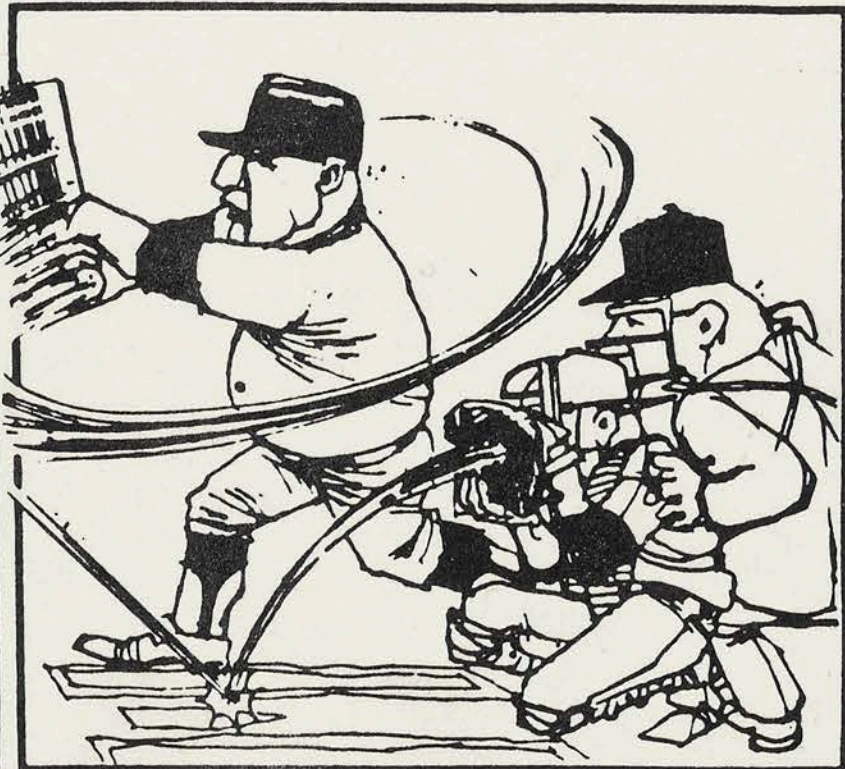


**A  
U  
C  
E**

ANNUAL REPORT 1978/79 SUPPLEMENT

association of university and college employees  
local 2  
simon fraser university



## MATERNITY BENEFITS HASSLE

### The Continuing Saga of "The Maternity Benefits Hassle"

The Unemployment Insurance Commission is in the process of appealing the decision regarding maternity benefit payments which was handed down by the U.I.C. Umpire on March 15, 1979. The Honorable Mr. Justice Hugh F. Gibson ruled that the lump sum payment received 2 months after having returned to work following a maternity leave, related to the 2 month period at work and not to the period the woman was on maternity leave. This ruling in our favor is an important precedent-setting case and likely to induce other Canadian unions to negotiate for a similar clause in their contracts.

The U.I.C. appeal will be made on the basis of section 28 of the Federal Court Act ... the 3 grounds of appeal being:

- 1) failure to observe a principle of natural justice
- 2) erred in law in making its decision.
- 3) decision or order based upon erroneous finding of fact.

After U.I.C. has presented their appeal, we will then have 3 weeks in which to prepare our defense. A formal hearing will be held in the Fall.

A meeting of the women involved in the case will be arranged in the near future.

Melody Rudd

(from AUCE LOCAL 2 ANCHOR

MAY 1979)

## ACTION GETS RESULTS IN LIBRARY

On Tuesday, April 24, 1979, after a six-week strike, AUCE 2 workers returned to work. The library workers had been locked out four days prior to the all-out strike. They, like the rest of the workers on campus, expected to return to their normal jobs, as stated in the return to work appendix of the I.I.C. Memorandum of Agreement.

