice of motion for By-Laws amendment:

Section G, N. 11

Should any picket line appear on campus as a result of a labour dispute, the Executive shall meet immediately and send a letter to the University advising them that the Union recognizes the picket line as being bona fide.

Carole Cameron, Division H, Main Library.

MOVED THAT: The Union revise its contract proposals, retaining the following articles as printed in our current proposal:

3.06 Student Assistant
3.07 Retirement
5.01 Union Shop
5.05 Contracting Out
5.06 Bargaining Unit Work
10.01 Union Meetings
27.03 Vacation Schedule
29.01 Definition of Overtime
29.03 Overtime Worked on a Weekend
29.08 Voluntary Overtime
30.06 Sick Leave
30.07 Maternity Leave
33.03 Discharge
34.02 Reduction of Staff
34.05 Layoff Procedure
34.08 Full-Time and Part-Time Employees

All other outstanding articles (with the exceptions of 36.02 Wage Rates, and 7.05 Collective Bargaining) are to be retained as in present agreement.

MOVED THAT: The Union revise Article 36.02 Wage Rates to \$88 across-the-board.

MOVED THAT: The Union revise Article 7.05 Collective Bargaining to read: "The serving of notice by either party to this agreement requesting meetings as provided for in the Labour Code of British Columbia and the establishment of the time and place of bargaining meetings, shall automatically excuse with pay 10 members of the Union Contract Committee.

MOTIVATION

It is my intent to weed out all non-priority items from our contract proposal with the above motions. We voted for our priorities at the 3 March 1977 meeting; the first two motions are these priority items. If any member wishes to add any items which they consider to be a priority, or wish to delete any of the articles listed, an amendment to the motion should be made.

The second motion: \$88 across-the-board is an increase of approximately 10% - for the benefit of the AIB.

The third motion changes the wording of Article 7.05 from "shall automatically excuse with pay the members of the Union Contract Committee" to "shall automatically excuse with pay 10 members of the Union Contract Committee". I consider this to be an important item in our contract proposal, as it has not appeared before, and ensures that 10 members of our Contract Committee will be paid during negotiations. If you think that the present wording, i.e. "the" instead of "10" should be retained, vote against the motion; if you think it should be changed to "10", vote for the motion; and if you think that this article is not important enough to be in our list of priorities at this time, amend the first motion to exclude Article 7.05 from the exceptions.

I have been advised that the Contract Committee intends to "get down to the basics". If the Contract Committee's revisions are similar to the above changes it is my intention to withdraw some or all of the above motions. It is my belief that if any member wishes to continue with these motions, she/he is entitled to put them forward. If the membership wishes to approve the above motions (with any amendments that are approved), then I have been advised to ask the membership to vote against the Contract Committee's proposals, at which time the above motions will be discussed.

Sandra Masai
Mathematics

LET'S GET INVOLVED IN THE PREPARATION OF A SUCCESSFUL STRIKE VOTE

by Lissett Nelson

As we may have read in the latest Contract Committee report, the University Administration has just handed us an answer to the counter-package we presented to them on June the 21st. Their answer which represents a very slight improvement of their former offer is still very far from meeting our most elemental needs. Surprisingly enough it is still a two-year offer!

Although it's good to notice that they answered our counter-package promptly, we can also see that the Administration has not yet understood that we are prepared to defend our fair demands.

Faced with this situation, there are several measures we can take. First of all, we should continue implementing our publicity campaign to create public awareness and to seek support from other organizations. The leafletting and poster-ing we have done so far have had encouraging results. At the four main events we leafletted -the NDP Convention which had an attendance of approx. 1,000 delegates, the Mackenzie Valley Pipeline Conference attended by about 300 people and two of the graduation ceremonies where about 700 leaflets were distributed, all held on campus- people's response was a very good one. Many of them had not heard about AUCE before, least of all of the AIB rollback, the two-year offer, the attacks on job security, grievance procedure, maternity benefits, etc.

While this publicity work expands with the valuable help of the members who answered the questionnaires (many thanks to all of them for the help they are already giving), everyone of us should wage a direct campaign to obtain a successful strike vote,

in every office, in every area of work. It is very important that we discuss among ourselves every one of the issues included in our contract proposal. It is also crucial to attend all general membership meetings, whether these are day or evening meetings, especially in this period when our future wages and conditions of work will be decided upon.

We need everyone to be aware of what the strike vote will mean:

A positive strike vote will mean that the members of the Union totally support the demands being presented to the University by the Contract Committee, and that we are decided to back them up with any action we may see necessary, including a strike.

