

Monday, November 3.

My first day on the job.
Very quiet.

Spent the morning cleaning, thinking about how to make this office functional and a good space to be in, started brainstorming a list of things I wanted to do, needed to get, put my shingle on the door (a "NO SMOKING" sign).

Very few phone calls:

Dena McCormack, SFC - wondering if the Univ. paid our representative & witnesses during arbitration. Referred her to Vicky Meyer.

Vicky Meyer: asked me if I would be interested in attending Labour Comm. mtg. this week. Said yes. also Tuesday night's Grievance Comm. mtg. conflicts with Communications Comm. mtg. Will call her tomorrow.

George Winter, Labour Gazette (?) - called to ask how negotiations were, had we taken a strike vote. Told him we were in mediation with Sims.

BCTF - two calls, giving date for wage and Price Controls meeting.

Peg Hillis, Purchasing - IBM fonts are in. An enquiry about a quince, will call back on Wednesday.

Dan McKenzie came in at lunch for a few minutes. Commented on mediation session with [redacted]. Talked about getting notice of general membership mtg. out by Thursday. Have to do something about it first thing tomorrow morning.

[redacted] part-time worker in ~~Cumic~~ ^{Crane} Lab came in to enquire about his grievance re dental plan. Couldn't tell him much - becoming clear that I should attend Grievance Comm. mtg. Will call on Wednesday.

About 2:00 p.m. I picked up mail, went to Purchasing and picked up IBM fonts, to bookstore to get binder, to Cumic Lab to get some books, to Keywell to get my cheque.

Am taking pictures: astonishing "before" and "after" prints, I hope.

Called BC Fed office to find out about this week's conference. Will go down to Hotel Vancouver and pick up agenda.

Dave Barrett's called an election for December
11.

I need a radio in here.

Peggy Smith

11/11/75

Arrived about 8:40 this morning.

Spent most of the morning going through
files, getting familiar with them.
Called people to remind them of
executive mtg. Wednesday.

Bought a newspaper and clipped it.

Cleared one of the bulletin boards.

Sent Mary Woodworth copy of Sec II & III
job classifications.

Neil in Farrell called to ask if we were
paying [redacted]. Says people are getting
angry at slowness of negotiations.

Put file together for Jim on contract proposals,
and phone #'s.

Picked up the mail, had lunch. Went
to B.C. Fed Convention - Women's Rights
Committee was presenting their proposals
to convention. CUPE women put together a
film on women in trade unions - dealing
with problems like what do you do when
your husband isn't too enthusiastic about
your union activities. Worth getting for a
2-hour lunch.

Grievance Comm. Mtg. at 5:00 with
Vicky Meynert, Pat Eksson, Marcel Dionne,
Maureen Gitta, Valerie Pusey, Jan
McKenzie.

to set up agenda for Labour
Committee - make up list
of those attending mtg.

Wed, Nov. 5.

Chris Simhaber, Crane Library.

CK II, permanent part-time
- applied for dental plan after
deadline - didn't know about deadline
- gave him a grievance form

Have to check with Vicky on procedure
cause I wasn't too sure. He also
mentioned that another person, William
Buch, was in same position (didn't
know if he was a member).

[REDACTED], Awards - is on
week's holiday now - will be
going back to work on Monday.
- will be applying for other job
as they come up - Awards doesn't
want her. Byron Heuder is
apparently "documenting" her case.
- asked her to keep in touch.

Deanna McGregor, Conventions Centre
228-5444

-called to see if she had to take her
vacations entitlement before December 31
(started work in June) - checked with
Vicki - if department says she has
to, she has to - we can't grieve
-called her back, told her this. She
also asked if dept. head has right to
deny the time she chooses. I said it
was mutual agreement.

Went to payroll, got Vicki to sign and
check letters to McFean. Met. Jan and
Nancy for lunch. Made up draft agenda
for exec. mtg. Discussion about provincial
politics, office needs. Dropped letters off
at Personnel, picked up mail.

Organized this book some more.

Drew up draft agenda for executive mtg.

Steve Hills, Dist. of Labour Relations - phoned
to ask for idea of grievance and arbitration
cases. Said I may draw something up
for him

-prepared short office report for executive
mtg.

Started phoning Sec II B's to make sure they were continuing their grievances and if they could make a mtg. in next couple of weeks.

[REDACTED] Psychiatry, 3013 - yes.
[REDACTED] Medical Genetics, 5485 - yes

Women from library called asking if University could hire students. I ~~told~~ on statutory holidays or if she should be hired. I said it was University's prerogative who they hired. Talking it over with Louise (in working on membership files), a secured to us that they (the Univ) are probably paying students at straight time and are therefore hiring them to avoid paying us overtime.