However, as the Collections Library Assistants entered the library, they were abruptly informed by Larry Thomas (Collections Librarian) and Ted Dobb (University Librarian) to report to the Loans Supervisor rather than to their normal jobs. Dobb and Thomas told the L.A.'s there were two reasons for this unprecedented move: the Collections Librarians had been given that week off and the backlog of unshelved books had to be cleared up quickly.

Because this situation violated three principles of our collected agreement and the return to work appendix, Peter Threlfall, Chief Steward, set up an emergency Labour/Management meeting for 10:00 a.m. that day. Present for the University were Bill Yule, Tom King, and Ted Dobb; present for the Union were Peter Threlfall, Joan Wood (Union Coordinator), and Ann Sullivan (Library Division Steward). The Union stated that the three violations concerned the articles on job descriptions, the fact that temps who normally shelve books were available to do the jobs, and that the L.A.'s were not allowed to return to their normal jobs. The University maintained that the books needed to be shelved immediately. The meeting adjourned at noon with nothing resolved.

Due to the University's refusal to recognize the Memorandum of Agreement, an emergency Library Division Meeting was held at 1:00 p.m., Tuesday, April 24, 1979. At that meeting, the following motion was passed by 98%:

That in response to the University's violation of the return to work appendix of the I.I.C. Memorandum of Agreement, the Library Division is walking off the job at 3:00 p.m., Tuesday, April 24, 1979 until the University agrees to act in accordance with the intent and the terms of the above Memorandum of agreement.

The wildcat did not occur that afternoon because an emergency meeting had been arranged for that evening at the Labour Relations Board between the Union, the University, and Ron Bone, the Vice-Chairman and Registrar of the LRB. Bone spent 4 1/2 hours negotiating with the two sides; the University remained recalcitrant.

The library workers, therefore, set up pickets around the library at 7:15 a.m. Wednesday. After numerous contacts from the University, a meeting was arranged for 5:00 p.m. that day. The University then signed the following Letter of Agreement drawn up by the Union:

LETTER OF AGREEMENT

BETWEEN

SIMON FRASER UNIVERSITY

- and -

ASSOCIATION OF UNIVERSITY AND COLLEGE  
EMPLOYEES, LOCAL NO. 2

The Union and the University agree to the following conditions with respect to the employees of the Library and the Bookstore:

1. All employees will return to their regularly scheduled shifts on the morning of April 26, 1979.
2. All employees will return to their normal positions and perform their normal duties as specified in their respective job descriptions in accordance with past practice.
3. No employees affected will be disciplined by the University for reasons arising from the walk-out on April 25, 1979.
4. All employees will be covered by the terms of the Memorandum of Agreement and its attached Return to Work Appendix dated April 20, 1979.
5. The parties agree that the matter in dispute with reference to the Memorandum of Agreement and its Return to Work Appendix and subsequent walk-out will be referred to the Labour Management Committee as a mutual problem and/or as a grievance.

FOR SIMON FRASER UNIVERSITY

[Signature]  
[Signature]

FOR A.U.C.E., LOCAL NO. 2

Norma Edelman  
Wesley Vain  
Jean Wood  
Jean White  
[Signature]  
[Signature]

By not conceding, by not dropping their demands, the library workers won, not just for themselves, but also for their fellow union members, the right to do their own jobs. This is a right that the University should not have violated. However, these workers proved that sometimes workers must fight for what is just.

AnnSullivan

## COMMUNICATIONS COMMITTEE REPORT

Throughout 1978 and early 1979 various concerned union members and union committees produced and distributed leaflets and news releases for AUCE Local 2. On March 8, 1979 AUCE Local 2 began all-out strike action. It became even more imperative that a Communications Committee be formed to work specifically on the task of continually informing its members and the University Community, the media, other unions and the private citizens, of AUCE's labour dispute. Events changed so quickly that it was important to inform everyone of the changes immediately so as to hamper the flood of rumours. On March 11, 1979 the Committee first met and duties and assignments were distributed among the members.

