

MEMBERSHIP

MEETING

AGENDA

AUCE GENERAL MEMBERSHIP MEETING - THURSDAY,
OCTOBER 13, 1977 - 12:30-2:30 P.M. - IRC 2

AGENDA

NO SMOKING.

1. ADOPTION OF AGENDA.
2. MINUTES OF PREVIOUS MEETINGS.
3. CORRESPONDENCE REPORT.
4. AIB - MOTION: That the matter of seeking a 24 month AIB payback be dropped.
5. ANNOUNCEMENT OF CONTRACT RATIFICATION VOTE.
6. DIVISION ORGANIZER: Declared that Jean Priest elected by acclamation.
7. OPEN NOMINATIONS FOR:
 - i) Job Evaluation Committee
 - ii) Working Conditions Committee
 - iii) Sick Leave Study Committee
 - iv) Provincial Representative
 - v) Provincial Representative Alternatives (2)
 - vi) Union Organizer

CLOSE NOMINATIONS FOR:

- i) Grievance Committee Representatives-at-large (3)
- ii) Recording Secretary

8. FINANCIAL REPORT:

MOTIONS: i) That the Financial Statement be adopted.
ii) That the per capita tax be paid when received (ie., Aug. & Sept.)
iii) That office expenses, etc., for September and October in the amount of \$2000 be paid.
iv) That maternity benefit for Heather Lalonde in the amount of \$1,106.83 be returned to the University.
v) That up to \$350 be authorized for the purchase of a telephone answering machine for the Union Office.
vi) That the expense of printing the 1976-1978 collective agreement be approved.

9. CONTRACT REPORT.
10. GRIEVANCE COMMITTEE REPORT.
11. PROVINCIAL REPORT.
12. STEWARD SEMINAR (see Newsletter).
13. OTHER BUSINESS.

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**OCTOBER 7/77
NO. 11**

MINUTES

Minutes of the AUCE General Membership Meeting of Thursday, July 14, 1977

Pat Gibson (President) in the chair; Neil Boucher took minutes in the absence of a recording secretary.

1. An announcement that there would be no smoking.

2. Adoption of the agenda. Jay Hirabayashi; Lid Strand. Carried.

3. Adoption of the minutes of May membership meeting. Sheila Porter; Doreen Nicholson. Carried.

Adoption of minutes of June membership meeting. Lid Strand; Betty Finson. Carried.

Amendment to 4. E. last paragraph to read: "Ray Galbraith moved to defer discussion of the 'amendment' until a future meeting and that motivation be included in a newsletter prior to that meeting. The main motion was then defeated. The above motion was seconded by Joan Cosar and carried." Sandy Masai; Cathy Agnew. Carried.

4. a) Nominations were opened for Division Organizer: Robert Gaytan; Cathy Agnew. Nominations remaining open.

Nominations were opened for Recording Secretary: volunteers were requested to line up, and, after due processing, it was discovered that there were none. Nominations remain open.

b) Close nominations for one Trustee: Charlene Davies acclaimed.

Close nominations for five Strike Committee members: Paula Brown, Susan Callaghan, Sandy Masai, Wendy Lymer, Margaret Nicholson, Jane Latter. It was declared that there would be a referendum ballot. Moved to reconsider: Lid Strand and Nancy Wiggs. Carried.

Elected by acclamation: Paula Brown, Susan Callaghan, Wendy Lymer, Margaret Nicholson, and Jane Latter.

c) Grievance Committee report re: 1973 vacation entitlement and the importance of the Division Organizer for enforcement of the contract.

d) Motion that Section F(5) of our By-laws be amended to incorporate the following wording: "...in addition three (3) members at large shall be elected to the

Grievance Committee." Moved and seconded by the Grievance Committee. Carried. Nominations were opened: Carole Cameron; Sheila Porter. Nominations remain open.

e) That if committee members need babysitters so that they can attend, the Union will pay if no other alternative can be found. Nancy Wiggs, Sandy Masai. Carried.

f) 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. Nancy Wiggs, Fairleigh Funston. Mover and seconder agreed to change the word "destroy" to "recycle". Carried.

5. See Correspondence file for full report. Nominations opened for delegates to the Public Sector Employees' Council Convention: Richard Melanson, Jeff Hoskins. Nominations remain open.

Nominations were opened for AUCE/SORWUC Committee: Nancy Wiggs, Suzanne Lester. Nominations remain open.

6. That the financial Reports (attached) be adopted (April, May and June). Neil Boucher, Cathy Agnew. Carried.
That the per capita tax for June be paid as soon as the check-off is received. Jeff Hoskins, Lid Strand. Carried.
That the office expenses, etc. for July in the amount of \$1000 be paid. Vicki McNeill, Betty Finson. Carried.

7. Contract Committee Report.
That the motion to withdraw certain Union proposals from the bargaining table be taken item by item. Ian Mackenzie, Nancy Wiggs. Carried.
That we withdraw our proposal on Article 21.04 (Contract Committee). Carried.
That we withdraw our proposal on Article 21.06. Carried.
That we withdraw our proposal on Article 27.03. Defeated.
That we withdraw our proposal on Article 27.05(c). Carried.
That we withdraw our proposal on Article 28.02. Carried.
That we withdraw our proposal on Article 28.03(b). Carried.
That we withdraw our proposal on Article 29.09. Carried.

That we withdraw our proposal on Article 30.01. Carried.

That we withdraw our proposal on Article 30.02. Amend to withdraw time allotment only. Ian Mackenzie, Nancy Wiggs. Defeated. Original motion carried.

That the proposal for a Weekend Shift differential be withdrawn and that the proposal for shift differential amounts be reduced to 75¢ each. Carried.

