

ACROSS CAMPUS

JUNE 1976, No.5



HISTORY OF UNIONISM
see page 6.

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General Membership MEETING

Thurs./June 10

12:30-2:30

Place--to be announced



Knowing your Contract

LAY-OFFS

One of the most significant articles in the AUCE Local #1 Contract concerns the subject of lay-off, and yet many employees are unsure of the precise implications of this subject. This article will attempt to clarify the matter.

The subject of lay-offs is one that many AUCE employees are frightened by. In the past lay-offs were so rare as to be almost non-existent. However, in the past few years lay-offs have become one of the realities AUCE employees must reckon with. It has become important that AUCE employees realize the procedures followed and their rights under this touchy matter.

During the year the Grievance Committee and the Labour Committee had many disagreements over the Lay-Off Article (34.08). We have come to agreement over the relevant portions of this article and AUCE members can now be informed of their meaning.

Lay-off is interpreted to mean: "an involuntary cessation of employment due to: lack of work; reduction in or discontinuation of a function or programme; or a change in a process or method of operation thereby diminishing the total of number of staff required to operate the department." Employees affected by a change in technology or University procedures are covered by article 19.

Employees hired with a definite termination date are not considered to be covered by this article. The Union and the University have a fundamental disagreement about this clause (34.08 (a) ii). The Union considers this to include all those employees except seasonal and those with less than 66 days employment (temporary). This matter will probably go to arbitration in the near future.

The procedure followed under Lay-off (article 34.08 (b)) is that the University shall inform the Union of its decision to lay-off one or more employees, and at the request of either party a meeting shall be held.

At this meeting the employee with the least amount of seniority in the classifi-

cation in which the reduction occurs will be the first laid-off from the job. Seniority being defined as employment from the first day with the University (article 32).

All employees being laid-off shall receive one month's notice or one month's pay in lieu of notice. Also, every effort shall be made by the University to relocate the laid-off person in another suitable position. All laid-off employees shall be placed on the Continuing Employees Recall List or the Temporary Employees Recall List or both according to the provisions of the relevant article (34.09 Recall).

-Kevin Grace

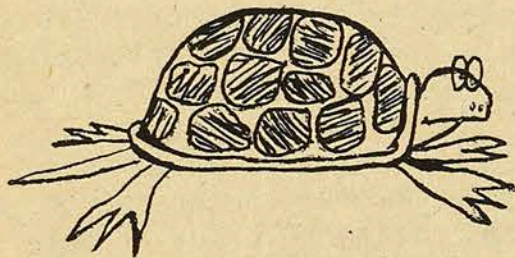


TO BE DISCUSSED AT GENERAL MEMBERSHIP MEETING

AGENDA

NO SMOKING!

- | | <u>Time</u> |
|---|-------------|
| a. Adoption of agenda. | (5) |
| b. Adoption of minutes. | (5) |
| c. Business arising from minutes. | |
| i. Strike Committee report. (Carol Pincock) | (30) |
| ii. Executive recommendation for second full-time Union Organizer. | (15) |
| iii. Proposed Office Manual and job description for committees. (Frances Wasserlein) | (10) |
| iv. Executive report. (Vicki Meynert) | (5) |
| v. Job Evaluation Committee. (Rayline Nash) | (5) |
| vi. Contract Committee report. (Margie Whalley) | (20) |
| vii. Executive recommendation for Donation to SORWUC \$200.00 (Margot Scherk) | (3) |
| viii. Close nominations for Provincial Nominations. -Nominations for working conditions committee and Trustees. | |
| ix. Study Committee VGH. (Frances Wasserlein) | (5) |
| d. Correspondence report. | |
| e. Grievance Committee report. (20) | |
| a. Mackenzie - Bennett. | |
| b. Emerald Murphy. | |
| c. Maternity leave. | |
| d. Lay-off clause. | |
| f. Financial report. (Frances Wasserlein) | (5) |
| h. Provincial report. (Margot Scherk) | |



STRIKE CTTE. REPORT

MOTIONS:

The Strike Committee request under Section K no. 2 of the local by-laws that the membership hold a referendum ballot on:-

1. that a local strike fund be set up
2. That after July, 1976 10% of dues per month be allocated to a strike fund to be kept in a high yield savings account.
3. that a \$5.00 per member special assessment be made each July and

that the assessment should be used for strike pay if we go on strike; if however, it is not needed for this purpose, such monies could, on approval by the membership be used for costly union activities i.e., stewards seminar.

Item 3, (above) was amended to include that the \$5.00 per member assessment could be used for activities other than strike funds

4. Within two months after a contract has been signed, each division shall elect one member from the division to be a strike committee representative. In addition, 10 members from at large shall be elected to the Strike Committee.

EXECUTIVE REPORT

May 4th Executive Meeting:

The following motions were passed:

- That Local 1 request the Provincial Executive to make available sufficient Provincial Strike Funds if necessary, for the purpose of paying interest on loans obtained by local] members affected by the H.E.U. strike at VGH [the intent of the motion is that the Provincial is giving this money, not loaning].
- Local 1 Executive at this time does not consider our members at VGH as providing essential services unless and until the Labour Relations Board rules otherwise. [Intent of this motion is to have a position to present to Division I when they arrive.].
- That a special membership meeting be held Thursday 6 May 1976 at 12:30-2:30, and that we charter a bus to bring Division I members to the meeting.

May 11th Executive Meeting:

- That the Provincial be requested to make available from the Provincial Strike Fund, money to reimburse lost wages to all Division I AUCE members who have respected the HEU picket lines at VGH since the day the strike started (Tuesday 4 May) and until Thursday 13 May 1976 at 9:00 PM.
- That a sub-committee of the Executive be struck to meet with the Strike Committee to discuss and come up with long-term solutions for different strike situations.

May 12th Emergency Exec. Meeting:

- That the Provincial be requested to make available from the Provincial strike fund money to reimburse lost wages to all Division I AUCE members who have respected the HEU picket lines at VGH since the day the strike started (Tuesday 4 May 1976) and until Thursday 13 May 1976 at 9:00 pm. (about \$2000 involved.)

