





May 25, 1983.

Patricia House  
Secretary-Treasurer  
A.U.C.E.  
Local 1  
University of British Columbia  
6383 Memorial Road

Dear Pat,

Although it is a recession and who knows if we are going "up" or "down", union business must go on as usual. I do not see where union budget items for 1983 can be reduced and still cover our costs for essential services. In my view, last year's total expenditures, although over budget, look realistic. Besides all other expenses (operating expenses & salaries and grievance related expenditures), we require a good proportion of funds for our committees - particularly for the contract committee, if we are to seriously sit down to negotiate our next contract or face the alternative - stare out into blank space. We don't know yet what the demands of management will be, but we do know that in bad economic times, members can't afford concessions at the bargaining table.

If we decide to decrease spending on 1983 budget items without realizing the consequences of such a decision on services and negotiations, then we are cutting our own throats. I suggest we implement a gradual dues increase - over 2 years. I propose \$14 for dues with 1983 increase and a 1984 dues increase based on the A.U.C.E. base rate (presently at \$8.30, so 2 hours' pay would bring in \$ 16.60 from each member, which, in 1984 is not unreasonable. ) The base rate check-off system is used by other unions in B.C. and encourages the union to get a better base rate for its members. Statistics bear out that union members enjoy increased benefits and wages. I submit that we cover our expenditures by a dues increase and strengthen our position at the bargaining table and that a \$2 increase is nothing to feel outraged over.

Mary Forkin

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A. U. C. E.

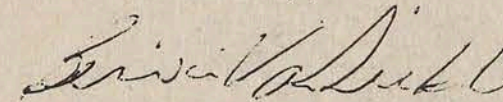
May 16, 1983

Ms. Patricia House  
AUCE Local 1  
U.B.C.

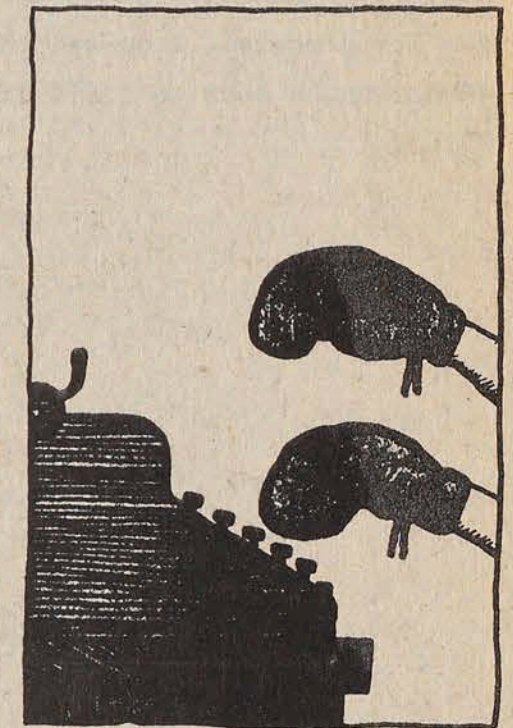
Dear Ms. House:

Further to my letter of April 15 (which was printed in the newsletter), I wish to retract the following word "stupid" from that matter. This was meant as an expression of irony and was not intended as an offense to the "sanitation engineers" who did take it personally.

Yours sincerely,



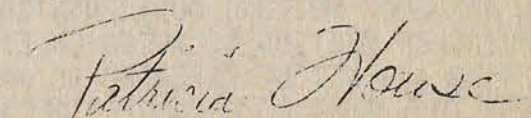
Bernice Van Sickle  
Health Care & Epidemiology



Dear Ms. Van Sickle:

I feel that I owe you an apology in that I assumed that your letter was for publication and did not call you to ask for permission to publish it. I am sorry that I was remiss and will try to contact you or anyone else that writes in for permission before publishing things in future.

Yours truly,



Patricia House  
Secretary-Treasurer  
AUCE Local 1



TO Patricia House .....  
 A.U.C.E. Local 1 .....  
 U.B.C. ....

FROM JoAnn Hooper .....  
 Administration - Library .....  
 DATE May 19/83 ..... PHONE 5855 .....

During the past few months, when I have been acting as a Shop Steward for A.U.C.E. Local 1, I have become aware of the many services the Union provides for its members. I do not think it would be unreasonable to increase our annual Union dues to 1.25% of salary to maintain and improve these services.

*JoAnn Hooper*



NOTICE OF MOTION FOR BY-LAWS AMENDMENT:

I hereby move that Section J(5) of the Local Association By-Laws be amended to include the following statement: Motions must be printed in the newsletter and distributed to the membership at least a week prior to the membership meeting AND ANY SUCH MOTIONS DULY PRINTED AND SUBSEQUENTLY DISCUSSED AT THE FOLLOWING MEMBERSHIP MEETING BE VOTED ON EITHER BY BALLOT OR BY SHOW OF HANDS AT THAT MEETING AND NOT BE REFERRED TO MAIL REFERENDUM BALLOT, WITH THE EXCEPTION OF VOTES THAT MUST BE CONDUCTED ACCORDING TO THE LABOUR CODE OF BRITISH COLUMBIA REGULATIONS.

Moved by: Judi Wolch *JWolch*  
 Faculty of Commerce

Seconded by: *A. Aldman*

FOND FAREWELL ...

For those who are not aware, our present Union Co-ordinator, Shirley Irvine will be returning to her bargaining unit position in July. Shirley has just completed her year's term as co-ordinator and done an outstanding job.

With the implementation of the University's Salary Equity Program the Union was faced with a previously unprecedented number of reclassification requests and Shirley took it upon herself to deal with all the applications. No Shirley is not a masochist ... just one heck-of-a person.

Shirley was up to her ears in work during the last set of negotiations and was cheerful throughout. Her meticulous attention to contract matters (research, co-ordination etc.) was rivalled only by her consistent good humour and congeniality.

On behalf of the Executive and the Membership I would like to say THANKS SHIRLEY AND MUCH LUCK AND HAPPINESS IN THE FUTURE. My only regret is that I have had much too brief an opportunity to work with Shirley. Our loss is most certainly the Dept. of Commerce's gain.