Thurs., Nov. 6.

Mary Ann Forbes, LATI in Math library. Applied for LATI in Map division in Math. Someone else got job. I told her to ask deBruin reasons why she didn't get the job. If his answer isn't satisfactory, to call back and we'll check further into carrying out a grievance.

3 March
4
5-

FEB. 16
3 or 4
1st week in March.

Continued calls to Sec. TB's.

English, 5106 - OK.

Hispanic & Italian Studies
2268 - OK.

Called Richard Bird in Vancouver ([redacted]).

Wasn't in. Will call back. ⁱⁿ (Duncan [redacted])
(Judy Smith)

Called Michelle Cohen. Wasn't at her home number. There's a file on her grievance that doesn't even have a phone number! Frustrating slogging through files that don't say anything.

Typed letter to Fulton saying I would attend first mtg.

Drew up draft of agenda for membership mtg. Made up mailing list for executive app.; mailed out material to those who didn't attend last night's executive mtg.

Want to work out a system for mailing, getting agendas & supporting material out before meetings.

Want to start a section in this log on office procedures.

Pat Gibson called. Some departments rely heavily on mail - there may be layoffs. Should be discussed with executive & grievance comm.

Ms. Takamoto from Fine Arts Division
(University administrator, not PACE member)
called to ask how union members were
informed of their rights once hired.
Referred particularly to part-time
employees. I think this was in
connection with possible dental plan
grievance in Crane Library.
Also asked if Pension Committee was
functioning.

Went to Grievance Comm. mtg. at 1:30.
Came back here at 3. ~~Had~~ Typed
and ran off agendas. One job I
don't like - running 1500 copies
on the gestetner.

Friday, Nov. 7.

- Arrived 9:30.

- Began phoning volunteers for work party at lunch to print out agendas.
- Would like to get this co-ordinated so Communications Comm. makes a list of possible volunteers and makes sure that they're phoned when needed.
- Called Nancy - said she would help round up people.
- Phoned Neil in Payroll - said he would try and get a work party up

November 7, 1975
12:35 p.m.

Judy:

Trying to get ends tied up so I can go home and get ready to leave for San Francisco at 4:00. Am very excited about the trip!

I've managed to make some kind of dent in some things and have lots of ideas for organizing this place better, but that will have to start next week. Some things you should know:

Take a look in the Office Log (pink binder) and I've documented what I've been doing all week. Hopefully, you can translate into things you may be able to finish.

I think the most important thing is to get the arbitration cases together: [redacted], Sec IIB's and [redacted].

I'm too scattered to think of anything specific. If you could go through my notes, you'll see what's happening.

I'll be back bright and early Wednesday morning.

See you then, I hope!

Peggy

Judy: cheque for rent is in top, right-hand drawer

Peggy - I have put specific information regarding office supplies, room bookings, etc. in this folder. I was only able to be here on Monday. I will be coming in to see you on lunch hours and after work if you want me to, to discuss things with you. See you. ~~Judy~~

Dale called re copying for Contract Comm.
He will be over at lunch to pick up
petty cash to do copying in her department.

Will have to see phone company - phone is
wrecking my ear drums and patience

Called Clark to check dates for arbitration
hearings:

Sec. TB # [redacted] (Bird) - [redacted]
[redacted] (Rodney) - [redacted] (Clark will
check this out re negotiations)

I forgot to call [redacted] ([redacted]),
called her but no answer

Called Bird. confirmed Dec. 3 for SECTIB
and [redacted] arbitration. Will have to
follow this up.

Picked up mail, took pictures over to
Janice.

Work party at lunch - good to have other
people in office. Comment by Doreen from
social work that she never gets to see
anyone.

Would like a membership log - place to
put letters, comments, etc. from
people.

Put together a package to take to conference:
NEWSLETTERS, constitution, contract.

[redacted] called (new # is [redacted]). November 17 is ok for her. Will call her back when time and room have been arranged.

Tue, Nov. 12.

Arrived back from San Francisco trip. Was really frazzled by the fact that Judy wasn't here and I'd have to handle getting this place in order by myself. I'll have to start getting people in here to help immediately, maybe set up an "Office Improvement Committee".

Spent a lot of time rearranging shelves.

Worried about arbitration cases - everything very unorganized.

Thurs, Nov. 13

Arrived 9:30.

Talked to Pat Gibson about Grievance Comm. mtg. Tried Valerie Pusey to see if she had minutes - wasn't at work.

Phoned Judy - she is taking over Cohen arbitration.

Put desk in order. Made "Bring Forward" file and "Ask Judy About"...

Called Harley Horn, CUPE Educator in Calgary to enquire about film "Don't Call Me Baby Anymore" [redacted] Hasn't in - will call back.

