



on campus

association of university and college employees

1980 - 1982



NOVEMBER 1981

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1982 - 1983??



AFFILIATION

A TIME TO BE DECISIVE

AUCE Local 1 will again discuss and vote whether or not to affiliate to the CLC by becoming a local of the largest union which represents clerical workers, the Canadian Union of Public Employees (CUPE) with 250,000 members across Canada. The Canadian Labour Congress (CLC) is the largest representative of organized labour in Canada and has 2.3 million members. The CLC would welcome AUCE as an affiliate only if we comply with their jurisdictional regulations; that is, only if we become a local or part of a local of one of the CLC unions which already represent clerical workers.

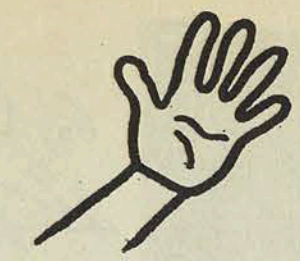
This year, after an 18% wage increase for faculty, AUCE Local 1's situation is even more challenging than in former years. (The University administration's recent "offer" provides for a \$15 - \$30 per month wage increase for most of our membership!). AUCE Local 1 will either have to acquire a bargaining power similar to CUPE Local 116 or resign itself to suffer a tremendous economic and moral blow. CUPE Local 116 has just obtained a 15% wage increase for the first year and 13% for the second year of their contract -without striking.

Last year's unsuccessful strike and the mediocre wage increases gained in previous years show clearly that AUCE Local 1 needs to join forces with the many other unions that are fighting for similar demands, and the only way to do this is by joining the CLC.

Times are changing; making a decent living is getting tougher. We are about to see whether our membership want the resources and support necessary to win a decent contract by joining with CUPE or whether we will stick to our old losing pattern until we lose everything.

The motion on affiliation to the CLC published in this issue will be debated and voted on at the two-hour general membership meeting of November 26th. Come prepared and ready to take decisive action. We have no time to lose!

L. D. Nelson



...MOTION

M O T I O N

TO BE DEBATED AT THE NOV. 26TH. TWO-HOUR MEMBERSHIP MEETING :

THAT AUCE LOCAL 1 AFFILIATE TO THE CLC BY BECOMING A CUPE LOCAL.

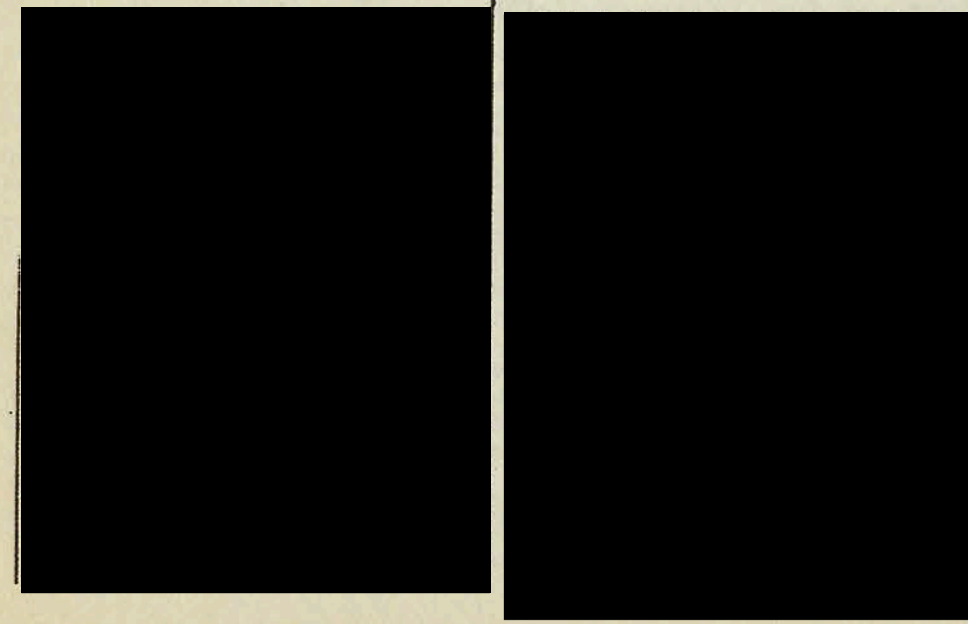
MOVED AND SECONDED BY:

- Lissett Nelson (2003), Carole Cameron (224-2308), Ray Galbraith (3426), Ted Byrne (5478), Helen Glavina (5122), Rosalyn Turner (4739), Judy Wright (3115), Margie Wally (2584), Yvonne Scotchman (5248), Shirley Irvine (3223), Lexi Clague (2713), Ruby Rudd (2760), Lois Gorzalka (2557), Helen McIlroy (2687), Avron Hoffmann (5478), Jan Taggart (5478), and Jose Lazar (6278).

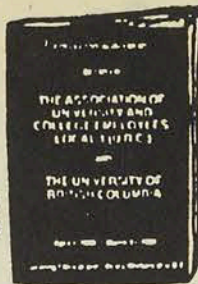
(PLEASE FEEL FREE TO APPROACH ANY OF THE ABOVE FOR INFORMATION REGARDING THE MOTION.)

CHATELAINE/OCTOBER 1981

Minimizing the risks of VDTs



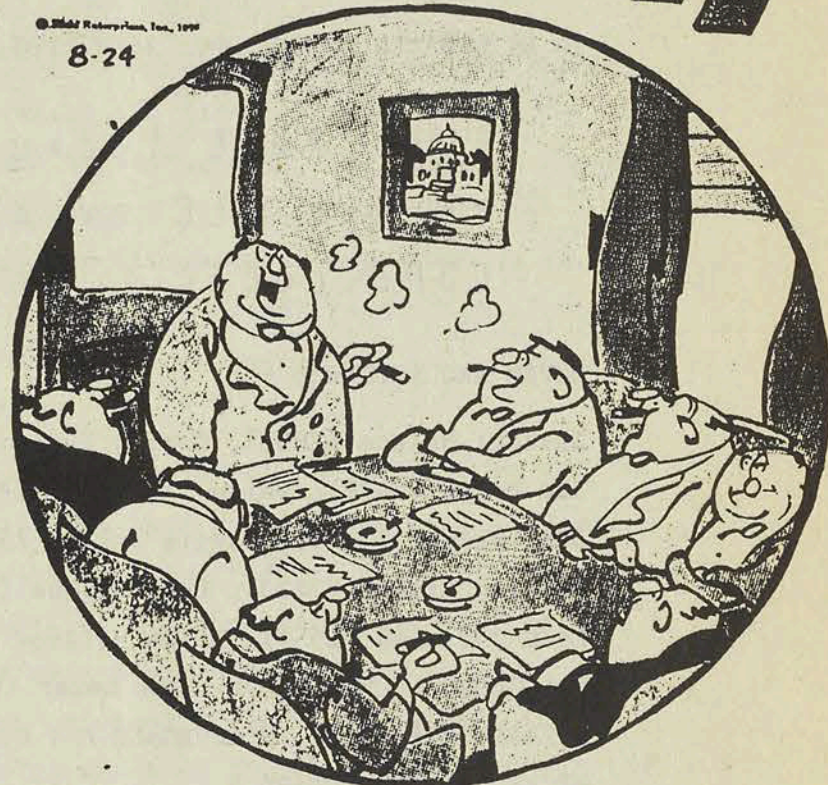
Contract Committee



No GRIN *and*
Light BEAR IT

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8-24



"Due to the financial crisis, we must terminate some jobs... Which department has the weakest union?"

Contract Committee Report

by Murray Adams

The Contract Committee's energy during the past month has gone into consideration of the University's wage offer, and preparation of a membership questionnaire on contract proposals. For details, please attend membership meetings; a full report will be made at each. Beginning with the questionnaire in November, we will be publishing a series of contract bulletins, to keep you informed of the progress of negotiations. If the reports and bulletins do not answer your questions or address your concerns, or if you wish to become involved in the process of formulating and researching contract proposals, please call me at (228)2882. No matter how hesitant, inexperienced, shy, skeptical or even hostile you may be, you can join the important and exciting enterprise of protecting and improving your job.

WILL YOU HELP??

The Vancouver Sun October 10, 1981

LABOR

LIBRARY CONTRACT RATIFIED



GRIEVANCE CMTTE REPORT

I was disturbed at the last Union meeting with the amount of debate that surrounded the motion concerning the decision to take the LA IV Employee Files grievance to arbitration. It is important for you, the membership, to be aware that motions to take issues to arbitration are brought to Union meetings for approval not to debate the merits of the grievance but to formally approve the expenditure of sufficient monies to pay for the arbitration. The merits of the grievance and the decision to take an issue to arbitration have already been decided upon by the Grievance Committee. The Grievance Committee is always looking for more participation from members, if any of you want to be a part of the process. Our meetings are generally from 12:00 to 1:00 on Tuesdays in the Union Office.

