

AUCE LOCAL 2 ANNUAL REPORT 1979 (More to be presented at convention)

ALL THIS FOR A DIFFERENCE OF 3% OVER 4 MONTHS!!!

- June 20, 1978 - The University informed AUCE's contract committee that monetary items would be discussed only after the non-monetary items had been disposed of.
- August 22, 1978 - AUCE proposes 9½% across the board, a COLA clause, and a number of non-monetary items, including benefits for temporary workers. The University states that AUCE is under AIB guidelines, (i.e. no money) until November 22, 1978.
- September 5, 1978 - First meeting with Government Mediator. SFU refuses to consider COLA clause.
- September 13, '78- MEDIATOR REQUESTS BOTH SIDES TO SUBMIT ALL ITEMS FOR BINDING ARBITRATION. THE UNIVERSITY REFUSES.
- September 25, '78- SFU offers: A one-time bonus of \$200, effective Nov. 22/78 and a 4% increase effective April 1, 1979.
- September 28, '78- AUCE takes first strike vote. The vote fails.
- October 2, 1978 - AUCE membership rejects the bonus on principle.
- November 23, '78- The second strike vote PASSES.
- November 28, '78- AUCE says NO BONUS. Proposes 7½% for a ONE-YEAR CONTRACT. SFU makes its 2nd offer: A TWO-YEAR CONTRACT. 1st year: \$400 bonus 2nd year: 4% across the board April 1, 1979 to March 31, 1980.

GOVERNMENT MEDIATOR SIGNS OUT

- December 5, 1978- ROTATING STRIKE ACTION BEGINS
- December 14, 1978- University makes its 3rd offer.
2% November 22, 1978 - January 31, 1979.
4% February 1, 1979 - March 31, 1980.
- January 8, 1979- TWO YEAR CONTRACT ACCEPTED BY AUCE
AUCE's proposal: 0% March 31, 1978 - November 22, 1978.
7% Nov. 22, 1978 - March 31, 1979.
3% April 1, 1979 - March 31, 1980.
- 1 Non-monetary items on the table reduced to 3:
- 1) The University to pay 100% of Extended Health Benefits
 - 2) No contracting out of work normally done by AUCE members
 - 3) Vacation scheduling: 1 additional day of vacation for each additional year of service after 13 years, to a maximum of 5 additional vacation days.

AUCE drops its monetary proposal to:

- 0% from March 31, 1978 - November 22, 1978
- 4% from November 22, 1978 - March 31, 1979.
- 6% from April 1, 1979 - March 31, 1980

January 10, 1979- The University offers: 0% from March 31/78-Nov. 22/78
6% from Nov.22/78-Mar. 31/80
No change in its position on non-monetary items.

January 11, 1979- AUCE membership rejects the University's offer of 6% over two years.

January 18, 1979- AUCE executive authorized to call a 24-hour strike

January 29, 1979- 24-HOUR STRIKE

February 14, 1979- The University agrees to sign 2 of the 3 non-monetary articles: Extended Health Benefits and No Contracting Out.

February 15, 1979- AUCE drops its demand to:
6% from November 22, 1978 - November 22, 1979
3% from November 22, 1979 - March 31, 1980

The University negotiating team says it has no authority to offer more than 6%, and offers CONDITIONAL BINDING ARBITRATION:

- 1) The arbitrator to compare AUCE salaries with salaries offered by certain employers (selected by the University)
- 2) the arbitrator NOT to consider cost of living
- 3) the arbitrator NOT to consider the principle of equal pay for work of equal value.

February 27. 1979- Delegation to BOG to request that the University negotiating team be given authority to negotiate a contract.

March 5, 1979 - THE ANSWER: 5 shops in the Library LOCKED OUT
AUCE takes strike vote: vote fails.

March 8, 1979 - Purchasing Department LOCKED OUT
AUCE MEMBERSHIP VOTES FOR FULL STRIKE - EFFECTIVE IMMEDIATELY!
5:30 p.m. Picket lines go up at 'The Lights'

March 9, 1979- BCGEU donates \$20,000 and the services of a media co-ordinator.

March 10. 1979- Executive meeting -M/C That all persons are to respect the picket line (including students, faculty, teaching assistants)

March 12, 1979- 1st general membership meeting - these take place approximately each week during the strike.
The executive meets every 2 or 3 days.
The communication committee meets every day
Contract committee meet or do research daily.
Strike committee, which was not formed until mid-way through strike meets every 2nd day.
Concerned, faculty, student support groups and TSSU are meeting every few days to plan support activities.

