

# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

# AGENDA

## THURS., JULY 24

### 12:30 ~ 2:30

### IRC 2

No Smoking

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the Minutes
4. Correspondence
5. Opening Nominations:
  - Provincial Representatives (1)
  - President

Closing Nominations:

- Trustees (2) - Nominated to Date: Simeon Garriott, Keith Moran, Shurli Channe  
Betty Chan, Judy Wolch, Lid Strand
- Bi-weekly Pay Period Committee (4) - Nominated to date: Neil Boucher, Nancy  
Wiggs, Linda Tretiak, Vicki Ayerbe
- Benefits Committee (4) - Nominated to date: Ann Hutchison, Neil Boucher,  
Judy Wolch, Cobie Wennes, Susan Zagar, Patricia  
Whitford

6. Secretary-Treasurer's Report
7. Grievance Committee Report
8. Resignation of President
9. Revocation of Assessment Petition
10. Provincial Report
11. Speakers: CAIMAW - Strike issue at Canadian Kenworth  
CLC Women's Committee - Convention on Sexual Harrassment
12. Other Business



## Faculty of Education

### RESTRUCTURING PLACES UNION OFFICER UNDER ATTACK

Effective July 1, 1980, the Faculty of Education, which so far has constituted a single university department, was restructured into 7 University departments, and a new layer of administration composed of newly elected department heads was created.

No new employees have been hired to cope with the extra work load resulting from this reorganization, and the administration has begun to transfer and relocate employees without providing them with 3 months notice, without prior consultation with them and what is worse without letting them have a choice of the new jobs available, according to seniority.

Our first case is the newly formed Mathematics/Science Education Department. Our members were handed what would be their new lists of duties seven days after the new department was created. They were advised that one of them, Lissett Nelson, would be moved out of her office and would be in charge of most of the typing and xeroxing for the new department which the other employee, with less seniority, would become the department secretary and be in charge of the Head's work and most of the administrative work. Neither of the employees agreed with the new lists of duties or the change of office and it was pointed out to management that they were additionally breaching the contract by making a Secretary II department secretary. The department secretary job should be a III according to our job descriptions. Management has not changed their position and Lissett is grieving all articles breached, namely, 22.05(a)(ii) (including the Involuntary Transfer clause), 34.04(d), 24.05(c), 31.02(b) & (c), 1.01, 9.03 and 8.01. The grievance is now at Step II.

If management succeeds in imposing this way of operation, the road will be open for blatant discrimination not only in the Faculty of Education but on the entire campus. The fact that Lissett was the first to be hit in Education is not surprising. She has been actively organizing Division D for 3 years now and successfully. Division D counts now with an active Shop Steward structure, regular Shop Steward and Division meetings and a regular Division newsletter. She was active before on the Grievance and Strike Committees and on the Executive since 1977.

We encourage everyone in the Union to support the efforts of our members in Division D to have their rights respected. The Grievance Committee is already doing this.



## Report to the Membership of AUCE Local #1

During our strike serious allegations were made that our President, Marcel Dionne had counselled members of our bargaining unit to do work that had been transferred from an other printing area that was being picketed.

The Executive met, investigated these allegations, found Marcel guilty of the charges and requested his resignation. Marcel has since resigned.

On May 23rd, at approximately 10:00 AM, the Shop Steward at the Copy and Duplicating Centre called Marcel and informed Marcel that the AUCE Printers were printing work that looked suspiciously like work that would be normally done by the printers in the Registrar's Office - which was being picketed at the time.

Marcel went to the Union Office where he contacted one of the Printers from the Registrar's Office. The two of them went to the Copy and Duplicating Centre and she identified the work as Convocation Lists - a job that she would normally print.

At the same time, Contract Negotiations between the University and the Union were about to commence and Bob Grant, Director of Employee Relations, had phoned Marcel and suggested that in the interest of renewed negotiations and as a sign of good faith, that Marcel should ask the AUCE members to do the work.

Marcel and the Printer arrived at the Copy and Duplicating Centre at 12:45 PM and at that time Marcel indicated that the work was not that crucial and that having the work done would ease the tension surrounding the re-opened negotiations. On the weight of Marcel's recommendation, the printers went ahead and did the work - even though Carole Cameron had earlier advised them not to do the work.

When a report of this incident was received by the Executive from the Shop Steward - a sub-committee consisting of Carole Cameron, Judy Blair and Joan Treleaven was struck to investigate the allegations. The report was presented to the Executive on July 8th. This report, consisting of the recollections of all those concerned, presented the evidence without making any recommendations as to guilt or innocence.

The report did show that all of the different statements made by the participants did correspond and it became clear that Marcel had indeed made the statements that he had been accused of making.

Upon receiving the report from its sub-committee, the Executive, after lengthy discussion, unanimously found that Marcel was guilty of counselling AUCE members to do scab work. This was not an easy decision to make. The discussion eventually focused on the role of the President and the Executive felt this action was particularly serious because Marcel was the President of the local.