See you on the Contract committee Shirley!!! We'll need you!

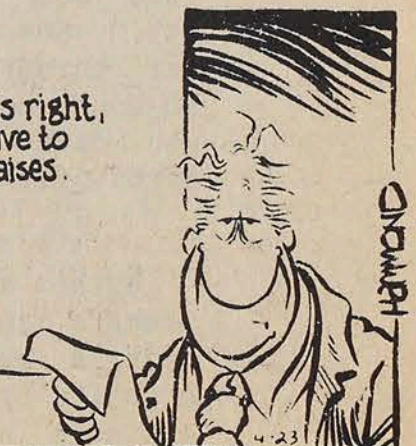
Fairleigh Wettig  
 Union Organizer

FROM: W.G. Cromwell, Pres.  
 TO: supervisory personnel

As you may or may not know, next week is National Secretaries' Week. I want each of you to show extra special consideration to the secretaries.



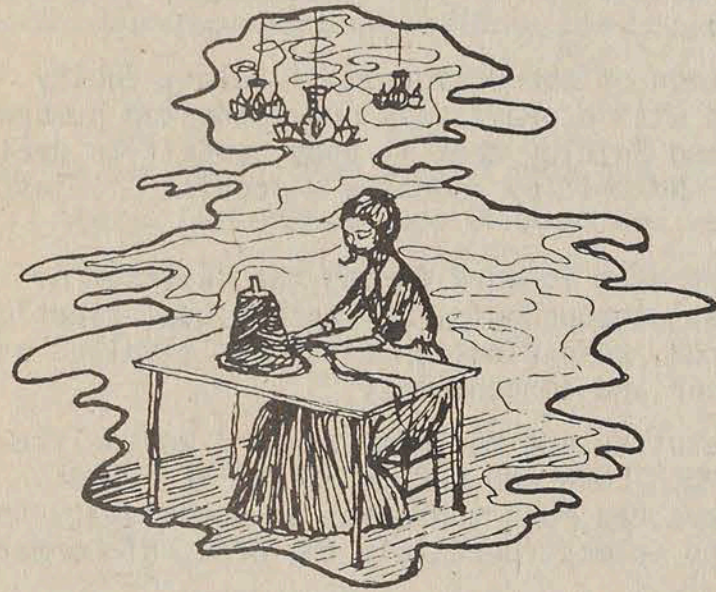
If we play our cards right, maybe we won't have to give any of them raises.