Meetings and production of bulletins and releases were done at the AUCE Local 2 strike headquarters where close contact with the Executive and current information were available. A gestetner and printing supplies were also set up at the headquarters. At the beginning of the all-out strike, one concerned union member contributed his manual gestetner, which was used until it became evident a rented electric gestetner would cut the production time in half.

Listed below are the major duties performed by the Communications Committee during the strike.

### Press Releases -

Two members were responsible for writing and distribution of the press releases. Releases would be phoned to the radio, T.V. and Press and a follow-up typed copy of the release would be delivered to the press and T.V.

### Bulletins and Leaflets -

At each meeting articles, editing, duplicating and distribution were assigned to members of the Committee. Liasons were set up between AUCE Local 2's Communication Committee and the Executive, Local 6, SORWUC, Concerned Faculty, the student body and other unions. The liasons were of the utmost importance in maintaining accurate information and maintaining good relations. Copies of the bulletin were left and also posted at the strike headquarters. Bulletins were distributed by picketers at the line daily, until the injunction of March 29th which restricted the amount of picketers on the line to 10. After this, the Committee decided to distribute information to union members on the line, at the General Membership meetings and at strike headquarters. The bulletin also became a 2- or 3-day-a-week issue.

The Committee kept a file of all relevant information distributed at the picket line, including leaflets from TSSU, SORWUC, the University, SFU 18, Concerned Faculty, Student Strike Support Committee

and Student Forum.

The members, by their experiences throughout the strike, became aware of the importance in maintaining the Communication Committee. Currently we are producing the monthly AUCE ANCHOR and preparing a special STRIKE ISSUE dealing with unions' and individual's comments and evaluations of the strike. This issue will be, hopefully, distributed to the University Community and other interested parties.

Margaret Murray

## STRIKE COORDINATOR REPORT

The chronology of AUCE Local 2's strike has been presented briefly and here are a few conclusions drawn from the struggle.

First, and I believe most important, was the almost impossible situation of trying to bring economic pressure on the University. With rotating strikes on campus first and with the all-out strike at the lights later, it became increasingly apparent that the B.O.G. of Simon Fraser University were not perceiving an immediate financial loss for the University and were ignoring the quality of education being offered under adverse conditions. This has led to the realization that for effective action the support (honouring picket lines!!) of the majority of students and faculty is essential. It is necessary for each and every member of the union to deal with all students and faculty in a helpful, friendly manner at all times to build in this much needed support. At the same time it is also necessary for each member to become as active and informed about the business of the union as possible by attending all meetings.

Although the struggle may not have brought us the ends many of us desired we did have many positive moments. We took on the Construction Labour Relations Association and Cana Construction at the LRB and thwarted their bid for a cease and desist order; we forced the University through a lengthy court hearing before they were able to get an injunction against us to limit our pickets at the lights; and, our actions at TRIUMF and threats of action for the UBC campus facilitated the I.I.C. These were victories and not small victories. Each one was the result of strong, united action. The most valuable lesson to be learned from this strike and any other is that a union must be just that-- people united in a cause and working together to achieve it. It's not easy but solidarity will grow and will bring us all much closer to the goals we have set.

AUCE Local 2 owes much to a great many- the students and faculty who did support us, the labour movement in B.C., the 18 who were arrested, the many members of our local who gave to their limit and beyond, and, not the least, our sisters and brothers in the Provincial organization and in our sister locals. AUCE 2 sincerely and deeply thanks you all.

Gary Harris  
Secretary/Strike  
Coordinator

DATE AND CHAIRPERSON ANNOUNCED FOR  
INDUSTRIAL INQUIRY COMMISSION

On May 30, 1979, AUCE Local 2's I.I.C. nominee, Diane MacKenzie informed the union that Ed Peck has been elected as the I.I.C Chairperson. The University's nominee is Ian Stewart. The inquiry will be held on July 3, 4, 5 and 6th of 1979. The commission will hand down its findings 14 days after the concluding of these meetings. As yet a meeting place has not been determined.