Although the Grievance Committee gains approval to take grievances to arbitration, they don't always proceed. In the last three months we have made decisions to drop three grievances - in each case the membership had approved the expenditure of money but after further examination of each case, discussion with the Union's lawyer and the grievor, we decided not to go ahead.

At a Labour Committee meeting recently the Union and the University discussed the severance notices being put on people's files when they leave working here. Often the department will indicate their intention not to rehire employees but will not give the employee either a copy of the severance notice or an explanation of what the reasons for not rehiring are. Also, the Union has been concerned because the severance notice represents your final record of employment at UBC and certainly could affect your opportunities of employment elsewhere. So far the University has been unwilling to provide employees with a copy of the severance notice, in sufficient time before your termination date that you could do something about it. The Grievance Cmtte is continuing to work on this problem.

THAT AUCE Local 1 take the LA III reclassification grievance to arbitration and pay all related expenses.

An LA III, working in a specialized area of the library, applied for reclassification and was turned down. The Grievance Committee feels that the level of responsibility and initiative expected of the position is higher than that of an LA III. This person is responsible for the day to day operation of their library area and has total responsibility in the absence of the two librarians. They also train up to 7 people and supervise up to 50 people in addition to that.

- Carole Cameron



"I'm so proud to be a part of a profession that has never discriminated against women!"

S. HARRIS IN CHANGING TIMES, THE KIPLINGER MAGAZINE

PROVINCIAL report

The provincial -- what is it?

AUCE is an independent union in B.C. at present comprised of 5 locals: Local 1, Local 2 (clerical, library and some technical employees at Simon Fraser U.), Local 4 (clerical, library and technical at Capilano College), Local 5 (all employees at College of New Caledonia in Prince George), and Local 6 (teaching assistants at Simon Fraser). The provincial serves as a central council and resource centre for the whole AUCE membership. Provincial operates from a downtown office with two full time paid officers. It provides research people and material, loans and funds to locals and special projects, and links/support for other unions and community groups. It administers the AUCE constitution; each local's bylaws or operating rules conform to this constitution.

A new provincial executive took on their responsibilities the end of Sept./81. They are: president--Nancy Wiggs (loc.1), vice pres.--Jack Gegenburg (loc.6), secretary treasurer--Lid Strand (loc.1), co-ordinator--Lauma Avens (loc.5), chairperson of trustees--(Bob Wiseman (loc.6), and elected representatives from each local, provincial organiser (Sheila Perret).

All AUCE locals are currently facing the same problems. Our jobs are disappearing, grievances are not recognized, our wages are not keeping up with costs of living--institutions faced with cuts in federal and provincial funding are pushing for AUCE members to pay for defecits. The unity AUCE locals and members need to defend our wages and rights as workers far outweigh our own internal divisions and differences.

News from AUCE locals

Local 4 (Cap. College) has signed a 3 year agreement in October that provides wage increases of 16%, 13%, 13% with a COLA clause based on the Vancouver inflation rate. The college now covers

100% dental and vision care. Students employed under youth employment programs will now be paid at the base union rate. The provincial has had year-long difficulties in receiving from local 4 executive the provincial share of union dues paid by members. In October, the provincial sent a letter to all loc.4 members outlining the situation in an attempt to resolve it in good faith.

Local 2 just won an arbitration case-- a long and complicated one over job splits provided for in their contract. Local 2 members are so far the only ones who can arrange for two people to jointly hold one job, their hours decided by employees. Last year a joint union-management committee was struck to come up with a new job evaluation system at SFU. A management consultant firm hired, Woods Gordon, has proposed a "decision band" method whereby jobs are re-evaluated according to the type of decisions made. The report makes it clear that the majority of AUCE members will be at the bottom 1 and 2 levels--possibly a down grade for many. As well, the system depends on management awarded bonuses, something unions have always opposed. SFU administration endorses the plan and has budgeted for training and implementation. You can be sure that UBC is watching, and it could be that we may face a similar proposal come contract time. Local 2 continues to face financial problems--a third attempt at union dues increase failed this fall. Provincial has offered to meet with and provide loans and funds for educations, printing, and arbitration.

Local 6 have seen a reduction in the number of T.A. positions offered by the university. A key case for T.A. unions involving re-hiring of union members was taken to the B.C. Labour Relations Board this fall. The university was arguing that hiring and firing was their privilege, even though the

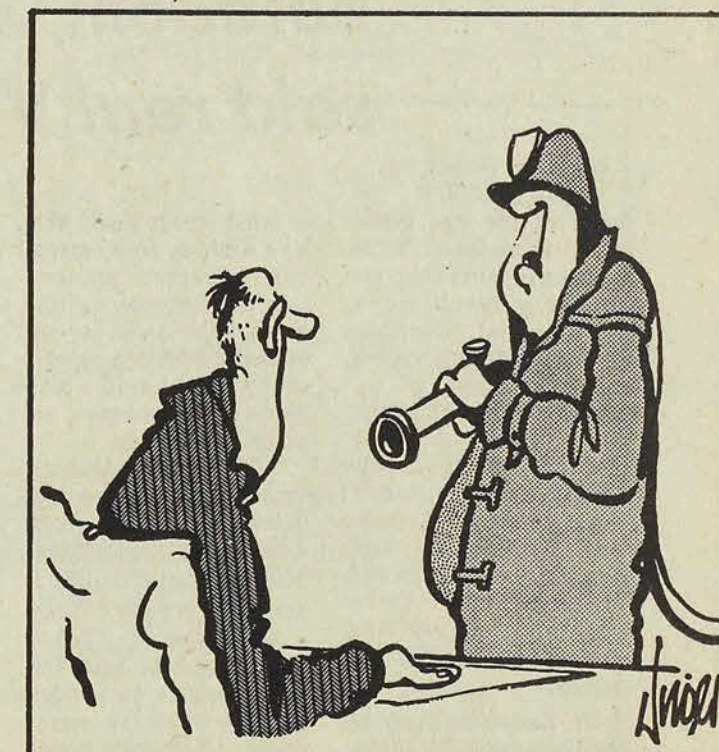
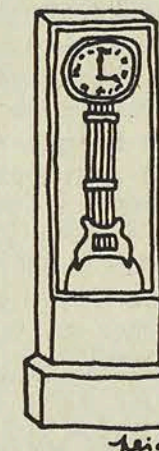
union contract reads otherwise. The L.R.B. has found in the union's favour-- a decision which furthers possibilities for T.A. unions everywhere.

Local 5 at Prince George have three arbitrations in the works. The college has refused to settle every grievance. One arbitration involves the lay-off of 5 members shortly after their March/81 strike. The union is charging union discrimination. Local 5 remains an affiliate of the Confederation of Canadian Unions. They are not going to drop their affiliation. While the provincial hearing into charges laid by Local 1 against Local 5 on its continued affiliation to the C.C.U. resulted in a finding of guilt, the prov. executive made an honest error in reprimanding the local and calling for a special convention to discuss the matter and decide on further discipline. Under our discipline clause (Sec.19) in the constitution, a special convention could not require further discipline after a reprimand, not suspension or expulsion has been imposed. What to do now?

It is my position that our current policy of lobbying the Canadian Labour Congress to admit AUCE as an affiliate is not a possibility. The CLC clearly holds that other unions (already affiliates) have jurisdiction over our members. Their representatives will not meet with AUCE, respond to letters or telegrams. To try to ignore or work around this policy is only leading to more division between locals and locals and the provincial--all to the detriment of AUCE members. Our employers take advantage of any weaknesses within our union(s). At the Oct.24 provincial executive meeting a motion calling for a special convention to allow all AUCE locals to make decisions on affiliation for AUCE as a whole was defeated. But the next provincial meeting, Nov. 13-14 at provincial office, has affiliation and a possible special convention as first item for discussion.

The provincial organizer is planning a seminar for all local members on bargaining strategies for Dec. or Jan., and possibly, a cross-local shopstewards seminar for early December. Please consider attending. Together members can discuss common problems and hammer out strategies to resolve grievances, organize at grass-roots levels, come out of negotiations with better wages and working conditions for all of us.

--Sheila Rowswell
Provincial rep.



"As it was a false alarm, I'll just give you one quick squirt."

HEALTH AND SAFETY

HEALTH AND SAFETY COMMITTEE NEWS

We still need 2 volunteers from Sedgewick Library to serve on a safety committee for the building. If you are interested please contact Darlene Bailey 2924 or home [REDACTED]

Report Oct 8, Janet Church (copy and duplicating) had a hole burnt in the sleeve of her sweater as a result of standing very close to the gas ventillation holes in the bottom of a large coffee urn. Fortunately Janet was not hurt. As a result of the accident investigation Physical Plant has been notified and will be placing some type of protective screening around the coffee urn. A sign will be prepared to alert people to the potential hazard. If you frequent the Old Auditorium beware of the coffee urn, it could burn YOU!

