

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

VOLUME 2 ISSUE 3

MARCH 7, 1974

Local #1 (UBC) Newsletter Box 11, SUB, UBC

IMPORTANT LOCAL #1 MEMBERSHIP MEETINGS UPCOMING

The regular monthly membership meeting will be held at 5:15 p.m., Thursday, March 14 Room - 207-209 in SUB (2nd floor above cafeteria).

The normal agenda of business will be dealt with quickly in order that discussion and voting can take place on the grievance procedure and probationary period regulations that will be negotiated for in the first contract. Proposals regarding these two items will be circulated by the Contract Committee to all Divisions by Monday, March 11. This will allow members to discuss the issues before the March 14 meeting.

Advance notice is given for a SPECIAL MEMBERSHIP MEETING to be held TUESDAY, MARCH 19 at 5:15 p.m. in the Graduate Student Centre. Contract demands regarding WAGES will be the topic of discussion and voting.

VOTE MAY COME TO UBC

We have been notified that the B.C. Labor Relations Board will likely be making a decision regarding Local #1's application for certification within the next two weeks. It is expected that the LRB will decide to either a) grant the certification or b) hold a representation vote on campus. If they decide on the latter it will be because they are not convinced that a clear majority of UBC clerical/library staff wish AUCE to represent them.

In the event that an LRB representation vote is held, it is imperative that all library and clerical staff at UBC who support AUCE vote. It is our understanding that it will not simply be a case of having a majority of those who vote indicate support for AUCE. To win the vote, we must get a majority of all eligible voters saying 'yes' to our union. This means that if a clerical or library employee who is eligible to vote does not do so, it will count as a vote against AUCE.

From what little information there is available on LRB voting procedures, it seems that a list of eligible voters may not be available prior to the voting day. This means that you may not find out if you are eligible to vote until you turn up

at the polling place. One representative from each of the LRB, the UBC administration and AUCE will be present at the polling place to check if those who turn up to vote are on the eligible list. If you are not on the list, you may still be able to vote. In such cases, your ballot is placed in a sealed envelope with particulars of your position (job classification, date of hiring, etc.) on the outside. This special group of ballots is reviewed by the Labor Relations Board to determine which should be added to the ones cast by those persons on the list of eligible voters.

Since we may be given only 2 or 3 days prior warning of the vote, there may not be sufficient time to notify union members via a printed bulletin or newsletter. In such a circumstance, Division Stewards will be supervising a phoning campaign to contact all AUCE supporters in their Division.

The moral of the story is: Come rain, sleet, snow or hail, all AUCE supporters must get to the polls.

N.B. Division and Office Stewards are reminded of the importance of continuing to sign new members into Local #1. If more application forms are needed, drop by SUB 228 during office hours (Mon.-Fri., 11a.m.-3pm)

A.U.C.E. MOVES INTO THE INTERIOR

On February 20, an AUCE charter was granted to Local #3 at Notre Dame University of Nelson. One week later application was made to the Labor Relations Board for certification of the NDU local as representative of approximately 40 support staff. The Notre Dame members work in the maintenance, clerical, library and kitchen divisions of the university.

SPECIAL MEMBERSHIP MEETING ON CONTRACT DEMANDS

Over 115 persons attended the Feb. 28 Special Membership Meeting of Local #1. Discussions were started on the contract demands to be taken to the bargaining table by the Contract Committee. Votes were taken on the following contract items: union shop, check-off and holidays.

Learning from the experience of this initial special meeting on contract demands, organizers of future meetings hope that the somewhat revised procedures planned will facilitate discussion and voting.

DIVISION STEWARDS

- Div. 1-Lorraine Langille (Registrars Office) [REDACTED]
- Div. 2-Jill Saunderson (Office Services)
- Div. 3-Veronica Turner (TRIUMF) [REDACTED]
- Div. 4-Bonnie Schoenburger (Comm. & Regional Planning) [REDACTED]
- Div. 5-Keith Conroy (Forestry)
- Div. 6-Alice Johnson (Education) [REDACTED]
- Div. 7-Colleen Nicholson
- Div. 8-Tan MacKenzie (Sedgewick) [REDACTED]
- Div. 9-Glenis Williams (Woodward) [REDACTED]
- Div. 10-Frances Reynolds (Government Publications) [REDACTED]

MORE ON THE UNIVERSITY'S BUDGET

In the last newsletter we reported that the government was holding the line on university budgets and the UBC administration suggested staff salaries would suffer as a result. Yesterday (March 6), Premier Barrett indicated that wage increases will not have to come out of the tight operating budgets.

"... if they're faced with new costs because of negotiations, yes we will meet those as well."

(Continued next column)

BARRETT ON UNIVERSITY BUDGETS

(CONTINUED FROM PREVIOUS COLUMN)

Jack Webster asked Barrett, "If they negotiate wage increases and come back to you and can explain it, even with no program improvements at the moment, you'll pay the increases?" Barrett replied, "Yes. But we'll want an explanation of why, and we'll want an explanation of the procedure, but we will pay on that basis."

