

# Association of University and College Employees

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

October 5, 1976

To: Robert Grant, Director  
Employee Relations

From: Jean Lawrence, Chairperson  
Contract Committee for 1976

It has come to the attention of this committee once again that certain departments of the University are continuing to present barriers to our representatives who are required to be in negotiations. Although it was established very early that the Union is entitled to have at the table any member it designates, some of our representatives, even some of those known to their department heads and supervisors to be regular members of the Union Contract Committee, are meeting with consistent and continued harassment concerning their absence from work.

We have been uncommonly reasonable in permitting flexibility with regard to the absence of members from the negotiating table. When they have felt personally committed to being at their jobs during the time when we meet with the University, they have been excused without question. It is not our intention to curtail this flexibility so long as it does not create unnecessary problems or stress for our members. There is, therefore, no excuse for the treatment these people are receiving from their supervisors, especially in view of the responsibility each one of us has shown in coping with increased work loads on the days when we are not involved in bargaining sessions.

The Contract Committee is demanding an end to the harassment and threats with which certain of our representatives are being plagued.

To this end, we once again request that the Employee Relations Department contact all department heads concerned and inform them that our representatives who happen to work in their departments will be absent, for the time being, on Tuesdays and Thursdays from 8:30 a.m. to participate in negotiations between AUCE local 1 and the University.

/jw

AUCE 1