- March 12, 1979- continued Cana Construction applies for a "cease and desist order" against AUCE's picket line.
B.C. Yukon Building Trades Council and BC Federation of Labour support AUCE's picket policy.
BC Fed offers support to AUCE
Support groups on picket line - TSSU, SORWUC, BCGEU, CUPW, United Fishermen, Allied Workers Union (support on line increases until the injunction)
- March 13, 1979- Students request permission to cross lines to rally further student support on campus - request denied.
- March 15, 1979- Students organize 1st rally at the lights.
Hearing with UIC umpire - we win Maternity Leave case
Information picket at UBC during Trudeau's speech.
- March 20, 1979- Trip to Victoria to confront government on their fiscal constraint policies in the public sector and express our concern with the Essential Services Disputes Act.
- March 21, 1979- Contract Committee advise SFU President Pedersen that letters sent to union membership (March 12, 13 and 16) suggest grounds for an unfair labour practice. Letters contain offer of binding arbitration.
At Board of Governors meeting, Pedersen and Vice-President Stuart plead with Board for unconditional binding arbitration. Board says No. They are willing to accept Pedersen's resignation on this matter. They want a long strike such that AUCE will never again think of going on strike to win wage demands.
- March 22, 1979- Many unions invited to join picket line at 8:00 - BCGEU, CUPW, SORWUC, VMREU, IBEW, HEU, etc.
80 faculty hold sympathy strike for 1 day to protest University's position.
Students hold another rally at 11:00.
John Fryer, General Secretary of BCGEU leads picket line across roadway.
Police arrive within 15 minutes.
18 people are arrested at about 3:00 (no AUCE 2 people)
- The rally began peacefully at 10:00 a.m. with music and speeches in support of AUCE's fight against the SFU administration. Evan Alderson, spokesperson for Concerned Faculty told the crowd, "The University can't proceed as normal." He was right. At 11:30 a.m. John Fryer, President of the BCGEU, predicted, "The only way the strike is going to be settled is if we shut it down (SFU). I'm going out in the middle of the roadway now." He was accompanied by a number of other trade unionist supporters of AUCE and several students. Spontaneously, about 200 people formed a circular picket, blocking traffic, singing union songs and chanting "They say cutbacks, we say fightback."
- Within minutes, RCMP arrived. Although the student spokesperson had advised demonstrators merely to slow the traffic, the RCMP rerouted cars and eventually stopped all upbound traffic on Curtis and Gaillard Way.

The group on the road kept moving while the police, now numbering about 30, watched them. Although the crowd was peaceful in the face of police intervention, Judy Cavanagh, student spokesperson, periodically reminded the demonstrators of the need to remain non-violent.

About two o'clock, the first demonstrator was dragged into a waiting police van, and about the same time, traffic was allowed to move up the hill. Police removed their caps, ties, and badges in preparation to move in on the demonstrators. Cavanaugh rushed to the microphone to remind demonstrators to remain peaceful. The RCMP switched off the generator for the microphone and 4 police stood guard threatening to confiscate the generator if it were turned on again.

WITHOUT VERBAL WARNING the police advanced on the moving line and began pushing and shoving the demonstrators.

The crowd fell five and six deep as RCMP picked off, head-locked and dragged demonstrators to a single waiting paddy wagon.

Within moments, the demonstrators had gathered on the large grass island, and the police were standing shoulder to shoulder on the roadway facing the long traffic island on Gagliardi Way.

17 demonstrators have been charged with obstructing a police officer in the course of his duty. BCGEU has offered legal counsel for the 17.

The SFU Administration has applied to the Labour Relations Board to have the number of AUCE pickets restricted. Gary Harris, AUCE Strike Co-ordinator has, however, pointed out that "restricting AUCE pickets is no guarantee that this won't happen again. The mass picket line was staffed by AUCE supporters. AUCE picketers remained at their usual stations on the traffic island."

MOTION That the AUCE executive condemn the police provocation and brutality on the Support Strike picket line today. CARRIED. March 22, 1979.

- March 23, 1979- Cana Construction injunction rejected by LRB.
Green light picketing begins.
- March 24, 1979- TSSU benefit at Fisherman's Hall.
- March 26, 1979- Mass Green light picketing.
Mediation meetings with new mediator Jack Waterston - University makes a bonus offer (last talks took place Feb. 15).
M/C strike pay of \$30.00 for those who have completed 4 picket shifts.
Mediation with Waterston - 2 choices. 1) lower demands
2) go back to work.
2 injunctions turned down by LRB - daycare and residence.
- March 27, 1979- Green light picketing (always happened for only a few hours in the morning during heaviest traffic).
At the general membership meeting other unions are invited to speak - Cliff Anstein of the BCGEU, Sharon Yandle of HEU, Lloyd Ingram of CUPW, Tom Walker from the Student Support Committee, Richard Mathieson of IBEW and Drena McCormack from SORWUC and Judy Cavanagh from SFU 18.

LOCAL 1 OFFERED 7% OVER ONE YEAR

...People have gone to jail for less

- March 28, 1979- Pauline Jewett joins picket line - says University is being "stubborn".