That the proposal for inclusion of part-time employees working less than 20 hours per week in the Medical and Dental Plan be withdrawn. Carried.

That the proposal for the SFU sick leave plan be withdrawn. Defeated.

That one member of the Contract Committee take full-time Union leave and be paid by the Union until a new contract is signed and arrangements can be made with the University for return to her/his original position. Motion to defer this motion to the next daytime membership meeting. Neil Boucher, Cathy Agnew. Defeated. Original motion carried.

Motion to extend the meeting for 15 minutes to 7:15 pm. Lid Strand, Cathy Agnew. Carried.

8. That the Union revise its contract proposals (as published in the newsletter). Motion withdrawn.

That the Union revise Article 30.02 Wage Rates to \$88 across-the-board. Sandy Masai, Cathy Agnew. Motion to postpone to the next membership meeting. Ian Mackenzie, Nancy Wiggs. Carried.

That Article 7.05 be a priority item. Sandy Masai, Nancy Wiggs. Carried.

9. Strike Committee Report. Motion (as published) withdrawn.

10. Provincial Report. Referendum coming.

11. Communications Committee Report.

12. (a) 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. Nancy Wiggs, Lid Strand. Carried.

Meeting adjourned at 7:15 pm.

Minutes of the Special Membership Meeting on July 28, 1977 (Hebb Theatre/ 12:30 - 2:30 pm.)

Pat Gibson in the chair; Ray Galbraith as Recording Secretary.

1. An announcement that there would be no smoking.

2. Adoption of the agenda. Moved by Jay Hirabayashi and seconded by Jerry Anderson. Carried.

3. Contract Committee Report: Jean Lawrence presented a brief chronological update from the June 1977 membership meeting to the 3:00 am. meeting with the University on Thursday, July 28, 1977. She mentioned the items that had been settled over the last three days: definition of employee, the grievance procedure, lay-off, job postings, and compassionate leave. At 1:00 am. on Thursday, July 28th, Grant presented a list of "final" positions on the outstanding issues.

Jeff Hoskins reported and indicated that the Union could either accept what the University had put on the table or take a strike vote. He then explained the procedure involved in a strike vote. Jeff said that we were close to agreement on the number of outstanding issues and that a positive strike vote could provide the necessary push towards a settlement. Jeff then went through the outstanding issues: definition of Student Assistant, Union shop, collective bargaining, Union meetings, taxi voucher, retraining, notice of lay-off, tuition waiver, hiring, transfer, demotion, vacations, shift work, overtime, compassionate leave, sick leave, maternity leave, Grievance Procedure, and wages. He outlined the respective positions of both parties.

Ian Mackenzie then completed the Contract Committee report. He said the University's strategy over the past year had been an attempt to get the cheapest possible settlement. The University's latest offer was an obvious attempt to split the Union - especially in regards to the across-the-board issue. The University was trying to divide the Contract Committee from the membership on the basis of their final offer. Ian said

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that it was almost axiomatic that the University was holding things back and that they were awaiting the results of our strike vote. The Contract Committee had made every effort to get a settlement and had presented the University with a "below the bottom-line" position. Grant immediately rejected the Union's position evidently believing that the membership would accept the "final" offer.

The Contract Committee report was followed by a question period.

The Contract Committee then moved that the University's package be rejected.

An amendment to the motion by Sandy Masai was over-ruled by the Chair (Pat Gibson). Jerry Anderson then moved to hold a secret ballot. It was seconded by Cathy Agnew and carried.

While the vote was being counted, the Strike Committee presented a report which outlined the progress and the actions of the Committee to date.

The result of the vote was announced: Yes - 359 No - 169 Spoiled - 3

The motion to reject the University's package was carried.

Margot Sherck moved that the meeting be continued after work. It was seconded by Carole Pincock.

Lissett Nelson amended the motion so that the Strike Committee's first motion would be dealt with by the meeting. It was seconded by Susan Callaghan and defeated.

The main motion returned to the floor. Ian Mackenzie moved to table the motion. It was seconded by Joan Cosar and carried.

Ian Mackenzie then moved that the present meeting be continued until the agenda was completed. It was withdrawn.

It was moved by Neil Boucher that a noon hour meeting be held the next day to conclude the business of this meeting. It was seconded by Ray Galbraith and carried.

The meeting adjourned at 2:25 pm.

& more...

Minutes of the Special Membership Meeting on July 29, 1977 (IRC 2/12:00-1:00 pm.)

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

The agenda for the previous meeting (July 28th) was still in effect.

It was moved and seconded by the Contract Committee that:

a) The Union go back to the Vacation Article 27.03 as in the present contract.

b) The Union go back to the Sick Leave Article as in the present contract.

Jeff Hoskins moved to table the above two motions. It was seconded by Lid Strand and carried.

Ian Mackenzie moved that the Contract Committee be empowered to negotiate an eighteen month contract - ie., October 1, 1976 to March 31, 1978. It was seconded by Jeff Hoskins and carried.

Sandy Masai moved that the Union revise Article 36.02 to \$88 across-the-board. It was seconded by Cathy Agnew and defeated.

Ray Galbraith moved that a flier be sent out to the membership Tuesday morning (August 2, 1977) based on the results of Thursday's Special Membership Meeting and that the flier should contain a discussion of the mechanics of a strike vote. It was seconded by Joan Cosar.

The motion was amended to include the final positions of both parties, ie., the outstanding clauses. It was seconded by Sandy Masai and carried.

The motion as amended was carried.