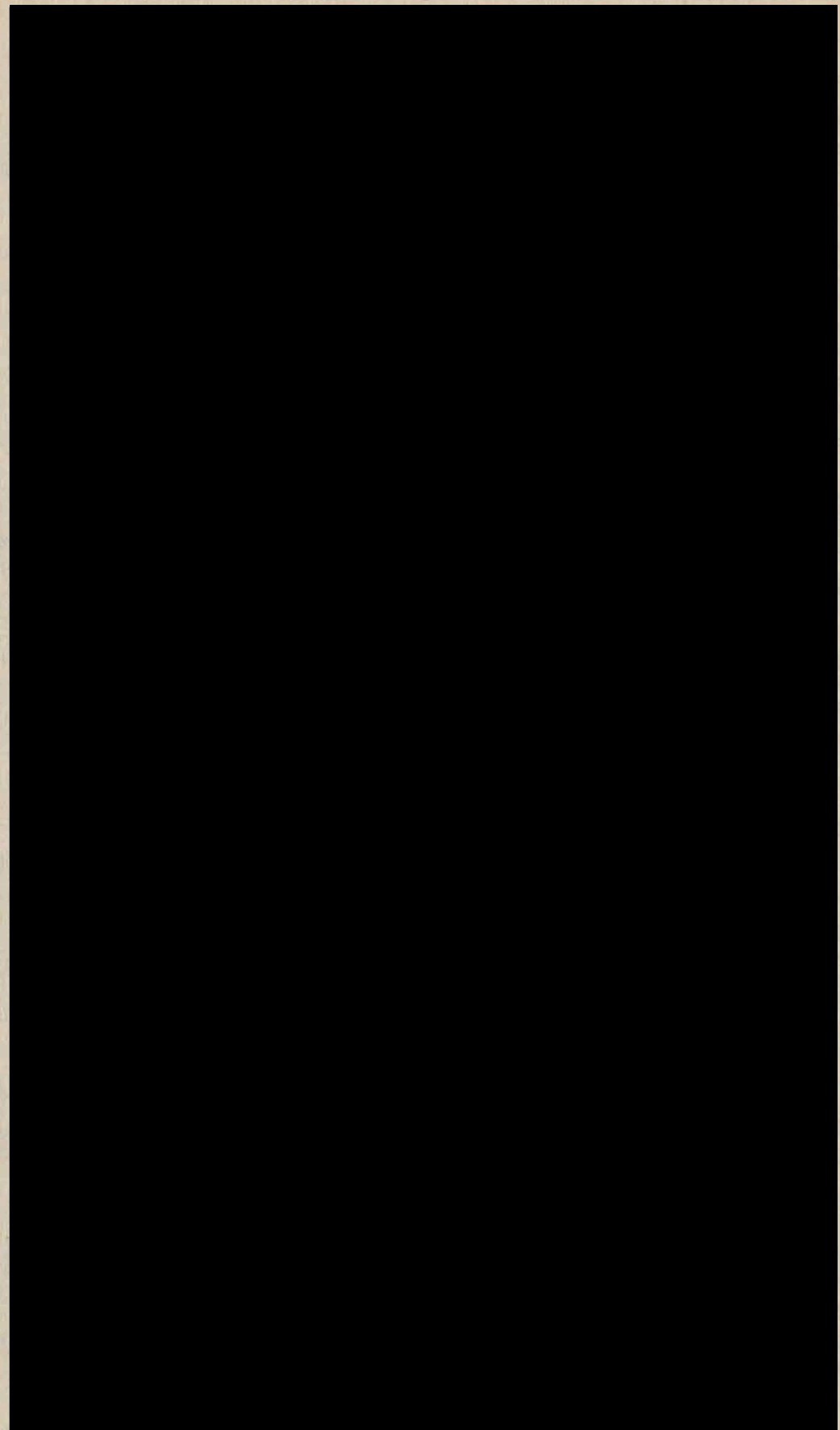
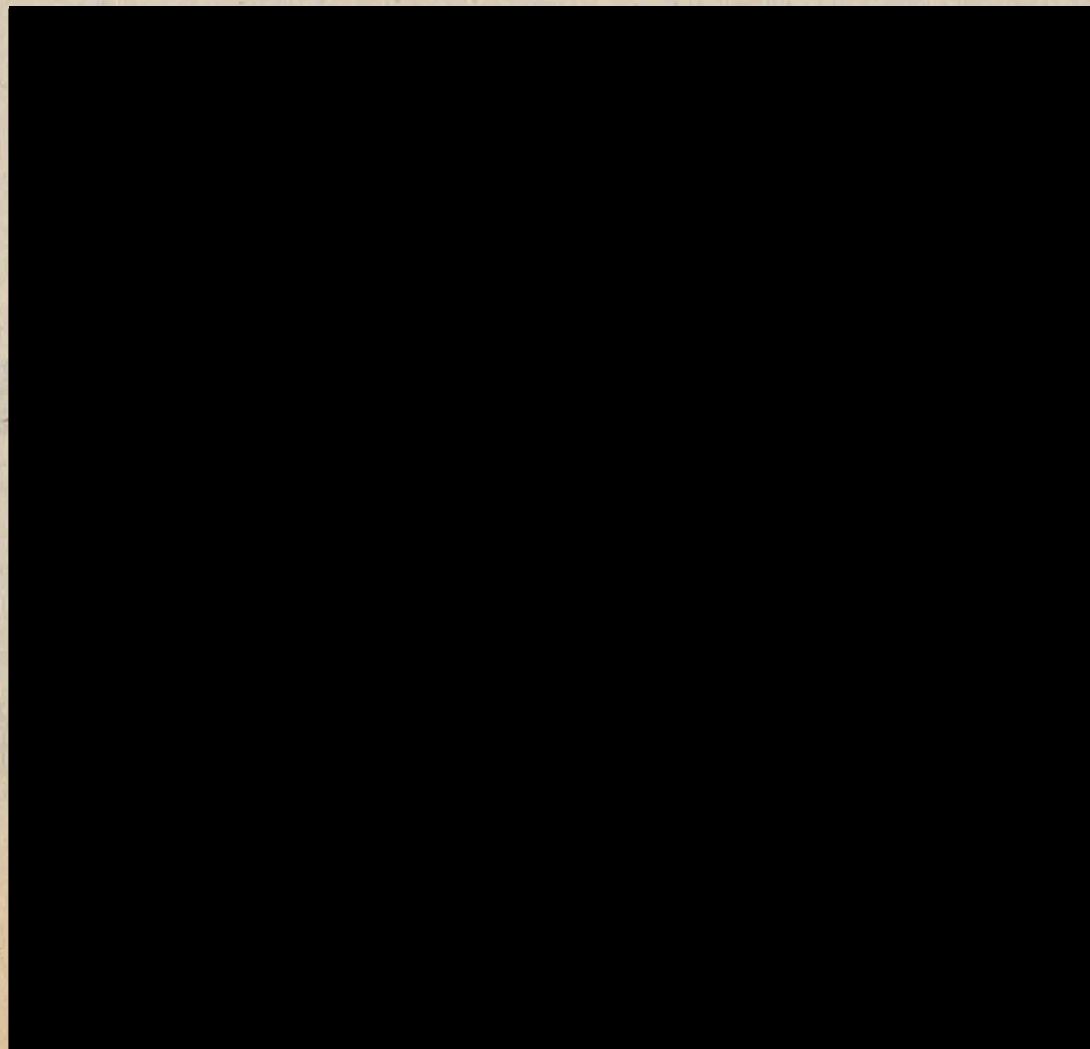


# women labour pioneers

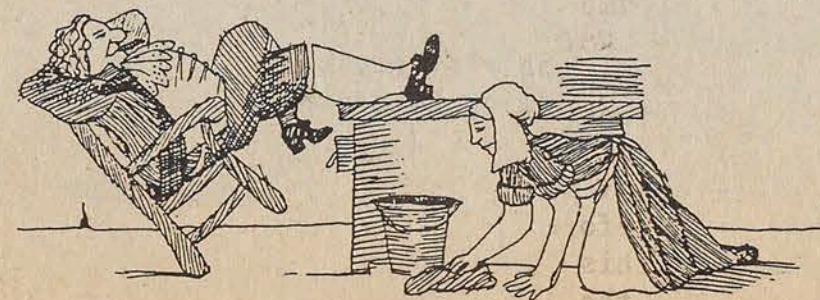
SARAH BAGLEY, Leader of cotton mill workers  
in their fight for a 10-hour day.



SARAH BAGLEY



by Joyce Maupin



From Labor Heroines, published by:

Union WAGE Educational Committee  
P.O. Box 462  
Berkeley, California 94701  
1974.



JOINT UNION-ADMINISTRATION VDT COMMITTEE

In April, 1982, the University established a joint Union-Administration Committee on Video Display Terminals. The Committee was composed of three representatives from the University administration, two representatives from AUCE, and one representative from CUPE.

The Committee met once a month, on average, to discuss the literature on VDTs and to recommend standards and practices concerning the health and safety of VDT operators on campus. Inspections of some of the word-processing and computing centres on campus were conducted, in order for the Committee to familiarize itself with the ergonomics in various departments.

In April, 1983, a report on Ergonomics and Safety was drawn up, with input from all the Committee members. While AUCE was in general agreement with the tenor and contents of the report, there were certain recommendations which did not go far enough to reflect the position AUCE had taken in negotiations, and there were a number of specific recommendations with which AUCE could not agree. The AUCE representatives therefore submitted a minority report. The purpose of the minority report was not to stand as a substitute report, but rather to indicate areas of disagreement with the majority report.

Space restrictions do not permit the publishing of the reports in this newsletter. Anyone who is interested in reading the majority and minority reports may borrow them from the Union Office.