A negative strike vote would leave us with very little or no bargaining power, and what could happen to our wages and our contract after such a vote can be anyone's guess. Having shown that we are not prepared to stand by our demands, the University will have very little reason to respect them.

Building an action which would allow us to further our publicity work and at the same time establish closer links with other unions and organizations can also help us (and very much so) to be prepared for the strike vote and even for a possible strike.

This action could be a benefit to raise our strike fund. It would give us all the opportunity to help the union whether it is selling tickets, taking a 1/2-hr. turn at the door the night of the benefit or donating food to be sold there. It would mean us approaching other unions and women's groups asking for some concrete support.

The Strike Committee's motion to

hold a benefit was passed at the June 9 membership meeting. However it will have to be voted on again at our next general meeting at the request of a majority of members of the committee who want to recheck with the membership on the possibilities of holding such an event.

Arguments against and in favour of holding such an event will be again expressed at the next general membership meeting. I hope that everyone makes an effort to attend this meeting where not only the benefit issue but many other important issues will be discussed.

A COMMENT

June 9, 1977

AUCE Membership:

I came away from the June 9 meeting with three issues bothering me and wish to comment on them.

When will this union as a whole accept the facts of the AIB rollback and move on from there instead of always equating Administration offers in terms of our rollback and subsequent payback amount? Can't we be mature enough to accept the ruling? It was a calculated chance we took (at least some people realized that when the last contract went through) and we lost. Let's not be bad losers, it will gain us nothing but more losses---credibility for one and lack of respect as mature, sincere people for another.

In the yellow handout sheet I believe there is an error in the last paragraph under "Who are we? What is our situation?" It is my understanding that the faculty members' salary increase is not "retroactive to 1976", they have had an increase each year in July therefore there is no need for any retroactivity this year. I suggest misleading facts as stated in the handout just lowers our credibility once the true facts are known. Let's be more careful in future, please.

As far as distribution of these handouts is concerned I feel that a sense of "good taste" should be exercised, i.e., handouts at congregation ceremonies. This is a personal time for the students to enjoy the final ceremony of having finished their hard work, a time for family and friends to share this special moment and not one for us to intrude on. Would you hand out pamphlets at a church service? I hope not.

Sincerely,

Ann Chalu
Education Faculty

Lately I have become aware of a problem at General Membership Meetings. Motions are brought on the floor without prior notice being sent out to the membership.

This is contrary to Bourinot's Rules of Order.

In the last Across Campus May 27, 1977, a number of members have expressed this concern and even waved the finger when they have been equally as guilty of doing the same thing at one time or another.

To be fair to the membership, I will follow Bourinot's Rules of Order that any motion that has not been published and sent out to the entire membership prior to the meeting will not get on the floor unless the chair rules that it is an emergency motion, **and that notice** of motion was not possible. This is because the matter at hand may require immediate attention and a delay would make it redundant or put the membership of the Union in a bad position.

All motions should be published at least seven days in advance of any Membership Meeting. The executive plans the agenda for such meetings usually two weeks in advance and also the newsletter deadline is at that time. Any member or Committee who wishes to put a motion or motions on the floor should advise the executive and send a copy to the communication committee so that it is printed, added to the agenda and sent out to the membership at least seven days prior to the meeting.

Emergency motions may come up and at such time I will have to rule whether they are in order or not. My intention is not to become a heavy but to try to chair a meeting efficiently and fairly. I don't pretend to know it all or even

MOTIONS

to make the wise decisions at times. In other words if any member at a meeting feels I or whoever is chairing has made a poor ruling than the procedure to deal with this is to appeal the chair's decision (Challenge the Chair). This gives the Chair a chance to explain why the ruling was made and the challenger a chance to explain his or her objection. Other than that no debate is possible and the membership will decide for themselves by a vote.

Information from the Strike Comm.

WE NEED TO FILL ALL THE VACANT POSITIONS

IN THE STRIKE COMMITTEE

By Lissett Nelson

At the doors of holding a strike vote, our Strike Committee needs to be one of the strongest committees of the union. We urgently need more people who are willing and have the time to help coordinate the implementation of our publicity work, the publication of information sheets, and any actions that our membership decides to take.

I make a call to the members who have already shown willingness in working with us in the publicity work and to any other members in the union to run for the positions that still remain vacant in the Strike Committee. Three or four positions at large are still open. As well, most Divisions have still not elected their representatives to the Committee.