-WHEREAS approximately 2000 members have paid into the Provincial Strike Fund
and WHEREAS Local 1's motion suggests that 1/3 of the Strike Fund be paid to 14 members.
and WHEREAS in previous strikes only interest free loans were made available to members
and WHEREAS CUPE at UBC and the Trades Council at SFU may go on strike at any time
and WHEREAS all the locals will be negotiating this year
THEREFORE be it resolved that interest free loans of up to \$150 be made available immediately to AUCE members honouring the HEU picket lines. These loans to be paid back within 2 months after the HEU strike is over unless there are extenuating circumstances.

18 May Executive Meeting

That the Executive draw the attention of the Membership to the workshop, [Assertiveness Training] and limit the attendance of four members from Local #1 and seek the guidance of the Membership as to who should be allowed to go.
-That we rent the film called "Don't Call Me Baby Anymore" and allot up to \$50.00 for possible rental fee.

26 May Executive Meeting

-That Fairleigh locate letter from University Housing group and that this letter be in the correspondence for the next executive meeting.
-That the report from trustee's be tabled to the next exec. meeting
-That Robert Gaytan's letter be



be tabled until he can be present.
-[Re letter from BCGEU on Wage and Price Control Meetings] That Fairleigh respond to this letter, asking that we be kept informed of activities of this group, and pointing out that we cannot attend meetings during working hours.
-That a list of correspondence previously received by the Executive be read to the membership meetings and that if a request to hear a letter is made that letter will be read.

Job Evaluation Committee

report to the membership

By Raylene Nash

The Union Committee has met twice to define areas of responsibility and review the work of the previous job evaluation committee. It has also met with the University Job Evaluation Committee on two occasions and resolved to carry out the following:

1. to comply with the 1975/76 A.U.C.E. Contract, 31.02 (a), the committee shall;
 - a) determine whether the format for the 'list of Job Duties' currently in use in the library system is adaptable to the campus-wide system,
 - b) present this format, or an alternative, to the Membership for approval,
 - c) distribute copies of approved format to department heads with the request that they be completed, signed by both the department head and the employee, and kept on file in the department.
2. to fulfill 31.03 by continuing to meet with the University Committee and to participate in its deliberations on possible systems of job evaluation for the University.

From the internal meetings of the Union Committee, some consensus has evolved as to a logical form of evaluation which may be adaptable to the university and which is based on the point system examined by the previous job evaluation committee. The reasoning is as follows:

given that the University is a highly diversified institution where the majority of workers perform duties of varying degrees such that no two jobs are the same, and only a few isolated pockets of identical jobs exist; the system of evaluation and reward should be as flexible and adaptable as the jobs themselves. One way to accomplish this is to identify common factors to all jobs, e.g., complexity, pressure, experience required, technical skills required, etc., and to give each a range of 1 to 10, which would determine to what degree, for example, experience required, was applicable to a particular job. This degree could be established by the employee him/her-self by answering a set of designed questions which fit that particular factor. The next step is to give the factors some value in the overall job picture. If we assign 100 points to any job and divide the given number of common factors up, each would receive a certain number of points, determined by how important the establishing committee felt they were relative to other factors.

Before proceeding to work through an example, it is important to point out at this stage that it is in the assignment of values and setting up of basic areas and related questions where the greatest amount of work and collaboration must take place. It is felt that the Union Committee must be represent-

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Arbitration Results:

The Sec II(b) arbitration case was settled to the satisfaction of the Grievance Committee. The Joint Committee's decision was to reclassify five of the positions in dispute to Secretary III's, while leaving the other five positions at the Secretary II level. The decision was relayed to the Arbitrator, a Mr. Bird, by 15my76.

By 25my76, the Grievance Committee had not received notification of the decision in the Mackenzie/Bennett arbitration case. At our regular weekly meeting we were given a memo from the Dept. of Employee Relations to Payroll. Payroll was instructed to reimburse Mackenzie and Bennett for four of the five days of their suspension. The memo was dated 19my76.

It was obvious that Bird had come down with a decision and that the University had been notified. The Grievance Committee immediately contacted Bird and asked when he had reached his decision. He indicated that he had mailed both parties the result the week before.

As to the writing of this article the Union has still not received a reply. An analysis of the decision will have to wait until the next Newsletter. The only fact in our possession is that the suspensions were reduced from five days to one day.

Emerald Murphy's misclassification grievance went to arbitration on Monday, 17my76. Frances Wasserlein acted as the Union's counsel. Wes Clark handled the University's case. Both Emerald and the Grievance Committee were satisfied with the hearing and were confident that a favourable decision would result.

We were not disappointed, but surprised with the short period of time within which a decision was reached. On Tuesday, 25my76, the Union received the Arbitrator's decision (the Arbitrator was a Mr. A. Spragg). The University had contended that Emerald's position should be reclassified from a Clerk II to a Clerk III. The Union argued that the position should be that of a Program Assistant in Pay Grade IV.

The Arbitrator ruled that Emerald Murphy's position was indeed misclassified, and that it would be that of an Admin I in Pay Grade IV. Retroactive pay would date from October 1974.

Article 34.08 - Lay-Off & Grant Positions:

At the 13my76 monthly Membership Meeting, the Grievance Committee served the following notice of motion: "That the Grievance Committee be authorized by the membership to take Article 34.08 - Lay-Off to arbitration for interpretation."

Recently, there have been cases of grant employees being laid off and placed on the Recall Lists. Their past service, hence their seniority, has not, according to the University, entitled them to "bumping" rights as outlined in Article 34.08(b) - Reduction of Staff. The Union's position, and it has been the same position during our last two contract negotiations, is that grant employees do have "bumping" privileges.

Furthermore, the University contends that these employees have definite termination dates, and like temporary and sessional employees are entitled, at termination date, to be placed on the appropriate recall list. As there at least 115 grant employees in our bargaining unit, the Union is of the opinion that such a large group of employees should have been included in Article 34.08(a)(ii) with temporary and sessional employees.

The interpretation of this Article has been a bone of contention for a couple of months due to recent cases of grant positions being terminated. At the 15ap76 meeting with the University Labour Committee, both sides outlined their respective interpretations. Ian Mackenzie and Marcel Dionne, the Grievance Committee's chairperson, stressed that it would be possible for the University to give all employees definite termination dates in order to circumvent Article 34.08(b) - Reduction of Staff. The University reaffirmed their position and Bill Bell suggested that the Union "...take it to arbitration" if they did not like the University's stand.