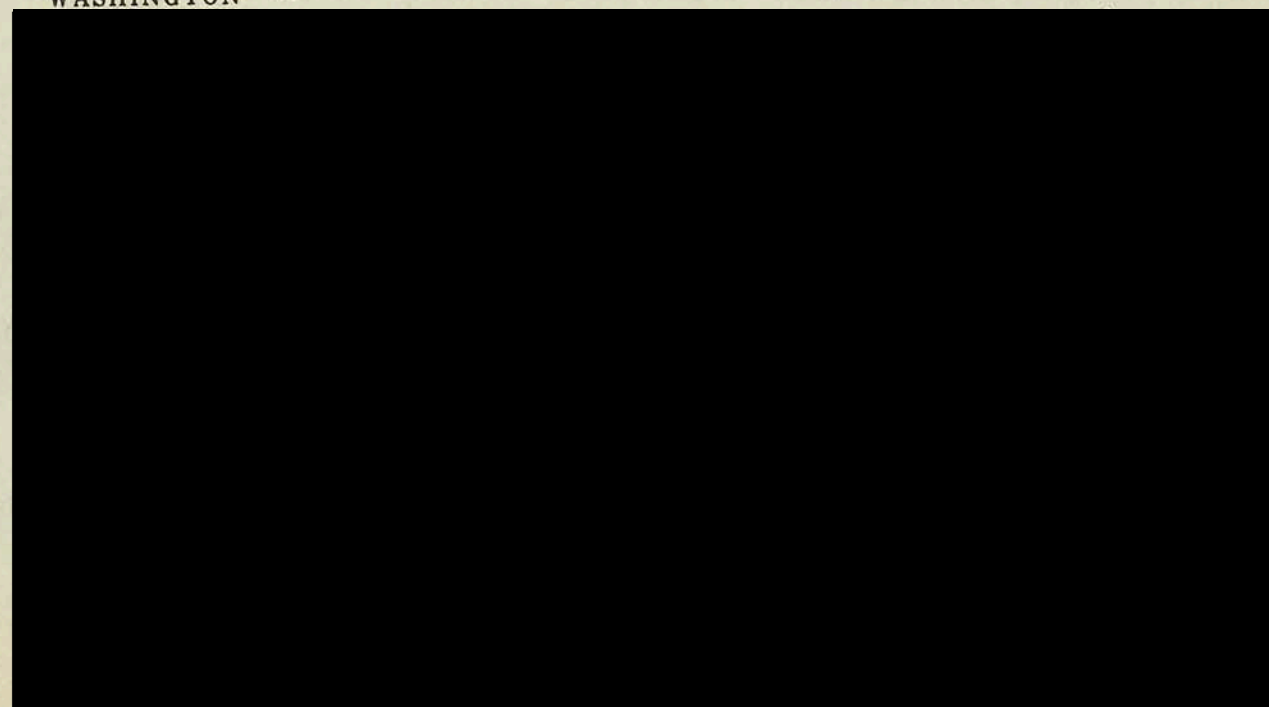
Darlene Bailey
(AUCE Health & Safety Rep.)

Van. Sun August 21/81

WORK ENVIRONMENT A KEY

Boredom, not eye strain said real VDT problem

Sun News Dispatches
WASHINGTON —



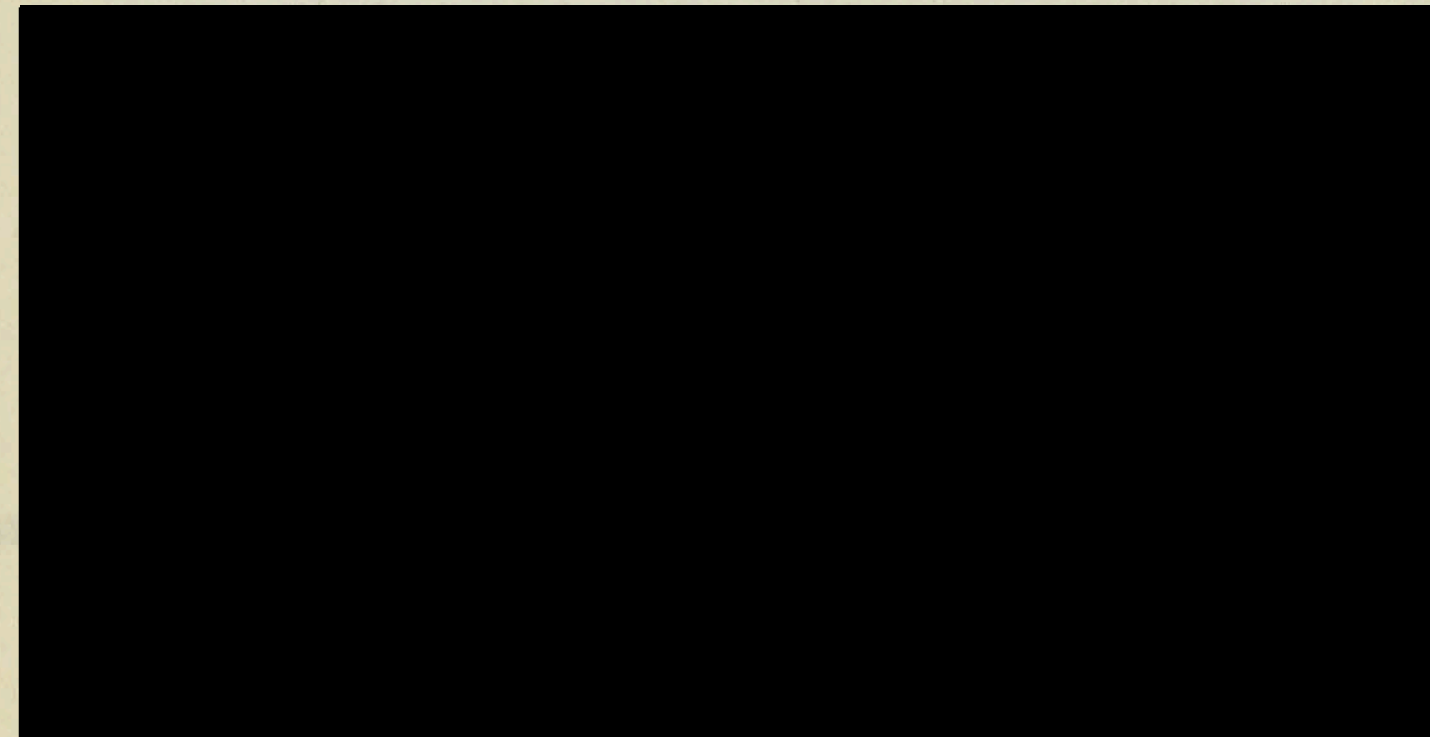
HEALTH AND SAFETY

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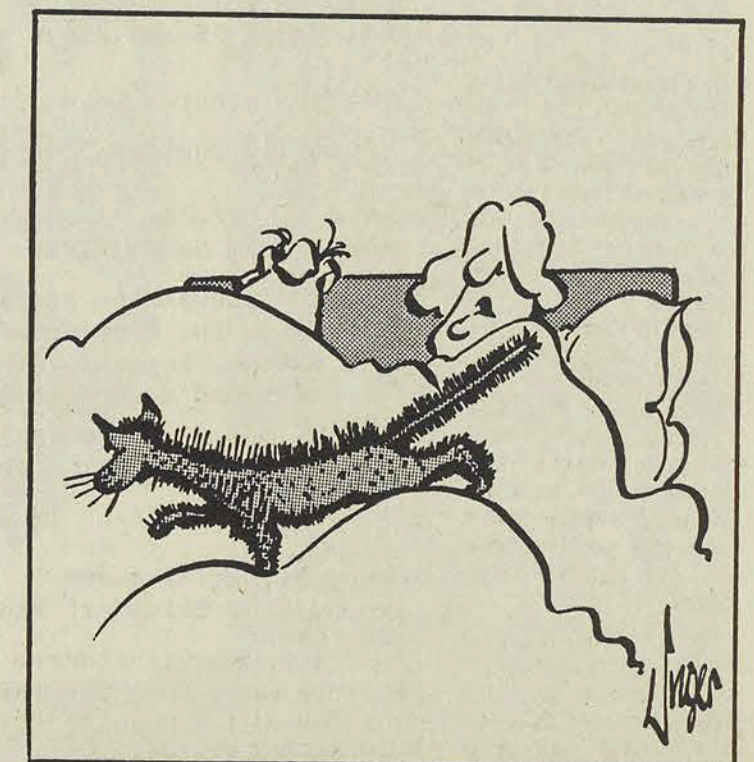
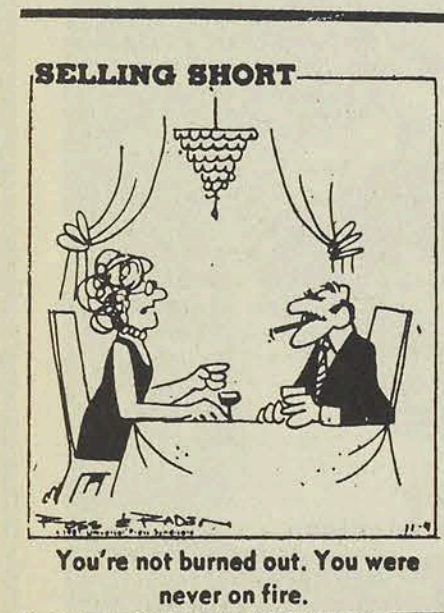
Are video display terminals safe?