Aside from having elected members, the Strike Committee could also make good use of any ideas or suggestions from other members. In general, all interested people should feel free to come to our meetings.

AGENDA

Min.

AGENDA

1. No Smoking
- 2 2. Adoption of Agenda
- 2 3. Adoption of Minutes
May and June
- 5 4. Business arising from minutes
 - a) Open Nominations
 - 1 Division Organizer
 - 1 Recording Secretary
 - b) Close Nominations
 - 1 Trustee
 - 3 Strike Committee Reps.
 - 5 c) Grievance Committee Report
 - 5 d) By-law Amendment
Motion: That Section F(5)
of our by-laws be amended
to incorporated the follow-
ing wording: "... in ad-
dition three (3) members
at large shall be elected
to the Grievance Committee."
 - 5 e) Babysitting
Motion: That if committee
members need babysitters
so that they can attend
evening committee meetings
which they are required to
attend, the Union will pay
if no other alternative
can be found.
- 1 5. Correspondence Report
- 5 6. Financial Report
Motion: That the Financial
report be adopted.
Motion: That the per capita
tax be paid when the check-
off is received. (July)
Motion: That the office
expenses, etc. for July
in the amount of \$1000 be
paid.
- 35 7. Contract Committee Report
Motions will be sent out
to the membership before
the meeting takes place.
- 5 8. Motions Moved by Sandy Masai:
Motion: That the Union revise
its contract proposals, re-
taining the following ar-
ticles as printed in our
current proposals:
3.06 Student Assistant
3.07 Retirement
5.01 Union Shop
5.05 Contracting Out
5.06 Bargaining Unit Work
10.01 Union Meetings

min.

- 27.03 Vacation Schedule
- 29.01 Definition of Overtime
- 29.03 Overtime Worked on a
Weekend
- 29.08 Voluntary Overtime
- 30.06 Sick Leave
- 30.07 Maternity Leave
- 33.03 Discharge
- 34.02 Reduction of Staff
- 34.05 Layoff Procedure
- 34.08 Full-time and Part-
time Employees
- All other outstanding arti-
cles (with the exception of
36.02 Wage Rates, and 7.05
Collective Bargaining) are
to be retained as in present
agreement.
Moved: That the Union revise
Article 36.02 Wage Rates to
\$ 88 across-the-board.
Moved: That the Contract
Committee be instructed to
negotiate Article 7.05
Collective Bargaining. as a
priority item.
- 10 9. Strike Committee Report
Motion: As printed in this
Across Campus.
- 5 10. Provincial Report
- 1 11. Communication Committee Report
12. Other Business

President's Note:

Only motions that have been Published
and sent out to the membership will
be accepted by the chair unless an
emergency motion ruled as such by
the chair. The membership can always
challenge the chair if they feel the
chair has made an unwise ruling.

Pat Gibson

*** 4.(f)[Omission above]

MOTION: That the membership authorize
the Trustee to destroy all old ballots
presently to be found in the union office;
specifically those returned during the
last referendum.
moved: Nancy Wiggs
2nded: F. Funston

MINUTES

Minutes - General Membership Meeting/ Thursday, June 9, 1977/ 12:30 - 2:30 pm./ IRC 2

Pat Gibson (President) in the chair.
Ray Galbraith, Recording Secretary.

2. Adoption of agenda: Pat Gibson announced that only emergency motions would be accepted. It was moved by Fairleigh Funston that the agenda be adopted. It was seconded by Ruby Torren. Vicki McNeill amended the motion by moving that there be no extension of time limits. The amendment was seconded by Lissett Nelson and carried. The motion as amended was carried.

3. Adoption of minutes: It was moved that the adoption of minutes be deferred to the next general membership meeting. It was moved by Fairleigh Funston, seconded by Cathy Agnew, and carried.

4. Business arising from minutes:
a) Duplicating machine - Fairleigh Funston moved that: AUCE Local #1 acquire a new duplicating machine for the Union Office. It was seconded by Jay Hiriyabashi - he indicated that the approximate cost would be \$950. The motion was carried.

b) Open nominations: Charlene Davies was nominated to the position of Trustee. Nominations were to remain open for the period of one month.

c) Close nominations: 3 Strike Committee members at large were to be nominated, but none were forthcoming. Nominations were to remain open for one month.