Lissett Nelson presented the Strike Committee report and moved a series of motions. She moved:

a) That a noon-hour mobilization be held on Wednesday, August 3, 1977. It was defeated.

b) That a strike support committee be formed with other campus unions and the AMS. It was carried.

c) That the Union continue with the present publicity campaign and that we expand our off-campus publicity. It was carried.

d) That letters be mailed to the B.C. Fed, the Vancouver District Labour Council, other unions and women's groups advising them of our situation and arranging any possible joint action with them. It was carried.

e) That the printing expenses be paid for the continuing plan and that there be a ceiling of \$2000 for expenses. It was carried.

f) At this point Lissett moved a motion in regards to the subject of a benefit, but it was defeated.

The meeting adjourned at 1:00 pm.

& yet more...

Minutes of the Membership Meeting on August 11, 1977 (IRC 2/12:30-2:30 pm.)

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

It was moved by Joan Cosar to seat Melody Rudd, the Secretary-Treasurer of the Provincial. It was seconded by Lil Legault and carried.

1. No smoking announcement.

2. Jerry Anderson moved that the agenda be adopted. It was seconded by Lil Legault. Mary Tainsh moved the amendment that the Strike Committee report be placed after the Contract Committee report. It was seconded by Lissett Nelson and carried.

Jay Hirabayashi moved that item 5(b) be moved after item 12(a). It was seconded by Neil Boucher and carried.

The agenda as amended was adopted.

3. It was reported by Ray Galbraith that the minutes from the previous meetings, ie., July 14th, 28th, and 29th) be deferred. It was seconded by Lid Strand and carried.

4. The correspondence report was presented by Neil Boucher (for a comprehensive report see the Correspondence File).

5. Nominations:

a) Lid Strand, Nancy Wiggs and Ian Mackenzie were elected by acclamation for delegates to the Public Sector Employees' Council.

b) Nominations were left open until the next membership meeting for 3 Grievance Committee Representatives at large positions.

c) Mary Tainsh was elected by acclamation as a Strike Committee at large.

e) Nominations for the position of Recording Secretary were left open for yet another month.

6. Treasurer's Report:

Jerry Anderson moved:

a) That we approve the financial report for the month of July, 1977. It was seconded by Joan Cosar and carried.

b) That we pay the Provincial Per Capita tax for August 1977. It was seconded by Lid Strand and carried.

c) That we allocate \$1000 for office ex-

penses for August 1977. It was seconded by Jeff Hoskins and carried.

7. Contract Committee Report:

Jeff Hoskins presented a detailed report. The Contract Committee then moved and seconded the following motion:

That the Contract Committee be authorized to sign a memorandum of agreement based on the recommended terms of settlement initialed on August 10, 1977.

The motion was carried.

8. Grievance Committee Report:

Lid Strand presented a brief report and then moved two motions on behalf of the Grievance Committee:

a) That we take the Library job promotion grievance to arbitration and pay related expenses. The motion was carried.

b) That the holiday recall grievance be taken to arbitration. The motion was carried.

There was no Strike Committee report as the membership had decided to sign a memorandum of agreement with the University.

10. Provincial Report: Lid Strand indicated that AUCE Local #2 at SFU needed support for their negotiations. He also stated that it was important that the AUCE/SORWUC Committee get new members.

11. Communications Committee Report: Ray Galbraith made a brief plea for increased divisional representation on the Committee.

12. Notice of motion:

Jay Hirabayashi moved:

That the Division Organizer be a full-time paid position (at a rate equivalent to the last position held by the person elected) for a period of six months. The motion was seconded by Lid Strand and carried.

Nominations for the position of Division Organizer were opened. Jean Priest and Sandy Masai were nominated.

A referendum ballot was to be held in the near future.

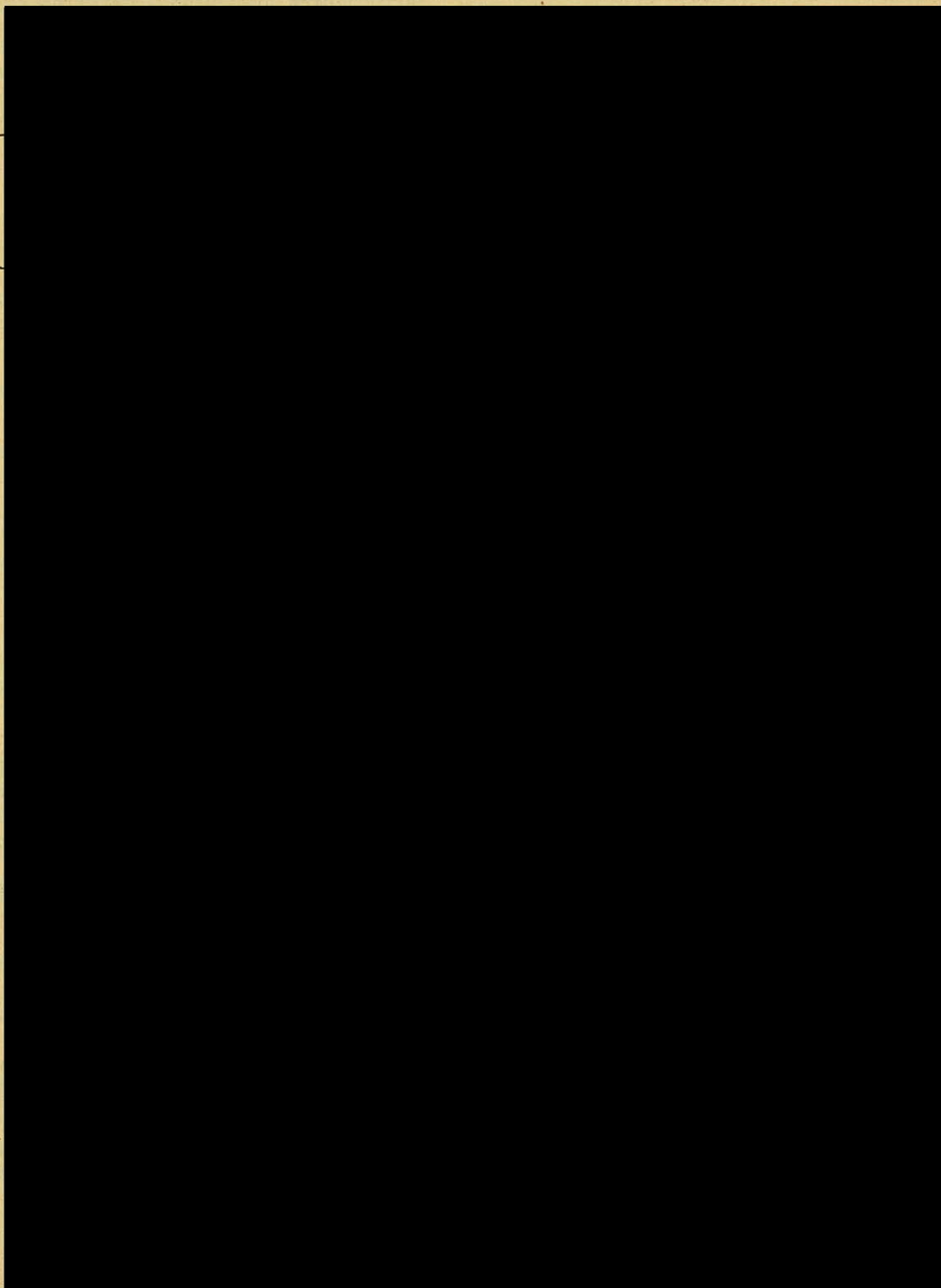
13. Other Business:

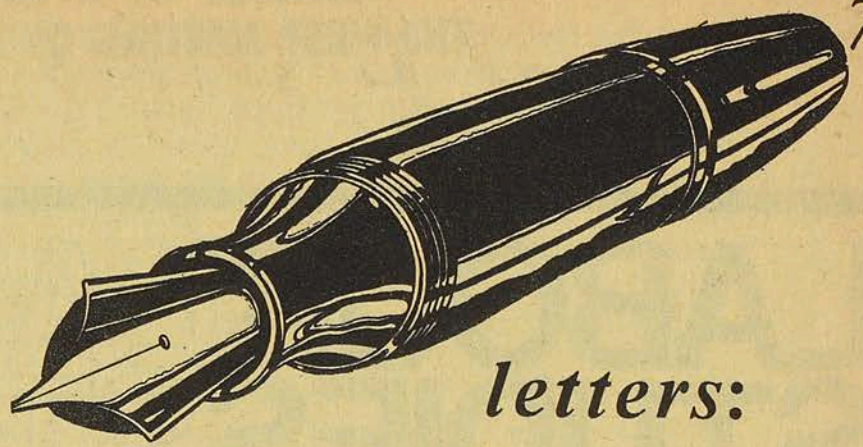
It was moved by Nancy Wiggs that the membership request that our retroactive pay be paid on a separate cheque. It was seconded by Margie Wally and defeated.

The meeting extended their appreciation to the members of the Contract Committee for their efforts over the past year.

The meeting adjourned at 2:00 pm.

REPRINT





letters:

1.

A group of growers in the Central Fraser Valley are offering a delivery service of organically grown fruits, vegetables and dairy products weekly, direct to houses in the Vancouver area.

For information write to:

Growers
c/o 39900 Old Yale Road
RR2 Abbotsford, B.C.

2.

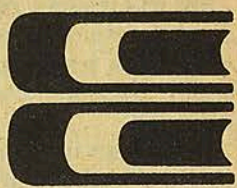
Our just-completed set of negotiations was a tortuous affair. Hopefully, we have learned a lesson. The process of legitimizing the strike vote as an essential tool in reaching a settlement - and not a capitulation - should have been achieved. Perhaps, the sharper edges of the memories of our December 1975 strike have been blunted or smoothed. As a union we did everything possible to forestall the taking of a strike vote, but finally our hand was forced. The result of 60% was disappointing, although we did reach a settlement after threatening the possibility of strike action. The settlement reached was palatable given the situation, but it was not what we could have achieved with greater and more determined and consistent membership support.

Our next set of negotiations is just around the corner. With an abbreviated set of contract proposals and with membership support, we stand a good chance of regaining some of the self-respect and confidence that we frittered away.

Ray Galbraith

From the Miners Voice

LABOUR LABOUR STUDIES STUDIES PROGRAM PROGRAM



The Labour Studies Program is committed to meet the special education needs of B.C. workers, their organizations, and the labour movement in general. From its inception in 1974, the Labour Studies Program has been a co-operative venture of Capilano College and the B.C. Federation of Labour.

The Labour Studies Program strives to develop courses which recognize that:

- *Labour's educational needs and point of view are particular ones and unfulfilled and unexpressed in many post-secondary educational programs.
- *Labour's contribution to the growth and development of Canada is not adequately reflected in Canada's recorded history.
- *Labour's continuing organizational development can use the educational resources of the Community College for both individual development and as a complement to inhouse educational/training programs.

COURSE ANNOUNCEMENTS

FUNDAMENTALS OF LABOUR LAW (LSP 110)

A thorough examination of the statutes, court and Labour Relations Board decisions, and procedures relevant to labour relations in B.C. and Canada. Emphasis will be on how these decisions affect the union and the individual employee in their day to day activity.