Once it was decided that Marcel was guilty, the Executive has to make the difficult decision as to what it would have to do next.

Was it necessary to charge Marcel, to re-call him or to ensure that he would resign from the office of President. The Executive felt that the most important objective was to ensure that Marcel would resign. Therefore, a motion was passed that if Marcel did not resign immediately, charges would be laid.

The Executive also felt that it was essential that a report be made to the membership on this matter.



## Report (2)

Marcel's actions, regardless of how justified he may have felt when he made them, cannot be condoned. The role of a President, particularly during a strike, is extremely important. The President must scrupulously uphold the contract and the policies set by the membership. On this occasion, Marcel deliberately acted against a long established trade union practice, that work transferred from a struck area should never be done - and he used his union position to ensure that other union members would do this work. Because of this, Marcel has been disqualified from holding a position in this union.

To ignore this action would undermine our ability to have an effective strike and would encourage others to put personal interest over that of the rest of the union membership. It is essential that actions of this kind should not be ignored. To not take action in this, and any other similar incidences, would weaken AUCE and it's ability to represent us.

### EXECUTIVE SUB COMMITTEE REPORT to A.U.C.E. Local 1

The Executive received a letter from a bargaining unit member, dated May 24, 1980, which made allegations against Marcel Dionne, President of Local 1. At the Executive meeting of June 25, 1980, Judy Blair, Joan Treleaven and Carole Cameron were delegated to investigate this complaint and make a report to the next meeting. A number of people were interviewed and the following details the result.

On May 23rd work was started in Copy and Duplicating on a job that someone there decided could be work normally done by the Registrar's Office printing staff. A call was made to Marcel Dionne, who asked them to determine for sure that the work was Registrar's Office work. This was done by talking with someone from the Registrar's Office, who identified the work. In the meantime, Robert Grant, Director of Employee Relations, called Marcel and asked him to speak to the staff in Copy and Duplicating. He asked Marcel to ask the Copy and Duplicating staff to do the work in question to show a sign of good faith and relieve some of the tension of renewed negotiations which were set for that afternoon.

Marcel came to the Union Office for advice but did not find anyone else from the Contract Committee there at the time. He then went to Copy and Duplicating. He gave an account of the situation to the AUCE members. They asked him what they should do and he told them it was their decision. He did not explicitly direct them not to do the Registrar's Office work. Both he and they felt it was his not giving direction not to do the work that resulted in it being done, as they did continue on with the job after the meeting.

The Executive meeting of July 8th decided, as a result of the information received, that a letter of censure would be sent to Marcel Dionne and that his resignation would be asked for. This was done on July 9, 1980.



# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

July 9, 1980

Marcel Dionne  
Purchasing Department  
CAMPUS MAIL

Dear Marcel

As you are aware, the June 17, 1980 Executive meeting established a Sub-Committee to investigate a letter sent to us, outlining actions of yours, during the Strike. Three people served on this Committee and a report was presented to the July 8th Executive meeting.

Based on information in the report and a serious discussion that followed, it is the unanimous decision of the Executive of AUCE Local 1 that you are guilty, by your actions, of counselling AUCE members to perform scab labour.

The Executive took your service to the Union into consideration but feel we must still ask you to resign as President of Local 1.

Yours truly,

Carole Cameron  
on behalf of the AUCE Local 1 Executive

HAND DELIVERED

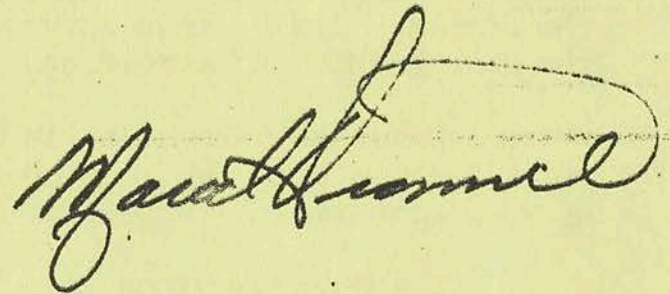


July 9th, 1980.

To the A.U.C.E. EXECUTIVE.

Due to the outcome of the investigation by a sub. Committee of the Executive, re an incident at the Copy - Duplicating Centre during the labour dispute, I am therefore submitting my resignation as President of A.U.C.E. Local 1, and any other Committees in which I am presently involved.

Such resignation is effective immediatly.

A handwritten signature in cursive script, appearing to read "Mark Lawrence". The signature is written in dark ink and is positioned to the right of the main body of text.