Both reports were presented to the President's Advisory Committee on Safety, Security and Fire Prevention. The Advisory Committee voted to recommend the majority report. AUCE is interested to see whether the University will implement the recommendations of the majority report. During the last set of negotiations, the University was unwilling to agree to any contract provisions which would protect VDT operators.

Shirley Irvine  
Union Co-ordinator

## **outside auce**

Public service workers in Alberta who go on strike may be breaking the law after Bill 44 is adopted by the Lougheed government. The legislation, a labour statute which deals with the legality of strikes in the province, has angered the unions which argue that it could spell disaster for labour relations. Under the bill, most public service workers, including hospital and university employees, will lose the right to strike.

Provisions contained in the bill will give the employer the right to define an illegal strike, to discontinue union dues' collection for up to 6 mos. once a boss has called a strike illegal, impose fines of up to \$10,000 for union leaders and subject arbitration awards to "government fiscal policy".

One wonders why the unions were invited to attend the hearings on changes to Bill 44 on such short notice (they only had 2 weeks in which to prepare, send speakers etc.) if the government was not even semi-interested in soliciting union viewpoints. The union leaders who attended doubted that their "contributions" on the subject would receive further consideration from Labour Minister, Les Young. He did hint that some changes would be made before the bill passes (although unionists say he has minor changes in mind). The decision to let employers define an illegal strike will, in effect, give them carte blanche to cripple striking unions. One can be sure that the language they choose will work to their own advantage.

The Alberta government says that any union charged with illegal striking can have the case reviewed (how thoughtful of them!) but what are unions to do in the meantime if the employer refuses to collect dues: Hold a garage sale?

Dave Werlin, the newly-appointed President of the Alberta Federation of Labour, told the legislature that the AFL would assist any union should it find itself being victimized under Bill 44. However, any actions it takes which defy the legislation will surely get them into trouble.

Hopefully, the government has not closed the book on Bill 44 and the Labour Minister will uphold the right to strike. But if this bill does pass in Alberta as it has been proposed, let's hope that it will not encourage the government of British Columbia to follow suit.

Mary Forkin





association of university and college employees

BRIEF EXPLANATION OF THE SECESSION/AFFILIATION QUESTION

In 1979 discussion started in AUCE around the question of our isolation from the main stream of the labour movement because of our independence. As a result of concern expressed by many members that this was to our detriment, the Provincial held a series of referendums and did an extensive investigation of our options. The result was that the membership of AUCE as a whole decided that they wanted to affiliate to the CLC (Canadian Labour Congress). However, the CLC refused our request on the basis of their jurisdictional agreements with unions (such as CUPE) that were already CLC members. The CLC protects the jurisdiction of existing affiliates and several unions with jurisdictions similar to AUCE's are already members. An attempt was made to get the CLC to change their policy but AUCE was not successful.

During all this time many AUCE members became increasingly disenchanted with AUCE Provincial. Local 4 (Capilano College) and Local 5 (College of New Caledonia) withdrew from the Provincial during the summer of 1982.

At the end of 1981 the Executive of Local 1 passed a motion recommending that we withdraw from the Provincial. It went to the membership and was tabled until after our present contract was settled. So this brings us to the point we are at today. If this motion passes then we have several choices:

- 1) remain independent but with a different name
- 2) become a local of another union (such as BCGEU, OTEU, CUPE)
- 3) be absorbed by an existing local of another union

The motion before us is:

"That AUCE Local #1 endorse the Executive recommendation to withdraw from the Provincial Association and directs the Executive to: (1) begin secession proceedings immediately under 6A of the Provincial Constitution; and (2) co-ordinate discussion and debate on available options for this Local to bring about a swift and conclusive decision regarding the affiliation/merger/independence of AUCE."

Patricia House

SHOULD WE JUMP THE A.U.C.E. BOAT?

WHERE SHOULD WE JUMP TO?

--HERE'S A LIST OF QUESTIONS TO ASK ABOUT OUR UNION ,  
AND ABOUT OTHER UNIONS.  
WE'D BETTER CONSIDER CAREFULLY BEFORE WE LEAP-----

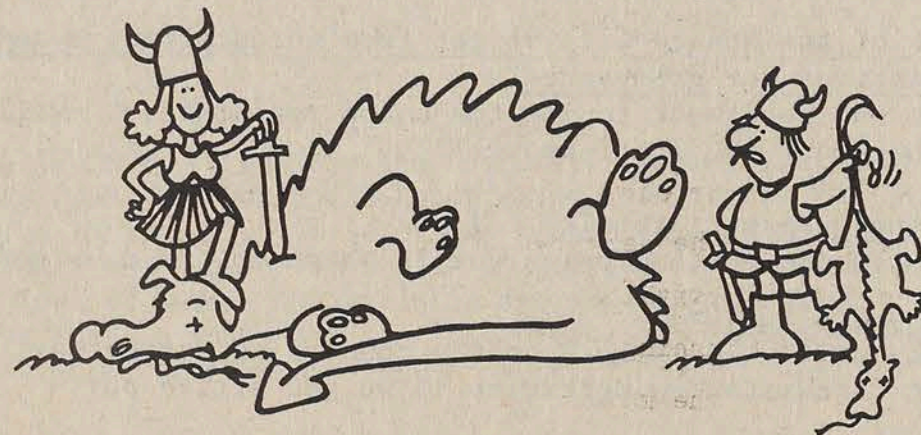
- 1) How democratic is the union?  
How much input does the membership have into union policies? Are the officers elected? Are the staff reps/business agents who represent us elected? Can they be recalled and by whom? Are delegates to union conventions elected by local members or are they appointed? Most of this information is available in the union constitution and bylaws.
- 2) Does the union bargain for other groups that are similar to us?  
What are the collective agreements like for other workplaces organized by the union? (You'll likely be surprised to find that we have a very good contract).
- 3) Would we form our own local or be part of a composite local?  
Would we negotiate as a local, or as part of composite or joint negotiations? (negotiations for a whole sector or region).  
If we were part of a composite local, could we bargain our own collective agreement?
- 4) Who controls the negotiations?  
Is it an elected committee from our union, or someone assigned to negotiations? Who draws up the bargaining proposals? Who decides if a contract is to be accepted by the union? Do all issues go to a vote of the membership?
- 5) What kind of assistance will we get from union officers and representatives for grievances?  
How often can we expect to see the union rep/staffer? Will we have to hire our own staff as well?
- 6) What is the dues structure?  
How much are the monthly union dues? Where do the dues go?
- 7) Is there a strike fund?  
How is it built? Is there a policy concerning strike pay? Who, what circumstances determine if we get strike pay?
- 8) Is the union affiliated with any labour central?  
Is the union affiliated with the Canadian Labour Congress (CLC) or the Confederation of Canadian Unions (CCU)?  
Does the union belong to the B.C. Federation of Labour? (or B.C. Council of the CCU).



