

CAP COMMUNICATOR

A.U.C.E. NO. 4

SECRET DECISION MADE

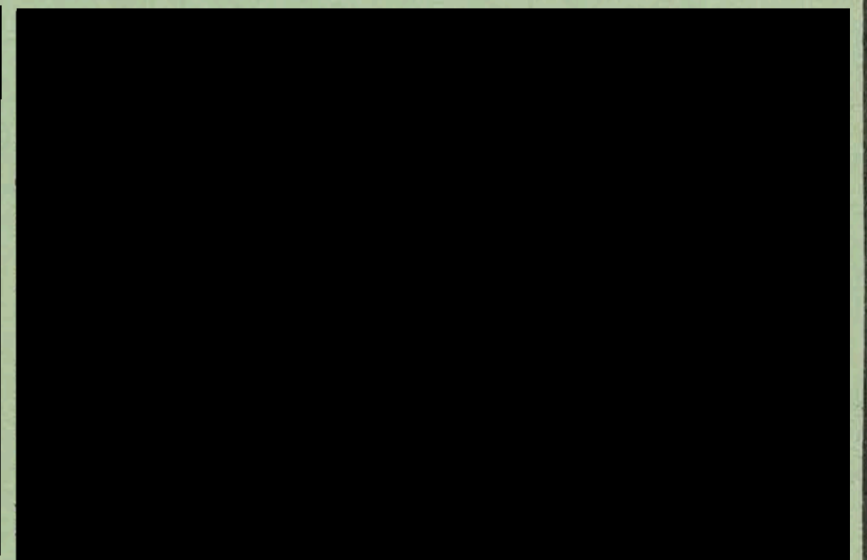
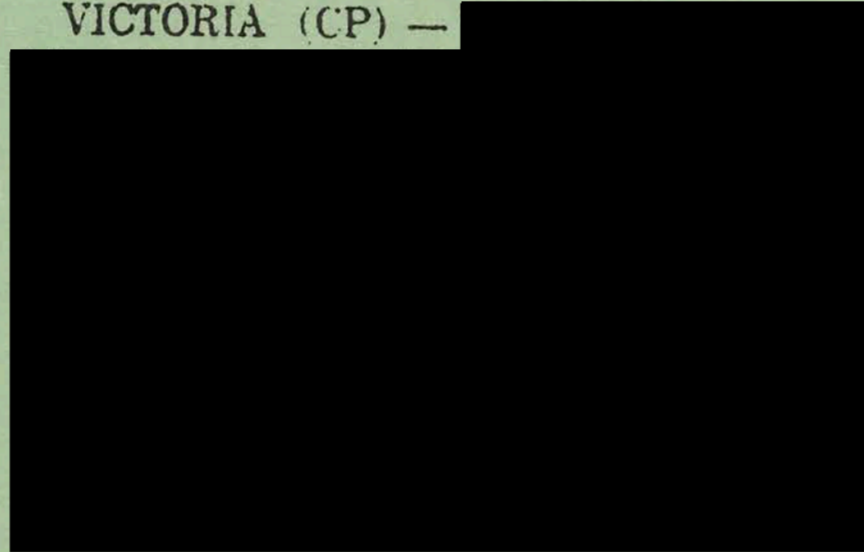
VOL. 2, NO. 3

Sun Victoria Bureau
VICTORIA —



Libraries get \$100,000 boost

VICTORIA (CP) —



WELCOME TO CAPILANO COLLEGE: Jennifer Clark, Secretary to the Principal
Ian Smith, Technician in the Chemistry Lab

SEE NEXT PAGE FOR BALLOT ON PERCENTAGE INCREASE OR ACROSS THE BOARD.

NOTE FROM BOB WILLEY, STEWARD: In an effort to establish better communication between the general membership and the Union Executive and its various committees, I would like to suggest the following:- Write out your question or questions and direct them to a member of the executive or committee member involved and the question will be answered in the next edition of the Cap Communicator. Hope this will help. . . . joy

TERMS OF REFERENCE FOR THE P.A.C.

A recommendation was made to the Acting Principal by the P.A.C. proposing that a non-voting chairperson be appointed to the P.A.C. This would leave the constituent groups intact as a voting body. The Principal could make the appointment from any constituency, providing his choice is acceptable to the P.A.C.