E.

ERNEST G. LÉTOURNEAU, MD



CMA JOURNAL/SEPTEMBER 15, 1981/VOL. 125 533





Executive Meeting
October 7, 1981

MOTIONS

...MOTIONS

Moved by Sharon Newman
Seconded by Irene McIntyre

THAT the agenda be adopted as circulated.
The motion was CARRIED.

Moved by Murray Adams
Seconded by Suzan Zagar

THAT the minutes be adopted as circulated.
The motion was CARRIED.

Moved by Carole Cameron
Seconded by Suzan Zagar

THAT AUCE Local One pay the Per Capita Tax
arrears to the Provincial over a period of
nine months, beginning in November, pending
our continued association with the
Provincial.

The motion was CARRIED with one abstention
by Irene McIntyre.

Moved by Murray Adams
Seconded by Elizabeth Brock

THAT the Executive agree to hold a meeting
for one day, on a weekend in November, to
discuss and hopefully solve, a few of the
problems raised at this meeting.

The motion was CARRIED UNANIMOUSLY.

Modern offices are full of little conveniences.

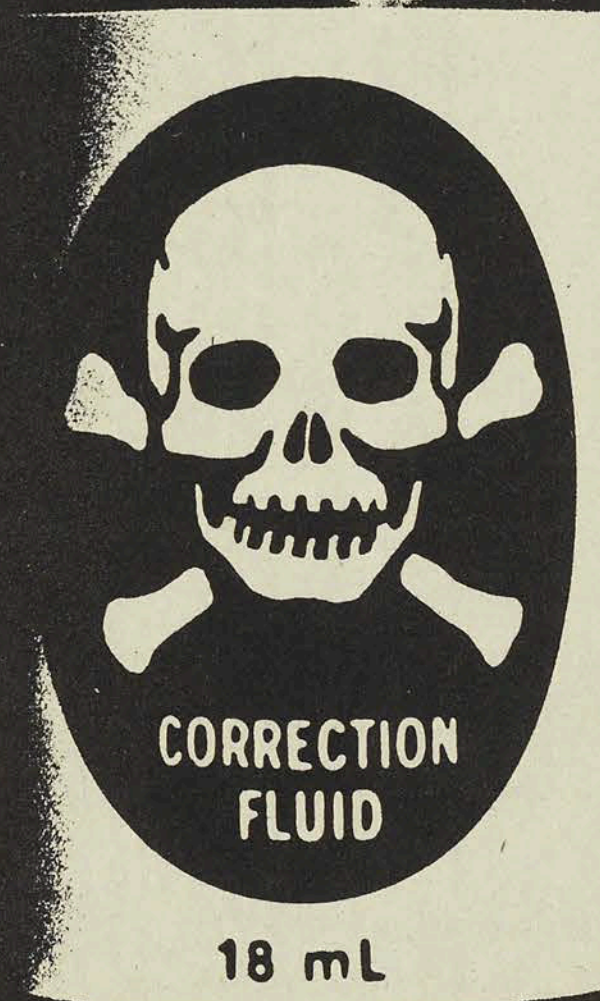
Watch out.

Office work can be
hazardous to your health.
Watch out for:

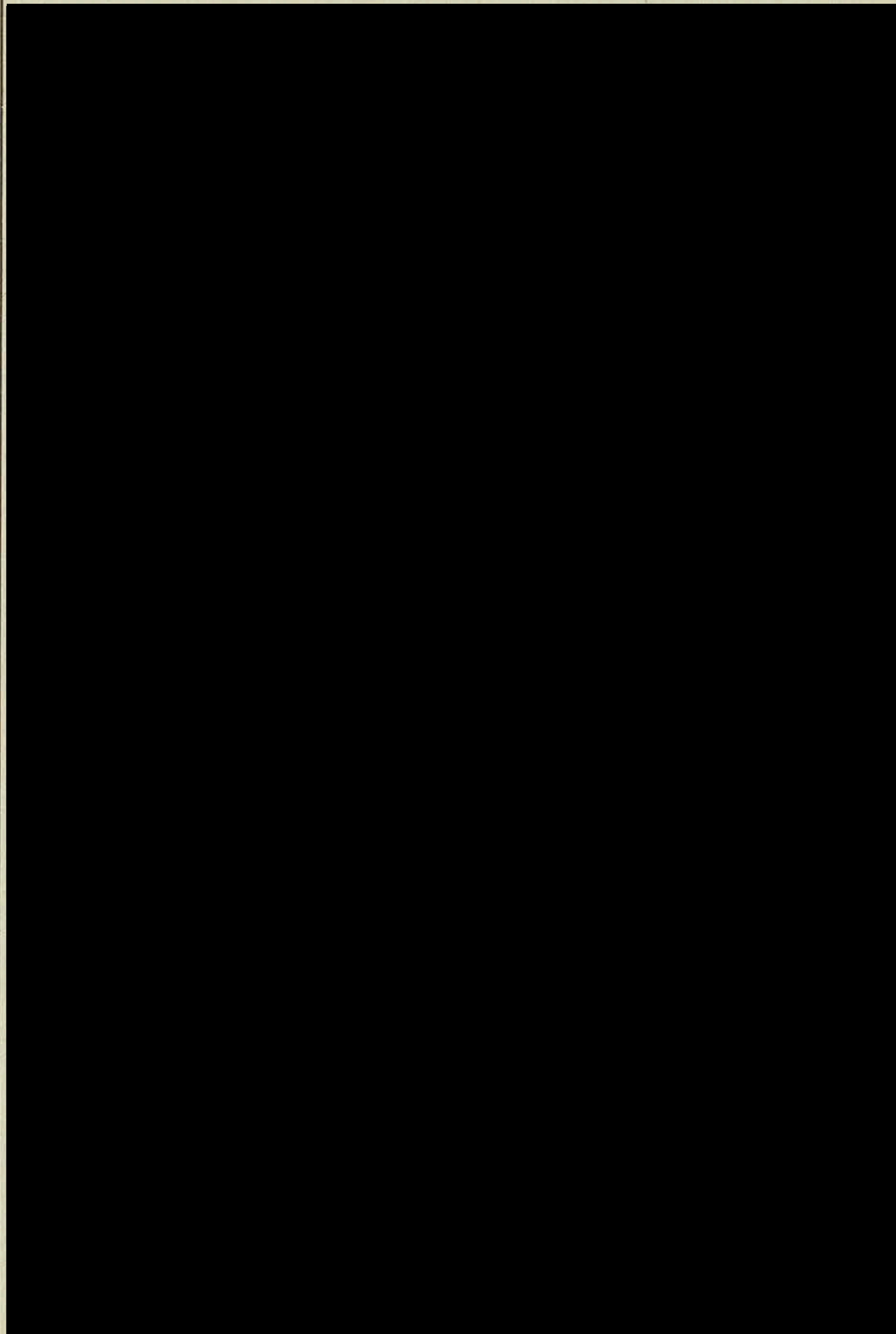
- Poor air quality and ventilation.
- Fumes from photo-copiers.
- Toxic substances in solvents and toners.
- Excessive noise.
- Poor lighting or glare.
- Inadequate rest areas.
- Problems with video display terminals and other machines.
- Excessive job stress.
- Accidents due to poor office design or crowding.

Then, call
WORKING WOMEN for
help. We're organizing for
fair pay, equal employment,
respect . . . and a safe and
healthy office.

216/566-9308



Health and Safety Fact Sheet



B.C. TEACHERS CREDIT UNION / 2150 Western Parkway, Vancouver, B.C., Canada V6T 1V6 / 224-2364

Dear A.U.C.E. Member:

Your Campus Credit Union is now kicking off its fall and winter programme. In addition to our usual array of good financial services, we will be sponsoring some free informational seminars on finances, tax matters, insurance needs, and travel information. Make sure you receive all notices of these events by becoming an active Campus Credit Union Member.