- 9) What kind of educational programs does the union offer its members?  
 Are there shop steward training programs? women's programs? occupational health and safety programs? How often are educationals held? Are they in local or provincial schools? What about outside educational activities--can the union send members to other classes/workshops/conventions?
- 10) Does the union give financial or other support to any political parties?  
 Who decides if the union contributes? Is the support conditional or unconditional?
- 11) Does the union have policies and negotiated clauses on issues of concern to us?  
 What are the policies/contract clauses on equal pay for work of equal value, maternity leave, technological change, hours of work, sexual harrassment, wage controls. . .

Sheila Rowswell  
 Biomedical Communications  
 875-4511

**A woman has to do twice as much as a man  
 in order to be considered half as good.**



**Fortunately, that isn't too difficult.**

AUCE has outlived its usefulness. This is a difficult statement to make for someone with nearly ten years of involvement - involvement that has stretched from the organizing drives of the early 1970's to the end of my term as Secretary-Treasurer in 1981. AUCE has moved from the active volunteerism of its early days to the formation of a union "bureaucracy" in its latter stages, from the contract successes of the mid '70's to the threat of erosion of our benefits in the early '80's. We have evolved from intense membership participation to a time when most of our elected positions are unfilled.

Our history, although short-lived, has been compressed and eventful. In fact, our development has probably mirrored that of the established trade unions in their early years. We seized the opportunity and organized a union and negotiated a series of good contracts, due to fortuitous historical circumstances and membership participation. But we have been buffeted by successive recessions, periods of high inflation, the AIB, the limitations of an organization whose locomotive has been volunteerism. Little by little our position has been eroded. We have our own union "bureaucracy" as do other established unions, but we are isolated and suffering from a real malaise. We are members of a union that has run its day-to-day affairs competently thanks to dedicated members and office staff, but for years it has been our function - or fate - to react to events and issues, not to try to shape them.

I began years ago as a keen volunteerist, deeply suspicious of the existing trade union movement. I was wedded to the belief that AUCE's future was assured because so many had a personal stake in its growth and survival. But AUCE has evolved and for real historical reasons membership involvement has dwindled. We are members of a Provincial no longer provincial in scope, and, we are members of a union that has prided itself for too long on the fact that it was special, different because it was organized by women for women. We have witnessed the decline and the fall of the Provincial. Local #2 at SFU is in apparent disarray - it has been limping along with minimal membership involvement and without a contract for over a year. For me, the issue is the necessity of merging with an existing union. I equate independence with a staff association. Affiliation is not a viable option and it never was.

Merging will not be a panacea for our ills, for our problems - what it does do is hold out the promise of members getting the services they deserve and pay for and it presents us with a philosophical outlet. Survival as a union and continuity are the issues. If we are genuinely concerned about pushing for women's issues and for dealing with technological change, we should do it within the mainstream of the union movement, not by operating within a vacuum. We need to strengthen our bargaining position with the University, to ensure our survival as a union, and to break out of our debilitating, splendid isolation. For those who hold merger as AUCE's salvation there will only come disappointment. If we do decide to merge then new problems and issues will be there to hound us. A host of problems is preferable within the framework of an existing union to a staff association, masquerading as a trade union.

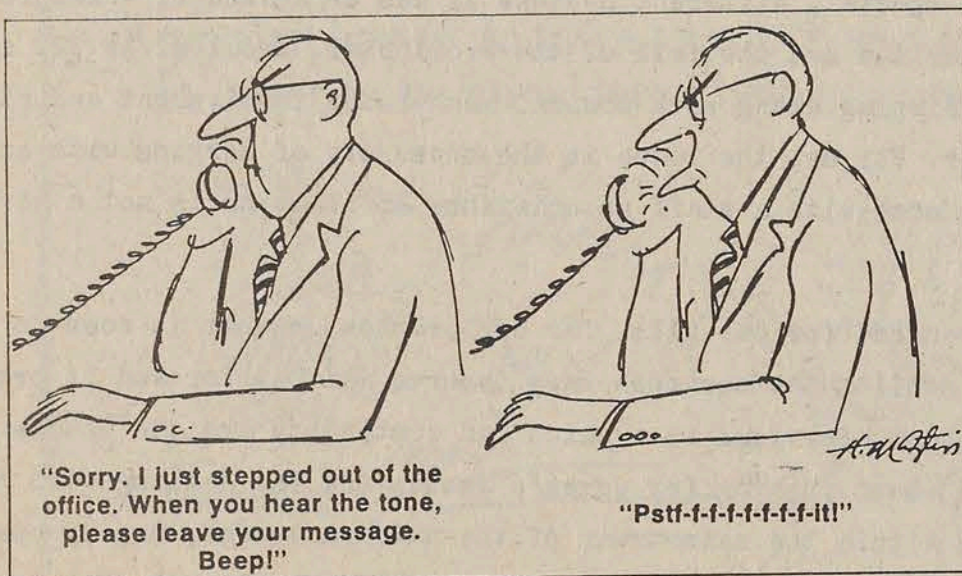


Since February of this year, when the merger issue moved from the back burner there has been an evident lack of response, emotional or otherwise, to remaining independent as AUCE. For those members who believe that we can make a go of it as a one local union, or even revitalize a moribund Provincial, now is the time to speak up and to present real and honest options for the future, to persuade members that such a course is possible. We can no longer afford to wrap ourselves in the emotional flag of the past.