Dr. Jardine has said he will act on this recommendation providing there is no objection from any of the constituent groups. He approached the A.U.C.E. Executive to establish our feelings on this issue and we had no objections. However, if any of the members feel strongly that this recommendation should not be acted upon, any objections should be voiced at the general meeting (Thursday, March 10th) and a vote will be taken on this issue if necessary.

. . . . Margaret McNeill



A.U.C.E. GENERAL MEMBERSHIP MEETING
THURSDAY, MARCH 10th IN ND101 AT 12:15

AGENDA:

1. Approval of Agenda.
2. Approval of Minutes: a) General Meeting - February 10th
 b) Special Meeting - February 17th
 c) Special Meeting - March 3rd
3. Approval of Committee Reports.
4. Cathy Zuest - Health Hazard Testing.
5. Motion of support for Student Society's participation in today's province-wide rally against increases in student fees.
6. Capilano College Community Day - April 6th - A.U.C.E. representative for all-college committee.
7. Motion regarding A.U.C.E. committee representatives.
8. Nominations for A.U.C.E. Executive - from the floor - and closing of nominations.
9. Other Business.
10. Start of balloting on motion made at February 17th meeting.
11. Start of balloting for election of A.U.C.E. Executive.

PLEASE NOTE THE L O N G AGENDA - PLEASE BE PUNCTUAL AND BE PREPARED TO STAY FOR THE TWO HOURS. (Note from Editor: REMINDER that in our current contract, article 4.07 reads: "Union General Meeting - The College agrees to allow employees a two (2) hour lunch without pay from 12:00 noon to 2:00 p.m. on the second Thursday of every month so that they may attend the regularly scheduled Union general meeting." Please make efforts to stay the full two hours, this is an important meeting.)

cut on this line

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES, LOCAL #4 - CAPILANO COLLEGE

In accordance with the Motion passed at the Special Meeting on February 17, 1977, you are asked to vote on the following:

That a secret ballot be taken regarding the wages and benefits package for members to choose between a percentage increase or an across the board amount.

Percentage Increase

Across the Board Amount

Complete and place in Ballot Box situated in the BOOKSTORE situated on the North Campus in the new NE Cafeteria Building.

At that time, you must sign the VOTERS' LIST. Please be responsible for doing this: failure to do so will invalidate the ballot which will then have to be taken again.

Balloting will close at 4:30 p.m. on March 10th, 1977 (Thursday).

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

LOCAL NO. 4

GENERAL MEMBERSHIP MEETING - FEBRUARY 10/77

AGENDA:

1. Approval of agenda
2. Approval of minutes of previous general meeting
3. Approval of committee reports
4. Treasurer's report
5. Multi-local committee on A.I.B. - Fred Hoeflok
6. Pay-Grid committee report
7. Newsletter-External mailing
8. Opening of nominations for AUCE #4 Executive
9. Motion: re: non-smoking areas for both cafeterias
10. Other business

33 members present

Guest - Melody Rudd Provincial Secretary of A.U.C.E.