Our complete range of "banking" services are offered to you from the University Village location at 2150 Western Parkway (2nd Floor). Our convenient office hours are:

10:00 a.m. to 5:00 p.m. Tuesday to Thursday
10:00 a.m. to 6:00 p.m. Fridays
10:00 a.m. to 1:00 p.m. Saturdays

If you are tired of standing in long lines for service where you bank, give us a try. I think you will be pleasantly surprised.

Yours truly,

B.C. TEACHERS CREDIT UNION

Don Horodyski
BRANCH MANAGER

LETTERS

DH/ah

P.S. -- Next time you're in our office ask about LINE OF CREDIT. A simple way to overcome overdraft worries.

\$ Unusually High Dues??? **\$**

If you think your dues deductions are unusually high some months, please contact the Secretary-Treasurer in the Union Office. An investigation will be made to determine the accuracy of the claim and a refund will be forwarded if that is the case.

Full-time members who work a 35-hour week will be deducted \$12.00 per month for union dues. Part-time members who work less than 35 hours per week will be deducted \$5.75 per month for union dues. If, however, a part-time member (whose hours are often erratic) works an average of 35 hours per week in a given month, that person shall pay a total of \$12.00 per month while that average is applicable.

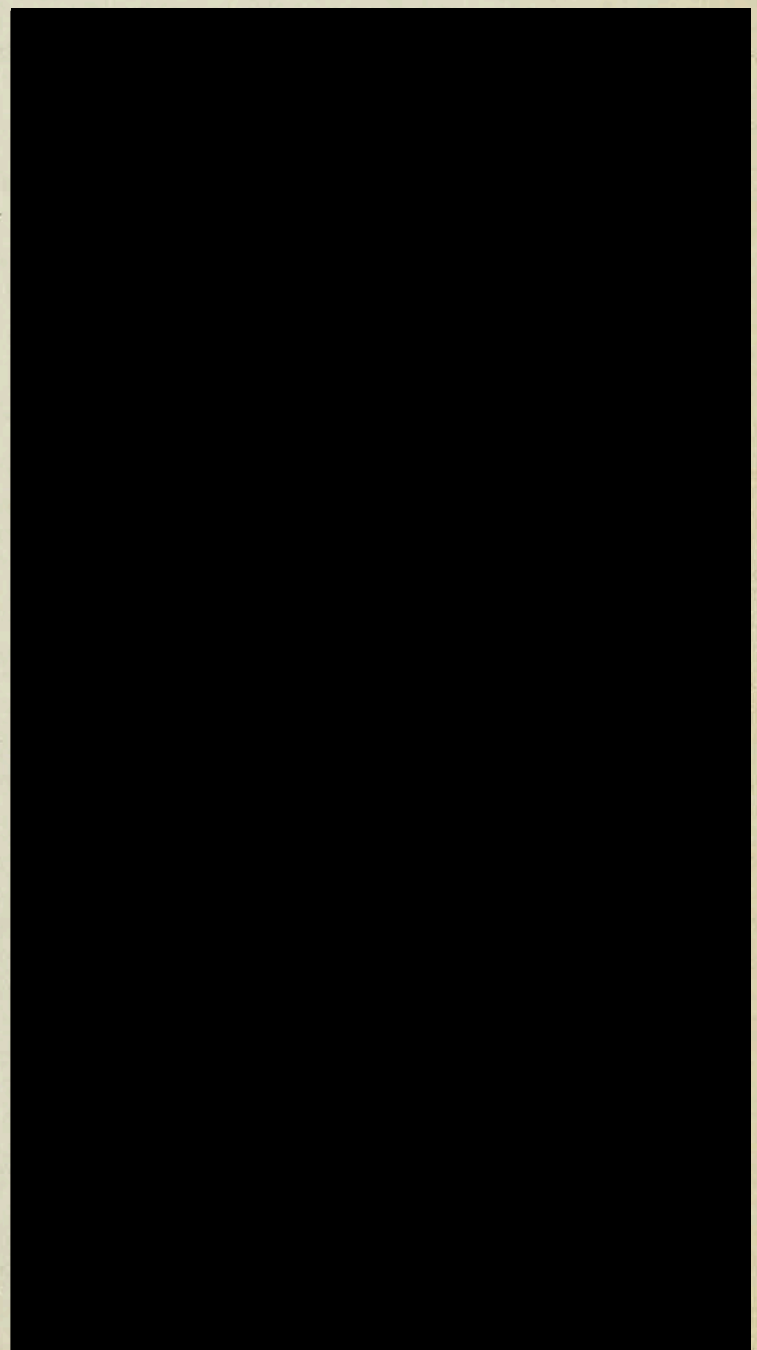
Working Women

Working Women, National Association of Office Workers, Universities Division, 1258 Euclid Avenue, Cleveland, Ohio 44115

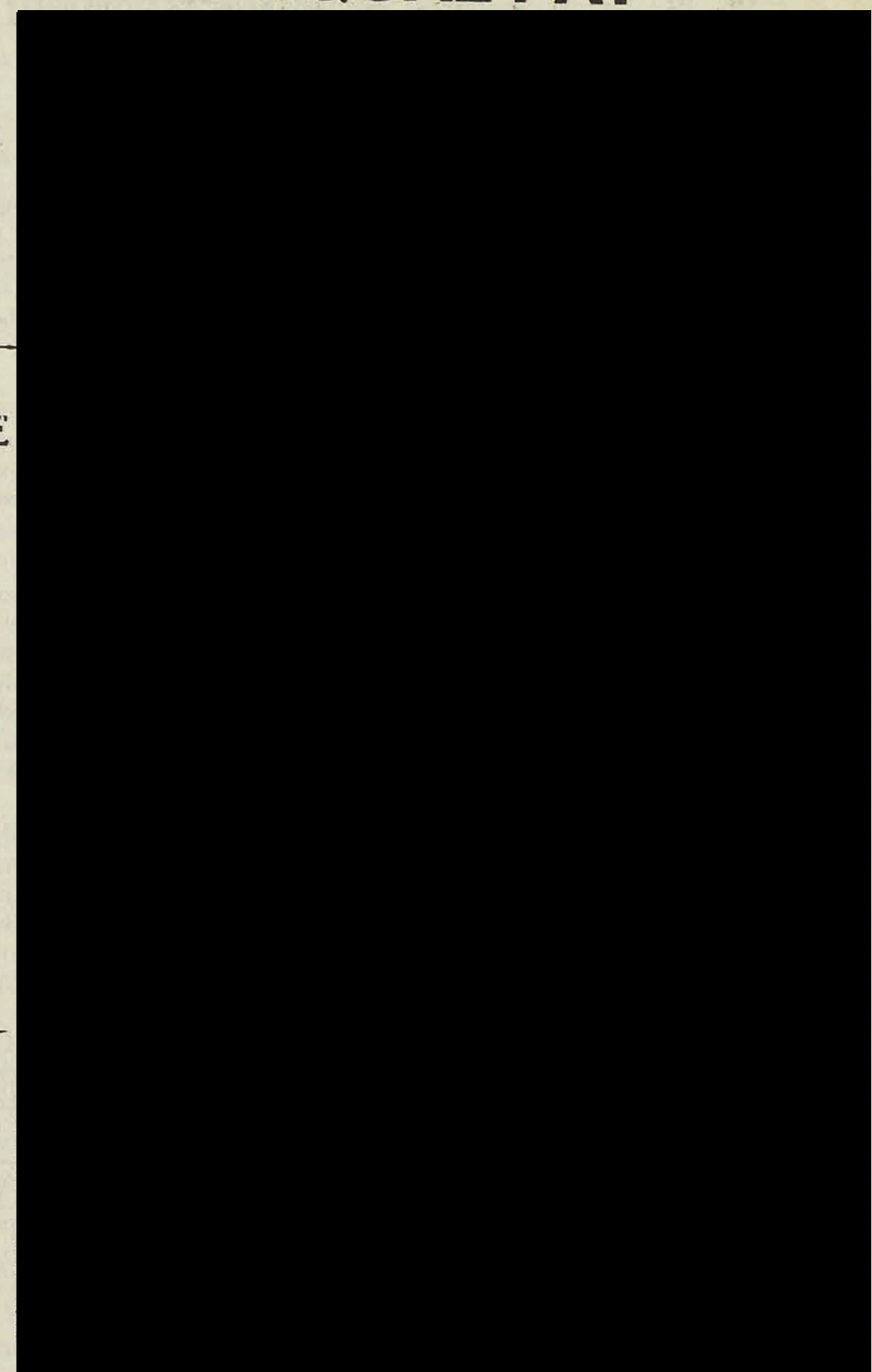
BECOMING A PRIORITY

Organizing Guide for University Office Staff

Myths & Facts



EQUAL PAY



EQUAL PAY
FOR MALE AND FEMALE
EMPLOYEES WHO ARE
PERFORMING WORK
OF EQUAL VALUE

 Canadian Human
Rights Commission

HOW A MEETING IS RUN

A GOOD CHAIRPERSON

A **Good Chairperson** is a fair, clear-headed individual who commands the respect of the group by his or her fair method of running the meeting. Chairing a meeting is not an easy task and all members should assist their chairperson by following the established meeting procedures.

