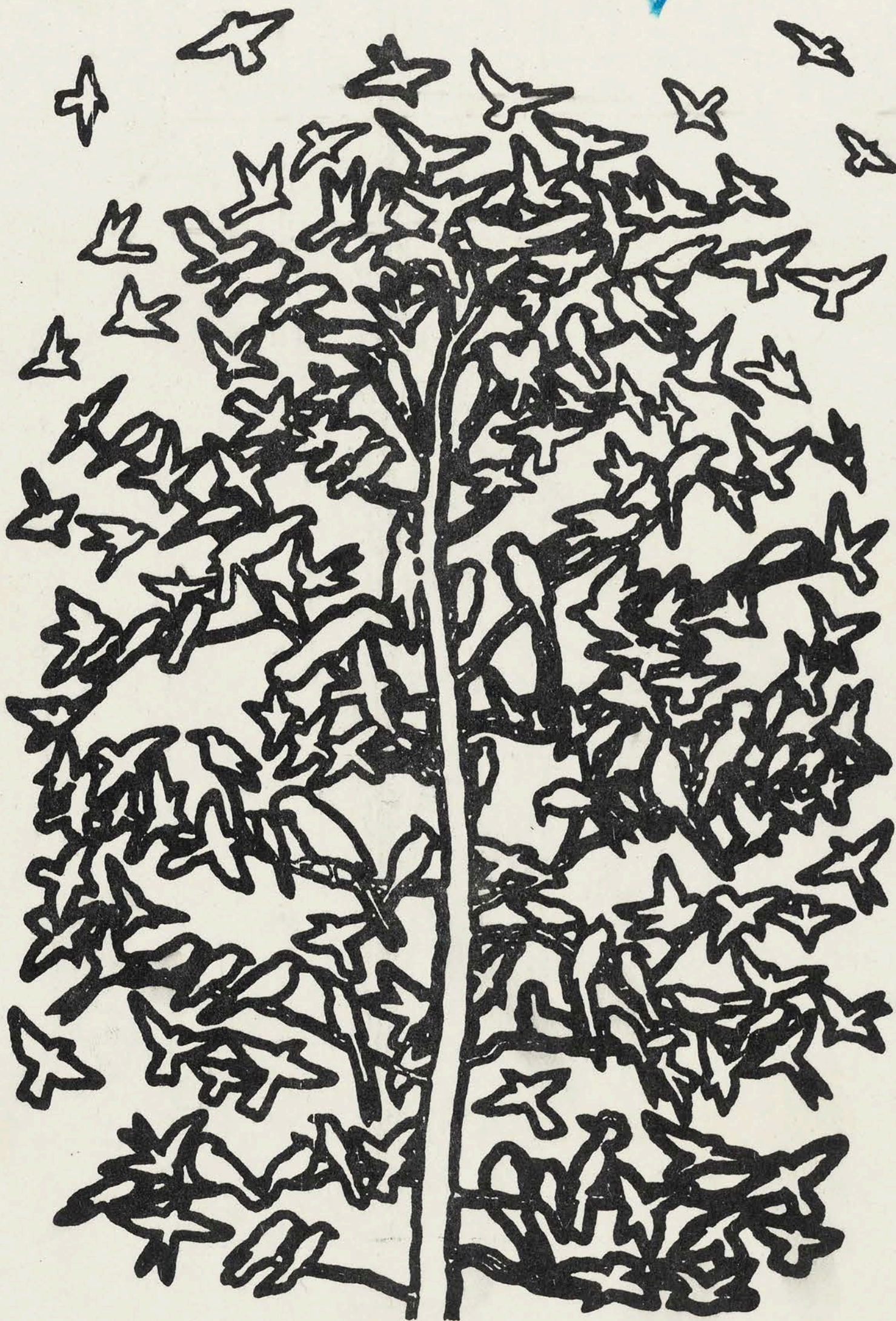


**AUCE**

ANNUAL REPORT 78-79

association of university and college employees  
local 2  
simon fraser university



Dear Brothers and Sisters,

As another year comes to an end, I only wish that our contract was signed. As you can see we've been at it since June 20 1978

I was a strong supporter of the rotating strikes, and still feel that they worked very well. Although we've found out that no "force" whatsoever will move the Administration - from calling in forty Burnaby RCMP

See report.

I hear that at Endako "they" are releasing police dogs against women on the picket line. Also an Industrial Inquiry Commission is designed in case the mafia has taken over some plant, i.e. a newspaper.

Concerned faculty proved helpful in an emotional sense, although the concept of slavery and closed shop (theirs) hangs heavy. Labour, distrib ton of wealth and wages

I would have hoped that all of our members at Locals 1, 4, 5 would have donated a days' wages to our strike fund. It is very difficult to survive without any money for seven weeks. Many of us feel used - that SFU 2 are being labelled radicals ready to strike for only 3%. Although I feel that we are being used by everyone concerned - from the BCGEU to the Federal Government.