6 alternated delegates to the Provincial Convention were to be nominated. Jay Hiriyabashi was elected. Sheila Porter was elected as Membership Secretary.

d) By-law amendment: It was moved by Robert Gaytan that: Section E of the Local #1 By-Laws be amended to include one Division Organizer as a member of the Local Executive, whose

duties shall include (but not be limited to) the responsibilities of visiting any Division which is having trouble creating a steward structure or maintaining members in Executive or Committee positions, of calling Division Meetings where there is no elected member to do so, of visiting the various departments in the Division and alerting the members if they are lacking proper representation, of setting up Division elections, etc., until such time as there is an elected person to handle these situations within the Division; and also to return to the Division whenever the Division Reps. require advice or help. It is understood by the adoption of this amendment that all pertinent areas of the Local #1 By-Laws shall be duly amended to reflect this addition to the Executive. It was seconded and motivated by Fairleigh Funston. The motion was carried.

e) Motion: It was moved by Margaret S. MacRae that: the membership be permitted to consider a written or printed motion and make a decision on that motion without any motivation from members of a committee or the Executive, and that discussion by the members, including those on the committees and the Executive take place within the time limits allowed, but that that time be used for discussion not motivation. The motion was seconded by Laurie Cottle.

Sandy Masai then moved an amendment: Any motion which is to be discussed at a membership meeting must be published in a newsletter at least 4 working days but not more than 4 months prior to that meeting. The motivation for the motion must be published in the "Across Campus" issue, thereby allowing the membership to have discussion on the motion, rather than spending the time allowed on motivation. Any motion which is to be discussed at a membership meeting must be included on the agenda for that meeting. The agenda is to be approved by an Executive meeting prior to the membership meeting and circulated to the membership at least 4 working days before that meeting. Any motions which arise from or are related to the printed motions would also be in order. The one exception to

this would be, in the event of an emergency situation, the chair would have the power to rule on the inclusion of emergency motions on the agenda. The amendment was seconded by Beverley Groppen.

Pat Gibson ruled the amendment out of order as the intent was contrary to the motion on the floor.

Ray Galbraith moved to defer discussion of the 'amendment' until the next membership meeting. It was seconded by Joan Cosar and carried.

The main motion was then defeated.

f) Maternity benefits: Fairleigh Funston moved: that the membership of Local #1 empower the Executive or delegated individuals to look into the present maternity/UIQ situation and to organize with assistance of other locals and organizations a campaign to support the right of women to supplementary income while on maternity leave and to fight the unjust recovery of payments made according to our maternity clause. It was seconded by Nancy Wiggs and carried.

5. Correspondence report: Pat Gibson read precis'/paraphrases of some 23 items of correspondence.

6. Financial report:

Motion: Ray Galbraith moved that: the financial statement be deferred until the July membership meeting. It was seconded by Lid Strand and carried.

Motion: Ray Galbraith moved: that the per capita tax be paid when the check-off is received (June Provincial assessment). It was seconded by Lid Strand and carried.

Motion: Ray Galbraith moved: that office expenses, etc., for June in the amount of \$1000 be paid. It was seconded by Fairleigh Funston and carried.

Motion: Ray Galbraith moved: that AUCE Local #1 purchase a subscription to "Western Labour Arbitration Cases". It was seconded by Lid Strand and carried.

Motion: Ray Galbraith moved: that AUCE Local #1 purchase backfiles of "Western Labour Arbitration Cases". It was seconded by Nancy Wiggs and carried.

7. Provincial report:

Lid Strand presented a brief report and he moved the following resolution to the Provincial Convention:

Whereas SORWUC has taken on the important task of organizing bank employees and is in need of funds to pay legal fees, and

Whereas AUCE is committed to the principle of organizing unorganized workers, and

Whereas AUCE will benefit from the organization of clerical workers in the private sector,

Therefore, be it resolved that the Provincial Convention confirm the decision of the Provincial Executive to donate \$200.00 a month towards the salary of the full-time office person of the United Bank Workers and that this remain in force until the next Convention.

The motion was seconded by Nancy Wiggs and carried.

8. Contract Committee report:

All the motions were moved and seconded by the Contract Committee.

Jean Lawrence moved that: the Union amend Article 14 to read as follows:

14.01 - Special Leave

a) An employee who is moving her/his household furniture and effects shall be granted up to two (2) days leave without pay.

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

c) An employee who adopts a child shall be granted up to six (6) months leave without pay.

d) An employee who becomes a father shall be granted up to one (1) month leave without pay.

e) After Special Leave an employee shall return to her/his original position.