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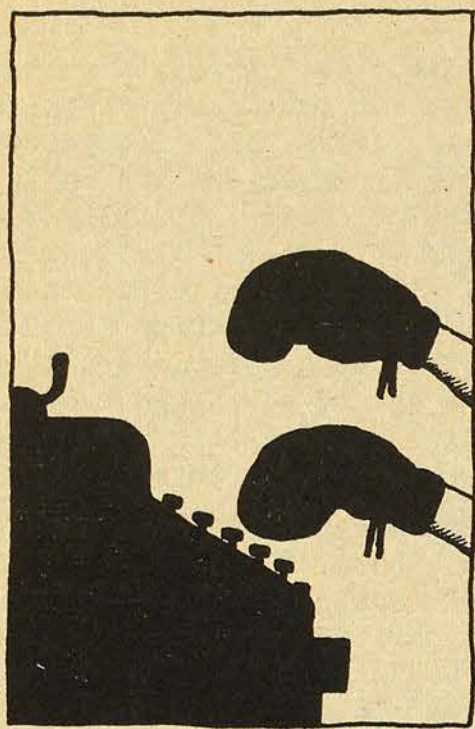
VGH / Study Comm. Report

This report is a short one, with basically very little to say. What with the steward seminar hassles, etc of the past weeks, I must admit that the hoped for meetings; between the Division I members and the Local one Executive, and the one which has been directed to investigate the situation and come up with some recommendations on what we have learned from the recent HEU strike at VGH, have not come about. I trust that at the membership meeting I will be able to report that dates have been set for both these meetings.

In the meantime, if there are any people who feel that they have something to contribute, ideas or whatever to this investigation I would be very happy to hear from them.

--Frances Wasserlein

LETTERS



Executive, A.U.C.E.
2162 Western Parkway
Vancouver, B. C.

Re: (1) Observing H.E.U.
Picket Line.
(2) Maintenance of
Essential Services.

1. Observing H. E. U. Picket Line.

(a) The University has an agreement with the hospital which makes the hospital responsible for messenger service, plumbing maintenance, electrical repair, etc., in our building which extends from 10th Avenue to the Heather Entrance steps. No hospital activities are performed in our building. Hence, the harder we work the more we support the H. E. U.

(b) The majority of our union members are performing essential services and are at work, as their job is caring for private patients who have been referred to our Faculty. Private patients are what we all are when we seek medical care. One union member is observing the picket line as her duties normally do not involve patients. However, she is the sole support of most of the teaching, which, as she is not available, is not being done, thus setting free 140 students (i.e., residents and clinical clerks) to perform the duties of the strikers for several hours each day for each student.

2. Essential Services.

(a) In September/October, 1974, a meeting was held at the hospital site, and at this time it was voted 59- For, 1 - Against, a union policy item which stated essentially the following:

- (i) That the care of patients was essential and humanitarian.
- (ii) That the A.U.C.E. would not by any strick action or other union activity interfere with the prompt, empathetic care of patients.

This policy recommendation was presented to the general membership and was voted unanimously as A.U.C.E. policy.

(N.B. (i) My copy, as author, was tabled at the meeting and was never returned.

(ii) In the course of the last strike, I discovered (on my return to work) that every union person in our department is essential in terms of (i) and (ii) above, and morally and ethically I cannot support a union executive and membership that after a fregmented meeting, so arrogantly dismissed carefully discussed and accepted policy)

3. It is my personal belief that the leadership has had a "Chicken Little" reaction - one sighting of a foreign picket and "the sky is falling". In the emotionalism fostered by the putative Bill 22, and dissatisfaction with the "price and wage controls", a bare majority of the membership "ran for the cave".

4. What have you achieved?

(a) You have helped the hospital executive and hurt the H. E. U.

(b) You have stomped all over your own policy as expressed above, and which is inadequately expressed in the union contract, Article 17.01.

(c) You have grossly interfered with the education of internes, clinical clerks and residents - which the whole membership normally supports by their activites both here and on the campus.

(d) You have attempted but failed to interfere in essential services offered by our faculty and the union staff in the primary care of patients throughout the province.

5. I have spoken to as many of the membership here as possible (98% are not observing the picket line), and they, as I, believe they cannot support the union for the reasons given above.

6. The only way the union can absolve itself of this total irresponsibility is to:

(a) Request H.E.U. to withdraw their pickets from the University entrance at 700 West 10th Avenue.

(b) Request H.E.U. to provide passes for our union members who work in V.G.H. buildings.

(c) Reimburse all A.U.C.E. members who have observed the irresponsible order to not cross the H.E.U. picket lines the total amount lost in wages and benefits.

(d) Send a letter of apology to each Department Head at the V.G.H. site who in general have supported your activities which have retained staff and bettered conditions but now have been hampered in their work.

7. This letter is being sent by hand for tonight's Executive meeting if I can find someone who will go. Alternatively, it will be sent by post (special delivery). Unfortunately, for personal

reasons, I cannot attend. Please publish this letter in the next issue of the newsletter over my signature.

N.B. Why not ask C.U.P.E. to submit their reasons for not observing the picket line opposite your reasons for recommending that the membership do so, and publish these opposing views as well?

Yours sincerely,
Frank A. Goudron

The following is the text of the letter received from W. L. Clark (Employee Relations) concerning the Steward's Seminar. It is the reason for the cancellation of the seminar.

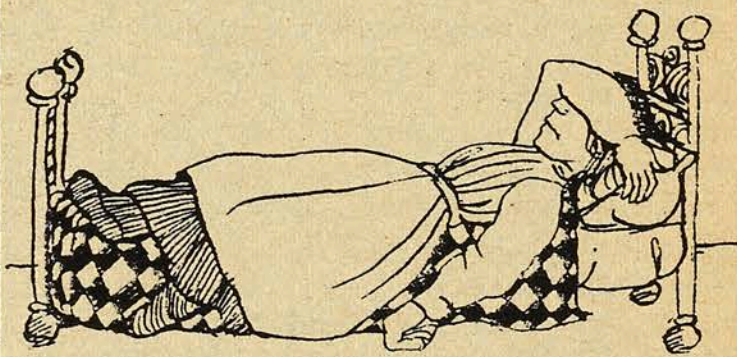
May 25, 1976

Dear Mrs. Funston,

Further to your letter requesting one day's leave of absence without pay on June 1st, 1976 for a Steward's Seminar, as stated in our telephone conversation, the University Labour Committee is unwilling to grant this request but would consider a request of up to 12 people attending a seminar provided there is not more than one person from each department attending.