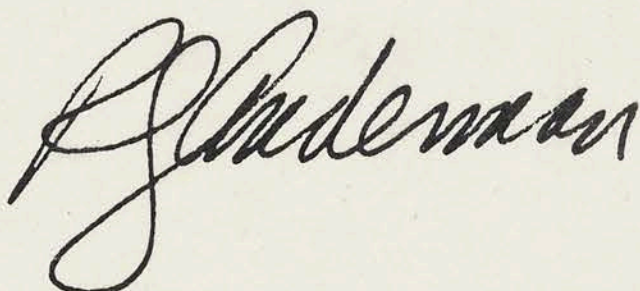
The BOG advised us in direct contact that this contract cutback is only the first of a four to five year master plan. And now many other contracts will be using our theatre for their benefit.

Membership support was even stronger as time went on. Student and other union support also became unequalled. It would seem although that our best times were spent on the "line".

In closing, all that I can say is that I can only hope for a larger paid staff day to day. There really is a tremendous amount of work to do. We have spent many eighteen-hour days and nights on the line and at strike H.Q. Although this is really not belittling volunteer labour.

Thanks,

Bob.



ALL THIS FOR A DIFFERENCE OF 3% OVER 4 MONTHS!!!

- June 20, 1978** - The University informed AUCE's contract committee that monetary items would be discussed only after the non-monetary items had been disposed of.
- August 22, 1978-** AUCE proposes 9-1/2% across the board, a COLA clause, and a number of non-monetary items, including benefits for temporary workers. The University states that AUCE is under AIB guidelines, (i.e. no money) until November 22 1978.
- September 5 78** - First meeting with Government Mediator. SFU refuses to consider COLA clause.
- September 13, 78** MEDIATOR REQUESTS BOTH SIDES TO SUBMIT ALL ITEMS FOR BINDING ARBITRATION. THE UNIVERSITY REFUSES.
- September 25, 78** SFU offers: A one-time bonus of \$200, effective Nov.22/78 and a 4% increase effective April 1, 1979.
- September 28, 78** AUCE takes first strike vote. The vote fails.
- October 2, 1978** AUCE membership rejects the bonus on principle.
- November 23, 78** The second strike vote PASSES.
- November 28, 78** AUCE says NO BONUS. Proposes 7-1/2% for a ONE-YEAR CONTRACT. SFU makes its 2nd offer: A TWO-YEAR CONTRACT. 1st year: \$400 bonus 2nd year: 4% across the board April 1, 1979 to March 31, 1980.

GOVERNMENT MEDIATOR SIGNS OUT

**December 5, 1978**

ROTATING STRIKE ACTION BEGINS

**December 14, 1978**

University makes its 3rd offer:  
2% November 22, 1978 - January 31, 1979  
4% February 1, 1979 - March 31, 1980

**January 8, 1979**

TWO YEAR CONTRACT ACCEPTED BY AUCE

AUCE's proposal: 0% March 31, 1978 - November 22, 78  
7% Nov. 22, 1978 - Mar. 31, 79  
3% April 1, 1979 - Mar. 31, 80.

Non-monetary items on the table reduced to 3:

- 1) The University to pay 100% of Extended Health Benefits
- 2) No contracting out of work normally done by AUCE members
- 3) Vacation scheduling: 1 additional day of vac. for each additional year of service after 13 years, to to a maximum of 5 additional vacation days.

AUCE drops its monetary proposal to:

0% from March 31, 1978 - November 22, 1978  
4% from November 22, 1978 - March 31, 1978  
6% from April 1, 1979 - March 31, 1980

**January 10, 1979** The University offers : 0% from March 31/78-Nov.22/78  
6% from Nov. 22/78 -Mar.31/80

No change in its position on non-monetary items.

January 11, 1979 AUCE membership rejects the University's offer of 6% over two years.

January 18, 1979 AUCE executive authorized to call a 24-hour strike

January 29, 1979 24-HOUR STRIKE

February 14, 1979 The University agrees to sign 2 of the 3 non-monetary articles: Extended Health Benefits and No Contracting Out.

February 15, 1979 AUCE drops its demand to:  
6% from November 22, 1978 - November 22, 1979  
3% from November 22, 1979 - March 31, 1980

The University negotiating team says it has no authority to offer more than 6%, and offers CONDITIONAL BINDING ARBITRATION:

- 1) The arbitrator to compare AUCE salaries with salaries offered by certain employers (selected by the University);
- 2) the arbitrator NOT to consider cost of living;
- 3) the arbitrator NOT to consider the principle of equal pay for work of equal value.

February 27, 1979 Delegation to BOG to request that the University negotiating team be given authority to negotiate a contract

March 5, 1979 THE ANSWER: 5 shops in the Library LOCKED OUT  
AUCE takes strike vote: vote fails.

March 8, 1979 Purchasing Department LOCKED OUT  
AUCE MEMBERSHIP VOTES FOR FULL STRIKE - EFFECTIVE IMMEDIATELY!

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

**PEACEFUL DEMONSTRATION TURNED TO RIOT  
...BY POLICE**

MOTION THAT the AUCE 2 executive  
**condemn the police provocation  
and brutality on the Support  
Strike picket line today.**

**CARRIED  
March 22, 1979**

The rally began peacefully at 10 00 a.m. with music and speeches in support of AUCE's fight against the SFU administration. Evan Alderson, spokesperson for Concerned Faculty told the crowd, "The University can't proceed as normal."