1. BILL LITTLE MOVES TO APPROVE AGENDA.
SECONDED BY PAT POPE
2. BILL LITTLE MOVES TO APPROVE PREVIOUS MINUTES
SECONDED BY BILL MCPHEE
3. ROSE MARIE READ MOVES TO APPROVE COMMITTEE REPORTS
SECONDED BY SHEILA PERRET
4. ROBERT MCKEE EXPLAINED THE REPORT OF THE TREASURER.
5. U.B.C. PASSED A MOTION TO PROTEST AGAINST THE A.I.B. FRED WILL BE SPEAKING TO A REPRESENTATIVE FROM U.B.C.
6. BEV YOUNG SPOKE ON THE CHANGES PROPOSED BY THE PAY-GRID COMMITTEE THE COMMITTEE SUGGESTS THAT EVERY EMPLOYEE RECEIVE A CERTAIN DOLLAR AMOUNT INCREASE PER YEAR. (eg:\$40.00) DON'T CHANGE PAY GRID THIS YEAR BECAUSE OF THE A.I.B. QUESTION ASKED OF THE COMMITTEE: DOES THE COMMITTEE HAVE A RECOMMENDATION FOR THE PRESENT SYSTEM? THERE IS NO RECOMMENDATION FOR THE 5 STEP SYSTEM.
7. NEWSLETTER - LYNNE KROETLINGER SUGGESTS THAT AUCE SEND COPIES TO OTHER COLLEGES AND UNIVERSITIES.
JOHN RENFORTH MOVES THAT WE GIVE 13 COPIES AWAY TO OTHER COLLEGES AND UNIVERSITIES. ROSE MARIE SECONDS. WE WILL ALSO BE SENDING COPIES TO THE PRINCIPAL AND COLLEGE COUNCIL.
8. NOMINATIONS ARE NOW OPEN FOR AUCE EXECUTIVE POSITIONS AND CLOSE AT THE MARCH GENERAL MEETING. JOY SMITH WILL SEND NOMINATION FORMS AROUND.
9. NON-SMOKING AREAS- IT WAS MOVED THAT AUCE REQUEST THAT A NON-SMOKING AREA BE DESIGNATED IN EACH CAFETERIA. MARGARET MCNEIL SECONDED.
(copies of this motion were sent to P.P.C., Health & Safety Committee, ALMA, AND Beaver Food Services also a copy to The Food Committee.
10. WE WELCOMED AT THIS TIME NEW MEMBERS TO THE COLLEGE AND AUCE-
Jennifer Clark - Secretary to the principal
Ian Smith - technician in the chem lab.

OTHER BUSINESS CONT'D

LORRAINE HAMILTON MOVED THAT MEMBERS BE FINED IF THEY MISS 3 MEETINGS .
SECONDED BY SHEILA PERRET. MOTION FAILED

BILL LITTLE MOVED THAT WE HAVE A DRAW AT THE END OF EVERY GENERAL MEETING
AMOUNT \$10,00
SECONDED BY BILL MCPHEE. MOTION WITHDRAWN

JOHN RENFORTH MOVED THAT THE EXECUTIVE DRAW UP A NOTICE TO INFORM THE STAFF
THAT THEY ARE ALLOWED TO ATTEND THE MONTHLY MEETING AND SHOULD DO SO.
(EXECUTIVE TAKES NOTE AND WILL SEND NOTICE)

ROSE MARIE READ SUGGESTS A SOCIAL COMMITTEE (more on this at next meeting)

MELODY RUDD SPOKE ON THE SHOP STEWARD SEMINAR AT U.B.C. ON FEB. 16/77
(WED. 9-5)

FRED HOEFLOK MOVED TO ADJOURN. SECONDED BY JOHN RENFORTH.

* * * * *

MOTION CONCERNING THE STUDENT SOCIETY

We are requesting the endorsation of your organization for
this motion of support, and further, request that any decision
to support such a motion be made in the form of a public statement
to that effect.

WHEREAS the present provincial budget for post-secondary
education does not adequately reflect the current
operational and growth needs of universities and colleges
in B.C., and

WHEREAS the effect of such provincial restraint will be transferred
to the institutions themselves in the form of budget
cutbacks and the imposition of tuition fee increases,
therefore,

BE IT RESOLVED that we, the _____
do support the B.C. Student Federation in their protest
against the provincial education budget, and FURTHER, that
we support their call for provincial class boycotts and a
Lower Mainland rally on March 10th as an expression of their
opposition to budget cutbacks and the increase of tuition
fees at institutions as they affect and further limit
the degree of accessibility to post-secondary education
in British Columbia.

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

LOCAL NO. 4

EXTENTION OF GENERAL MEMBERSHIP MEETING - FEBRUARY 17, 1977

36 members present.

Discussion of recommendations of pay-grid committee. Motions to be given to bargaining committee.

The result of the secret ballot taken in August 1977 was announced:

- 18 for an across the board increase
- 17 for a percentage increase

As the result was so close, Ethel Sviatko moved and Bob Willey second:

"That a secret ballot be taken regarding the wages and benefits package and the members choose between a percentage increase or an across the board amount."

Much discussion on the motion - CARRIED

It was suggested that the Executive prepare some informative articles for the Cap Communicator comparing percentage increases on the pay-grid. Executive takes note and will publish something in the next issue of the Communicator.

Fred Hoeflok moves to adjourn, second by Robert McKee.