There are several merger options. But, whatever the possibilities, we have to investigate the mechanics involved and debate whether or not the costs of merging, both in financial and practical day-to-day contractual terms, are worth actively pursuing. I no longer believe that AUCE has an assured future - I am convinced that we are approaching the end of AUCE as a useful and progressive union. A decision has to be made, one way or the other. We have a lot to be proud of, and, to preserve and build upon that legacy I believe that merging with an existing union is on the only real option.

Ray Galbraith  
Library Assistant  
Catalogue Records

*May 30, 1983*



Few people can mirror Ray Galbraith's written eloquence and for many of us the task of expressing our views in writing or before a Union membership meeting is an arduous task indeed. Our words, though well intended don't seem to carry the same impact as those of our more articulate members and yet the motivation behind our words is just as sincere. Often we sit and we stew. We are not content to stay silent but for many reasons we feel obliged to remain so.

Having read Ray's statement on the viability of AUCE I have decided that I cannot remain quiet anymore. Over the last ten years I have always respected the ability that Ray has exhibited in gaging and articulating the membership's position. If the preceding statement does indeed reflect the general concensus I would be unforgiveably remiss not to respond.

Ray is ready to throw in the towel! I am not! I too have witnessed and actively participated in AUCE's evolution; its truly dynamic accomplishments of the past as well as its failures and mistakes. I like many people who were on campus before the birth of AUCE know from whence we came and why we organized in the first place. For those of you who subsequently arrived it is sufficient to say that working conditions for clerical workers on this campus have improved one hell of alot since those days and it has not been by divine intervention.

We did it! We succeeded, in negotiating a couple of outstanding (and precedent setting) contracts in the beginning as well as in influencing the labour movement as it pertained to women. We were the first Union in Canada to firstly, negotiate a substantial maternity benefit and then to defend it and win in the courts. Subsequently, sister Unions were able to successfully negotiate like benefits. It is well worth noting that those were the impoverished days when we could not afford legal research and were obliged to do not only the initial leg work (as we do now) but the follow up as well.

Another success of which we can be proud was the way in which we challenged the Anti-Inflation Board in 1976. During a period when the legislation dictated that any excessive increases would be rolled back to an 8% ceiling ... AUCE had to defend a 19% increase. The thought of facing an 11% roll back was more than most of us could face considering we had had to strike to win the contract initially. By the efforts, the research and the presentation of a well documented brief to Ottawa, AUCE was permitted a 15% increase (almost twice the ceiling of 8%) and was subsequently the object of considerable media attention as we were among the first to challenge the federal legislation and make a case for sexual discrimination.

These are only two dynamic examples of the successes that this Union can be credited with. Both were accomplished through non-professional cooperation and dedication. We had no high paid business reps or expensive legal counsel. We had each other and we had goals.

At this point I do not want what I am trying to say to be lost in gushy rhetoric. It is true that if this Union did not have some very dedicated volunteers nothing would have ever been accomplished but I would disagree that the level of involvement of yester year far exceeds that which we have today. It has always been our main problem; securing and maintaining a core of volunteers. That will never change. What we have to decide in our judgement of our ongoing effectiveness is whether a volunteer structure is the way to maintain our business.

Ray speaks of our Union's "bureaucracy" and then in the next breath talks about merging with an existing union within the mainstream of the union movement. The ideologic contradictions there have me confused. What could be more bureaucratic than an organization such as CUPE with its national headquarters in the east, its high paid execs and its very expensive per capita tariffs. For those who are not aware, a merger with CUPE would see that 45¢ of every dollar paid in Union dues would go to some nebulous "national" organization. Frankly, I would far rather keep the money on campus myself and see it used for our own legal research and maintenance. Further, in order to maintain the services this Union currently provides to its members AND pay that kind of whopping per capita tax can you envision the kind of dues increase we would have to agree upon.



I most strongly disagree with the statement that "AUCE has outlived its usefulness." When compared to other Union's and Labour organizations our Union office provides individualized services far exceeding those provided elsewhere. The issues we have always battled for and will continue to strive to gain and maintain are those that we have labled "women's issues". As I stated earlier, AUCE of a few years ago was a trend setter in this regard & as such, was often viewed with suspicion and disdain by the "established unions". We took very principled stands and were not always supported by other unions who could not identify with our concerns. Union's like ours are a dying breed. The democracy that has been our lifeblood and our mentor is almost unheard of within the "big union" structure. You pay higher dues and in effect authorize them to make your judgements for you. If that is what this Union wants then so be it.

AUCE can make it on our own. We will create problems for ourselves if we simply allow ourselves to be enveloped by an existing union. Not the least of which is serious financial liability as well as the possible loss of our principled continuity and growth. We face tough times ahead, most particularly with respect to TECHNOLOGICAL CHANGE. Do we seriously feel confident that an organization such as CUPE would put lots of research dollars into loss of jobs due to computerization and the upgrading of word processors? I seriously doubt that we will get little more than semi annual visits from a high paid business rep and rather specific ground rules for negotiations if, that is, they permit us to carry on our own contract talks.

I don't hesitate to admit that I can afford to wrap myself in the "emotional flag of the past." Ray seems to think that such an indulgence is beyond our means as a Union. I maintain that a good dose of emotion has been missing from our diet for much too long. Emotion, correctly channeled is perhaps our most effective tool. Sure we are frustrated and certainly we get angry. The prevailing economic climate spawns little else. Let us not be reduced to unquestioning complacency or even worse, to a group that prepares to place blame where no blame honestly exists. WE ARE THE UNION! Each time we call AUCE into question it is simply an exercise in self flagelation. No matter what we decide on this issue or (heaven forbid) who we merge with ... the fact remains no matter what we call ourselves... CUPE... OTEU... or EST ... we are still the same group of people.. What we are truly deciding here is not what to support but how much we need and wish to be supported.

