



association of university and college employees

January 19, 1981

Dr. Peter Lusztig
Dean, Faculty of Commerce
CAMPUS MAIL

Dear Dr. Lusztig:

With respect to your letter of December 16, 1980, I must assure you that it is the policy of this Union to conduct detailed investigations of circumstances concerning charges made by our Union members.

I had spoken to other staff members in the Real Estate Division and they all agreed they had not witnessed the event which led to charges by Ms. D. Oliver. The only possible witness is unavailable as she is in India.

With regard to your compliance with Workers' Compensation Board Industrial Health and Safety instructions, I must repeat that Ms. Oliver has claimed that she felt the required lifting of materials could cause her injury, that it would create an undue hazard to her health and that she voiced these beliefs to Mr. Hicks and to Fred Sillars.

I wish to point out that it is the responsibility of a trade union to represent and support its trade union members. This obligation is cited in the B.C. Labour Code under Section 7, "Duty of Fair Representation". Any possible breach of Section 7 of the Code may lead to charges against the Union. In the absence of witness to these events, it is the obligation of the Union to support Ms. Oliver and we must assume that her statements are accurate.

I appreciate your concern with the working conditions in the Real Estate Division. This Union is also under an obligation to support the other AUCE members in the department, since they also work for the University. You should know that these employees have assured me that they feel both yourself and Mr. Hicks to be most fair in your treatment of the employees in the department, and they feel their working conditions are more than adequate. I trust you in turn can appreciate the position of the Union in this matter.

Yours truly,

Carole Cameron
Union Organiser
AUCE Local 1

cc: John Hicks

Jane Strudwick

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