

AUCE PROVINCIAL DISPATCH NUMBER 5

79-04-12

#901-207 W. Hastings
Vancouver, V6B 1J8
phone 684-2457

REMEMBER THE CONVENTION - JUNE 3 & 4 AT THE UBC LAW BUILDING - GET ELECTED AS A DELEGATE

HIGHLIGHTS FROM THE LOCAL REPORTS:

Local 6 - at a #6 membership meeting they decided to honour #2's picket line; the core of T.A.'s and other teaching support staff who have been attending union meetings and voting are actively supporting the strike. The problem of members crossing remains & is largely compounded by on campus anti-union organising. In order to deal with this a committee for pro-union organising on campus has been initiated. This work is being done by people who are crossing the line although they are sympathetic to AUCE 2 and 6, this includes visa students who are exempted from the decision to respect the lines. Remember there is no grievance procedure and no contract to protect the members in this difficult situation. Negotiations continue; SFU meets with #6 twice a week - outstanding issues are wages, ^{fringe benefits} and the form the union will take in terms of a closed or open shop. The Strike fund totals approx. \$1800 - \$500 from the Capilano College Faculty Assn., and \$100 from Hospital Employees' Union. A benefit raised \$880. Emergency loans are being made to financially distressed members who are honouring the picket line. Three members were arrested on the AUCE 2 picket line on March 22. Local 6 is actively participating in the defense campaign, as is Local 2. Rumours have been flying around that Local 6 is falling apart. NOT TRUE. There is more of an active membership now than ever before. However, as at other years at this time (end of the Spring term) the loss of the active membership over the summer semester is of major concern. It is possible that the T.A.'s who are honouring the lines may not be re-hired, or may be forced to seek other work. The active membership of #6 recognises the community of interest with #2 and realises that the need for solidarity in this difficult period in anything but academic.

- Susan Knutson #6 Provincial Rep.

Local 5 - has just settled a 2 year contract. A lump sum of \$65 was achieved for clerical staff; 6% for the others in the unit in order to gain parity within the unit - first year;

as of Nov. 1, '79 there will be a 5% increase for all. There are also changes affecting probationary employees and a provision for the College of New Caledonia to provide the union with classification descriptions by 30th June 1979 - if you have info about classification procedures please forward to Stuart Berry or Vicki Nunweiler a.s.a.p. The Local has elected Dale Gruntman to succeed Kathy Parker as Provincial Rep; Vicki Nunweiler is also Prov. Rep. Local 5 Shop Stewards recently benefitted by the Seminar put on by AUCE Provincial at #5 - members now have hot-shot stewards to rely on for all sorts of info about the contract, labour law, grievance and arbitration procedures and were able to draw in experiences of the other locals as related by Carole Cameron of #1, Nancy Wiggs of #1, Melody Rudd of #2 & Sheila Perret of #4 & Provincial. The local is also going through an administrative re-organisation. In support of AUCE #2, #5 donated \$265 to their Strike Fund and sent a message of solidarity.

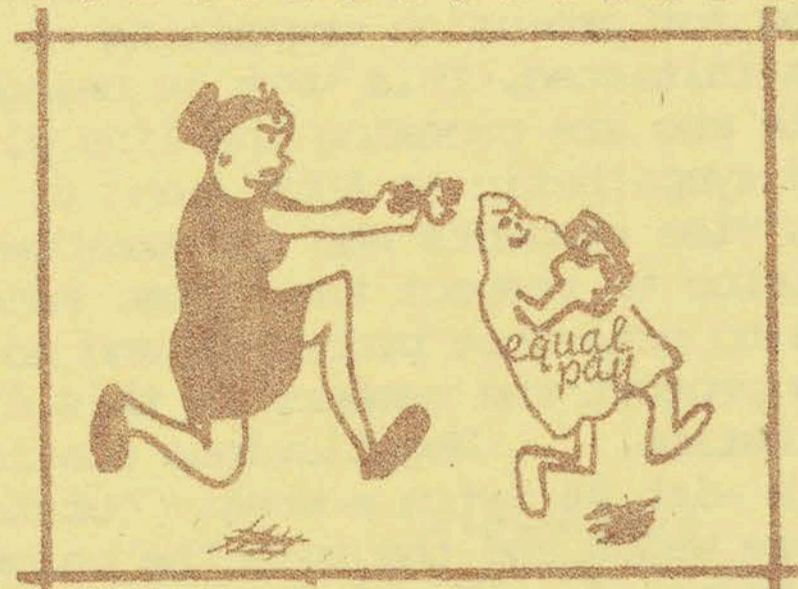
Local 4 - 14 reclassifications are pending & because of the number, a lot are long overdue. Capilano College has been designated as per the Colleges and Provincial Institutes Act (Bill 82), so there is an internal governance reshuffle to reflect this. The Internal Governance Committee has made the following suggestions (among others): That the Principal's Advisory Committee be replaced by the 'Senate' - a college-wide body to advise the Principal on all matters of college-wide policy i.e. priorities, curriculum/program emphases, fee structures. Senate members to be elected universally, not by constituents, & to be composed of 4 faculty, 4 support staff, 4 students & 4 administrators whose terms of reference will not include matters governed by the collective agreements (AUCE & FACULTY ASSN) as this is seen to be labour-management responsibility only. #4 has elected new Exec. officers. Research has begun for the new contract - old one expires Sept. '79