At members' meetings, the President of the Board of Directors usually chairs, but it may be someone else specifically chosen for this job. The main tasks of the Chairperson are:

- to keep the meeting orderly
- to keep discussion on topics following the agenda
- to make sure that clear decisions are made on the matters at hand and that those decisions are accurately recorded
- to employ parliamentary procedure to ensure that the meeting is conducted fairly, that all people have a chance to speak and decisions are made democratically.

PARLIAMENTARY PROCEDURES

Parliamentary Procedures are established rules of order for meetings that have been developed over the years. Government bodies, businesses and other organizations throughout the world employ various forms of parliamentary procedures. These rules of procedure can be very complicated and people who want to become experts should study either **Bourinot's Parliamentary Procedure and Practice** (used by the Canadian Parliament) or **Roberts Rules of Order** (used by the U.S. Congress). The book **Parliamentary Procedure at a Glance** by O. Garfield Jones is very helpful. However, for normal use at general members' meetings, only basic parliamentary procedures are necessary to guide the conduct of the meeting.

Each co-op should decide which procedures should be followed; review them briefly at the beginning of each meeting and avoid getting into the more complicated aspects of parliamentary procedures. The following are the basic procedures which all members should be familiar with:

1. **Motions:** When you want to put something forward for a decision by the group, you must word a motion. For example: "I move we buy a new hose for watering the lawn." Every motion must have a seconder, someone else who agrees to put forward the motion, before the motion is discussed. If there is no seconder, the motion is not discussed. On any issue then, discussion will be more to the point if there is a specific motion on the floor.
2. **Voting:** Once everyone has had a chance to speak for or against the motion, the chairperson calls for a vote saying first, "All those in favour" then "All those against". The simple majority rules, unless otherwise specified in the bylaws which also indicates what to do in the case of a tie vote.

If a member feels that there is not enough information or if he cannot decide, then he may abstain from voting. A common reason for abstaining is a possible conflict of interest and it must be declared and recorded when the issue first comes up, not just when the vote is taken.

3. **Amendments:** A change or an addition to the main motion can be made through an amendment. For example, a member could say, "I move that we also buy a sprinkler for the hose." A seconder is required for the amendment. Then, the chairperson can allow discussion and call

for a vote on just the amendment. Some people may wish to vote against the amendment (the sprinkler), but in favour of the motion (the hose). Therefore, **the amendment is always voted on separately and before the main motion.**

Often people will want to put forward another idea that is related but different from what is being discussed. For example: "I move that we also buy a lawn mower." Since this is a separate idea, the chairperson should not allow it as an amendment to the main motion on buying a hose. The vote on the hose should be taken first and then, a motion on the lawn mower can be put forward.

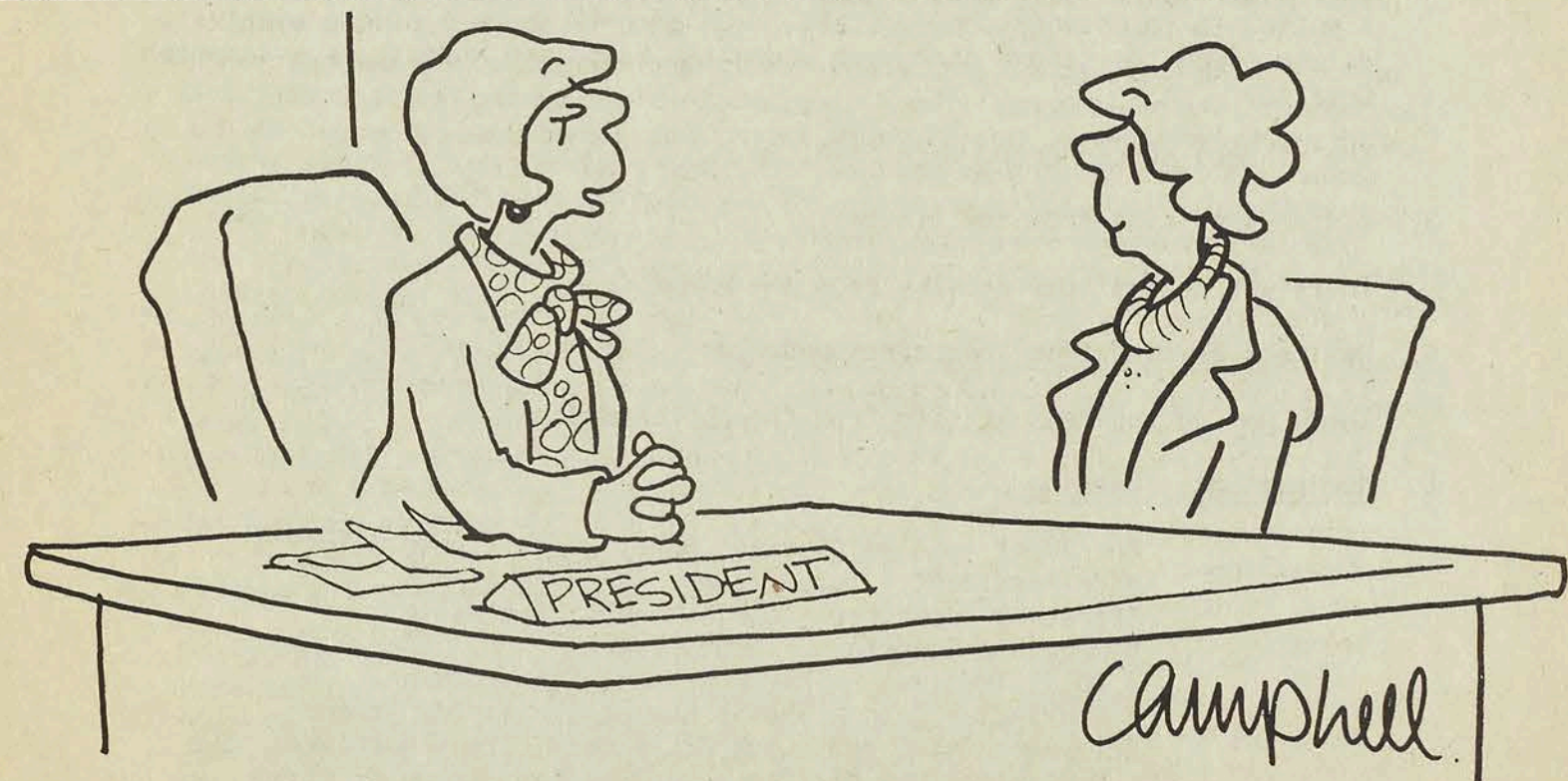
4. **Calling the Question:** When someone in the room feels that enough discussion has taken place on a motion, they can "call the question" by simply calling out the word "question". This means that they are requesting an immediate vote. When this happens, the chair asks the membership to vote on the "question". People vote in favour if they agree that there has been enough discussion and if the "question" carries, the chair proceeds immediately to a vote on the motion which was being discussed. If the "question" is defeated, the meeting continues to discuss the motion.

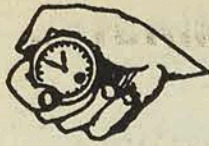
AN AGENDA

An **Agenda** is the list of items to be discussed at a meeting. A copy of an agenda for each member prevents time-consuming digressions, reminds people of what exactly is being discussed and keeps the meeting moving. Discussion at the meeting follows the order of the items on the agenda. At the beginning of the meeting, additional items may be added if the majority agrees. Then, the members will vote on adopting the agenda. If a new subject is brought up during the meeting which is worthy of discussion, the chairperson will call it out of order, but may ask if the members wish it added to the agenda.

The agenda for members' meetings should be published and circulated ahead of time so that people can be prepared for the discussions. For major issues on the agenda (such as the budget) there should be background material attached so the members can come to the meeting with their questions and comments carefully thought out.

A sample agenda follows. Some co-ops list time limits next to each item to serve as a guide to keep the discussion and thus, the meeting, short and to the point.





12:30 - 2:30 p.m.

Minutes

MINUTES

Chairperson: Marcel Dionne

Minutes Recorded by: Carole Cameron

Announcement: The campus NDP club are sponsoring a film called "WILLMAR 8" - about bank employees trying to organize in Minnesota. It lasts for 55 minutes and will be held in Buchanan at 12:30 November 3rd.

1. Adoption of Agenda

Moved by Cobie Wennes THAT THE AGENDA BE ADOPTED AS CIRCULATED
Seconded by Joyce Diggins

Amendments to the agenda were made by Marcel Dionne to add the following nominations: President, Vice-President, Membership Secretary, 2 Provincial representatives and 1 Trustee. Pat House added that nominations for Grievance Committee representatives should be opened too.