SPECIAL MEETING HELD MARCH 3, 1977 - THURSDAY

35 Members present, Robert McKee (Treasurer) in the Chair.

Motion put forward by the Executive:

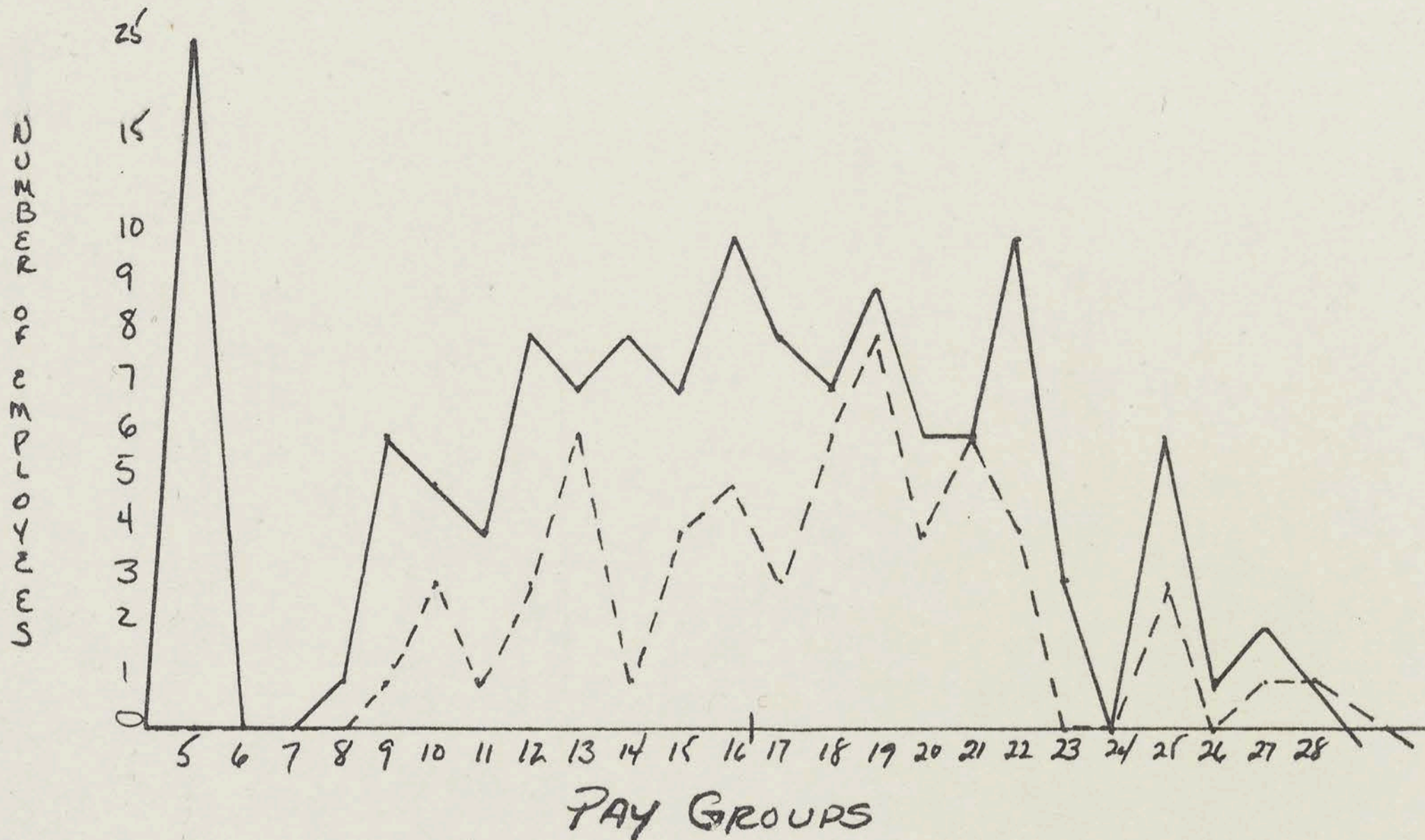
"That the negotiating team place before the College the existing Collective Agreement to be in effect from October 1st, 1976 until September 30th, 1977, and including a 12 - 8% salary raise retroactive to October 1st, 1976, and to be allocated as determined by the vote to be held on March 10th, 1977."