In your request there were large groups of employees attending from certain departments and the Labour Committee feels that this is excessive. The University has been generous in permitting additional two hour lunch meetings, but it is the Labour Committee's opinion that over one hundred people attending a meeting for a full day is more than the Agreement intended.

Sincerely,
W. L. Clark
Assistant
Director



MAILING SERVICE???

(Again)

It was suggested to me that perhaps some people in our membership would be interested in taking on the task of sending out and labelling our newsletters on a contract basis-- is anyone interested????? fw

Assertiveness Training!

DATES: 5 Tuesdays, June 29 - July 27 1976.

TIME: 7:30 P.M. - 9:30 P.M.

PLACE: U.B.C. Campus, Scarfe (Education) Building, 4th Floor Lounge, 2415 (tentative.)

WORKSHOP LEADER: Dr. Sharon Kahn, Department of Counselling Psych. Faculty of Education.

WHAT IS ASSERTIVENESS TRAINING?

It encompasses many things. First of all, learning to be more positive about ourselves as persons. Learning to communicate with others more effectively and without anxiety, by being able to express our emotions directly. Learning how to make requests of others, how to refuse requests made of us by others, and how to ask for changes in the behaviour of others.

WHAT IS INVOLVED IN THE WORKSHOPS?

Sharon's concept of the course is that it should be a sharing experience. There will be some content (e.g. analyzing what our fears are,) acquiring the skill of relaxation, and a great deal of role-playing.

Much of Sharon's material is taken from The Assertive Woman by Phelps and Austin (available at Peregrine Books on West 4th), and other books such as When I Say No I Feel Guilty. These books would provide interesting pre-reading for the workshops. Based on her past experience with similar workshops, Sharon feels that her skills are best shared initially with a small group, who would then share their acquired skills as small-group leaders within a larger workshop.

Therefore, this 5-week workshop will be limited to 12 people, whose participation in the workshop will indicate their willingness to assist the Provincial Association Executive in planning and holding a larger workshop for 50-100 people in the Fall, and who will share their skills by leading small groups at this Workshop.

COSTS: \$12.50 registration fee per person. Local 1 Executive has passed a motion to pay this fee for the 4 U.B.C. participants.

IF YOU ARE INTERESTED: Please contact Margot Scherk for further details. Office - 228-6495. Home [REDACTED].

If there are more than 4 people interested from Local 1, the Executive will probably draw names to select the four.

If you don't feel you have the time to commit to taking the five-week workshop during the summer and helping to plan the Fall workshop, bear in mind that as many people as interested will be accommodated in the Fall Workshop.

WE'RE ENTHUSIASTIC! ARE YOU?

- Margot Scherk

TALKING TO OURSELVES:

BONNIE SOLEM

Bonnie Solem is one of four library assistants within the Fine Arts division, which serves the students and faculty of the School of Architecture, Fine Arts and the School of Planning. Bonnie is an L. A. III.

HOW LONG HAVE YOU WORKED IN THE UNIVERSITY LIBRARY SYSTEM?

I've worked three years, 1/2 year as a claims assistant in Serials (LAI) and 1 year as a LAIII in the same division. I've been 1 1/2 years as an LAIII in Fine Arts.

WHAT DO YOU DO IN YOUR JOB?

I'm in charge of journals in the Fine Arts division. I maintain records of all journals received, claim for those not received, prepare material for binding, keep all bindery records, do the order and subject cards for the Planning material, liaise with the Serials division in ordering new subscriptions and follow up on claims and missing issues. I also have general circulation duties, desk hours, checking out books and bookbin. I work one night every week and one weekend in every six. At these times there is only one Library Assistant totally responsible for the operation of the Fine Arts Division, i.e.: opening up the Fine Arts Division, maintaining copy machines, reference work and circulation work. The only thing we don't do is shelve, because we can't leave the desk. There is a student assistant that shelves and relieves on the desk for breaks, or when fixing machines or retrieving something from one of our storage areas.

DO YOU LIKE WHAT YOU ARE DOING?

Basically I like what I'm doing. I like the people I work with and the people we serve, I like that contact. I believe in the concept of libraries. Books are important to me. I like being part of an institution which makes books available to people.

IS THERE ANYTHING YOU DON'T LIKE?

I think the inflexibility of being in a small division. It can be disastrous when an assistant is sick for a day or two. We're open five nights every week during term and there's only four of us to cover all

those hours. We all have our own specific duties in addition to doing our share of the desk work, so when someone is away, we have additional desk work and it can cut into time we need for other duties. It's not easy to work out a schedule that allows the assistants to work a flexible work week. One of the assistants works a standard nine to five week, one works the nine day fortnight and the other two, me included, work a 4 1/2 day week. I'm off Friday afternoons. Also vacations can't be taken (very easily) during term. We're pretty well limited to take them during May through August.

HOW ARE YOUR WORKING CONDITIONS?

Sometimes very difficult because of lack of space and make-shift solutions. The assistants office is very crowded - there are three of us using the office and there are four desks in a very small area. When I'm



preparing journals for binding or just checking them for completeness, my desk is covered with them and usually the floor and anywhere else. We have storage area in the basement, aptly called the 'morgue' where I store unbound journals - it's hot, stuffy, crowded and dusty and I have a fair bit of work to do there that I can't do anywhere else. The Fine Arts department is on 3 floors so we run up and down stairs a lot. Because of the nature of the material a lot of it has to be locked up - the books can be expensive, an awkward size or just very tempting to inconsiderate people who steal colour plates etc. This means more running around to retrieve it from these locked areas for the use of students. It's too bad the locked areas are so necessary. But they are. People can be so inconsiderate. It's worse than inconsiderate, it's anti-social. This material is here for everyone's use and when people mutilate library books, they make them useless for everyone else who needs them. It's so discouraging to be preparing a journal for binding only to find that entire articles have been cut out of them or several issues are inexplicably missing. Think of all the people who are deprived of the use of material because some twit has thought only of himself and cut up an art book to make a collage or, whatever.