He was right. At 11:30 a.m. John Fryer, President of the BCGEU, predicted, "The only way the strike is going to be

settled is if we shut it down (SFU) I'm going out in the middle of the roadway now." He was accompanied by a number of other trade unionist supporters of AUCE and several students.

Spontaneously, about 200 people formed a circular picket, blocking traffic, singing union songs and chanting "they say cutbacks, we say fightback."

Within minutes, RCMP arrived. Although the student spokesperson had advised demonstrators merely to slow the traffic, the RCMP rerouted cars and eventually stopped all upbound traffic on Curtis and Gaglardi Way.

The group on the road kept moving while the police, now numbering about 30, watched them. Although the crowd was peaceful in the face of police intervention, Judy Cavanagh, student spokesperson, periodically reminded the demonstrators of the need to remain non-violent.

About two o'clock, the first demonstrator was dragged into a waiting police van, and about the same time, traffic was allowed to move up the hill. Police

removed their caps, ties, and badges in preparation to move in on the demonstrators. Cavanagh rushed to the microphone to remind demonstrators to remain peaceful. The RCMP switched off the generator for the microphone and 4 police stood guard threatening to confiscate the generator if it were turned on again.

WITHOUT VERBAL WARNING the police advanced on the moving line and began pushing and shoving the demonstrators.

The crowd fell five and six deep as RCMP picked off, head-locked and dragged demonstrators to a single waiting paddy wagon.

Within moments, the demonstrators had gathered on the large grass island, and the police were standing shoulder to shoulder on the roadway facing the long traffic island on Gaglardi Way.

17 demonstrators have been charged with obstructing a police officer in the course of his duty. BCGEU has offered legal counsel for the 17.

The SFU Administration has applied to the Labour Relations Board to have the number of AUCE pickets restricted. Gary Harris, AUCE Strike Co-ordinator has, however, pointed out that "restricting AUCE pickets is no guarantee that this won't happen again. The mass picket line was staffed by AUCE supporters. AUCE picketers remained at their usual stations on the traffic island."

...SO WHAT'S HAPPENING WITH THE I.I.C?

Well, not a great deal, at the moment. AUCE has named its nominee, Diane Baigent, and the University has named Ian Stewart, a Victoria lawyer. We are now waiting for the government to call a meeting of the two nominees so that they may jointly elect their chairperson. When

the chair is established, a starting date for the Inquiry will be set and the commission will hand down its findings 14 days after that date. In the meantime, here's a blow by blow account (in case anyone needs to be reminded), of what we went through to get this far...

April 5: First meeting of AUCE 2's contract committee with Gus Leonidas, Head of Mediation Services, and Doug Cameron, Associate Deputy Minister of Labour. Leonidas and Cameron propose alternatives for settling the dispute:

- 1) An Industrial Inquiry Commission (IIC)
- 2) Binding Arbitration
- 3) More Mediation
- 4) Non-binding Mediation/Arbitration

April 10: AUCE applies for an Industrial Inquiry Commission.

April 11: AUCE states its conditions for the IIC:

- 1) that the findings of the Commission be made public;
- 2) that the recommendations of the Commission be binding on both parties;
- 3) that the Commission comprise a tribunal of three: one person to be nominated by the Union, one to be nominated by the University, and the third to be a neutral chairperson elected by the two nominees;
- 4) that 3 of AUCE's previously dropped non-monetary items
  - a) definition of temporary workers
  - b) seniority for temporary workers
  - c) 100% medical and dental coveragebe brought back for consideration by the Commission; and,
- 5) that following the signing of a letter of agreement covering the conditions for the IIC, the AUCE membership return to work with an immediate 6% increase. (The increase of 6% up until November 1979 had been agreed by both parties before all-out strike action began on March 8.)

AUCE informs the B.C. Fed that the Union will picket UBC on Tuesday, 17 April and the Fed supports the action.

April 12: Via government representatives it is indicated to the Union that the university will ACCEPT the following conditions for an IIC:

- 1) that the commission's findings be binding on both parties;
- 2) the concept of the three-person tribunal

- April 14:** The AUCE Executive calls an emergency meeting and decides to picket the TRIUMF centre at UBC in protest against the University's stalling tactics.
- April 17:** 10:30 a.m.  
Two hours are spent once again clarifying, for the University's benefit, the items in dispute.
- 2:30 p.m.  
The University states that the language in which the disputed items is set out is "out of the question."
- 4:30 p.m.  
It is agreed that the language proposed by AUCE on Friday, 13 April, is acceptable.
- That evening:  
The AUCE membership votes to escalate secondary picketing as of Thursday morning if no letter of agreement is signed on Wednesday.
- April 18:** 9:30 a.m. to 5:30 p.m.  
Alan Williams brought in. Says that the commission itself should determine whether the inquiry will be public or not.
- April 20:** 9:30 a.m. to 8:00 p.m.  
Letter of Agreement signed.  
The commission to consider payment of wages and wage rates, and vacation scheduling for subsequent years beyond 5.
- Return to work appendix also drawn up and signed.