Reasons:

1. re-establish a one year contract.
2. we have already lived with the old contract for 5 months and negotiations could easily take another 3 months = 8 months of the year before we settle - more difficult to sign a one year contract.
3. several important articles still awaiting decisions from L.R.B. - should not be discussed until decisions received.
4. continuous talk of the winding down of A.I.B. = another reason for not signing more than a one year contract.
5. more work can be done re pay grid so new proposal can be presented.
6. the new draft can be double checked for errors and omissions.
7. 12% is 4% less than approved by A.I.B. for U.B.C.
8. to settle now = pay raise in our pockets rather than earning interest for the college.

The motion was moved by Bill Little, seconded by Mary Gallant and CARRIED.

INFORMATION ON ACROSS-THE-BOARD AND PERCENTAGE WAGE INCREASE



FACTS REPRESENTED BY GRAPH

- 1) BASE OF A TOTAL OF 140 AUCE UNIT EMPLOYEES, AS OF SEPT. 76.
- 2) THERE ARE 24 DIFFERENT PAY GROUPS. THERE ARE 81 EMPLOYEES AT GROUP 16 AND BELOW AND 57 EMPLOYEES AT GROUP 17 AND ABOVE.
- 3) SOLID LINE REPRESENTS ALL EMPLOYEES OF ALL CATEGORIES, IE REGULAR, TERM, PART-TIME AND CASUAL.

DOTTED LINE REPRESENTS REGULAR FULL TIME (35 HRS PER WEEK / 12 MONTHS) ONLY

- 4) GRAPH SHOW ALL EMPLOYEES AT STEP ONE AFTER THEIR ACTUAL RATE IS CONVERTED, IE. AN EMPLOYEE AT PAY GROUP 17/STEP 3 IS EQUAL TO EMPLOYEE AT PAY GROUP 19 (STEP ONE).

5) DISTRIBUTION OF CATEGORIES: (AS PER GRAPH)

REGULAR FULL TIME	(60)	43%	} 51%
REGULAR 20-35 HRS PER WK	(3)	2%	
REGULAR 10 MONTH EMPLOYEE	(9)	6%	
TERM EMPLOYEE	(4)	3%	} 49%
PART-TIME EMPLOYEE	(4)	3%	
CASUAL EMPLOYEE	(60)	43%	
	(140)	100%	

ACROSS-THE-BOARD

PAY GROUP AND PAY STEP MATRIX - SEPTEMBER 30, 1976

<u>PAY GROUP</u>	<u>RATE</u>	<u>A/B</u>	<u>REUSED</u>	<u>R/HOURLY</u>
5	823	85.00	908.	5.97
6	839	85.00	924.	6.07
7	851	85.00	936.	6.15
8	868	85.00	953.	6.26
9	885	85.00	970.	6.38
10	904	85.00	989.	6.50
11	918	85.00	1003.	6.59
12	943	85.00	1028.	6.76
13	967	85.00	1052.	6.92
14	989	85.00	1074.	7.06
15	1023	85.00	1108.	7.28
16	1048	85.00	1133.	7.45
17	1083	85.00	1168.	7.68
18	1114	85.00	1199.	7.88
19	1157	85.00	1242.	8.17
20	1197	85.00	1282.	8.43
21	1242	85.00	1327.	8.73
22	1284	85.00	1369.	9.00
23	1330	85.00	1415.	9.30
24	1383	85.00	1468.	9.65
25	1432	85.00	1517.	9.98
26	1485	85.00	1570.	10.32
27	1543	85.00	1628.	10.71
28	1599	85.00	1684.	11.07

NOTE TO THE ABOVE

- 1) THE ACROSS-THE-BOARD AMOUNT IS BASED ON THE ACTUAL AVERAGE SALARY (SEPT. 76) TIMES 8%.

EIGHT PERCENT WAS USED FOR ILLUSTRATION ONLY

SOME OTHER BITS OF INFORMATION

- 1) IN ACTUAL FACT, THERE ARE NO UNIT MEMBERS ABOVE PAY GROUP 24 (AS OF DEC. 9 76).
- 2) AS OF 30 SEPT. 76, THERE WERE 10 UNIT MEMBERS AT STEP 5 OF OUR PAY MATRIX AND 14 AT STEP 4.