[redacted] Plant Science Sec II
[redacted] Steward. - 4384
[redacted] Chairmans of Dept.

works for Deanne Green.

Harley Horn - Muriel Overgaard, Victoria has film (Ray Mercer - [redacted]) (Brenda).

Personnel told her to come in and let us know what's happening. Is applying for transfer to another department and temporary promotion and overtime done while Deanne was on holiday. Pressure coming from Deanne & chairman Lunnelles to leave. Someone should talk to Deanne Green. Apparently she's been using intimidation tactics, saying things like - "I'm really in with the Union" "Ron Bell and I are like this".

Monday, November 17.

[redacted] ^{Curtis}, Lutheran Campus Centre. called. Lease rate has been increased fourfold. They can't afford it. Want a letter of support from us in their challenge of this increase. - 1) we have used the facility 2) it was helpful 3) worthwhile cause, should be continued.

Attended [redacted] arbitration.
Arbitrator: Helen Rodney.

Tuesday, 18th

- arrived 9:00 - finished cleaning shelves, garbage, paper to be recycled.

- Melody Fudd called. Made arrangements to have dinner Saturday night with SFU organizer. Melody said she would like to write an article for our newsletter on why Provincial should have a paid organizer. I said I may write one in opposition.

- Called Bird to rearrange arbitration cases. He wasn't in. Left a message to call after 4:30.

- Ordered more paper from Nelson's.

- Came back at 4:00. Call from Ann. Prepared agenda for executive meeting.

- Executive Mtg - 5:00 p.m.

- future discussions & use / abuse of 2-hour lunch meetings.

Louise, Membership Secretary - will

1. centralize membership card & rather than have stewards hand out cards, Louise will mail them out when she receives dues authorization forms.

2. Louise will set up table at 2-hour lunches so people who don't have them can pick up membership cards.

3. - if anyone has queries, call Louise (2700)

Strike Committee & ~~meet~~ Nancy wants large session for brainstorming - Carol Pincock, (5374) has list of people on Strike Committee

Provincial full-time position & [UBC's position] is that this paid person should be an information gatherer and organizer for unorganized workers.

- provincial rep. will come to UBC to speak at next General Membership mtg.

- get fact copy article to people

Job Evaluation Committee

- discussion of the fact that this committee doesn't have full union membership - should get more members.

- I think the problem isn't that there aren't enough members on the committee, but that the committee itself isn't answering the problem of job classifications / job evaluations to job satisfaction.

Wednesday, 19th

[REDACTED] Plant Services called. She's received her temporary promotion pay. Has been to a couple of interviews for transfer. Still intimidated - wouldn't go home to look after sick child. Do now with Carol Singer in Personnel Dept. Mary says they aren't going to deal with the real problems in the department, simply move her out of there.

Univ. Endowment Lands person came by about garbage bin. They will empty it for \$30. Said new restaurant downstairs admitted to pulling it. Suggested we should settle that with them. - Bin No. 11 - lock - 2 keys (one for us, one for garbage men).

Cherry, Info. Services called asking whether it was Personnel or the individual department that paid for courses. Told her Personnel was responsible.

Someone who has retired from Foodland called asking if the Contract had been signed since she has retroactive pay coming. Said she would keep in touch with Jake Shinn.

Called Valerie about minutes for Grievance Comm. meetings. Friday's are ready, last week's aren't. Said I would pick them up later. Have to work out a system where minutes are readily available. Typed minutes of November 6 Labour Committee mtg. and xeroxed them.

Mailed agenda and minutes of last exec. meeting to all those exec. reps who didn't attend last night's mtg.

Pat Gibson called re [redacted] arbitration. He asked [redacted] and [redacted] to attend. Said we should begin preparing immediately. Called Judy to see if she would attend tonight. Isn't going to but will be available for mtg re this case.

[redacted] Training, 4711, Sect II
to Mr. C.W. Bordeaux.

- hired 27th Aug. - 6 yrs. experience - shorthand, typing. - was told it was a permanent position - later told it was 6-month app't. by Dawn Staples (AKA number, works for Dr. Peet).
- switchboard duty for Delby Oudawick lunch hours and all day Friday
- Oct. 9 - memo from Bordeaux
- is having meeting with Bordeaux and Marcel tomorrow morning.

Jeff Hoskins, Off-Campus Housing,
9176, CLERK I

- 5 people (2 full-time, 3 part-time)
- department will either close or be reopened on new basis
- misclassification - question: Can this be grieved after firing? (date of termination: November 22)
- (Employees don't want to rock the boat cause they've submitted a report recommending dept. be reorganized - ∴ will be up for re hiring) or should it be done now?
- What is done about new jobs on campus? Recall list - should I call Personnel.