HAS YOUR PREVIOUS WORK EXPERIENCE HELPED YOU IN YOUR PRESENT JOB?

Continued on page 6

(Continued from page 5)

I've worked in several different library systems, public and academic in different parts of Canada. I've got lots of experience and skills. But each system has assessed and credited my experience and skills differently. I feel that the work I do is valuable, that is, supplements and compliments the work librarians do. I would like to know that the institution I've worked for recognizes this. In many cases they don't. I know that my previous jobs have contributed to my performance in this job, but I don't always feel that the institution I work for takes this into account. Libraries 'seem' to be reluctant to recognize library assistants as valuable and necessary to the system. I think that the Union can help to achieve this recognition.

HAVE YOU MADE LIBRARY WORK YOUR CAREER?

Well I've been doing it for years now. I always thought that at some point I would go back to school and finish a B.A. and then a library degree, because it is a field I enjoy. Now I'm not sure - I think sometimes I would like to try a very different field. I'd still want to work with people but perhaps in a non-academic setting. Changes are good, no one should lock themselves into doing only one job or thinking herself capable of doing only one kind of job.

by Mary Hudson

A GENERAL STRIKE

What should A.U.C.E. do if a general strike is called by the Canadian Labour Congress? Well, I say all out---pull the plugs on our typewriters, adding machines etc., and join it! It should have been called for the day after the wage and "price" control legislation was announced last October.

I've had it up to my neck with the comments that a general strike is a vicious attack on the people of this country or that it is subversive--who's subverting who when a political party largely wins an election on the basis of it's opposition to wage and price controls and then turns around and institutes them when in power? (Or was it an emergency, just like the War Measures Act that we all accepted?). You can't even recall that political party--try phoning the Chief Electoral Officer to ask about the procedure for getting rid of a government before that government's term of office is up. After the new Socred budget and the ICBC hikes were announced, a bunch of us in Payroll phoned the Chief Electoral Officer for B.C. and asked him the question directly. If 99.99% of the population petitioned for an election, could we get it? No--only the appointed (how 19th century!) can call for a new election, or of course the government in power. And he also said that this applies federally as well. We were flabbergasted. You can forget referendums too. Recently on a Vancouver hot-line show, our own prime minister quashed that possibility when he said that he was

opposed to referendums because 'it would take all the challenge and excitement out of governing'. The mind reels. Perhaps we could offer that, in exchange for some of their excitement and challenge in governing, we'd give them a month long fling every year living on one of our paycheques, and share in the excitement and challenge of beating the overdraft at the bank.

This situation raises serious question about our 'democratic' structures, and in such an appalling situation--where I can't vote with my hand, I'll vote with my feet. And don't let anybody tell me that I'm subverting the democratic institutions--I'm trying to re-establish them.

-Heather MacNeill
Division A



History of Unionism

By Jean Lawrence

A group of people involved with the Communications Committee is currently preparing a series of articles dealing with the history of labour organization. We hope to provide a background for the understanding of modern unionism by the people involved in it. Essentially, it is our aim to illuminate what trade unions are, where they came from, and the importance of these fore-runners to the trade union movement as we now know it, including our own, AUCCE.

As long as the class system of labour and management has existed labourers have been banding together to protect themselves, although trade unions as such, it seems, did not exist until the last century. Their earlier forms evolved out of the Working Men's Associations in Britain and the United States. Prior to that, the most common organized groups, during the Feudal Era, were craft guilds. These represented only skilled workers: who were easily identified and therefore easier to organize than the unskilled who were less settled and usually less secure.

In our research to date we have unearthed what appears to be the earliest recorded incident of labour rising against oppressive conditions in an effort to better their lives. The African slaves toiling to construct pyramids in Egypt 2,000 years ago are reported to have downed tools in a strike against starvation conditions. Lack of food rendered working conditions so miserable that they interrupted the work until they were fed sufficiently to carry on at a decent level.

The mass of information available on the period preceding the Industrial Revolution reveals that, with the exception of skilled tradesmen (wage-earning skilled workers were almost exclusively male according to sources investigated) the basis of the economy was agricultural. This appears to hold true for most societies, although the only written accounts and histories deal primarily with European/Western cultures. Agricultural workers have traditionally been difficult to organize, even to the present, because of their unstable, migratory nature and the geographic separation of workers of like talents and interests.

A meaningful history of early (feudal) labour unification is necessarily sketchy, particularly as regards its relevance to our own situation in this advanced decade of the twentieth century. The important point to bear in mind is that working people have always organized themselves into communes, collectives, guilds, and unions to ensure a measure of participation in decisions which are crucial to their lives. Nowhere are they independently in control of their working and living conditions, but these organizations afford a degree of responsibility and self-government to a class which is typically governed and servile where unions are not permitted.

We propose to begin the series, then, with a refresher course in the Industrial Revolution. Most of us know the story, but we hope to paint a slightly more realistic picture of what actually occurred than is generally portrayed. The glorious Industrial Revolution was something less than glorious for most people of the time, and something short of a revolution, at that.

The subject has caught our fancy, and, we hope, some of yours, as well. In announcing this proposed series, we appeal to all the historians, artists, interested researchers, and promising writers in our union to join us in an enthralling project. If you have the enthusiasm and/or talent to help us out, please let us know. We are always delighted by new faces. Contact a c'tee member:

Penny	2882
Linda	2181 Loc. 220
Wendy	3445
Jean	4455

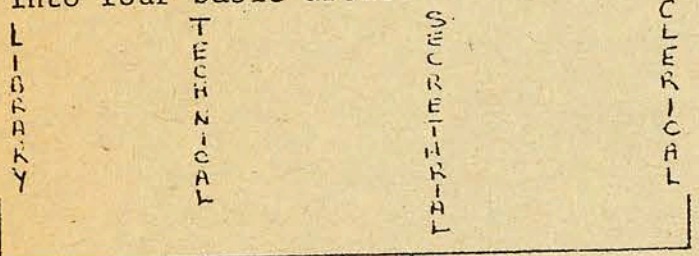
or the Union Office 224-5613

JOB EVALUATION
continued from page 3

ed in these deliberations and to be able to keep the Membership informed and participating in this process so that when proposals are made during contract negotiations everyone is aware of the implications of any new system.