PERCENTAGE

PAY GROUP AND PAY STEP MATRIX - SEPTEMBER 30, 1974

<u>PAY GROUP</u>	<u>RATE</u>	<u>%</u>	<u>REVISED</u>	<u>R/HOURLY</u>
5	823	65.84	889.	5.84
6	839	67.12	906.	5.96
7	851	68.08	919.	6.04
8	868	69.44	937.	6.16
9	885	70.80	956.	6.28
10	904	72.32	976.	6.42
11	918	73.44	991.	6.51
12	942	75.44	1018.	6.69
13	967	77.36	1044.	6.86
14	989	79.12	1068.	7.02
15	1023	81.84	1105.	7.26
16	1048	83.84	1132.	7.44
17	1083	86.64	1170.	7.69
18	1114	89.12	1203.	7.91
19	1157	92.56	1250.	8.22
20	1197	95.76	1293.	8.50
21	1242	99.36	1341.	8.82
22	1284	102.72	1387.	9.12
23	1330	106.40	1436.	9.44
24	1383	110.64	1494.	9.82
25	1432	114.56	1547.	10.17
26	1485	118.80	1604.	10.55
27	1543	123.44	1666.	10.96
28	1599	127.92	1727.	11.36

VARIANCE

BETWEEN ACROSS-THE-BOARD AND PERCENTAGE INCREASE

<u>PAY GROUP</u>	<u>RATE</u>	<u>80%</u>	<u>INCREASE</u>	<u>A/BOARD</u>	<u>VARIANCE</u> + -
5	823	889	66.	85.	- 19.
6	839	906	67.	85.	- 18.
7	851	919	68.	85.	- 17.
8	868	937	69.	85.	- 16.
9	885	956	71.	85.	- 14.
10	904	976	72.	85.	- 13.
11	918	991	73.	85.	- 12.
12	943	1018	75.	85.	- 10.
13	967	1044	77.	85.	- 8.
14	987	1068	81.	85.	- 4.
15	1023	1105	82.	85.	- 3.
16	1048	1132	84.	85.	- 1.
17	1083	1170	87.	85.	+ 2.
18	1114	1203	89.	85.	+ 4.
19	1157	1250	93.	85.	+ 8.
20	1197	1293	96.	85.	+ 11.
21	1242	1341	99.	85.	+ 14.
22	1284	1387	103.	85.	+ 18.
23	1330	1436	106.	85.	+ 21.
24	1383	1494	111.	85.	+ 26.
25	1432	1547	114.	85.	+ 29.
26	1485	1604	119.	85.	+ 34.
27	1543	1666	123.	85.	+ 38.
28	1599	1727	128.	85.	+ 43.

COMPILED AND SUBMITTED ON BEHALF OF YOUR EXECUTIVE,
BY R. MCKEE

THANKS TO D. CLEVELAND FOR HER ASSISTANCE, RM

COMMITTEE REPORTS

NEGOTIATIONS REPORT - Margaret McNeill, Fred Hoeflok and Bill Little

The negotiating team presented the proposal ratified by the membership to the College at 3:00 p.m. on Thursday, March 3rd. The College presented us with a new draft agreement, which was, once again, incomplete and seemed surprised at what they called our "wage opener" proposal. After a caucus by the College, they stated their reluctance to take our proposal to the Council because of the "unreasonableness" of the wage demand. They would not say what they considered "reasonable" and did not "counter offer" even after we had made it quite clear that we were prepared to negotiate on the amount of the wage raise.

However, after we were adamant about not presenting our new draft agreement which is complete, until they presented us with a complete document, the College did agree to take our proposal to the Council at the next meeting on March 15th.

Our next meeting is scheduled for 7:00 p.m. on Tuesday, March 22nd in NB101.

We would like to thank Claire Day and Robert McKee who volunteered their time to act as recorders for us at the meeting.

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CAPILANO COLLEGE COUNCIL REPORT - Carol Tudan and Pat Pope

February 8th meeting - Items of interest were:

Motion to refund Student Activity Fees by Student Society was defeated by Council.

February 22nd meeting

\$800.00 is being spent on a Recognition Dinner for retiring Council Members (three) at the Capilano Golf and Country Club. How does that grab you!!! The majority of the council members were in favour of it with Gordon Wilson and myself speaking against it.

Dr. Jardine has written a letter to all M.L.A.'s asking when the College Act is tabled in the Legislature to let the College know (A new Colleges Act is nearing completion).