Local 4 - con't - a new committee has been formed - Social Committee and funding suggestions for the year's social events so far are 1) to levy an extra 50¢ from each member's pay, or 2) to take 50¢ of the union dues already collected. Social Cttee organising the 2nd Annual Cap College Picnic and Baseball Tourney. Before the membership is a referendum that if passed will mean an expansion of the Local 4 executive to include the #4 Reps to the AUCE Provincial Executive. Local 4 is preparing several Resolutions and Constitutional Amendments regarding finances for the annual AUCE Convention. #4 donated \$100 to #2 Strike Fund

Local 2 - is still on strike at SFU. On March 30th the local received an injunction limiting picketers and supporters to a total of 10 allowed at any one time at the intersection known as Gaillard and Curtis. 'Flying' pickets have leafletted the businesses of the members of the SFU Board of Governors; so far the Employers' Council of B.C. has been 'visited'. Last week SFU President Dr. Pederson was addressing a meeting of the Vancouver Rotary Club (men only) @ the Hotel Vancouver - the subject was 'the role of SFU in the community; the 'flying pickets' paid a visit there also. At this time there is the possibility of an Industrial Inquiry at SFU; this could mean a return to work while the inquiry investigates a multitude of grievances, the infamous campus relations the conflicts of interest permeating the Board of Governors, etc. Hold on to your hats for this one... BC Fed has been most supportive of the strike action at SFU. As far as money is concerned, there's not too much around, although generous donations have been received from many supporting individuals and labour groups: \$20,000 from BCGEU, \$500 from Cap College Faculty Assn., Fraser Valley Faculty and Staff Assn - \$1000, CAIMAW -\$50, CUPE 1341 @ Castlegar - \$200, and on and on... B U T expenses and bills are mounting rapidly - legal fees (injunctions applications defense), emergency loans to #2 members, costs of printing, etc. Provincial has lent #2 approximately \$14,400 - part of this is per capita tax in abeyance for 4 months. So, all donations are perfectly in order & even tho' the strike may end soon costs will have to be met long afterwards. For further information on the status of #2 call 299-8600 - consider joining them at the picket line if you can.

TID-BIT: Women account for more than 27 % of Canadian trade union membership. In B.C. women account for 34.1% of trade union membership. - From the Toronto Globe & Mail, 79-04-02 and the 1978 B.C. Labour Directory. (and we are growing all the time!!)

Local 1 - has just ratified a one-year agreement for 7%! Also, following gains made: changes to disciplinary action - employees file clause, i.e. if evaluation reports are of adverse nature they can be removed from the employee's file after 2 years; hiring policy, if no applicant is clearly superior in abilities and qualifications then seniority will be the determining factor; part-time is defined now @ 17½ hours per week, part-timers entitled to join medical and dental benefit plans. At a recent General Membership meeting a motion of support for #2 was passed and included a \$5000 donation. #1 won an arbitration on involuntary transfer, contact Michele @ 224-2308 for further details. New president is Marcel Dionne. Local 1 is having a Shop Steward Seminar later this month.



Glossary of Labour Terms -

ARBITRATION - a method of settling disputes through the intervention of a third party (in B.C. this is the Labour Relations Board of 'LRB'), whose decision is final and binding; often used for settling major grievances and for settling contract interpretation disputes or for settling contracts, period.

BARGAINING UNIT - group of workers in a particular industry, firm, or department or occupation determined by the B.C. LRB as appropriate for representation by a union for purposes of collective bargaining. ie. Local 6 is certified as a bargaining unit, but it does not yet have a contract.

CLOSED SHOP - a provision in the collective agreement whereby all employees in a bargaining unit must be union members in good standing before being hired, and new employees must be hired through the union.

UNION SHOP - a place of work where every worker covered by the collective agreement must become and

remain members of the union. New members need not be union members to be hired, but must join at or by a specified day.

-- from C.L.C. 'Notes on Unions'