The following example is highly simplified and is merely to assist in understanding the point system which the committee feels has some value for us.

First, we will divide the community up into four basic areas:



then we establish common factors, for simplicity we will use only six, each has a value between 1 and 10;

Table with 6 columns: SKILLS, RESPONSIBILITY, EXPERIENCE, COMPLEXITY, SUPERVISION, and PRESSURE. Each column has a range of 1-10 below it.

and an overall value out of 100;

Table with 6 columns containing values: 20, 20, 15, 15, 20, 10.

we then take the value out of 10 for the common factor, multiply it by the overall value for the factor and add the results together to give an overall point count;

the total points are then applied to the basic area salary reward scale;

Table with 3 columns: Library, points range, and salary. Rows I, II, and III.

and so on for all basic areas.

To run through an example: suppose you are a steno; you need for this job good typing and short-hand; the questionnaire regarding Skills tells you that "Good skills in typing, short-hand, etc." is 8 out of 10. There is very little responsibility involved in this job, so that you would score, maybe, 3 out of 10. No experience is required, score 2 out of 10. Job is not very complex, score 3 out of 10. No supervision of others required, score 2 out of 10. Very little pressure, score 3 out of 10. Your tally would look like so:

Table showing the calculation of total points from individual scores (8, 3, 2, 3, 2, 3) through intermediate values to a final total of 395.

Total points = 395
Therefore, you would fit into the Secretarial scale at class II and receive the corresponding salary reward.

The Union Committee on Job Evaluation asks the Membership to approve our resolutions 1 and 2; to consider the above system and to inform us of your opinions; and to be prepared for a request from the University during contract negotiations for this coming year to run trials on a system similar to the above or other systems and to accept recommendations from the Union Committee on any new system which the University may propose during the terms of the next contract to the Membership for approval.

One further recommendation of the Union Committee is that the Membership consider the appointment of a full-time Union employee to accompany the University job analysts in their implementation of a new job evaluation system. This would be necessary to protect the interests of the employee and to perhaps reduce the number of mis-classifications and grievances we are experiencing under the present system. It is not premature to be considering the appointment of this person, since it will require a good deal of negotiation(i.e. who pays the salary, etc.) and it is desirable for this person to be involved in as much of the preliminary work as possible.



GRIEVANCE
continued from page 7

At the 22ap76 meeting with the University Labour Committee, the issue popped up again with a specific grievance which had reached Step 4. After the Grievance Committee stated the Union's case in regards to Article 34.08 - Lay-Off, the University caucased. In our discussion we stressed that it has always been the Union's concern and contention that grant employees be given the same lay-off and reduction of staff rights as continuing full-time employees.

After the caucas, Grant informed the Grievance Committee that his Committee had reached a decision. He said: "We have a majority, but not a consensus." The issue was to remain as previously stated, "bumping vs. lay-off". Apparently, Carol Singer and Harvey Burian of the University Labour Committee may have agreed with the Union's interpretation. But the majority, consisting of Grant, Bell, and Clark, held firm.

The motion to take the interpretation of Article 34.08 - Lay-Off to arbitration will be discussed and voted on by the membership at the June Membership Meeting.

Successful Grievances:
1) Maternity leave grievance - The Union won back pay for the 12-13 women involved. This concerned the two

week period between the last day of work and the first week of collecting unemployment insurance maternity benefits. It was the Union's contention that the University had to pay the employee's full salary for that period according to Article 30.07(a) - Maternity Leave. Originally, Wes Clark had absolved the University of any responsibility for the period in question.

The issue was finally resolved on 22ap76 when Grant stated: "The language is quite clear and the grievance stands. I don't like the language, but it stands. They've got to get two weeks pay."

Although we won a victory not only of interpretation, but a financial or monetary one as well, the Maternity Leave clause can cost the Union. The contract states: "After returning to work should the employee resign or be severed for just cause within six months the Union will pay the University the amount paid by the University to the employee for maternity leave." The Union has recently received a bill for \$2100. This is not to detract from the progressive aspects of the Article.

ii) IRC lay-off grievance - The Union won back pay for two staff room employees laid off in IRC due to insufficient notice (Article 19.06 - Notice of Lay Off due to Technological Change).

Reclassification, Misclassification, and the Appeals Process:

The Union has received a verbal reply from Wes Clark in regards to three reclassification grievances in the Main Library and one misclassification grievance in Education. Clark's answers were to the effect that the University's position on all of the issues had not changed. The Grievance is waiting for an expanded version in writing before discussing any future courses of action.

It has been a source of friction in the past when the University Reclassification Committee has turned down an employee's request for reclassification, and the employee decides to appeal the decision, only to discover that the composition of the Appeals Committee is the same as the Reclassification Committee. The Grievance Committee pressed this point with Grant, and also expressed dissatisfaction with the vague reasons given an employee upon receiving notification of an unsuccessful reclassification request.

Grant replied to the Union's criticism on 15ap76: "You have a right to know why we came to the conclusions we did." Furthermore, he declared: "It is my intent to restructure the Appeals Committee."

The discussion continued a week later when Grant stated: "In the name of the game, these Committees (ie., Reclassification and Appeals) are responsible to me. I have the right to overturn decisions." This was in response to our complaints that Clark had repeatedly stated that his Labour Committee was not competent enough to overrule decisions reached by the above Committees. This had the effect, we pointed out, of forcing the Union to take unsuccessful re/misclassification requests to arbitration.

At the above meeting (22ap76), Grant readily outlined the University's procedures as to reclassifications and the appeals process, on the black-board. The discussion ended with a

flurry of statements from Grant. "You want to be sure of a prompt response. Give us an opportunity over the next couple of months to evaluate our performance. If you are at the appeals stage, then you have the right to get an answer within 14 days."

During the discussion on the appeals process, the Grievance Committee was informed that a new job analyst would be involved.

The Grievance Committee stresses the importance of being accompanied by a Union representative during the appeals process. We have discovered that the right questions are not being asked.