Thursdays 7:30 - 9:30 Starting October 13 (8 sessions)

Place: Fisherman's Hall, 138 E. Cordova Street, Vancouver

Instructor: Leo McGrady

Fee: \$12.00

HISTORY OF THE LABOUR MOVEMENT IN CANADA (LSP 140)

A survey of the history of the labour movement in Canada from the formation of the working class through the period of mass industrial unionism. The course chronicles the long struggle by working people for the right to organize and to bargain collectively, the fight for shorter working hours and other major labour battles.

Tuesdays 7:30 - 9:30 Starting October 4 (8 sessions)

Place: Moody Junior Secondary School, 3115 St. Johns Street, Port Moody

Sponsored by Oil, Chemical and Atomic Workers Union Local 9-614

Instructor: Ed Lavalle

Fee: \$12.00

A general overview of the main social, medical, economic, technical and legal issues involved in the health and safety issues facing workers in British Columbia. The course will take up: B.C. and Federal governmental authorities; workers' rights and duties; employers' rights and duties; arbitration law; inspection procedures and reports; enforcement powers and action; union safety committee powers and activities; medical issues and research; accident statistics; industrial disease (heat, noise, light, toxic chemicals, dust, poisons); special attention on Workers' Compensation Board; how to use monitoring equipment; inquests; economic significance of disease, injury, and fatalities.

Tuesdays 7:30 - 9:30 p.m. Starting September 20 (6 sessions)

Place: International Union of Operating Engineers Building 4333 Ledger Avenue, Burnaby.

Instructor: Craig Paterson

Fee: \$12.00

THE WORKERS' COMPENSATION ACT AND THE WORKERS' COMPENSATION BOARD (CED 432)

A look at the statutory framework providing for Workers' Compensation benefits in B.C. Claims and appeal procedures will be discussed in detail with a view to determining the types of evidence required. Discussion will include all aspects of benefits entitlement including dependents' benefits and permanent disability awards. Claims with respect to both injuries and industrial diseases will be covered.

Tuesdays 7:30 - 9:30 p.m. Starting November 1 (4 sessions)

Place: International Union of Operating Engineers Building 4333 Ledger Avenue, Burnaby.

Instructor: Connie Sun

Fee: \$12.00

INTRODUCTION TO UNEMPLOYMENT INSURANCE PROCEDURES (CED 433)

Introduction to the general theory and principles behind unemployment insurance. Explanation of the different types of benefits available and how one qualifies for them. The technical aspects of how to apply for benefits, how to continue getting benefits, and problems to avoid will be canvassed. Course will include the procedures involved in Unemployment Insurance Appeals and how best to approach them.

Thursdays 7:30 - 9:30 p.m. Starting October 13 (3 sessions)

Place: Longshoremen's Hall, Commercial Drive & Franklin Street, Vancouver

Instructor: Alan MacLean

Fees: \$12.00

APPLIED LABOUR LAW: PROBLEM SEMINARS FOR SMALL LOCALS AND SMALL UNIONS (CED 434)

Emphasis will be on the demonstration of specific labour law problems and the acquisition of the legal skills necessary to solve those problems. A seminar format will be used. As far as possible students will assume the roles of the various participants in arbitration hearings, negotiations, and Labour Relations Board hearings. Each session will deal with a specific theme/problem:

- | | |
|-----------|---------------------------------------|
| Session 1 | Arbitration |
| 2 | Labour Relations Board practice |
| 3 | Duties of a trade union to the member |
| 4 | Organizing a trade union |
| 5 | Labour law for college unions |

Saturdays October 1, 15, 29; November 26; December 17 10:00 - 1:00 p.m.

Place: Capilano College, 2055 Purcell Way, North Vancouver NB Building (North Campus) Room 101

Instructor: Leo McGrady

Fees: \$5.00 per session.

\$25.00 for all 5.

MONEY MANAGEMENT FOR WAGE EARNERS (CED 435)

A practical beginning towards understanding many of the traps that affect spending habits. The course will also deal with the emotions people feel when confronted with situations resulting in overspending. Instructions on how to set up a money management system that avoids the traps and turns unsuccessful situations into successful ones. The course will deal with credit in general, how to establish a good credit rating, how and when to borrow money and practical advice about major purchases and saving money. Extensive case studies and practical exercises.

Wednesdays 7:30 - 9:30 p.m. Starting November 9 (3 sessions)

Place: Capilano College, NC Building (North Campus) Room 210

Instructor: Ted Blair

Fee: \$12.00

IMMIGRATION AND CITIZENSHIP ACT PROCEDURES FOR IMMIGRANT WORKERS (CED 436)

A special course to aid trade unionists in unions with a large immigrant membership. For both immigrant workers and stewards who wish to become aware of the laws and procedures with respect to immigrant and citizenship matters.

If translation services are required, please telephone the number below before the beginning of the course.

Thursdays 7:30 - 9:30 p.m. Starting November 3 (3 sessions)

Place: Longshoremen's Hall, Commercial Drive & Franklin Street, Vancouver

Instructor: Ian Aikenhead

Fee: \$12.00

**INQUIRIES: ED LAVALLE, CHAIRPERSON LABOUR STUDIES PROGRAM
CAPILANO COLLEGE, 2055 PURCELL WAY, NORTH VANCOUVER,
B.C. V7J 3H5. TELEPHONE: 986-1911, LOCAL 334**

library cards

LIBRARY CARDS FOR STAFF

This year staff will have the same borrowing privileges as students in the library. To be entitle to this staff will have to renew their library cards at the Main Loan Desk of the Main Library.