For your information, Council Members for 1977/78 are as follows:

- Cliff Adkins School Board North Van
- Don Burbidge School Board North Van
- Audrey Sojonky School Board West Van
- Lilian Thiersch School Board West Van
- Ian Idgar Gov't Appointee West Van
- Slim Fougberg School Board Howe Sound
- Cecilia Low Gov't Appointee West Van
- Jim Macdonald School Board Howe Sound
- Peter Powell Gov't Appointee North Van
- Hilda Rizun Gov't Appointee Howe Sound
- Lalit Srivastava Gov't Appointee North Van
- Jack Stathers Gov't Appointee Howe Sound

Student Representatives are: . . . Dave Mattatal and Punam Khosla

Faculty Representatives are: . . . Bob Rennie and Gordon Wilson

Next Meeting is March 15th, 1977 at 7:00 p.m. - Inaugural Meeting and Regular Meeting at the North Vancouver School Board Offices, 721 Chesterfield Avenue, North Vancouver. All welcome - come and see your new council in action!

. . . . Pat Pope

PRINCIPAL'S SEARCH COMMITTEE REPORT - Mary Gallant and Lee Knight

The Principal's Search Committee has been reactivated as of March 3rd. The College Council felt they needed more input so Lee and I will no doubt be burning the mid-night oil again on your behalf.

. . . Mary Gallant

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FOOD COMMITTEE - Sharon Feyer and Mary Gallant

The Cafeteria on North Campus opened on Monday, March 7th. The tender is Beaver Foods of Canada Ltd. They will be open from 8:30 a.m. to 3:30 p.m. Monday to Friday. The Manager is Mrs. MacNeill (not Alma). Breakfast will be served as well as a full course meal at noon!

. . . Mary Gallant

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A.U.C.E. PROVINCIAL - Lynne Kroetlinger

The following are important points taken from the minutes of the last Provincial meeting held February 28th:

1. Motion passed: That the Provincial hold a cross local meeting re: A.I.B. guidelines on the Friday night before the next Provincial Executive meeting (April 2nd).
2. Motion passed: That A.U.C.E. Provincial join with the Public Sector Unions to protest any continuation of the Provincial A.I.B. Guidelines.
3. Convention: Locals should be thinking about the election of delegates. I now have the Rules of Order Governing Convention which are to be voted on at the April 2nd Executive meeting.
4. Shop Steward Seminar: At Local #1 (U.B.C.) was excellent and they are preparing a handbook. (Sheila Perret attended on behalf of Capilano College - report to be included in next Cap Communicator. Sheila passed on to me a handout on: A.U.C.E. - a historical sketch; What is a Steward?; Now You're A Steward - What are your Rights?; Grievances & Arbitration - and I am going to re-type and make copies for our Stewards and anyone else interested.)
5. By-Laws: Local #5 (College of New Caledonia, Prince George) by-laws are to be sent to Executive and discussed at the April 2nd meeting.
6. Next Meeting: April 2nd, Saturday at 1:30 p.m. - Provincial Office #1113, 207 West Hastings Street

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PRINCIPAL'S ADVISORY COMMITTEE

REGULAR AND BUDGET MEETING, TUESDAY, FEBRUARY 15, 1977

Held in NB 101

PRESENT:

Alan Smith
Robert McKee
Joy Smith
Barbara Smith
Punam Khosla
Janet Morris
Gladys Hindmarch
Karin Vickars

ABSENT:

Mike Freeman
Charles Priester
Phyllis Prochera
Reid Gilbert

GUEST:

Dr. Jardine

Alan Smith occupied the Chair and a quorum being present, called the meeting to order at 12:30 pm.

A. APPROVAL OF AGENDA

MOVED: Approval of the Agenda. - Robert McKee
- Punam Khosla

CARRIED

B. APPROVAL OF MINUTES of February 1, 1977

MOVED: That the Minutes be approved as distributed.
- Gladys Hindmarch
- Barbara Smith

CARRIED

C. ANNOUNCEMENTS

1. Motions outstanding for responses from the Principal:
#38, 39, 40, 41
2. Mike Freeman is unable to attend today's meeting.
3. Karin Vickars is substituting for Harold Kirchner as a voting member.

D. BUSINESS:

1. