



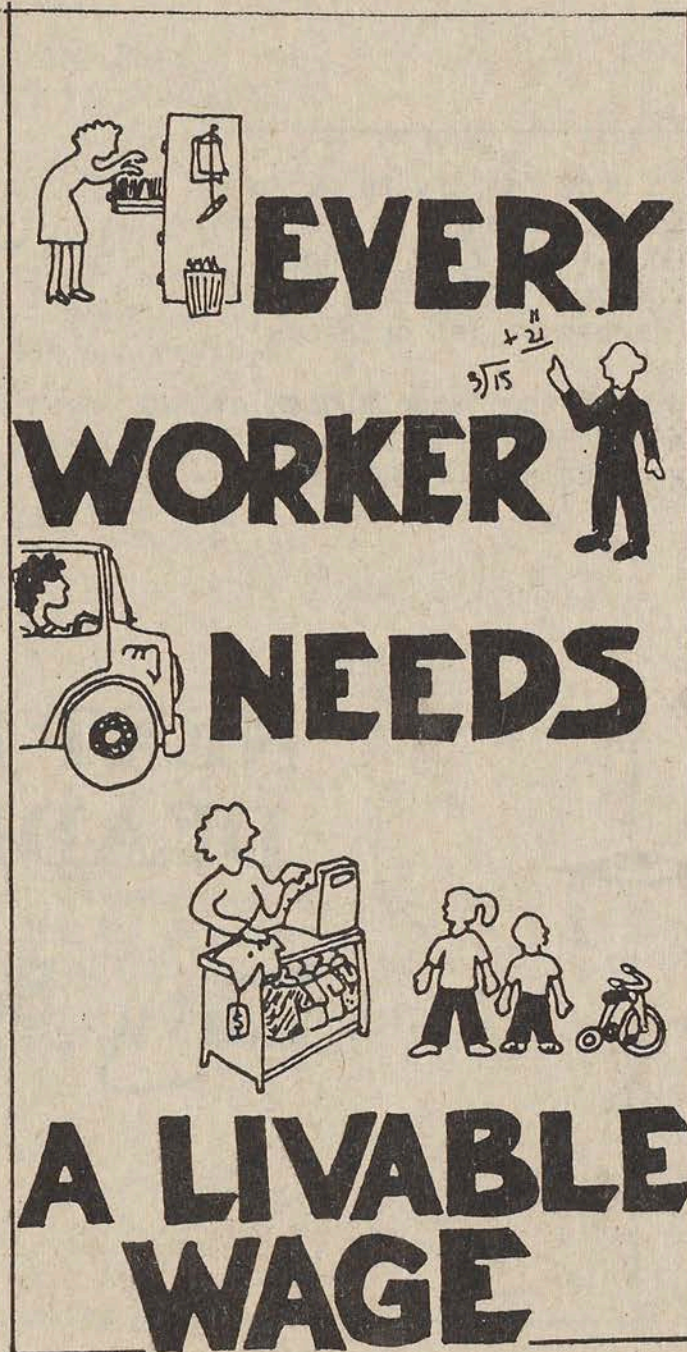
# on campus

association of university and college employees

Volume 1 Number 6

July

1982





## TRUSTEES' REFERENDA REPORT

The referenda has been completed for the position of Union Organizer, AUCE Local 1 and the result is the re-election of Carole Cameron.

A motion to destroy the ballots will be put at the next regular union meeting.

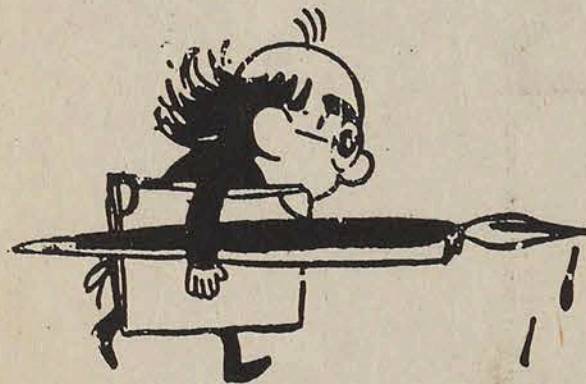
The vote tally is as follows:

Cameron	461
Cheema	47

Ballots spoiled	85
Abstentions	1

The Trustees would like to urge members to be sure to sign the enclosing envelope. You will see from the high number of spoiled ballots that although you had the initiative to vote - you were in fact disenfranchised when the larger ballot envelope was not signed.

We were, however, pleased with the large number of members who took the time and interest to vote and wish to thank both them and the nominees.



## NEXT ISSUE DEADLINE:

July 30, 1982

# LETTERS

April 14, 1982

Ms. Carole Cameron  
A.U.C.E. Local 1  
#202-6383 Memorial Road  
University of British Columbia

Dear Carole:

First, my sincere apologies for being so late in writing to convey my sincere thanks for the support given to me by AUCE during my reclassification proceedings.

A very special thanks to you, Carole, for your help in assembling data and also to Murray Adams whose support during the Appeal Committee meeting was very much appreciated.

Sincerely,

(Signed)  
Merritt Ellis

### NOTICE:

The new voice answering the phone  
in the Union Office is  
ROSEMARY RISING.

Rosemary will be working in the  
office until the end of July.



June 7, 1982

AUCE Local #1  
202 -6383 Memorial Road  
University of British Columbia  
Vancouver, B.C.

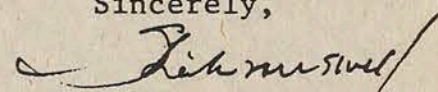
Dear Sisters and Brothers,

Please accept my resignation as provincial representative for AUCE Local 1 effective June 30, 1982.