DIVISION ORGANIZER

Due to unforeseen personal circumstances, I am unable to run for the office of Division Organizer. I therefore withdraw my name as a candidate and wish Jean great success.

Sandra Masai

steward seminar

STEWARD SEMINAR MOTION

Motion: That we hold a Steward Seminar before December 1, 1977 (during working hours) to explain the new contract ramifications and that salaries and related expenses be covered by the Union. Moved by Lid Strand and seconded by Cathy Agnew.

The Provincial Association is currently planning two major events; a AUCE/SORWUC Stewards Seminar and a Conference of University and College Support Staff.

The Stewards Seminar is being sponsored by the AUCE/SORWUC Committee. At the June AUCE Provincial Convention the committee had been strengthened and charged with the responsibility of holding a joint Stewards Seminar.

Because of the dramatic growth of both AUCE and SORWUC it was felt that both unions would benefit from a seminar which would focus on the "basics".

The Committee met soon after the convention and felt that a major priority should be to organize a seminar as soon as possible. At a meeting held in August, October 16th was set as the tentative date of this seminar.

The seminar will start with two hours of speakers on general topics such as - What is a steward, what is a grievance, how to research a grievance, how to keep a supervisor from intimidating the grievor.

After the discussion a film will be shown. One of the suggested films is "The Grievance, the Steward and Management" while other suggested films would focus on women in the workforce.

In the afternoon, each local will put on a grievance. The dramatization of grievances that have actually occurred will point out the various types of grievances, how to handle them, the kind of mistakes to watch out for, and try to emphasise to each steward present that grievances are the main way of enforcing our contracts.

Any steward (or member who is interested in becoming a steward) is encouraged to leave their name at the union office.

The other major event that is being planned is a conference of University and Colleges Support Staff that is tentatively scheduled for October 29th and 30th.

Three delegates have been requested from the support staff of each campus. Ian MacKenzie, Nancy Wiggs and Lid Strand have been elected to represent the members of AUCE local 1.

The need for a meeting of support staff working at Universities and Colleges in B.C. was discussed at the AUCE Provincial Convention and a motion was passed authorizing the Provincial Executive to look into the possibility of encouraging a conference.

The Public Sector Employees Council was approached and they agreed to sponsor the conference. The staff at the various Colleges and Universities were contacted, and the vast majority responded enthusiastically.

The AUCE Delegates have met and we have decided that the major issue facing all of us was legislation drafted by the Provincial Government that would affect all the post secondary institutions.

by Lid Strand

The other major area of concern is the myriad of student works programs that are impinging on our jobs. We have come up with a common position so that the various unions and educational institutions won't be played off against each other. One proposal that concerns us deeply is a proposed program where instead of increasing student aid, the provincial government will pay students to work up to ten hours a week. The effect of this program, taken together with ongoing budgetary cutbacks engineered by the Provincial Government, is that students paid by this program will replace regular employees who are laid off due to lack of money.

The AUCE delegates are going to focus on these two issues. Initial plans for the conference are that the first day will be spent on local reports. We must find out how other groups are dealing with the problems that are facing us. The second day will be spent on Special Reports. The tentative plan is to focus on the new Provincial Legislation. A panel discussion, a detailed report on the legislation and hopefully Walter Hardwick (Deputy Minister of Education) will help to focus the discussion.

This conference could be the beginning of a closer liaison between people who work at post secondary institutions and have many of the same concerns.

EROSION OF RIGHTS

Up until the recent Stack Attendants' arbitration hearing it was the University's practice to pay the wages of witnesses to arbitrations, regardless of which side.

During this recently completed arbitration we were informed that the University intended to change this policy and to bill the Union for the witnesses that we called. Anticipating this possibility we had requested the arbitrator to subpoena witnesses. The arbitrator agreed and this was done.

According to Article 16.01 - Court Duty "An employee who is called for Jury Duty or as a subpoenaed witness shall continue to receive her/his regular pay."

If the intention had been to restrict the article to criminal and civil courts this would have been reflected in the language. The University seems to be basing its position on the title of the article; a title which was not negotiated into the original article. In fact our position is strengthened because in over three years of arbitrations the University has paid for all witnesses.

The Labour Code, which creates a framework for resolving disputes between Labour and Management, spells out the binding nature of arbitrations and the far-reaching powers of arbitrators. It also gives arbitration hearings stature consistent with those accorded to a court of law.

The University has continually attempted to break the back of the Grievance Committee. They have:

- a) forced grievances to the threshold of arbitration. In one case they settled a misclassification grievance four days prior to the scheduled arbitration hearing. This dispute took eighteen months to settle. The effect of the University's protraction of disputes has been the intimidation of our grievors and an unnecessary increase in the workload of the Grievance Committee.
- b) imposed more formally structured Step 4 meetings upon us. This has made it more difficult to get to the heart of the issues and has made it more difficult to resolve disputes.
- c) unilaterally excluded grievors from Step 4 Meetings until such time as their particular grievance is being presented. At the meeting where this change was announced two grievors were told to leave by Mr. Clark. When the Union refused to force the grievors to leave Mr. Clark adjourned the meeting.

The University's attempt to force us to pay the salaries of our witnesses is just the latest example. If the University would apply as much energy to honouring our Collective Agreement as they do to their efforts to cripple the Grievance Committee, most disputes could be settled without the antagonism, frustration and sheer futility that we have experienced to date.



Grievance Reports

On August 2 the Union and the University negotiated a settlement in the early stages of the Faculty Club Discharge Grievance arbitration hearing.