The motion as amended was CARRIED.

2. Adoption of minutes:

Moved by Georgina Smith THAT THE MINUTES OF THE MEMBERSHIP MEETING
Seconded by Regina Tsanas OF September 17, 1981 BE ADOPTED

Corrections were made as follows: on page 14 of the Newsletter (page two of the minutes) delete, from the first paragraph, the words "Bourinot's Rules should not be used in this case, citing situations where the rules should be used." and replace them with "she stated that information would have to be inaccurate, insufficient or due consideration not have been given before a motion to reconsider should stand." On page 17 (page 5 of the minutes) delete, from the second paragraph under the Executive Report, ", a Computer Operator".

The minutes as corrected were 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: Opening

President - Helen Glavina, Nancy Wiggs, Irene McIntyre
Vice-President - Suzan Zagar, Ann Hutchison
Secretary-Treasurer - Cobie Wennes, Pat House
Membership Secretary - Wendy Lymer
2 local Trustees - Sharon Newman, Cathy Brown
2 Provincial Reps - Sheila Rowswell, Shirley Irvine
Grievance Cmtte rep - Sue McClintock, Irene McIntyre. Sue McClintock was elected by acclamation, Irene McIntyre deferred until the November union meeting.

Minutes

5. Nominations continued

University Health and Safety Cmtte reps - there were no nominations. These positions will remain open until the next meeting.
Strike Committee - there were no nominations. These positions will remain open until the next meeting.
Provincial Education Committee - there were no nominations. These positions will remain open until the next meeting.
Communications Committee - there were no nominations. These positions will remain open until the next meeting.

6. Secretary-Treasurer's Report

Moved by Carole Cameron THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE
Seconded by Betty Finnsson THE FINANCIAL STATEMENT FOR THE MONTH ENDED
AUGUST 31, 1981.

Linda Tretiak asked for an explanation of the Salaries and Related Expenditures part of Expenses. Carole Cameron told her it covered the salaries and benefits of the three full-time paid office staff, paid time off work for committee members to attend various meetings like Executive, Contract and Grievance as well as leaves for employees involved in arbitrations (in particular two employees who had time off work to see the union's lawyer). Linda further inquired about the Nabel Leasing expense and Carole advised this covered the leasing of the union's addressing equipment and was part of a 3-year lease we had for the machine. At the end of the 3-year period the union can buy the machine outright or renew the lease.

The motion was CARRIED.

Moved by Carole Cameron THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE
Seconded by Cobie Wennes THE FINANCIAL STATEMENT FOR THE MONTH ENDED
SEPTEMBER 30, 1981.

Linda Tretiak asked whether the difference of approximately \$500.00 in Salaries and Related Expenditures between August and September would be due to the union paying for additional time off for committee members to attend meetings and arbitrations. Carole Cameron replied that this would be the reason for the difference. Linda further asked about the money going into the strike fund and asked whether we could have a motion to the effect that 10% of our monthly dues must go into the strike fund. Carole Cameron advised that such a motion already existed. She went on to say that possibly this had not been done because of the uncertainty of the amount necessary for reimbursement for lost wages plus the fact that Wendy was going to be putting \$10,000.00 of the BCTCU Savings 100 account into a term deposit. Wendy Lymer is on holiday this week but would be better able to answer these questions at the next union meeting.

The motion was CARRIED.

7. Grievance Committee Report

Ted Byrne, Chairperson of the Grievance Committee, gave the report. He reported on the last two Labour Committee meetings, advising that a Leave of Absence grievance had been settled, an Employee Files grievance had been settled but that a reclassification grievance had not been settled. He reported on policy grievances concerning reduction in the work force, reclassification of all downgraded positions and replacement of LA 1V's with librarians.

Minutes

7. Grievance Committee report continued

Ted Byrne also advised that the union was pursuing a policy grievance over forms that part-time employees were being asked to sign wherein they waive their right to two weeks notice of lay-off. He said the Grievance Committee and the University were in the process of deciding on arbitrators for three grievances. He advised that the grievance with respect to the University's implementation of job descriptions for Word Processing Operators and job descriptions and change of pay grade for Computer Operators had an Industrial Relations Officer assigned to it.

Moved by Ted Byrne
Seconded by Lissett Nelson

THAT AUCE LOCAL ONE TAKE THE LA IV EMPLOYEE FILES GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

Discussion ensued on arbitrations, the costs, legalities of proceeding vs not proceeding under the Labour Code, expedited arbitration procedure for the next contract. Several members stated that grievances are fought for principle and precedent. Another member asked by the membership's approval was necessary since it seemed that all grievances had to proceed to arbitration regardless. She was advised that approval of the membership is necessary under our By-laws. The motion was CARRIED.

8. Contract Committee report

Murray Adams, Chairperson of the Contract Committee, gave the report. He reported on the activities of the committee including its composition and how the nine people had been elected. He advised that all of them had been elected by acclamation. He said that the committee needed the following: a librarian, publicity people, a secretary plus people that have a particular interest in some area of the contract who would be prepared to do research. He said that a questionnaire would be going out to the membership asking what their priorities for next year's negotiations were. There will be a work party to put this together on Monday, October 26, 1981 at 5:00 p.m. Anyone interested in attending can find out the location by phoning Murray at L.2882. He went on to say that letters had been sent to other unions that have clerical and library workers in them, asking for a copy of their contract.

Murray then referred to the October 16, 1981 letter from Robert Grant. He raised some concerns that the Contract Committee had about ambiguities in the letter and then made the following motion:

Moved and Seconded by the Contract Committee:

With regard to the University's wage proposal of 16 October, the membership of AUCE Local 1 directs the Contract Committee to:

- 1) seek by letter any clarification which the Committee considers necessary as to the meaning, intent or negotiability of the proposal,
- 2) distribute the proposal and the text of the Committee's letter to the entire membership,
- 3) report the University's response to a special two-hour membership meeting, which will be held on Thursday, 5 November, and which will have the Contract Committee report as its first item of business.

The motion was CARRIED.

Minutes

8. Contract Committee report continued

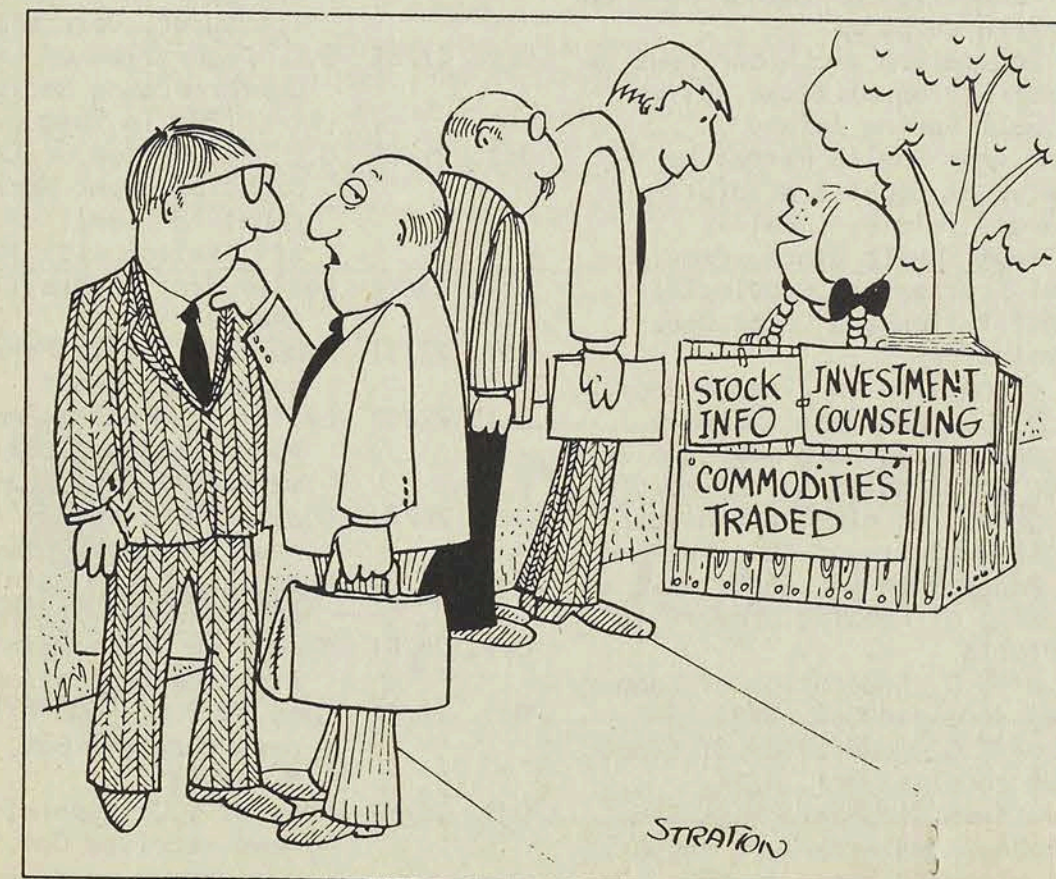
Lissett Nelson then raised the issue of affiliation to the CLC. She said that she was giving notice of her intention to have discussion on this issue again. She would be giving such notice in the next Newsletter. She asked for a show of hands to indicate the membership's interest and was satisfied that there was sufficient interest.

