

Association of University and College Employees

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

7 May 1975.

Ms. Kathleen Ruff,
Director,
Human Rights Branch,
Department of Labour,
4211 Kingsway,
Burnaby, B.C.

Dear Ms. Ruff,

Re: Mr. Ian MacKenzie

It has recently come to my attention that Mr. Ian MacKenzie, a former member of our Union, has applied to the Human Rights Branch for the position of Assistant Human Rights Officer. When I learned of this, I felt that I should write to you concerning both my personal and working relationship with Mr. MacKenzie in order to be, I hope, of some assistance to you in your deliberations.

Mr. MacKenzie has been strongly involved in AUCE from its inception, and was instrumental in the organization of Local 1. In addition, he was the first Chairperson of our Grievance Committee. The undertaking of organizing the Grievance Committee was one of tremendous responsibility, and, from a batch of twelve inexperienced people (including himself) he managed to turn out a well-informed and capable number of stewards, and indeed, he set up the system of stewards that we are presently using. Thanks to his organization, this group has become the backbone of our Union.

I must confess I was rather reluctant at first to know that a man had been elected the head of our steward system, from a union that is 90% women in membership, but I found that Mr. MacKenzie is one of the few men I have ever known, who is not discriminatory in the slightest degree. His demeanour is always quiet, and understated, and he has managed to deal, very effectively, with many difficult, emotionally-charged situations involving both hysterical members of management and the Union. Mr. MacKenzie seems to have an unusual facility for sorting through masses of information, often conflicting and emotional, and be able to quietly and quickly come up with reasonable solutions, and because of this facility coupled with his enthusiasm, has won great respect, both from the Union members and from management.

If I or any other members of the Union can be of any assistance to you, please don't hesitate to call.

Yours sincerely,

Emerald Murphy,
President