RECEIVED

JUL 9 1980

A. U. C. E.



# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

SENT TO: Philomena Vacheresse  
Nancy Carter  
Susanne Lamla  
Richard Wadland  
Goolshun Confectioner  
Gwendoline Gregor  
Simon Yeung  
Janice Austin  
Shannon Fitzpatrick  
Pontip Placzek  
Janet Tomkins  
Janice Ray  
Jane Nerland

July 11, 1980

Dear

Your name appears on a petition sent to:

Mr. J. Lomax, Dept. of Finance, U.B.C.  
Employee Relations, U.B.C.  
Union Office, U.B.C.  
Mediator, Jock Waterston, c/o Labour Relations Board  
A.U.C.E. Provincial Office  
Registrar of Labour Relations Board

which revokes your authorization for deduction, by the University, of any monies other than monthly union dues.

I would refer you to the following articles of the Collective Agreement which concern the payment of fees and assessments to the Union:

## 1.01 General Purpose

The purpose of this agreement is to set forth and establish the terms and conditions of employment so that efficient operations and harmonious relationships be maintained between the University and the employees to the benefit of both parties and the community they serve.

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

## 5.01 Union Shop

All employees covered by the certification who were members of the Union as of October 1, 1974, will continue as members of the Union.

All employees covered by the certification and employed by the University prior to October 1, 1974, but who were not members of the Union at that time will be required to join the Union.

All employees covered by the certification shall be required to pay fees and assessments to the Union.

..... 2



#### 6.01 Authorization

All employees on date of hire, will be required to sign an authorization for dues and assessments deductions. A copy of this authorization shall be sent to the Union.

#### 6.04 Notification

The Union agrees that they will advise the University of all present assessments and dues required by the Union, and of any changes which may arise from time to time in connection with such dues and assessments.

In addition, I would refer you to the following section of the By-Laws which concerns assessments:

#### K. DUES AND FINANCES:

2. "The Local Association shall have the right to levy on its members for special purposes, one assessment per year of a maximum of five (5) dollars, which must be approved by a 2/3 majority vote of the members at a Local Association membership meeting provided notice of the vote has been given at least fourteen (14) days prior to the meeting. Further assessments require approval by a referendum vote."

Your concerns could and should have been dealt with as an internal union matter through the Union's By-laws and Constitution. Section F.4 states:

"Any protest alleging "unfair ballot" or other irregularity must be presented in writing to the Secretary of the Local Association within seven (7) days of the results of the balloting being announced. Upon receipt of such protest the Local Association Executive shall meet and if the protest is upheld another ballot shall be conducted. All ballots and voting lists shall be held by the Trustees for a reasonable period after the election. A motion to destroy the ballots shall be in order at a subsequent Local Association membership meeting following the election."

The options open to the Union now are:

- 1) a letter of censure
- 2) the laying of charges as outlined in the enclosed Section O of Local 1's By-laws. Disciplinary action available is outlined in the enclosed Section 17B of the Provincial Constitution.

It is our intention to commence disciplinary action on August 1, 1980. In the interests of fairness, the Union wishes to extend to you the opportunity of paying the assessment prior to such disciplinary action.

This letter, giving you an explanation of your legal obligations, is a courtesy being extended to you. If you have any questions with respect to the above-mentioned information, please contact the Union Office.

Yours truly,

Carole Cameron  
Union Organiser, AUCE Local 1

Enc.



WE THE UNDERSIGNED, MEMBERS OF A.U.C.E. LOCAL 1, WERE NOT NOTIFIED OF THE REFERENDUM VOTE TAKEN ON TUESDAY, MAY 20 AND WEDNESDAY, MAY 21, 1980, AT THE UNION OFFICE, REGARDING DEDUCTIONS FROM EMPLOYEE PAY CHEQUES COMMENCING MAY 15, 1980.

WE THE UNDERSIGNED, THEREFORE DO NOT GIVE YOU PERMISSION TO DEDUCT ANY MONIES FROM OUR PAY CHEQUES FOR UNION PURPOSES OTHER THAN OUR MONTHLY UNION DUES.

SINCE WE WERE NOT INFORMED OF THIS IMPORTANT VOTE, WE WERE WONDERING HOW MANY OTHER PEOPLE WERE ALSO NOT INFORMED AND THEREFORE DID NOT GET A CHANCE TO VOICE THEIR OPINION.

*Isolshun Confectionery Civil Engineering*  
*Curric Lab*  
*Gray - Curric Lab*  
*Nancy Carter - Curric Lab*  
*Guendoline Greer - Curric Lab*  
*Janet M. Jenkins Curric Lab*  
*P. Placik Curric Lab*  
*Shannon Fitzpatrick*  
*Thelma Vachereau Curric Lab*  
*Janice Austin - Curric Lab*  
*Simon Yung Curric Lab*  
*Richard Wadland Curric Lab*  
*Susanne Lamla Civil Engineering*

c.c. Mr. J. Lomax, Dept. of Finance, U.B.C.  
Employee Relations, U.B.C.  
Union Office, U.B.C.  
Mediator, Jock Waterston, c/o Labour Relations Board  
A.U.C.E. Provincial Office  
Registrar of Labour Relations Board