As Ray aptly and generously pointed out, AUCE has a lot to be proud of and to persevere. And to that end I would suggest that merger with another Union would truly represent a loss of our identity and the ideals we have worked enormously hard to win and to maintain. Certainly we lack the momentum of a decade ago ... the WORLD economy is feeling the pinch. This single element while important does not in itself prove that our Union is not working. I want people to seriously consider this issue ... in so few areas of our lives do we still have the degree of choice that AUCE offers. I personally have had my fill of people and institutions that claim to serve me or be at my disposal. High cost bureaucracy is rampant already ... do we want to let it in our front door?

Fairleigh Wettig  
Union Organizer

( My comments are exactly that ... "my comments". They are not made in relation to my position with the Union - that position is temporary - they are made with an eye to the future ... when I come back to the bargaining unit.)



## AUCE HAS A FUTURE!

In the last few years, AUCE has gone through periods of self-doubt and criticism. I do not see that as a sign that AUCE is no longer a useful and viable union. On the contrary, the very fact that its members are constantly reassessing and questioning its utility and philosophy is a healthy sign that AUCE is not calcifying. While it is true that the energy and participation level is not the same as it was during the early stages, I do not see this as a sign that AUCE is dying, but rather as a reflection of the eighties as opposed to the seventies.

Whatever problems exist, merging with another union would not cure them, in my opinion. There would be new problems. Our dues would be greater, since we would not only have to pay dues to support our own local structure, but we would also be required to pay money each month over and above our local dues to send to the national or head office of the union. For example, the CUPE "per capita tax" is \$9.30 a month for full-time employees (those who work over 85 hours per month). In the case of our local, this would mean sending about \$12,555.00 each month or \$150,666.00 a year to the head office in Ottawa. This amount is collected from the members over and above the local dues.

Some people believe that we would get more than our money's worth in services and help, but this is by no means certain. I have been told that financial aid for the legal costs in arbitration is available to CUPE locals only if the head office decides that the case is a very good one. Locals wishing to arbitrate cases not deemed worthy by the head office are left paying their own legal expenses. The fact that the funds are collected from all locals does not mean that the funds are available to a local specifically when it needs them. It is better to put that extra money to use within our own union and therefore have control over how it is spent. There have been numerous complaints against CUPE, but I am in no position to verify them. It is a matter of record, however, that the CUPE representatives on the President's Advisory Committee on Safety, Security and Fire Prevention did not support AUCE's recommendations on health and safety issues connected with the use of video display terminals.

Some members argue that joining the mainstream of the labour movement would give AUCE more strength. The strength of a union local comes from its members and not from affiliation with other locals. Changing our name will not magically increase the strength of our local.

Furthermore, women's issues are very important to our members and it is here that the mainstream of the labour movement has dragged its feet. Most of the leadership positions are held by men, even within unions with a high percentage of women members. The Canadian Labour Congress (CLC) was criticized by its women members for failing to promote and deal with "women's" issues such as adequate child care, maternity leave, technological change, sexual harassment, equal pay for work of equal value, part-time employee benefits, and other concerns. The level of involvement of women within unions has been low. One reason for this, is that most of the union membership meetings are held after work hours, making it impossible for women with child care and other commitments to attend. Membership in the CLC has not given women the confidence to speak up in their own interests at the meetings of union locals, contrary to what some women had hoped. Belonging to a larger, mainstream union has not changed the reality of the situation for the women union members.

(continued next page)



In my opinion, AUCE presently provides its members with better services than do the other unions on campus and is more responsive to its membership. In preparing for the last set of negotiations, I reviewed the contracts of many public sector unions. Our collective agreement competed well with others in many areas of concern to our membership. It is interesting to note that HEU and VMREU, both of which are very effective unions, are also independent. In conclusion, I believe that AUCE has a future as well as a past. If AUCE members feel that AUCE is not functioning well, perhaps it is time to examine and make changes in its structure rather than to give up and merge with another union.

Shirley Irvine  
Union Co-ordinator

(The above statement is a personal statement and does not necessarily reflect the views of the executive.)



"Well, I've got to go to work, even if you don't."

May 25 1983

To Our Friends in the Union Office:

A Short Story: Dedication for \$1,700 A Month.

Since most of our union members have no idea of what any of the other jobs on campus are about, this is a modest attempt to give you a picture of my average day as a Library Assistant 4 in the Fine Arts Library.

I arrive for work at 7.45 a.m. Unfortunately I do not put the coffee on straight away - for three reasons. 1. There is no food or drink allowed in the library. 2. Our union rules state a relief period is to 'be taken during the first half of any shift' and 3. We actually come in and start work. This involves opening the library and doing the many sundry routine jobs before we unlock the doors at 8 a.m. We check that all the 'machinery' is functioning, that the library is clean and tidy from the previous evening and that any problems left by the evening shift receive action. The phone usually rings at 8am!

My first hour (and many more after that) is spent helping students with their problems, helping them use various information finding devices within the library system, even helping them find their books and coping with whatever else they use the library for! Other priorities include checking schedules and making changes if staff are sick and making sure that all shifts are covered, and getting replacements if they are required. I do know what I do all day. I answer questions, I'm there if staff or students need help, I make decisions and help staff with their own job related problems (and sometimes their personal ones too). I train full time staff and the student assistants, I sit on committees, I attend meetings, I answer the phone and cope with enquiries that range from 'what time do you close' to 'I have a quote from a 17th century art historian which goes something like this.....



....could you get me the correct quote and where it was first published?'  
There are many problems to be solved and demanding faculty and students to cope with, and all of this must be done pleasantly, with a smile on your face. It Helps!

Apart from all this I have my own duties to do. This includes processing of books, filing, billing, placing books on course reserve and other routine office jobs. A great deal of work gets postponed during the term as students (and the everyday functioning of the library) take up much of the time.

How we long for the brief respite of intersession - however - still the work does not get done. Now our sessional employee has left us and so have our fourteen student assistants and the remaining staff seem to think they are entitled to take their vacation. Also, now the entire stack area has to be moved, tidied and put in order! Oh well. Today I also played mechanic and managed to take apart the coin mechanism and clear a coin jam in the copy machine. I co-ordinated with another division on an exchange of malfunctioning machinery (again!) and phoned the typewriter repair man to once again fix my typewriter (the last time he said the machine was so old that he wouldn't fix it again - I do hope he was joking). (Yes, I too would love a word processor or mini computer or even a new typewriter). We also need added circulation equipment that would help us, but alas space and money also prevent our dreams from coming true. I assembled a filing cabinet and also did the student payroll. Its been quite a hectic day - and it isnt even term!