Fellow AUCE members have taught me many valuable lessons. Thank-you. Overall, the experience as a provincial representative for Local 1 has been a rewarding one.

I'd like to wish the executive and members of Local 1, and of AUCE as a whole, every success in future struggles.

Sincerely,

  
Sheila Rowsell

cc. AUCE Provincial Office

OUR LEAVE OF ABSENCE CLAUSE—UNDER ATTACK

Dear AUCE members:

I would like to find out which of you are concerned with the possibility of losing our leave-of-absence clause (30.01). Maybe a good number of you were once denied a leave of absence despite the fact that the contract provides for employees taking leaves independent of the reasons for it. Maybe some of you got leaves of absence without pay and would like to have that avenue always open to you.

If you are concerned, please get in touch with me. I am presently grieving the University's refusal to grant me a leave of absence without pay, and need to get as much information as I can in order to continue with this process. Even your asserting that you think the fight worthwhile would help. Since the Contract Committee is presently trying to retain this contract clause, I would pass on to them any information you give me that would be of their use.

Thank you for your help.

Lissett Nelson  
Shop Steward  
Local 2003, afternoons Mon. thru Thurs.  
Home phone: [REDACTED]

MEMBERS OF AUCE LOCAL #1 WHO WORK PART-TIME

The Federal government has appointed Joan Wallace to serve as Commissioner to examine issues affecting women who work in part-time positions. In order to present a paper from AUCE Local 1, when the hearings are held in Vancouver, it is necessary to make some fairly lengthy preparations. Would those employees who are covered by our contract, and who work part-time or sessional, please contact me through the Union office if they wish to take part (that is to be read as "help"). Leave a message with Patricia House, where you can be reached in the evening.

Joyce Diggins  
Trustee



### For heaven's Sake, Don't you harm Innocent People

Shocked white people in South Africa are no longer being treated differently than blacks - if they belong to a trade union. Statistics show that there have been 47 people die while in detention under South Africa's sweeping security laws of 1963. Fourty-seven trade union deaths I must add.

Who kills these trade unionists? Police say that the majority of them are suicide cases, or, if you can believe it, are prone to breaking their necks falling down stairs. Seven cases are reported like this. The detention is the most barbaric yet devised by man, arrest, no trial, indefinite solitary confinement and the family and lawyers are denied access.

In addition, the United States State Department report on human rights violations worldwide, found a lot to comment on concerning South Africa, and noted that upwards of 300 non-political detainees also find themselves put to death each year.

Amnesty International concluded: "An atmosphere of general disbelief surrounds official explanations of both detainees' deaths and the frequency with which they occur. Many think that detainees have been tortured to death during interrogation by security police, who then make it appear that they have committed suicide."

And in this commentator's eyes, it certainly is not unlawful to be a proud trade unionist - all except South Africa and Poland. You may ask, what can we ourselves do? We can consider never again buying or drinking South African wine. We can consider writing to our Government in Ottawa asking them to unmask the violations in human rights that to us are obvious.

Richard Melanson comments the Vancouver Sun of February 12, 1982

### WILL WAGE CONTROLS BURY EQUAL PAY?

(A brief presented to the B.C. Federation of Labour Public Commission on Social Service Cutbacks by the Equal Pay Information Committee)

E.P.I.C., the Equal Pay Information Committee, is an informal grouping of women and men trade unionists interested in fair pay for all workers. We support equalization of the base rates of pay as the first step towards equal pay for work of equal value. The base rate is the entry rate for unskilled male workers. We believe that all workers, male and female, should receive at least this wage.

We got together as a result of the 1981 three-month civic strike in Vancouver. One of the principal issues during that strike was equalizing the pay packet for women's (clerical) work with men's (labourer) work. After the strike was over, some members of the municipal unions, as well as other trade unionists realized that we did not know enough about the issue. We saw that if we wanted to win in the future, we would have to find out and disseminate more facts and arguments to back the equal pay for work of equal value demand.

E.P.I.C. is totally opposed to the wage and spending controls program introduced by the Socred government. It is no accident that the wage and spending controls program came down at a time when women in B.C. have embarked on a major fight for equal pay for work of equal value. In 1981 alone, we saw a long strike, and victory, for equal base rates fought by C.A.I.M.A.W. at Canadian Kenworth, and a strike by the V.M.R.E.U. and C.U.P.E. unions in the Lower Mainland, Fraser Valley, Vancouver Island on the same issue. Steelworkers employed at Cominco in Trail made a major breakthrough on equal base rates. The O.T.E.U.'s 378 members at B.C. Hydro made a giant step forward in achieving equal pay for lower classifications. Burnaby School Board workers attained equal base rates, as did the workers employed by the Chilliwack, Coquitlam, Mission, Surrey, Maple Ridge, and Langley School Boards.

In 1982, we saw a settlement in Prince Rupert municipality in which equal pay for work of equal value was won. The H.E.U. is in the midst of negotiations for a new contract --equal pay was a central demand. Now the B.C.G.E.U. is embarking on negotiations in which equal pay is also a major issue.

Interest in the subject is increasing. More and more women workers are demanding fair pay. Numbers of pro and con articles are appearing in employer newsletters and the union press. At the 1981 B.C. Federation of Labour convention a resolution endorsing the concept of equal base rates was overwhelmingly passed. Equal pay for work of equal value is becoming a major issue for B.C. workers. The so-called Compensation Stabilization Program (C.S.P.) aims to directly undermine all these, and future equal pay struggles. It is a major attack on all B.C. workers.