The chair was challenged on the method of proceeding with the Contract Committee's motions, but it was upheld after a vote - 104 votes to uphold the chair, 83 votes opposed to the chair, with 24 abstentions.

The motion then carried.

Jean Lawrence moved that: the Union withdraw our proposal for Article

13.10 - Bicycles. The motion was car-

ried.

Jean Lawrence moved that: the Union withdraw our current proposal on Article 26.06 - University Holidays and retain the wording in the present contract.

Jeff Hoskins moved that: the Union amend Article 27.03 - Vacation Schedule to read as follows:

27.03 - Vacation Schedule

a) Employees shall receive an annual vacation with pay on the following basis:

Three (3) weeks during and after the second (2nd) calendar year.

Four (4) weeks during and after the fifth (5th) calendar year.

Five weeks (5) during and after the eighth (8th) calendar year.

Commencing with the eleventh (11th) calendar year of service, employees shall receive one (1) additional day of annual vacation with pay for each additional year of service.

Rates of pay in each of the above cases shall be those which the employee would have received if she/he had worked (excluding shift differential).

b) Part-time employees shall receive vacation entitlements of the same number of calendar weeks as in a) above. Pay for each week at the time vacations are taken shall be based on the average number of hours worked per week in the previous six (6) months (not including any weeks in which the employee was not working for any reason), or from date of employment.

The motion was carried.

Jeff Hoskins moved that: the Union include the phrase "insofar as possible" in Article 28.05 - Shift Work,

(c) (iv) Scheduling Provisions, thus retaining the wording in the present contract.

The motion was carried.

Jeff Hoskins moved that: the Union amend Article 30.01 (f) Leave of Absence Without Pay to read as follows:

(f) While leaves of absence without pay may be granted at any time, as in section (b) of this article, a request of up to one (1) year will not be denied after an employee has completed five (5) years of service.

The motion was carried.

Jeff Hoskins moved that: the Union withdraw our proposal on Increment Policy (Article 36.02 Wage Rates)

and retain the wording in the current contract.

The motion was carried.

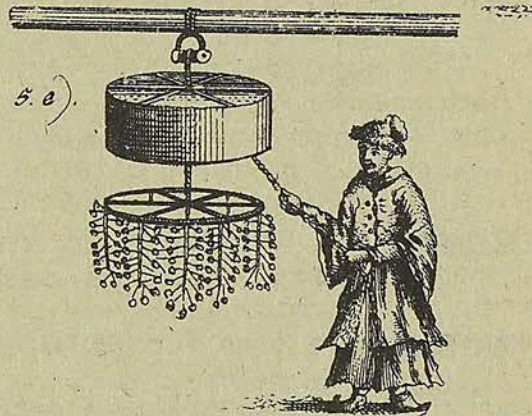
Val Zuker then moved that: we print the package for the membership. It was seconded by Adrienne Kiernan. The motion was defeated.

9. Strike Committee report:

The report was presented by Lissett Nelson, as were the following motions. Lissett Nelson moved: that the membership approve the printing expenses required to continue carrying out of the plan of action approved at the April 14th general membership meeting. It was seconded by Joan Cosar and carried. Lissett Nelson moved: that AUCE Local #1 hold a benefit, jointly, if possible, with other unions, to raise money for our strike fund. It was seconded by Joan Cosar and carried.

Lissett Nelson moved: that the holding of the strike vote be postponed until sometime in July. It was seconded by Joan Cosar and carried.

A motion to adjourn was carried at 2:20 pm.



Minutes of Membership Meeting
12 May 1977, Buchanan 203
5-7 p.m.

Amendments to the Agenda

Ray Galbraith Add item 8a.

Brief report on
Faculty Wage
Settlement.

Sandy Masai Add as item 3a.

Persentage versus
Across the Board
wage proposal
put to Referendum
Ballot.

Nancy Wiggs Add as item 5a.

Purchase Gestetner

Motion to adopt agenda as amended

Nancy Wiggs

Neil Boucher

Carried

Moved to adopt Minutes of February 10th.

Sheila Porter

Neil Boucher Carried

Moved to adopt minutes of February 24th.

Kathy Agnew

Sheila Porter Carried

Moved to adopt minutes of March 3rd.

Kathy Agnew

Sheila Porter Carried

Moved to adopt minutes of March 10th.

Neil Boucher

Sheila Porter Carried

Moved to adopt minutes of April 14th.

Sheila Porter

Sharron Dyke Carried

Wage Proposal

Moved that we hold a referendum ballot to decide whether we want a Percentage or an Across the board Increase.