- Would like to do survey of who works on campus, married, single, children, length of service - etc.

- prepared for Grievance Committee mtg. - typed notes of possible telephone grievances/enquiries, typed minutes and made copies.

Thursday, 20th

- ran off stencils for membership mtg.
- called Clark to see if he could make Dec. 18 arbitration hearing with Bird - will call back.

Betty Ann Buss, ITERA re Margaret Randall. - Tuesday, November 25, 8:00 p.m.
123 E. 6th (Van. Teachers' Center) - wine and cheese party. PACE rep. invited.

Lilian Varnals, Continuing Ed., 2181 (226).
phoned. Is coming in tomorrow to talk about a possible grievance.

Two-hour lunch mtg. - strike referendum.
Made up press release re LRB submission and mtg.
Made up submission under 90(1). Took it down to Lori Egan, Registrar, LRB.

Friday, November 21

Pat Gibson called asking me to look for all correspondence, minutes related to [redacted] case. Pretty hard to do when records are in such a mess. Becoming the priority to get filing system functioning. Also wanted me to find out about another "Accounts Manager" in Continuing Education.

Lillian Varnals, Continuing Ed.
-Lorraine Key - shop steward.

Monday, Nov. 24

Arrived late today after dentist appointment. Jan and Dick were here working on ballots.

Immediate things to do: deliver ballots, pick up Group 7 print-out, make return ballot box, clean up mess.

Called Lillian Varnals, Cont. Ed. She's going ahead with her grievance. Will drop off copy of letter she's submitting to her boss.

- Language Lab monitors - paid hourly - \$15.55
- student assistants paid same rate.
- contract signed setting exts.
- Josette Faure, Buchanan, Language Lab.

[redacted] Truinf.

- Marcel had meeting with her, Bordeaux, Milos Zach (dept. head) - Marcel spoke - asking them to retract letter - (they have checked with Kaye Bumsy) - Marcel said she wanted letter retracted but not content - Why the hell is he saying things like that?
- Marcel also said that she should not give it because the Union might not want to take the grievance on!

Tuesday, Nov. 25,

- phoned Marcel - re [redacted] - said to be asked for retraction of letter and that she not ~~be~~ laid off until she finds another job on campus -

Dec. 12/75

Eleanor Carriott, Registrar's Office
- non-picketer - disagreements with
Unow's principles - is quitting
her job - will write a letter
explaining her position.

Dec 15/75.

- Exec Mtg - announce Wage - Price
Controls mtg. Wed, Dec 17, 7:30.
BC Teachers' Bldg, Rm 2, 2:00 p.m.

Bird, arbitrator for SCFB project.
Said University wants to postpone
~~negotiations~~ arbitration hearing
until after negotiations.

- Called Ken Andrews, asked if
we could have reps at their
Wed, Dec. 17th mtg. At first he
said no, then said he would
raise it with their executive.
Told him we wanted 2
Contract reps, 2 exec. reps.
Said he would call back
tomorrow.

- called Sharon - booked IRC 2 for
Thursday's mtg.
- Sharon is making a list of all
the rooms we use and details of
how to get tables, P.A. systems, etc set up.

Called Bird back. Agreed to cancel Dec. 18 hearing.

Let people know about garbage lock/key.

Monday, Dec. 22

- arrived late - 11:30. Jan, Robert and Judy were here trying up getting ballots out for referendum ballot -
here's happening:

Judy Knight resigning as Trustee
Ladies as Membership Sec.

Criticisms ~~from~~ (or vague mutterings)
about executive and how it functions
Frustration after strike

How to get moving again → committees
Unfinished business is cropping up.

January 14, 1976

Back to writing, after what seems like months. Why is it that I can't write when some of the most important things are happening? It's much easier to get back into recording events when a routine has been established, but if I try and express anything when everything's been turned upside down - forget it!

I'm in the middle of working with Ray to renovate the office, preparing for membership mtg., writing articles for the newsletter, working on Strike committee report, writing about the Provincial Assoc, trying to establish a workable filing system, drawing up a myriad of tables that have been undone for awhile - in the middle of all this, questioning what I'm doing here (more of this later).

Phoned TOSHIBA. Asked them to come in and service machine.

Phoned Harvey Burian re Staff Room in Armouries. He will check into it and call back.

Nancy Higgs called. She has received an apology from Bentley, Dean of Education, for any harassment she may have received at the hands of the administrator in recent attempts to have her "voluntarily transfer."

Jim LeMaistre, Vancouver Area
Council, NDP dropped off copies
of AICE article in Vancouver Democrat

Jan. 15/75

Harvey Burian called back re
Armouries staff room. Said it
would be open 7:30 a.m. - 5:00 p.m.
any other time, book through
System Services.