Sheila Rowswell gave some information on the report of the Joint Job Evaluation Systems Review Committee at SFU. She referred to the decision-band review of job standards. Nancy Wiggs added that AUCE Local 4 was also looking at the decision band method and she cautioned against just receiving proposals on job standards from the University. She said we needed revisions to the job standards but that the Union must participate in these revisions. Lid Strand gave additional information on the decision-band report advising that Woods Gordon, a management consultant company, had prepared the SFU report.

The meeting adjourned at 2:25 pm.

LOST

at the October 22nd membership meeting a small, beige, leather change purse. Please return to the Union Office or bring to the November 26th union meeting.



"Pride, smide, Emerson. For the sake of the firm I suggest you get in line and find out what she knows."

CORRESPONDENCE

Received From October 2, 1981 To October 28, 1981

- | | | | |
|------------|---|------------|---|
| Oct. 2/81 | B.C. Federation of Labour news re removal of WCB penalty assessment against Cominco in Trail | Oct. 15/81 | Copy of B.C. Federation of Labour news received Oct. 13/81 |
| Oct. 5/81 | Letter and resolution on welfare cutbacks from Welfare Rights Coalition | Oct. 16/81 | Letter from Joan Treleven resigning from the Executive |
| Oct. 5/81 | Registration form for Status of Women conference in October | Oct. 19/81 | Letter from Larry Thiessen with a copy of a letter from A.M. Craven, Finance, re pension refund |
| Oct. 5/81 | Letter from Katy Young, lawyer, re change of office address | Oct. 20/81 | Letter from Monica Jones, Pratt Three Defense Committee, with latest material on the case, requesting financial support |
| Oct. 6/81 | Copy of B.C. Federation of Labour news received Oct. 2/81 | Oct. 20/81 | B.C. Federation of Labour news re reinstatement of Jim Kinnaird as President of BCFL |
| Oct. 6/81 | Original letter to Butterworth & Co. re updates to Employment in British Columbia | Oct. 20/81 | Letter from Mary Mabin, Provincial Office, to Local One Trustee re ballot labels |
| Oct. 7/81 | Letter and enclosures from Sheila Perret, Provincial Secretary-Treasurer, re status of Local 5 discipline procedure | Oct. 20/81 | Letter from R.A. Grant, Employee Relations, re Board of Governors proposal for AUCE wage increases |
| Oct. 7/81 | Letter and Greenpeace newsletter with membership form | Oct. 21/81 | B.C. Federation of Labour news re resignation of BCFL Secretary-Treasurer, Dave McIntyre |
| Oct. 7/81 | Letter from Ken Hemmerick, B.C. S.P.C.A., re donation | Oct. 21/81 | B.C. Federation of Labour news re Conference on Racism, October 16, 1981 in Vancouver |
| Oct. 8/81 | B.C. Federation of Labour news re welfare cutbacks | Oct. 21/81 | B.C. Federation of Labour news re Canadian Paper Workers Union Local in Powell River and re-affiliation with the BCFL |
| Oct. 9/81 | B.C. Federation of Labour news re construction of sewer system on Salt Spring Island | Oct. 21/81 | B.C. Federation of Labour news re Canadian Paper Workers Union Local in Powell River and re-affiliation with the BCFL |
| Oct. 9/81 | Letter from Sheila Perret re status of Local 5 discipline charges laid by Local 1. | Oct. 23/81 | Letter from Sandra Yiu re name change |
| Oct. 9/81 | Memo from Sheila Blace, Provincial Trustee, re Provincial Constitution and Local One newsletter | Oct. 22/81 | Memo from Sheila Perret re special assessment grant |
| Oct. 9/81 | Memo circulated in Finance Dept. re B.O.G. proposal for wage increases for AUCE members | Oct. 22/81 | Letter from Astra Zemzars, Working Women, re publication order and membership application |
| Oct. 9/81 | Letter from Sheila Perret re bibliography on microtechnology/health effects of VDTs | Oct. 26/81 | Copy of B.C. Federation of Labour news received Oct. 20/81 |
| Oct. 13/81 | B.C. Federation of Labour news re closing of Labatts Brewery in Victoria | Oct. 26/81 | Memo from Irene McIntyre nominating Murray Adams for President |
| Oct. 13/81 | Copy of B.C. Federation of Labour news received Oct. 9/81 | Oct. 26/81 | Memo from Irene McIntyre resigning from Job Evaluation Committee |
| Oct. 13/81 | Copy of B.C. Federation of Labour news received Oct. 8/81 | Oct. 26/81 | Copy of B.C. Federation of Labour news received Oct. 21/81 re Dave McIntyre |
| Oct. 13/81 | Letter from Stephanie Ross (in October newsletter) re support for Richmond buses to UBC | Oct. 26/81 | Copy of B.C. Federation of Labour news received Oct. 21/81 re conference on racism |

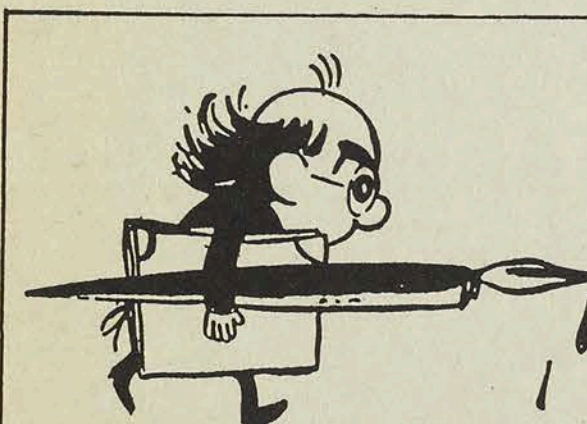
CORRESPONDENCE

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|------------|--|------------|--|
| Oct. 26/81 | Note from Judy Wright with article for newsletter | Oct. 27/81 | Letter from International Year of Disabled Persons (Provincial Govt. office) re special grants program for organizations or individuals with projects aimed at preventing disabilities |
| Oct. 26/81 | Letter from E. Docquier, United Steelworkers of America, re films related to women and the union | Oct. 28/81 | Letter from Carole Cameron nominating Wendy Lymer for AUCE Local One Secretary-Treasurer |
| Oct. 27/81 | Letter and brochure from International Year of Disabled Persons provincial gov't. office re poster and essay contest | Oct. 28/81 | Letter from Carole Cameron nominating Suzan Zagar for AUCE Local One President |
| | | Oct. 27/81 | Poster from Vancouver Women In Focus Society re films and video-tapes available |

LATE AUGUST ASSESSMENT

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An extra \$5.00 was deducted from AUCE members' paycheques in October. This annual assessment (as per the By-laws) should have been deducted in August but due to a misunderstanding, the deduction has only just now been made. After August had passed and it was discovered that the deduction had not taken place, the University was notified immediately and as a result, the assessment occurred in October. When the assessment cheque is received, it will be deposited to the Local One Strike Fund.



NEXT ISSUE DEADLINE:

SUBMISSIONS ACCEPTED NO LATER
THAN NOVEMBER 27, 1981



association of university and college employees
202 - 6383 MEMORIAL ROAD, UBC, VANCOUVER, B.C. V6T 1W5

Membership

Meeting

Membership Meeting At UBC
Thursday, November 26, 1981
IRC 6
12:30 - 2:30 pm.

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations, Closing

President: Helen Glavina, Nancy Wiggs, Irene McIntyre, Murray Adams, Suzan Zagar

Vice-President: Suzan Zagar, Ann Hutchison

Secretary-Treasurer: Cobie Wennes, Pat House, Wendy Lymer

Membership Secretary: Wendy Lymer

Local Trustees (2): Sharon Newman, Cathy Brown

Provincial Reps (2): Sheila Rowswell, Shirley Irvine

Grievance Cmtte rep: Irene McIntyre

University Health and Safety Reps

Strike Committee

Provincial Education Committee

Communications Committee



5. Nominations, Opening

Job Evaluation Committee

6. Secretary-Treasurer's report
7. Grievance Committee report
8. Contract Committee report
9. Executive report
10. Provincial report
11. Other Business

Membership Meeting at VGH

Wednesday, November 25, 1981
Surgery Seminar Rm. B
C Floor, Heather Pavillion
12:00 - 2:00 pm.