Article 19 - Technological Automation and Other Changes: The Grievance Committee has requested and expects to receive a list of all positions/classifications in the bargaining unit as of 10c75. The list will indicate to us the positions which have been "frozen", reclassified, or phased out, without the Union having been given the three months notice as outlined in Article 19.04 - Notice of Intent.

The Grievance Committee has started to pressure the University to live up to the intent of the above clause, and in some specific cases we have received, but only at our instigation, the required three months notice from the University. This three month period gives the employee involved time to transfer to a position of her/his choice.

Grant on Discharging an Employee:

At the 22ap76 meeting, the issue of just and unjust discharge was discussed in regards to some specific cases. Grant waxed poetic with his comment about the "golden handshake". And, he asked: "Are they salvageable (i.e., the discharged employee), can we make use of them? I want to be sure they don't get out of the door before their case is reviewed. If someone is properly discharged, they don't come back in."

Grant on Departmental Hassles:

At the 22ap76 meeting, Grant spoke about some of the difficulties he was encountering with some of the arbitrary actions resulting from Departmental autonomy. Grant said: "The power structure is in the academic departments... It has taken some time to make changes... I've been meeting with Dept. Heads to get this over" (i.e., that there is a contract in existence which outlines employee rights).

In light of this statement by Grant, it is surprising that our plans to hold a stewards' seminar during working hours have been scuttled by the University. It appears to be common sense that such a seminar would serve to educate everyone involved - the stewards directly, and the supervisors and Dept. Heads indirectly.

Cancelled Stewards' Seminar:

As outlined above, the University has refused to comply with our request, subject to Article 7.03 - Short Term Leave of Absence, to hold a seminar for stewards. The Union Organizer, Fairleigh Funston, received a phone call on Tuesday, 25my76, from Clark informing us of the University's decision. He indicated that it was the University's interpretation that the Article in question referred only to a small number of employees, employees holding executive positions.

Apparently, he went on to say that if the University could function without these 100 employees for one day, then they would have to reconsider whether or not these employees were necessary to the continued functioning of the University.

No further comment is needed in light of the above position. Read the Article for yourself; it is on page 11 of the current collective agreement.

When AUCE negotiated its first contract, the Library management decided that it would be fruitful to hold a series of meetings, on University time, for all librarians to discuss the new contract and its implications. We had planned to do something similar for stewards, but we planned to reimburse the University for the lost time.

General Statement:

The Grievance Committee's meetings with the University Labour Committee have been marathon, two-three hour sessions. The grievances processed and discussed have included discharge, lay-off and mis/reclassification grievances. The number of outstanding grievances has been whittled down, but there are more working their way to Step 4 of the Grievance Procedure.

Division A's Division Steward, Val

Pusey has resigned, but this has been offset by the election of a representative from Division C. Divisions A, E, and I are without representatives on the Grievance Committee. To ensure a just application of the contract in all areas, it is necessary to have those areas represented.

The Grievance Committee members also meet with various Dept. Heads to discuss and to attempt to resolve various departmental hassles. These meetings usually occur when dissatisfied employees approach the Grievance Committee with their problems. The Grievance Committee welcomes members with possible grievances, but we would like to see the actual stewards in the Depts. involved to take an active role.

The tenor of the meetings with the University Labour Committee has been highlighted by the apparent good cop/bad cop routine Grant and Clark play. Whether deliberate or accidental, the effect is the same. Firstly, Clark presents his meandering replies to our queries and grievances, replies which raise more problems than they settle. The ensuing discussion often becomes sidetracked and appears to be leading nowhere. Usually Grant will interject and place himself between the two opposing positions, trying to act as a quasi-mediator and trying to make a deal.

But there have been occasions when Clark will give a reply - convoluted - that obviously surprises Grant. Grant then indicates that he will get back to us after a discussion among his Committee. Bill Bell, the Library Personnel representative, is for the most part silent, except, of course, when dealing with Library-oriented queries and grievances. Carol Singer and Harvey Burian provide technical assistance, when called on.

The Grievance Committee's role is to process grievances, to the best of their ability, for employees, to get satisfactory answers to the innumerable queries which arise, and to ensure that the University abides by our collective agreement.

Our contract is relatively new/recent, and, as a result, the interpretations of many of the clauses have only lately been tested. This is one possible explanation for the rash of arbitration, and possible arbitration, cases. There are other explanations, not quite as charitable to the University. But, they will have to wait until future Newsletters.

Perhaps I would be at liberty to make one further suggestion. If you want a more detailed, and not so synthesized, view, consult the minutes of all the Grievance Committee meetings. These are in the Union Office and available to any member. Read them and they may inspire you to such a degree that you eventually join the Grievance Committee.

BY-LAWS AMENDMENTS

NOTICES OF MOTION TO CHANGE LOCAL BY-LAWS:

E. LOCAL ASSOCIATION EXECUTIVE:

The Table Officers of the Local Association shall include the following: President, Vice-President, Secretary, Treasurer, Membership Secretary and two Trustees. The Executive will also include the Chairperson of the Grievance Committee, Chairperson of the Contract Committee, Chairperson of the Communications Committee, one Division Representative for each of the Divisions, and the immediate past President of the Local Association.

F. ELECTION OF OFFICERS:

- 2.) The nomination of Local Association Table Officers shall commence at the regular monthly meeting in March and close at the regular monthly meeting in April. (Remainder of section remains the same.)
- 5.) Each of the Divisions shall hold an April election meeting of all Stewards within the Division ... (remainder to stay the same.)
- 6.) ... The stewards shall meet annually in April to elect from among themselves a Chief Steward.

RE: "F" ABOVE -

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

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

Meeting Minutes

13 May 1976, 5:15 p.m., Buch. 106

Nancy Wiggs was in the Chair.

1. Adoption of Agenda

Frances Wasserlein
Neil Boucher

That the agenda as circulated be adopted.

Neil Boucher
Jerry Andersen

That the following amendments be made to the agenda:

13 May 1976, 5:15 p.m., Buch. 106
Nancy Wiggs was in the Chair.

1. Adoption of Agenda

Frances Wasserlein - Neil Boucher
That the agenda as circulated be adopted.