- March 28, 1979-
continued
- Sven Robinson joins green light picketing.
Student picketer almost killed by car ramming through the picket line.
- March 29, 1979-
Justice V.L. Dryer of the Supreme Court hands down injunction limiting number of pickets to 10.
- April 3, 1979-
Provincial election is announced.
Doug Cameron, Assistant Deputy Minister of Labour, phones Contract Committee to set up government mediation.
Information picket of Employer's Council organized by TSSU.
Picket later goes to Vancouver Hotel and confronts Pedersen who is speaking there.
- April 4, 1979-
AUCE delegation meets with Fed.
Dave McIntyre of the Fed. issues press release calling for high level third party intervention.
- April 5, 1979-
First meeting of AUCE 2's contract committee with Gus Leonidas, Head of Mediation Services, and Doug Cameron, Associate Deputy Minister of Labour. Leonidas and Cameron propose alternatives for settling the dispute:
1) An Industrial Inquiry Commission (IIC)
2) Binding Arbitration
3) More Mediation
4) Non-binding Mediation/Arbitration
AUCE does information leaflet at Pat McGeer's office to protest fiscal restraint in education.
2 AUCE members meet in Victoria with Bill King (NDP labour critic) regarding feasibility of IIC - to look at the multitude of grievances. the infamous campus labour relations, the conflict of interest permeating the Board, etc.
- April 6, 1979-
Secondary picket - Acu-Data
- April 7, 1979-
Mass rally downtown.
- April 10, 1979-
Contract Committee asks for IIC.
Secondary picket at Chevron Refinery.
Preparations begin to picket UBC.
- April 11, 1979-
AUCE states its conditions for the IIC:
1) That the findings of the Commission be made public.
2) That the recommendations of the Commission be binding
on both parties.
3) That the Commission comprise a tribunal of three: one person to be nominated by the Union, one to be nominated by the University, and the third to be a neutral chairperson elected by the two nominees.
4) That 3 of AUCE's previously dropped non-monetary items
a) definition of temporary workers
b) seniority for temporary workers
c) 100% medical and dental coverage
be brought back for consideration by the Commission; and,
5) that following the signing of a letter of agreement covering

- 5) That following the signing of a letter of agreement covering the conditions for the IIC, the AUCE membership return to work with an immediate 6% increase. (The increase of 6% up until November 1979 had been agreed by both parties before all-out strike action began on March 8).

AUCE informs the B.C. Fed that the Union will picket UBC on Tuesday, 17 April and the Fed supports the action.

April 12, 1979-

Via government representatives it is indicated to the Union that the university will ACCEPT the following conditions for an IIC:

- 1) that the commission's findings be binding on both parties
- 2) the concept of the three-person tribunal

It is indicated, however, that the university WILL NOT AGREE

- 1) that AUCE receive an immediate 6% increase following the union's return to work
- 2) that any previously dropped articles be reconsidered
- 3) that the findings of the commission be automatically made public. The university wishes the IIC itself to decide this.

April 13, 1979-
BLACK FRIDAY

The university and Doug Cameron indicate problems with EVERYTHING except the condition that the IIC's recommendations be binding. Specifically, the objections are:

- a) that the appointment of a neutral chairperson for the three-person tribunal would be "breaking new ground." Doug Cameron wishes the letter of agreement to state instead that should the 2 nominees fail to find a chairperson, the government will appoint a third person
- b) Cameron states that the Minister (not the IIC) should decide if the Commission's findings are to be made public.

Considerable time is spent identifying the items in dispute since the university professes itself unclear as to what these are.

FURTHER, the university reiterates its refusal to authorize a 6% increase for AUCE following the Union's return to work. It states that it will request the IIC to consider whether any wage increase at all is justified for AUCE!

April 14, 1979-

The AUCE Executive calls an emergency meeting and decides to picket the TRIUMF centre at UBC in protest against the university's stalling tactics.

April 17, 1979-

Mediation and still no agreement.
Secondary picket of TRIUMF at UBC.

April 18, 1979-

Secondary picket of TRIUMF at UBC.
Alan Williams brought in. Says that IIC itself should determine whether the inquiry will be public or not.

- April 19, 1979- Secondary picket of TRIUMF at UBC.
General membership meeting - vote to accept University's conditions for IIC.
- April 20, 1979- Letter of agreement signed.
The Commission to consider payment of wages and wage rates, and vacation scheduling for subsequent years beyond 5.
Return to work appendix also drawn up and signed.
- April 24, 1979- Return to work.
- April 25, 1979- Library staff picket library as members are being made to do work not in their job description.
6 p.m. University gives in.
- April 26, 1979- Library staff return to work again.

SO WHAT'S HAPPENING WITH THE I.I.C?

Well, not a great deal, at the moment. AUCE has named its nominee. Diane Baigent, and the university has named Ian Stewart, a Victoria lawyer. We are now waiting for the government to call a meeting of the two nominees so that they may jointly elect their chairperson. When the chair is established, a starting date for the Inquiry will be set and the commission will hand down its findings 14 days after that date.

AUCE Local 2 report jointly submitted by:
Melody Rudd, Past-President, AUCE Provincial
Local 2 member.
Bob Anderman, Local 2 Provincial Representative.