A Secretary III in the Faculty Club had been discharged earlier in the year. The case was complicated because Employee Relations had prevented her from applying for other positions even though she had been actively applying for over seven months.

The arbitration commenced with the University's first witness, the grievor's supervisor. After the completion of examination-in-chief and before we had a chance to cross-examine him the arbitrator suggested a brief recess.

During the recess the arbitrator asked if we had discussed a compromise. Kevin Grace, our advocate, mentioned that the grievor had been prevented from transferring out of the position in the Faculty Club by Employee Relations. Mr. Coady, the University's lawyer, referred to a memo he had found in her files supporting our contention. The next two and one half hours were spent negotiating.

At one o'clock a settlement was signed. The settlement specified that:

- 1) she would start as soon as practicable in a Secretary II position,
- 2) she would undergo a 3 month probationary period, after which she would regain all her lost seniority.
- 3) she would receive no retroactive pay for the time lost.

Less than three weeks following the settlement the grievor began work.

The Grievance Committee will be keeping a close watch until she completes her probationary period in case the University is foolish enough to try to discharge her again without just cause.

Success??

2 ARBITRATIONS WITHDRAWN

Since the last newsletter, two grievances have been withdrawn. One grievance, a misclassification, over 18 months old was withdrawn on August 12th, less than one week before it was scheduled to go to arbitration.

In a letter to Pat Gibson, Richard Newson, manager of compensation wrote "In final preparation of the above noted grievance ... the University, represented by Employee Relations Dept., has determined that the Clerk II position ... be reclassified to a Clerk III. The effective date for this reclassification will be February 9, 1976."

On August 29, 1977, in a letter to Ann Hutchison, the University provided the Union with a Job Description for a Mail Room Attendant, as well as one for a Junior Mail Room Attendant.

The submission of the Mail Room Attendant Job Description responded to this grievance and therefore the Grievance Committee, on behalf of the Union, has withdrawn it.

Both grievances should have been settled many months ago.

The settlement that was offered in the misclassification grievance by the University had been discussed more than once between the University and the Union - the first time more than one year ago.

The Mail Room Attendants Job Description was also a grievance that could have been settled many months ago.

In Article 31 (Job Description), the University had promised to provide a job description for Mail Room Attendants within 3 months of the signing of the Contract in December 1976.

By the following Autumn, after the University had spent almost a year denying that there were any Mail Room Attendants, the Union launched a grievance.

On December 17, 1976, the University presented 2 new Job Descriptions for Mail Distribution Clerks; not the Mail Room Attendant Job Description that they had promised in the Contract.

Finally, on August 29th, 1977, we received the Job Description that they had promised a year and one half before.

It is curious that both grievances were suddenly dropped; both within 2 weeks of the scheduled arbitration hearing.

We could speculate on the reasons for this seemingly inexplicable change of heart. What seems most likely is that the University's lawyer, when he began his research on these cases, realized that they could not win and advised them to change their position.

Perhaps if the University consulted legal counsel more often, fewer cases would go to arbitration!

Last April in the course of the Ahn, Hoffman & Pinard Reclassification Grievance Arbitration hearing the arbitrator, Mr. Morley Fox suffered what appeared to be a heart attack. The Union and the University were both concerned that Mr. Fox's health would be impaired if he continued with this case. However, Mr. Fox convinced us that he was capable of completing the case. We all agreed that the evidence had been adequately presented and that argument would be submitted in writing.

Unfortunately, before the submissions were completed, Mr. Fox suffered a fatal stroke while visiting friends in California.

This puts both parties in a quandary. Both the Union and the University agree that the notes Mr. Fox made for his own use would not be suitable for another arbitrator. Both parties also agree that there are too many facts in dispute for another arbitrator to rule on the evidence that has been presented.

We will report further on this situation as it develops.

A.I.B.

A few months ago the A.I.B. informed the University that the payback of moneys owed to the University must be payback within eighteen months. The University has advised our membership as to how they plan to proceed with the 18 month payback. To date we have not received the courtesy of receiving an answer to the A.I.B.'s position except by the indirect way.

The Mandate that the membership has given the A.I.B. Union Committee was to seek a 24 month payback period. If that mandate is to change and we are not to pursue it any further than the following motion would be in order.

MOVE: that the matter of seeking a 24 month A.I.B. payback period be dropped.

Pat Gibson

STRIKE COMMITTEE

Dear AUCE members:

As I am going on study leave until April 1978, I thought I would write a few words to let you know how much I enjoyed being part of the Strike Committee for the negotiations of our 76-77 contract. Participating in the implementation of the publicity campaign and the preparation of the strike vote was a very useful experience. It was also an important experience assessing the Committee's work: I would like to invite you all to read the 76-77 Strike Committee Final Report and Recommendations and share with us your comments in future discussions. The Report is a very brief one*.

I think that the work of all committees during the past contract year was very valuable, and am sure that with the lessons learned, we will be able to improve our efforts and involve more members in our activities to the benefit of the union.