The March '82 issue of the B.C. Labour Research Bulletin reports that the female participation rate in B.C.'s labour force is now 51.9%. By and large these women are concentrated in certain sections of the labour market. 90.5% of all women in the labour force are in white collar occupations; 8.2% are in blue collar occupations. Women constitute 97% of secretaries and stenographers, 94% of typists and clerks, 88% of tellers and cashiers, 79% of insurance, finance and bank workers, 66% of teachers, 94% of nurses, 87% of nursing assistants, and 67% of aides and orderlies. Since the early seventies women have begun to enter non-traditional jobs. But the reality of job ghettoization has not changed. In 1971, 68% of all clerical workers were women, but in 1974 this had risen to 73%.

Women's wages are substantially lower than men's. In 1981, full time female workers in Canada on the average earned 60% of what their male counterparts earned.

At least 40% of working women are either single, widowed, divorced or the sole supporter of their families. Staggering implications follow. The National Council on Welfare stated that families headed by women are more vulnerable to poverty than families headed by men. An astonishing 41.5% of all female-led families live below the poverty line. Only 7% of families led by men were poor in 1980.

Since 1951, B.C. has had legislation calling for equal pay for equal work. However, such laws have been ineffective since they ignore the fact that women work in different jobs than men do. The demand for equalization of base rates addresses the issue squarely.

The wage and spending control program thwarts the fight for equal base rates on several fronts. First, the percentage increase ceiling widens the existing gap between men and women's wages. For example, 10% of a labourer's rate --\$7.99 is 79¢. But 10% of a Clerk II rate of \$7.00 is 70¢. Under the percentage ceiling formula the Labourer I rate would rise to \$8.78 from \$7.99; a Clerk II would see her wage rise from \$7.00 to \$7.70. The initial wage gap of 99¢ has now risen to \$1.18 per hour --that's 19¢ per hour in one year. Our experience with the federal AIB shows the same result. During the first year of that wage control program, the gap between a municipal labourer and an office clerk grew from \$59.50 per week to 68.80 per week.

In order to narrow this gap and win fair pay for women, increases above and beyond the general percentage increase are necessary. To go back to the labourer at \$7.99 per hour, and the clerk typist at \$7.00 per hour, a 14.1% increase over and beyond a general increase is needed to achieve equal base rates. Bennett's program, and recent statements on rolls backs of any minimal increase, makes that kind of settlement very difficult to achieve.

At the University of B.C. the average entry-level men's jobs --light labourers, kiosk attendants, mail clerks are paid at \$1652.00 per month. Entry level jobs for clerical and library workers (training required) are paid at \$1130.00 per month. Equalization requires a 46% increase for Clerk I's. Clearly, the 8-10% wage ceiling blocks fair pay for women at U.B.C.

Third, the Compensation Stabilization Program undermines previous "catch-up" gains, those steps towards equal base rates. For example, in the contract signed between the Greater Vancouver Regional District and CUPE locals after the 1981 strike, the gap between the rate of a Labourer I and Clerk II decreased from \$1.81 per hour to \$1.26 per hour. The Labourer is now earning \$11.15 an hour, and the clerk, \$9.86. A 10% increase during controls would raise the Labourer rate to \$12.30 per hour; the Clerk's to \$10.85. The gap has risen to \$1.45 per hour, or a full 17¢ greater than what was attained in collective bargaining.

To sum up: the Compensation Stabilization Program is a major block to winning equal base rates. The percentage or dollar increase required to achieve equal rates will not be allowed. Further, the program will widen the wage gap through its small percentage ceilings. And, it clearly erodes gains previously won by unions and their members.

But, this is not the end. The fact that hospitals, educational institutions, and municipalities are limited to a 10% budget ceiling means that possibilities for real negotiations around equal pay are quite remote.

Wage and spending controls weaken the overall position of women in the labour force. The layoffs caused by Bennett's restraints destabilizes women's income, job security, and our lives. Women have an historic relationship to the labour market --last hired, first fired. Across Canada in 1977, 53% of all employees laid off in the public sector were women, though women represented only 36.7% of public employees.

Across B.C., large numbers of hospital workers face lay-offs as a direct consequence of Bennett's spending cuts. The B.C. Health Association released figures indicating that budget cutbacks have been responsible for the lay-offs of 2,018 hospital staff. The vast majority are women. When employers are laying off so many people to balance their budgets, it is clear that struggles for fair pay will be difficult. Further, women already have a higher unemployment rate than men: in 1981, 6.0% for men compared to 7.7% for women. Public sector wage and spending controls exacerbate the situation.

Budget cuts mean that institutions will use more temporaries --usually women. The trend will reinforce the reserve pool of labour phenomena--women permanently on-call.

So far, we have not mentioned the fact that the Compensation Stabilization Program hits women in B.C. directly -- women are the majority in those unions covered under wage controls. 42.6% of those unions in B.C. who have more than 1,000 female members are directly affected by women. The majority of organized women in B.C. are in the B.C.G.E.U., the H.E.U., the B.C. Nurses Union, the B.C.T.F. and C.U.P.E. & A.U.C.E.

65% or 298,700 of the 458,000 women working in B.C. are not in unions. The effects of the Compensation Stabilization Program on these workers is devastating. Private sector employers will use the controls as a precedent to keep down women's wages. During the period of the AIB, when all workers were limited to a maximum 10% increase, unorganized bank workers averaged a 2 - 3% increase. No wonder Bill Hamilton, president of the Employers Council of B.C. was the first to applaud Bennett's speech introducing the controls.



What we have presented are not detached facts and figures. They are neither numbers which fall into place in an academic journal, nor inventories of widgets, but our lives, the lives of our mothers, sisters, co-workers and friends. We speak about unequal wages as we are talking about how hard it is for our friends to make ends meet. When we mention layoffs, the people being laid off are not some anonymous statistic, but our co-workers, friends, neighbours. The effect of the so-called Compensation Stabilization Program on women's lives is real, immediate and direct.