Neil Boucher - Jerry Andersen
That the following amendments be made to the agenda:

That No. 14, Close Nominations for Membership and Recording Secretaries, be moved to position No. 2;
That No. 4(a) be concerned with the V.G.H. Strike Situation and be given a tentative 30 minutes;
That No. 6, Strike Committee Report be tabled;
That No. 8, Executive Recommendation for a Second Full-Time Union Organizer, become No. 15(a);
That No. 11, Job Evaluation Committee be tabled;
That No. 17, Other Business, be included, Robert Gaytan wishing to give notice of motion.

The agenda was adopted as amended, at Broadway and Blenheim and that on the 1st of June the account with the Canadian Imperial Bank of Commerce be closed and the remaining funds transferred to Vancouver City Savings. CARRIED

(e) Frances Wasserlein - Pat Gibson
That the Membership authorize expenditure of \$158.00 for renewal of insurance (fire and theft) on the Union office for one year. CARRIED

(f) Frances Wasserlein - Debbie Udy
That the Membership authorize payment of \$950.00 to Winspear, Higgins, Stevenson, & Co. for the audit of the books of Local #1 for period 1 October 1974 to 30 September 1975. CARRIED

(g) Jerry Andersen - Pat Gibson
That the Treasurer be instructed to research alternate auditors and systems for future use. CARRIED

(h) Frances Wasserlein - Margot Scherk
That the Membership authorize payment of \$874.24 to U.B.C. for lost wages during negotiations for the collective agreement signed in 1975. CARRIED

4(a). The V.G.H. Strike Situation

Pat Gibson - Fairleigh Funston
That all AUCE members at V.G.H. who to date (13 May 1976) have not crossed the H.E.U. picket lines be paid by Local #1 wages lost to date (13 May 1976) as a result of the H.E.U. Strike.

21 for ; 14 against ; 7 abstentions
CARRIED

Margot Scherk - Larry Thiessen
That we reconsider the motion passed at the Emergency Membership Meeting of 6 May that AUCE members not cross H.E.U. picket lines.
Neil Boucher - Jerry Andersen
Motion to table above motion until 1(a). Close Nominations for Membership and Recording Secretaries.
Vicki Meynert was acclaimed Recording Secretary.
Margot Scherk was acclaimed Membership Secretary.

2. Adoption of Minutes

Frances Wasserlein - Pat Gibson
That the minutes of the April 8th membership meeting be adopted as circulated.
Correction of Sick Leave Committee nominee Marilyn Hedley to Healy.
The adoption of the minutes as corrected was CARRIED.

3. Correspondence

Letter from Robert Grant in response to AUCE's query about possible relocation of AUCE workers at V.G.H.

Frances Wasserlein - Valerie Pusey
That discussion of Robert Grant's letter be postponed until V.G.H. situation was on the floor. CARRIED

they so choose to remain. Otherwise, they shall also step down in Oct. 1976.

Those officers who are elected to positions in October 1976 shall stand for re-election or step down at the time

4. Financial Report

(a) Frances Wasserlein - Margot Scherk

That the financial statement for period 1-30 be adopted. CARRIED
(b) Frances Wasserlein - Robert Gaytan

That the per capita tax for April, 1976 be paid to the Provincial Association. CARRIED
(c) That the sum of \$750.00 be allocated for office equipment, furniture, printing and stationery for the period 1 May to 31 May 1976. CARRIED

(d) That the Executive recommends to the Membership that on the 14th of May current chequing and Plan 24 accounts be opened at the Vancouver City Savings Credit Union branch

next General Membership Meeting. 23 for ; 5 against ; 8 abstentions
CARRIED

Pat Gibson - Jerry Andersen

That as of 14 May, 1976 AUCE members at V.G.H. who have not crossed H.E.U. picket lines to date (13 May 1976) be employed by Local #1 in the Union office, at the hourly rate of pay corresponding to her/his classification and step, until such time as H.E.U. removes its picket lines.

Diane Longson - Margot Scherk
Motion to table above motion. 10 for ; 22 against
DEFEATED Motion
28 for ; 7 against ; 6 abstentions
CARRIED

Pat Gibson - Frances Wasserlein

That a committee of interested people be struck to study and make recommendations to the Membership of the lessons to be learned from the V.G.H. situation and report back to the July Membership Meeting.

Frank Coudron
That the motion be amended to read that the committee struck will meet at the V.G.H. site. CARRIED
The Motion as amended. CARRIED
Heather MacNeill - Robert Gaytan
That we move to the next item on the agenda. CARRIED

Frances Wasserlein took over the Chair temporarily from Nancy Wiggs.

5. Provincial Resolutions

Pat Gibson - Shirley Chan

That the following amendments to the Provincial Constitution be adopted.

A. Amendments

#1 through 14 can be read in their entirety in Across Campus May 1976 No. 4. CARRIED

Heather MacNeill - Joan Cosar

That the following Proposals to the forthcoming Provincial Convention be adopted.

B. Proposals

#1 through 12 can be read in their entirety in Across Campus May 1976 No. 4. CARRIED

Jerry Andersen - Diane Longson
That the Proposed Job Description of Provincial Organizer as follows be adopted.

1. Proposed Job Description of Provincial Organizer

1.1 through viii. can be read in its entirety in Across Campus May 1976 No. 4. CARRIED
with the exception of 2. and 3.

7. Steward Seminar

Heather MacNeill reported that the Steward Seminar requires help from any interested parties. The seminar is to be held all day June 1 for all stewards. Paid leaves of absence to be arranged.

8. Grievance Committee Report

Ray Galbraith will include written reports of cases in next newsletter. Notice of motion was given that the Grievance Committee be authorized to take Article 34A of the AUCE Local #1 Contract (lay-off) to arbitration for interpretation.

9. Contract Committee Report

Margie Malley reported that the committee is meeting every Wednesday. They are presently going through the contract and are planning questionnaires to be sent out. All divisions must have elected representatives as soon as possible.

10. Open Nominations for Trustee, Two Members of Working Conditions, One Provincial Representative

Robert Gaytan nominated Kevin Grace to the Working Conditions Committee. Margot Scherk nominated Joan Cosar as a Provincial Representative.

The meeting adjourned at 7:00 p.m.

of the new official elections in April 1977.

(Moved by Robert Gaytan.)