Surely neither the Board of Governors nor the Provincial Government can argue that UBC staff should make less than provincial government employees or other public service workers doing similar work!

AT SIMON FRASER

On Tuesday, Feb. 26, AUCE Local 1 members Jennifer Clemmons and Jackie Ainsworth participated in a union panel at Simon Fraser University. Other members of the panel included representatives from the Office and Technical Employees Union and the Canadian Union of Public Employees.

SFU staff members are very interested in unionizing and approximately 85 attended the Feb. 26 meeting to hear the pros and cons of joining the different unions. The meeting lasted two hours and the majority of the questions centred around the democracy (or lack of it) in the three unions represented.

AUCE Local #2 was chartered at SFU on Feb. 7. Simon Fraser AUCE members are hoping to apply for certification of their local by May. If you know anyone who works at SFU and who would be interested in joining, contact Terry Winant, [REDACTED] or Angela Hamilton, [REDACTED].

UBC FACULTY THINKING UNION

UBC's Faculty Association has approved in principle the idea of certification as a union or "professional association."

AUCE was asked by the Ubysey whether we felt slighted because the faculty had not approached us with a view to joining AUCE. Although faculty and non-academic staff do have certain interests in common (i.e. we could all suffer from budget cuts), it is also true that faculty members often play a management role in relation to non-academic staff. Because of this, it is best that faculty and staff should be organized separately. We welcome the faculty's action and look forward to working together around common concerns.

NEGOTIATIONS SEMINAR A SUCCESS

The contract negotiating seminar, held February 24, 1974 at the Fisherman's Hall, was well attended and informative. Ray Koob, a negotiator for the Pulp and Paper Workers of Canada, spoke extensively about the psychology and the process of negotiating, stressing the value of well prepared and thoroughly researched arguments presented by a disciplined negotiating team. He also emphasized the necessity of keeping the membership constantly informed as to the progress of the negotiations by channeling information through the stewards. He suggested referring difficult issues to joint union-administration standing committees for resolution.

Dick Dunlop, a member of the UBC Faculty of Law, presented one possible interpretation of the new Labour Code. The last speaker was Kerry Gibbs, a negotiator with the B.C. Teachers' Federation in Surrey. He stressed the need for workers to "de-mystify" the intricacies of the negotiating process, but like Ray Koob, he emphasized the inestimable value of researched arguments. The seminar was well-balanced, and those in attendance learned a great deal. Although we were inundated with new information, and initially shellshocked, we believe that we will be able to hold more than our own in the upcoming negotiations. The seminar was informative from the viewpoint that the negotiating process was explained in common language and feelings, thus "de-mystifying" it.

END OF PROBATION RAISES STILL IN LIMBO

The union is continuing in its efforts to oppose the University's policy of withholding the pay increases that are normally due to those persons finishing their 6 month probationary period. Our lawyer has sent a letter to the Labour Relations Board outlining the situation which we feel to be unjustified as well as contrary to the B.C. Labour Code.

In the event that this problem is not solved by the time contract negotiations commence, the Contract Committee will be bargaining to have the end-of-probation raises retroactive to the time they would normally have been granted. Contact the AUCE office or Dick Martin at [REDACTED] if this affects you.

CONTRACT COMMITTEE IN ACTION

Each Division of A.U.C.E. Local #1 has now elected a representative on the Contract Negotiation Committee. The ten contract officers met on Sunday March 3rd. Each representative of the committee has been assigned a specific research item and in turn the officers have appointed back-up committees to assist them with the research. The contract officers are meeting again this week to draw up proposals to submit to the monthly membership meeting and the special membership meeting to be held March 14 and 19, respectively. Members of the Contract Negotiation Committee are:

Div. 1-Betty Vinson-[REDACTED]
Div. 2-Marcel Dionne-[REDACTED]
Div. 3-Judy Greenlees
Div. 4-Peggy Smith-[REDACTED]
Div. 5-Judy Wright
Div. 6-Emerald Murphy-[REDACTED]
Div. 7-Kay Lockhart-[REDACTED]
Div. 8-Suzanne Lester-[REDACTED]
Div. 9-Jackie Ainsworth-[REDACTED]
Div. 10-Ray Galbraith-[REDACTED]

PLEA FOR \$ BEING HEARD

As a result of the recent urgent appeal for funds, an encouraging number of donations from Local #1 members have been forthcoming. We have therefore been in a position to pay a number of our debts. However, the union is entering a period of increased costs and we therefore hope that members will continue to keep Local #1 solvent. Donations can be sent to A.U.C.E., Box 11, SUB. It is requested that donations be accompanied by the member's name and home address to facilitate the issuing of receipts.

REMEMBER - Every Tuesday at 5:15, the Executive meets in the back of the SUB cafeteria. These meetings are open to the membership at large and all members are encouraged to come and participate.

LOCAL #1 OFFICE

Room 228, Student Union Building,
Monday-Friday, 11:00-3:00
224-5613