Working women in B.C. are angry that they, the ones so affected by low wages, inflation, layoffs, are now hit with wage controls. Women are angry too, as they see hospital and school cuts while the government pours money into megaprojects like B.C. Place and Northeast coal, even ads for a hockey team! Women realize that if they take any action against the restraint program, they face an economic risk, but that risk is one which they feel they have to take. We note the example of employees at the Royal Jubilee Hospital (Victoria) who organized a public demonstration outside the hospital, May 17.

The restraint program is more than an electoral issue. It is a calculated strategy which serves the economic interests of big business. It is a program delivered to maintain profits by forcing layoffs, and a lower standard of living on workers. The Employers Council of B.C. welcomed the program. Now major B.C. industries such as wood, mining, hotels are asking trade unions to accept wage rollbacks and concessions. Public sector controls set a precedent for those in the private sector, even without the legislation in place.

Further, events in B.C. are setting a precedent nation-wide. Quebec Premier Rene Levesque hinted that freezing public sector wages would be a less painful (to who) solution to his government's financial problems. Prime Minister Trudeau claims that rising wage costs are increasing inflation and will leave the country in an uncompetitive position when the recession ends. On May 4/82 he launched a campaign to initiate some form of wage control program across the country.

E.P.I.C. believes that the wage control program is a well-planned concerted attack on workers in an attempt to maintain profit returns. They are not simply a Bennett-style election trap. We do not feel that the response of the labour movement is adequate to date. Historically trade unions have fought hard and achieved tremendous gains for workers. Unemployment insurance and medicare are historic examples. More recently, unions are taking up demands specific to women: paid maternity leave, protection for pregnant women in the face of new technology, equal base rates of pay. Now these gains are in danger of being eroded. Where is the opposition?

People are angry and confused; they do not see their historic leaders-- the union movement channelling this anger or clarifying the confusion. Each day the wage and spending controls are in effect is a day in which women fall further and further behind. Every day the newspapers carry stories of more layoffs. Each day without a fightback program is a day where both men and women see their gains eroded.

To this end, E.P.I.C. wants to see a solid fightback program which would include:

- 1) a coalition of all public sector unions which could mount a co-ordinated, effective response. No union can fight for equalization of base rates for example, alone. Winning will require the support of other unions.
- 2) formal liason between this union coalition and women's groups, parent groups, and community organizations. All these groups are effected, and have a vested interest in stopping the spending restraint cuts.
- 3) organization of information picket lines wherever public services are under the axe -- hospitals across B.C. for example. Information lines will enable unions to mobilize our members, to overcome the air of defeatism common at many workplaces. They will focus public attention on layoffs and the serious erosion of social services.
- 4) organization of community rallies across B.C. to link wage controls to cuts in hospitals, schools, social and community services. Such rallies could build momentum for:
- 5) major demonstrations in Vancouver or Victoria. Large demonstrations tell the government that they have to answer to the citizens of B.C. They will form a strong message of opposition to those planning controls in other parts of Canada. If wage and spending controls are implemented, they will be responded to.
- 6) when necessary, the organization of a twenty-four hour work stoppage across B.C. Last year, the labour movement stood solidly behind B.C. Tel employees. The shut-down in the Nanaimo area was effective. We should be ready to use that last "tool", when we need it.

Wage controls are currently the biggest block to winning fair pay for women through equalization of base rates. But men and women organized in unions have the power to remove that block. E.P.I.C. believes that the only way to stop the Compensation Stabilization Program's broad attack on labour is through united fightback.

We urge you to not only look at the facts and figures we have presented, but to seriously consider our suggestions for action. We are confident that men and women across B.C. will stand behind an independent trade union campaign to oppose wage and spending controls. Together we can defeat wage controls, we can achieve equal pay -- together we can win.



TO THE LEADERSHIP OF THE BC FEDERATION OF LABOUR, ALL UNIONS  
AND THE NDP

# PETITION

TO DEFEAT THE SOCRED WAGE CONTROLS AND SOCIAL SERVICES CUTBACKS !

We, the undersigned, workers, members of public sector and other unions believe that a powerful mobilization must be organized now to prevent the Socred government from implementing its wage controls and attacks in education, health, and other social services.

Workers already suffer from an economic crisis we did not create. Those responsible - the employers and their government - are attempting to depress wages by removing the right of workers to bargain freely and save money by cutting social services. Why? To finance their megaprojects and increase their profits. This attack occurs when thousands of women are fighting in the public sector (eg: The Hospital Employees Union ) to make a breakthrough for equal pay for work of equal value.

All the initiatives taken so far against this policy have not stopped Bennett. Statements, isolated rallies, local coalitions, commissions of inquiry, seem not to be adequate. More has to be done.

We can't afford to wait for the next election. Nor do we think that a massive protest of workers would be a trap, giving the Socreds a pretext to seek re-election on this issue. If the NDP actively campaigns against wage controls and cutbacks, it will win the support of hundreds of thousands of workers who want to get rid of this anti-social and anti-labour regime.

The Bennett attack requires the immediate massive mobilization of all working people. It can and must be blocked. Job actions, protest strikes, mass demonstrations: are these not labour's most effective weapons ? Then let's use them.

DON'T LET BENNETT IMPLEMENT HIS PROGRAM !

FORM A COMMON FRONT OF WORKERS' ORGANIZATIONS  
TO FIGHT WAGE CONTROLS, LAYOFFS AND CUTBACKS !

ORGANIZE SOLIDARITY WITH UNIONS FIGHTING  
WAGE CONTROLS AND FOR EQUAL PAY !