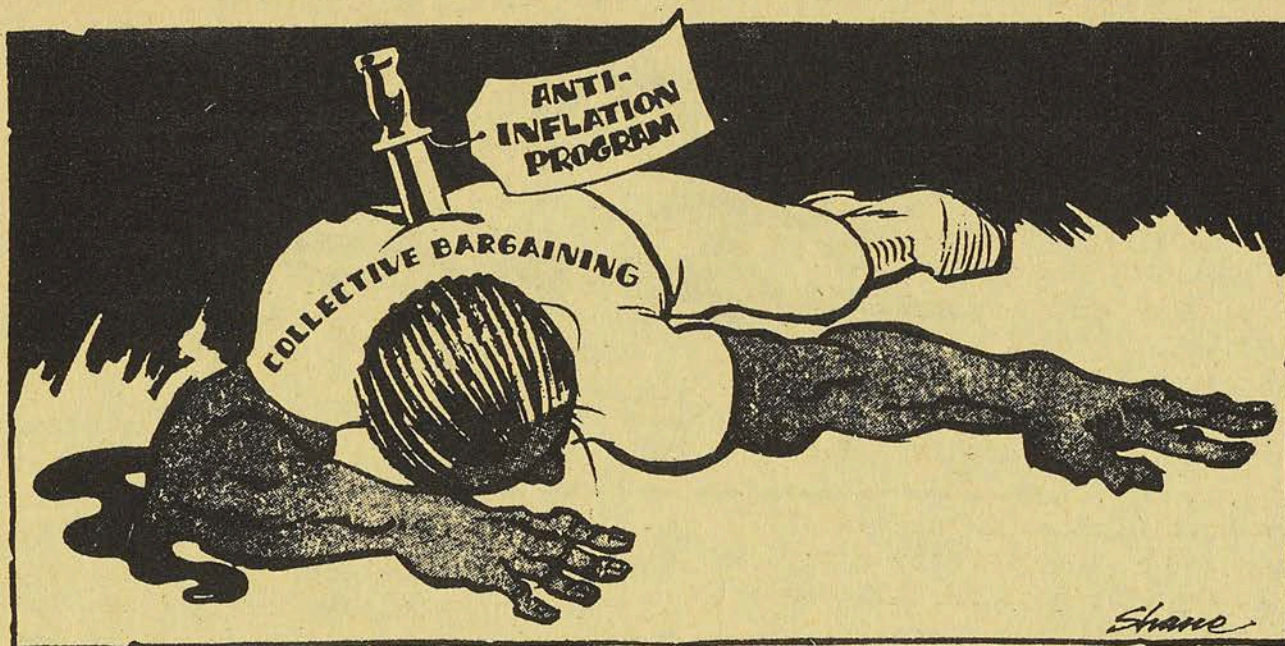
I will be studying at U.B.C. for the next while and will be happy to help out with union matters whenever I'm able.

Fraternally,

Lissett Nelson

* Copies of the Report and Recommendations are available at the Union Office and can be mailed to you at your request.

**MANY THANKS TO OUR
CONTRACT COMMITTEE**



the contract

MESSAGE FROM OUR PRESIDENT

We are in the process of voting on whether to accept or reject the proposed terms for settlement of a new Collective Agreement. If we accept it, it is important that all members in our bargaining unit become familiar with this Contract and note the changes that have occurred. If you are in doubt about the interpretation of clauses in the Contract, please phone the Union Office for help.

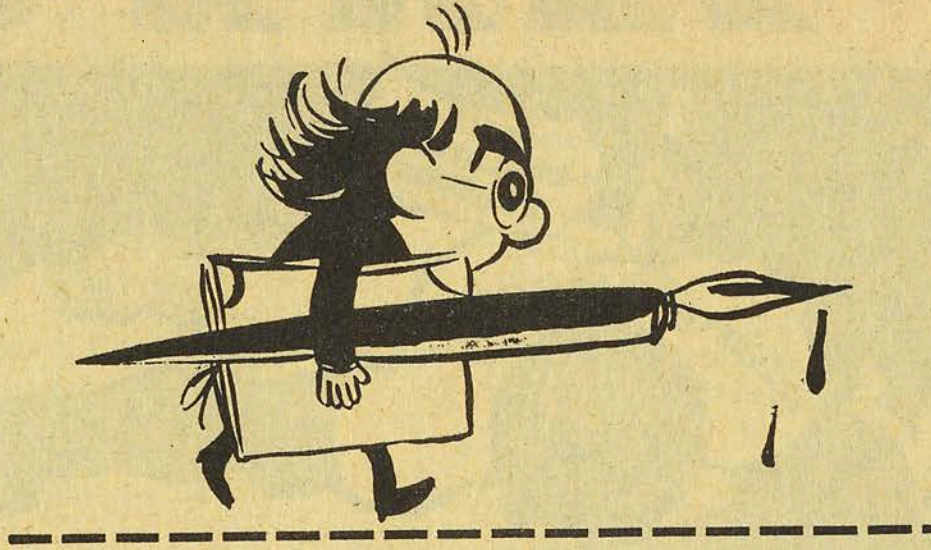
I would like to warn Union Members that if you have any questions referring to the interpretation of the new Contract inquire of the Union not someone outside the bargaining unit. Quite often Management and The Union can interpret the same clause in a different manner. This can lead to problems if you should be misled into believing one thing and the Union takes a different stand on the matter. If there are differences on interpretation between the Union and the University than these differences can be dealt with in the appropriate manner.

In the last couple of months I've become aware that quite often the supervisor or Department Head does not know or understand the terms of the agreement and may be violating that agreement because they have not done their homework. Therefore it is important that you are entirely familiar with the New Contract to protect yourself and others.

If you feel that the Collective Agreement is being violated, then check your facts first and the Contract and then seek your Steward or Union Official before proceeding to a grievance. Don't let anyone intimidate you if your rights have been violated but proceed in the proper manner as set out in the Contract for Grievances.

It is important that Union Members also do not violate the Contract and that Article 1.01 be noted as follows;

" No employee shall be required or permitted to make written or verbal agreement with the University or its representatives which may conflict with the terms of this agreement. "



THE NEWSLETTER

It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

Communications Committee
c/o AUCE Local 1
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.

**NEXT
ISSUE
DEADLINE:**

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