Sandy Masai

Cathy Agnew Carried

Some people left room to reword motion re; Referendum Ballot.

Nominations Open for Provincial Delegates

Emerald Murphy elected by acclamation

Nominations Closed for alternates for

Provincial Delegates

Maureen Gitta

Geoff Hoskins

Judy Wright

Ray Galbraith

elected by acclamation

nominations Open for 6 alternates to the Provincial Convention.

Nominations Open for Strike Committee reps.

Nominations Closed for Recording

Secretary

Ray Galbraith elected by acclamation

Nominations Open for Membership

Secretary

Sheila Porter Nominated

Financial Report

Moved: That we adopt the Financial Statement

Jerry Andersen

Sheila Porter Carried

Moved: That we pay the per capita Tax when the check-off is received. May Provincial assesment.

Jerry Andersen

Sheila Porter Carried

Moved: That we pay office expenses for May. \$ 1000.00

Jerry Andersen

Sheila Porter Carried

Moved: That we pay the backlog of bills as published in Financial Report.

Jerry Andersen

Sheila Porter Carried

Moved: That a new Gestetner be bought for the Union Office.

Nancy Wiggs

Roberta Crosby

Amendment: That Gestetner be replace with duplicating machine.

Joan Cosar

Ian Mackenzie Carried

Moved: That we table the motion and conduct an investigation.

Emerald Murphy

Joan Cosar Carried

Ad Hoc committee will be set up to investigate.

AIB Report

Moved: That the AIB Committee be empowered to meet with the University and request a joint submission which would incorporate the following:

a) the assertion that our 24 month recovery period was negotiated in good faith and is justified by financial and economic conditions.

b) the understanding that having been informed by the Board that a 24 month payback would not be considered that the minimum payback period be 18 months.

Judy Wright

Fairleigh Funston Defeated

Motion: That we proceed in whatever Manner necessary to maintain the payback as already ratified by our membership.

Nancy Wiggs

Neil Boucher Carried

Motion: That the AIB Committee of the Union meet with the University and implement the previous motion jointly.

Judy Wright

Nancy Wiggs Carried

Motion: That the AIB Committee be empowered to make any press releases in regard to the above motion and that discretion be used in making these Press releases.

Emerald Murphy

Robert Gaytan Carried

Motion: That the decision between
\$ 105 Across the Board and
the corresponding percentage
be sent out by Referendum to
the membership.

Robert Gaytan

Cathy Agnew

Amendment: That a subcommittee draw
up the precise wording of the
the two sides of the pro-
position and bring this
document to the next
Executive Meeting.

Lid Strand

Robert Gaytan

Admendment Carried

Motion carried as amended

Grievance Report

Faculty Wage Settlement

Pat Gibson informed the meeting that
the allowable increase under this
years contract as dictated by the
AIB is 8 per cent.

Meeting adjourned at 7:00 p.m.

UNION ORGANIZER REPORT

Union Organizer Report

Since taking this job and concurrently becoming a member of the Grievance Committee, I've become acutely aware of the ambiguity of much of the language in our current contract. My first encounter with such ambiguity came with a letter from Employee Relations granting a leave of absence of six months to take this Union position. As a sessional employee in the library with a termination date of July 31, 1977, I was granted a six month's leave but with seniority accruing only to that termination date.

Article 7.02 Full Time Leave of Absence, says in part, "A leave of absence without pay of up to one year will be granted to any employee who has been elected to a full time office or position in the Union. . . . Seniority shall accumulate during such employee's leave of absence of up to one year but no longer" (emphasis mine).

The intent of this article clearly is to allow any employee, whether full time, part-time, temporary or sessional, to participate in Union activity without suffering loss of any status they would have gained had they maintained or renewed their appointment with the University. I say "clearly" for to accept any other interpretation would serve as a penalty factor should any temporary or sessional person wish to run for this office. If one stood a chance of losing seniority by running for this office one might decide against participating in Union activity.

The Grievance Committee presented this argument to the University's Labour Committee and the latter agreed to allow my seniority to accrue to the end of my leave of absence. They noted in their letter of agreement, however, that they did not agree that this was the original intent of Article 7.02.

Getting such muddy language clarified is the task of the Contract Committee. It is unfortunate that their efforts are largely unappreciated by members who have been fortunate enough not to be affected by such Articles (and there are many) of multifarious interpretation.

Jay Hirabayashi



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

Local One, UBC
224-5613