ORGANIZE JOB ACTIONS, MASS DEMONSTRATIONS  
AND A MARCH ON VICTORIA !

## PROVINCIAL REPORT:

### B.C. WAGE AND SPENDING RESTRAINTS PASSED

The Socred government's "Compensation Stabilization Program" has passed through the legislature, retroactive to February '82. 200,000 public sector employees including AUCE are affected. Working women in B.C. already so affected by low wages, inflation, little job security, are now hit with wage controls and widespread layoffs.

It's clear that employers across the country are on the offensive. Wage controls, demands for wage concessions or shorter work hours, layoffs, are all company strategies aimed to keep profit margins up by cutting workers' living standards and income security. It's clear that the so-called Compensation Program is much more than a Bennett-style election trap. It's another attempt to keep profits up, and big expensive projects like B.C. Place and Northeast coal going. But it's the economic system itself, not wages, that is causing inflation, market slumps, high interest rates. Those of us who work are not the problem, but the victims!

Reports from the contract committee reveal that we, along with many other unions are in a tough situation this summer. Yet, the University of British Columbia is in a unique position. Unlike hospitals where layoffs, cuts in services, eroding health care have resulted from provincial funding cuts, U.B.C. announced a 6.4 million dollar surplus last year. AUCE members need a 22% wage increase to catch up to other U.B.C. employees gains. Given the 6.4 million surplus, our demand is more than reasonable.

And, while one union alone cannot break wage controls, we can count on the support of other unions (with some contract and effort on our part this summer) to win a catch-up settlement. The Hospital Employees Union, B.C. Nurses Union have taken a public stand against wage controls, layoffs, cuts in public services. In May the CUPE Regional Convention declared its opposition to the program and its willingness to support any union fighting the controls. Despite great pressure, private sector unions have not given in to wage concessions. We are not alone. There is widespread opposition to lowering living standards, high unemployment, climbing interest rates and inflation. The problem is that so far, B.C. labour leaders have not channelled that opposition; they seem to prefer a campaign to get the N.D.P. elected instead of defending the interests of union members.

FOR A MORE DETAILED OUTLINE ON THE EFFECTS  
OF THE "COMPENSATION STABILIZATION PROGRAM  
ON WORKING WOMEN, SEE THE E.P.I.C. BRIEF  
ELSEWHERE IN THE NEWSLETTER.

Petition prepared by  
THE COMMITTEE AGAINST WAGE CONTROLS AND SOCIAL SERVICES CUTBACKS.  
358 E, 45th ave. [REDACTED]



## MORE ON AFFILIATION:

AUCE's affiliation goal so far has been to join the Canadian Labour Congress intact as AUCE. AUCE provincial sent 2 delegates to the national C.L.C. Convention in May to lobby for support for that goal. As at the B.C. Federation of Labour Convention last fall, AUCE distributed leaflets and had many discussion with delegates. There were two resolution on the CLC convention floor which would have affected our affiliation chances. But both were amended to eliminate the possibility of more independent unions (Alberta Nurses, the H.E.U., the V.M.R.E.U., AUCE) joining the C.L.C. It was very clear that even with wide support from B.C. unionists, CUPE national will block our application. Gaining membership in the C.L.C. will take many years of concerted lobbying and effort.

So, the provincial executive is supporting a motion at the AUCE convention this week-end (June 26-27): that AUCE discontinue its current affiliation policy, and further, that AUCE remain an independent union. There are other options. We could join the other 'house of labour', the Confederation of Canadian Unions. We would be able to keep our constitution and control over negotiations as part of a more active and militant labour body, with a strong presence in B.C. Second, we could disband as an AUCE local and become a C.U.P.E. local, giving up a large measure of control over a strike fund & our negotiations, while paying increased dues. Or, we could remain an independent AUCE.

## LOCAL SECESSION PROCEEDINGS CONT.

Two AUCE locals applied to secede from AUCE several months ago. In the meantime, Local 5 (Prince George) has been raided by the Pulp and Paper Workers of Canada. The PPWC applied to the B.C. Labour Relations Board for certification June 15, and appears to have the majority of local 5 members signed up. A former AUCE local (Local 3) forced into CUPE by the Notre Dame University closure, joined the PPWC last year.

The secession referendum vote held at Local 4 (Capilano College) failed. 50% of the local membership must vote in favour of leaving AUCE before the local has seceded. Only 73 of the 200+ members did so.

More news from AUCE's 9th Convention to follow. . .