I dont know if I should mention this, but on the odd occasion, I have been known to stay a minute or two late to clear up part of the work backlog; and, I wouldn't dream of mentioning the phone calls at night and on weekends from staff or student assistants who are on duty in this division and have encountered problems that they cannot deal with and need advice on what is the best thing to do.

Oh yes, I have also noticed that nobody wants to make decisions, and, believe me you are not the only people that encounter a little bit of backstabbing - all you need for that is to be in a supervisory position.

But then, isn't this all part of the job we are paid to do? Maybe we should be grateful because it does make the job challenging and interesting? You see, it is my responsibility to make sure that this part of the library stays open, with a competent staff, and functions at those times to the best of our abilities. And all those duties are part of my job.

How does this sound to you? Like many jobs on campus? No? I expect there are a few others. I know that there are many of us out here who also have demanding jobs, who take a fair (or unfair?) amount of responsibility and who are also quite dedicated to their jobs! And sometimes get little or no thanks for being that way.

But - to the real point of this letter - you people in the Union Office are obviously in the need of some praise, or suffering from a lack of self esteem. Did I detect a little bit of self pity in your letter? So here is what this letter is really all about. A little praise where it is due. Thankyou for a job well done. I know that you all have a great responsibility, and it is nice to have a friend in the Union Office when we are in need. We are grateful for all the hard work that you put in, we like you being there. What more can I say - you 'volunteered' for a job not many people wanted - thankyou. So, remember, appreciation for a job well done is not always forthcoming - but it doesn't mean it isnt there! Enjoy the challenge, and smile? And remember: Thankyou, Thankyou, Thankyou.

P.S. You people really should get a union!!

Sincerely,

*Jane Shinn*

Jane Shinn  
Fine Arts Division  
Library



To A.U.C.E. LOCAL 1

THE TIME HAS COME FOR ALL GOOD MEMBERS  
TO COME TO THE AID OF THEIR UNION.

The Contract Committee needs to know what you feel are important  
issues to be resolved in our upcoming negotiations for our 1984  
contract.

The issues I feel are most important are:

1. 100% coverage of "Plan A" by the university (Dental Plan)  
Adding "Plan C" which is orthodontics up to 50% or \$1,500  
by the University.
2. Vacation  
in the 11th calander year 6 weeks vacation.
3. Retirement:  
10% conversion of unused sick leave to cash on retirement.
4. Moving:  
1 day off a year for moving.
5. People on step six:  
after the 6th step there is no step increase. I feel that there  
should be a percentage increase for these people.

*Judi Wolch*  
Judi Wolch  
Faculty of Commerce

PLEASE detach this form and mail to AUCE Local 1. We wish you to indicate  
whether or not you agree with the above AND ESPECIALLY any suggestions you  
have on what issues should be considered important.

I agree with the items listed above-----  yes  no  
I agree with only items (indicate by number) \_\_\_\_\_.

In addition I feel the following issues are important.

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NOTICE OF MOTION:

Moved and seconded by the Union Office Staff

THAT THE FOLLOWING SECTION (G 13) BE ADDED TO THE BY-LAWS OF AUCE LOCAL ONE:

13. OMBUDS COMMITTEE

If any Local Association member wishes to discuss his/her dissatisfaction with  
the performance of or the representation provided by an officer or steward of the  
Local Association, such a complaint shall be referred to the Local Association's  
Ombuds Committee for investigation.

The Ombuds Committee shall be comprised of:

- one member of the Local Association Grievance Committee and
- one member of the Local Association elected at large and
- one full-time paid officer of the Local Association.

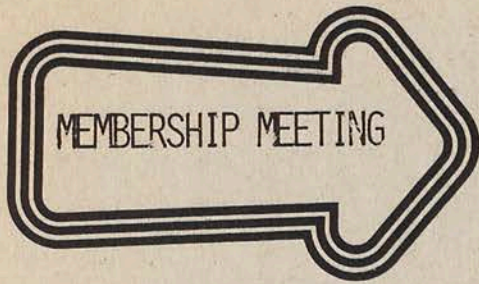
The committee members shall be elected and serve for a period of one year.

Such complaints shall be processed in the following manner and the accused shall  
have the opportunity to advocate his/her case at all stages of the procedure:

- a. The member preferring the complaint shall outline it in writing to the Ombuds  
Committee with a copy to the officer accused.
- b. Within ten (10) days the accused will respond in writing to the complaint  
with a copy to the Ombuds Committee.
- c. The Ombuds Committee will investigate and attempt to resolve the complaint  
within two (2) weeks.
- d. Failing resolution at Step (c), the complaint shall be presented by the  
Ombuds Committee at the next scheduled Executive meeting for resolution.
- e. If the Executive determines that the nature of the complaint warrants  
that formal charges be laid under Sections I (Recall) or O (Discipline),  
the matter shall follow the procedures outlines in those sections.  
If the complaint is not of a nature addressed by either Section I or O  
of the Local Association By-laws and cannot be resolved by the Executive,  
the matter shall be referred to the next scheduled membership meeting  
for a determination by majority vote.

In the event that charges are preferred against any member of the Ombuds  
Committee, the membership shall elect an interim replacement for that member to  
serve on the Committee. The replacement member shall be recruited within the  
framework of the Ombuds Committee as follows: a member from the Grievance Committee  
charged shall be replaced by another Grievance Committee member; a member-at-large  
charged shall be replaced by a member-at-large; a full-time paid officer shall be  
replaced by a full-time paid officer.





JUNE 30, 1983  
12:30-2:30 P.M.  
HEBB THEATRE

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. By-Law amendments (see previous pages of the newsletter)
5. Nominations:                      Union Co-Ordinator -- Ted Byrne, Wendy Osborne  
   President, Membership Secretary, Grievance Committee,  
   Communications Committee, Contract Committee
6. Secretary-Treasurer's report
7. Secession/Affiliation debate