# Office Automation ; A Weighty Problem

By Peter Elson

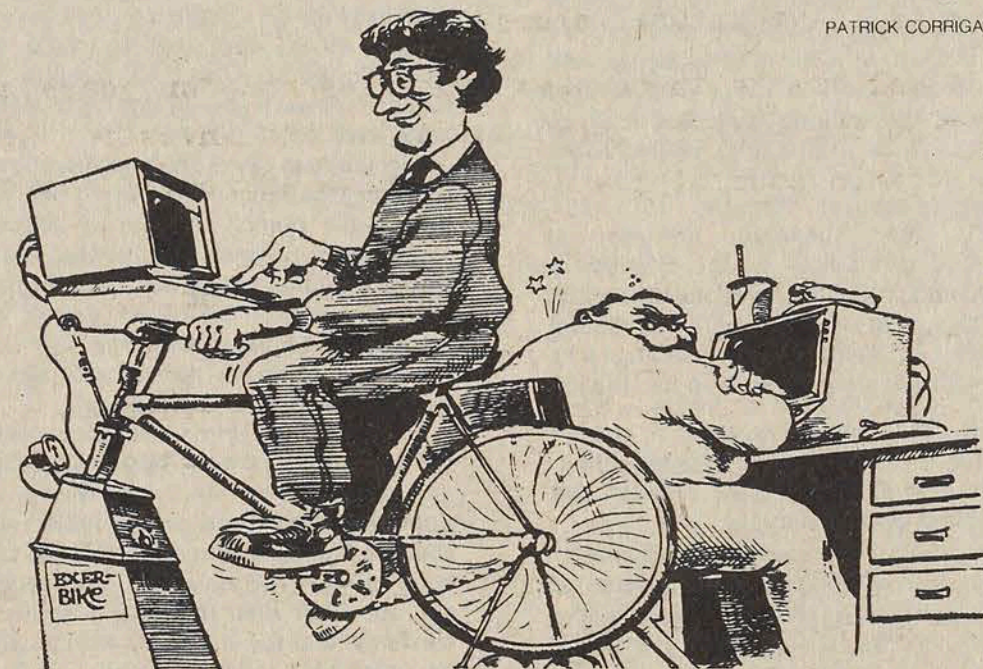
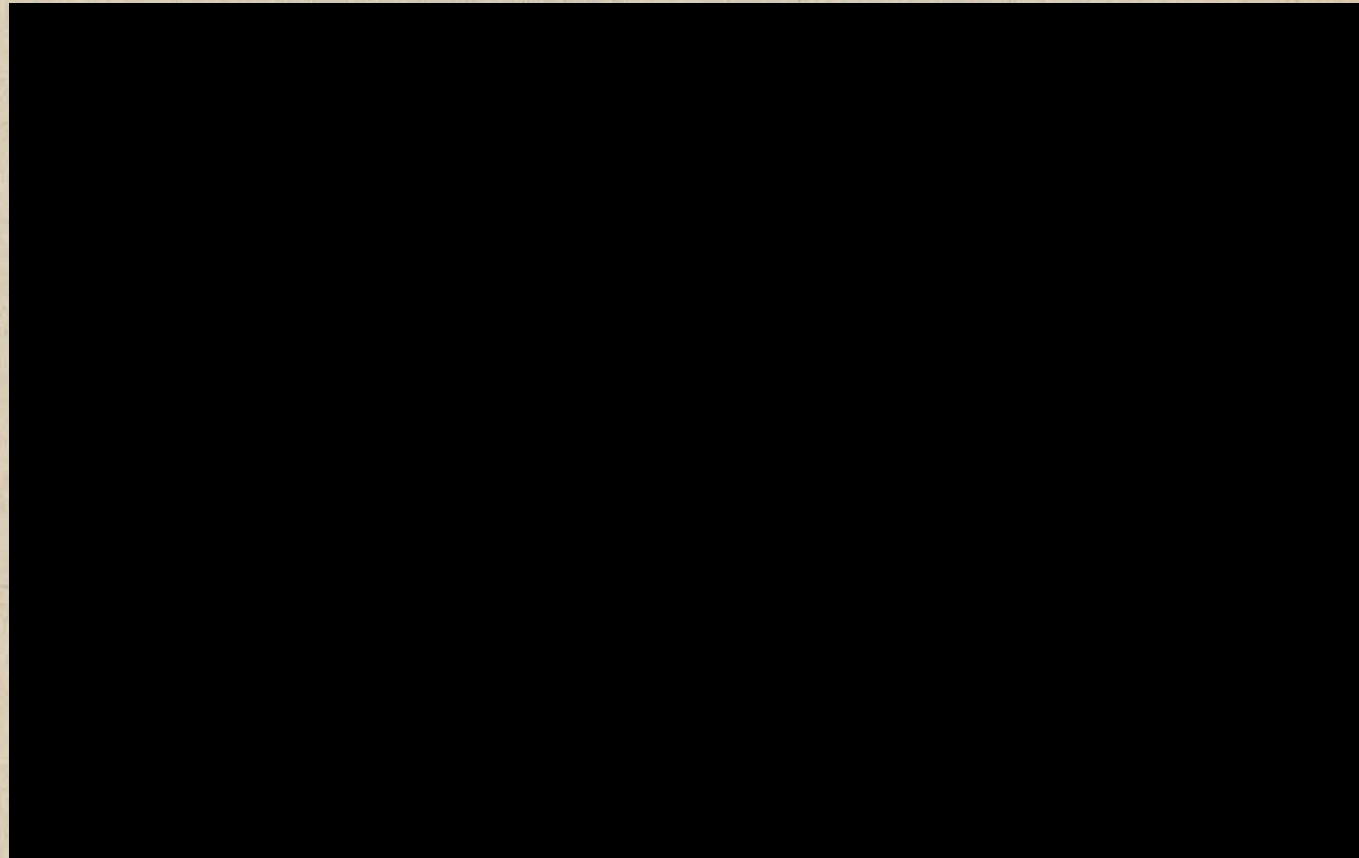
PETER ELSON is a Toronto-based physical fitness consultant.

Reprint from the Financial Post April 3, 1982



# Health and Safety:

## Exercises to do at work



PATRICK CORRIGAN

Exercise in the office will have you sitting pretty

Reprint from the Financial Post April 13/82

# ORGANIZATION OF UNEMPLOYED WORKERS

CONDEMNED TO STARVE

COMPELLED TO ACT

This was the call to organize during the great depression.

Once again Canadians are faced with massive unemployment while our Governments sit idly by proposing short term and phony solutions to this economic crisis which they have created by following the monetary policies of other nations.

The Provincial Government has decided to set up a restraint program for the Public Sector. Restraints in spending that will only cause further layoffs as education, health care and all other public services will be cut back. Restraints in wages which will further reduce the purchasing power of the workers causing further layoffs and bankruptcies in the business sector.

A joint federal-Provincial job creation program that will give millions to the same companies that raped our natural resources and left vast areas of our forests as silvacultural slums.

Millions of dollars to these same companies who for years have reaped vast profits from the workers sweat and blood and invested these profits outside of Canada in countries and states with extremely repressive labour laws.

These companies that demand more productivity from the workers only to lay the workers off for ever increasing periods of time.

Millions of dollars to the same companies that refuse to develop secondary manufacturing industries and see Canada only as the exporter of raw material.

What must be done:

There can only be one path to take; the employed and unemployed must unite and demand action from our elected officials.

The crisis facing us today can not be solved by the programs put forward by our present governments who work hand in hand with the multinational corporation to ensure that the rich get richer while the workers are kept in a constant state of insecurity and poverty.



A joint program prepared by the Organization of Unemployed Workers (Port Alberni) and the Committee of the Unemployed (Campbell River) was presented to the Socred Government and to the N.D.P. calling for Government action to put the thousands of unemployed worker in B.C. back to work.

Some actions this program called for are:

That the Provincial Gov't work with Ottawa to enact legislation reducing the working day from 8 hours to 6 hours with no loss in pay.

Improved techniques in production and automation have taken away thousands of jobs and this trend will continue.

Shorter hours would create approximately 3 million new jobs in Canada. The increased revenue would make it possible for the gov't to carry out more social programs.

That the Provincial Gov't pressure the Bank of Canada to lower interest rates and to enact foreign exchange controls to prevent the mass export of Capital from Canada.

Housing. That the provincial gov't enact legislation to protect homeowners against repossession and to immediately undertake a massive program of constructing affordable housing.

Enact legislation to place B.C.'s natural resources under democratic public control. Access to mineral and/or forest must require guarantees to stable employment. Any companies refusing such guarantees to be nationalized and placed under the same control as the resources. Corporations that have operated in areas and have damaged spawning creeks and estuaries must be made to pay for the costs of cleaning up these areas.

Government to supply

Free day care, to ensure that all people have an opportunity to participate in society and such day care would employ thousands.

These demands come from the greenchains, the mines, the offices, the U.I.C. and human resources office, the farms and wherever the honest working people are.

The employed and unemployed must unite and serve notice on all Governments that we want to live productive, fruitful lives, we want to live with dignity, we don't want phony solutions of handouts.

If you think the system is working ; ask someone who isn't.

The time for action is now and we must organize, REMEMBER YOUR OPERATION COULD BE THE NEXT TO CLOSE.

*D. Crosby* *Port Alberni*

GENERAL CORRESPONDENCE RECEIVED JUNE 11 - JUNE 28, 1982

June 11	Letter from Lloyd Dean, Recording Secretary - Local 394 expressing their appreciation for AUCE Local 1's support
June 15	Memo from Riva Nelson requesting a leave of absence
June 16	Letter from the Teaching Support Staff Union encouraging AUCE Local 1 to participate in the AUCE provincial convention
June 16	Letter from The Vancouver Volunteer Centre, Angus Mackie, indicating the Centre has initiated a voluntary sustaining membership fee of \$25.00.
June 16	Letter from TASCO Communications Incorporated explaining their unionised telephone answering services
June 16	Memo from Riva Nelson regarding her request for a leave of absence
June 17	Letter from one of the membership in AUCE Local 1 expressing their views on the two candidates who ran for the office of Union Organizer
June 17	Memo from Leslie Birch indicating formal notification of maternity leave
June 21	Press release from the B.C. Federation of Labour indicating the B.C. Fed. and United Steelworkers of America, Local 480 will take joint action on a Workers' Compensation Board ruling
June 21	Memo from the Anthropology Department indicating several of the membership require membership cards
June 24	Letter from Michael Morgan & Associates offering their advertising services to the AUCE membership
June 24	Memo from Chris Munro to Phyllis Reeve confirming maternity leave
June 24	Press release from the B.C. Federation of Labour accusing B.C. Tel of attempting to capitalize on the economic recession
June 24	Press release from the B.C. Federation of Labour demanding that the federal and provincial governments intervene to prevent the layoff of 2,200 B.C. Tel employees
June 24	Editorial published in The Vancouver Sun June 18 by Terence Walsh regarding the proposed Socred government's advertising campaign on wine and beer advertising
June 28	Letter from Dave Moyer of Timmy's Christmas Telethon for Crippled Children soliciting AUCE's financial support





**association of university and college employees**

NOTICE OF MOTIONS

THAT AUCE LOCAL ONE TAKE THE SECRETARY II DISCHARGE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

This person was disciplined in the absence of a steward and discharged without just cause and in violation of the principle of progressive discipline.

THAT AUCE LOCAL ONE TAKE THE EMPLOYEE FILES/CHANGE OF EMPLOYMENT STATUS GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

This person was moved from a permanent to temporary job and subsequently laid off. In addition a document was put in her file and it is also in dispute.

THAT THE MEMBERSHIP ENDORSE THE GRIEVANCE COMMITTEE POLICY ON HANDLING GRIEVANCES (as reprinted on the following page).

This policy was drawn up by the Grievance Committee after lengthy discussion within the committee. The Executive has endorsed but everyone involved in both the Executive and Grievance Committees felt very strongly that the membership should be aware and have the opportunity for discussion.

POLICY ON HANDLING OF GRIEVANCES BY THE GRIEVANCE COMMITTEE

1. One or more members of the Grievance Committee will be assigned to research and present each grievance.
2. The Committee will decide whether to take a grievance to the University's Labour Committee.

If the Grievance Committee decides not to take a grievance to the Labour Committee, it will:

- (1) provide the grievor and her/his steward with an opportunity to meet with the Grievance Committee,
- (2) undertake to reconsider its decision,
- (3) provide the grievor on request with written reasons for its final decision.

Where the grievor is still unsatisfied, she/he may appeal to the Executive.

3. (a) The Grievance Committee, subject to appeal to the Executive, shall have sole authority to decide:
  - (1) whether to recommend that a grievance be taken to arbitration,
  - (2) who shall represent the Union in arbitration,
  - (3) who the Union will accept as an arbitrator,
  - (4) who shall act as liaison among the Committee, the grievor, and the Union's representative.
- (b) If the Grievance Committee decides not to recommend that a grievance be taken to arbitration, it will:
  - (1) provide the grievor and her/his steward with an opportunity to meet with the Grievance Committee,
  - (2) undertake to reconsider its decision,
  - (3) provide the grievor, on request, with written reasons for its final decision.

Where the grievor is still unsatisfied, she/he may appeal to the membership.

4. The grievor shall, by bringing a grievance before the Committee, agree:
  - (1) to abide by the Committee's policies and procedures,
  - (2) to accept the Committee's decisions on the conduct of a grievance, subject to the procedures for reconsideration set out above,
  - (3) to keep the Committee, through its assigned representative, fully informed of the progress and potential resolution of the grievance.
5. The Committee, through its assigned representative, shall keep the grievor fully informed of the progress and potential resolution of the grievance.
6. Differences of opinion on any matter within the Grievance Committee will be resolved by a majority vote of a quorum of its members at a scheduled meeting.



Chair: Marcel Dionne

Secretary: Patricia House

Announcement: Marcel reminded people to return their ballots with the outside envelope signed.

1. Adoption of the agenda

Moved by Suzan Zagar.

Seconded by Carole Cameron

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Moved by Darlene Bailey

Seconded by Ruby Rudd

THAT THE AGENDA BE AMENDED AS FOLLOWS: ITEM 7 (FILM - TOKEN GESTURE) BE MOVED TO THE END OF THE MEETING AND BECOME ITEM 12(a).

The amendment was CARRIED.

The motion as amended was CARRIED.

2. Adoption of the minutes of the May 20, 1982 meeting

Moved by Darlene Bailey

Seconded by Sonali Gunawardine

THAT THE MINUTES BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

There was no business arising from the minutes.

4. Business arising from the correspondence

There was no business arising from the correspondence.

5. Nominations

Communications Committee, Grievance Committee, Job Evaluation Committee, Provincial Education Committee, Provincial Representatives, Strike Committee, Working Conditions Committee

There were no nominations for any of these positions. Nominations will remain open.

Delegates to the Provincial Convention -- Lid Strand spoke on the importance of input from Local One into the Convention. Suzan Zagar agreed to stand.

6. Secretary-Treasurer's report

Patricia explained that the 1981 books were at the auditor. The auditor has asked for a list of equipment in the Union Office before giving us the final approval. However they have said that our books were in excellent shape. Patricia thanked Wendy Lymer for doing such an excellent job on our behalf and she was supported by a round of applause. Patricia further reported on our bank balances and various assets to date. It was also pointed out that the last newsletter was so small because no contributions were made.

It was announced that Rosemary Rising had been hired to help in the Union Office through June and July. This should improve the situation somewhat and hopefully allow Patricia some time to work on the books. This has been the area that has been neglected while we have been so short staffed.

7. Contract Committee

Murray Adams reported on some of the discussion that has gone on. There is no sign of the University backing down on mandatory retirement. The University wants to issue a policy statement on sexual harrassment but they are adamant that it not be addressed in our contract.

Management rights -- we have suggested a change, they seem the most opposed to this.

Lunchrooms -- the University seems to be most concerned with the lunch room facility in the Main Library...we are looking into this further.

Picket Lines -- we are the most opposed to this change they have proposed. Technological change and tuition waivers -- these itmes are still being discussed.

Discharge and grievance procedure -- we seem close to agreement on these two issues.

Job classification proposal -- Murray explained what the University has proposed and showed the chart they gave us. The University is supposed to be giving us the proposed job descriptions next week. There was considerable discussion of this proposal. Carole Cameron said when the Contract Committee got all the information they would be coming to the membership for input and we would decide together which would be the best course of action. Ann Hutchison reminded everyone that historically in negotiations we have tried to reduce the number of classifications. There was further discussion and questions on negotiations including some discussion of federal wage and price control rumours.

Moved by Ann Hutchison

Seconded by Adrien Kiernan

THAT WE MAKE A COMPLAINT TO THE LABOUR RELATIONS BOARD AND ISSUE A PRESS RELEASE STATING OUR DIFFICULTIES IN NEGOTIATIONS.

Murray Adams spoke against the motion as an individual -- he felt that at this point a complaint to the LRB could not be sustained.

Several other members spoke in favour of a press release and against the complaint to the LRB.

Ann Hutchison withdrew the motion.

Moved by Ann Hutchison

Seconded by Lid Strand

THAT AUCE LOCAL ONE ISSUE A PRESS RELEASE THE INTENT OF WHICH IS TO PUBLICIZE THE DIFFICULTIES WE ARE HAVING IN NEGOTIATIONS.

It was suggested it include a brief history on negotiations and the difficulty of trying to negotiate without all the relevant information from the University.

The motion was CARRIED.

The meeting was adjourned at 2:20 pm.





association of university and college employees

# Membership Meeting

Thursday, July 22, 1982  
Scarfe 100  
12:30 - 2:30 p.m.

## AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations
6. Contract Committee report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Executive report
10. Provincial report
11. Other business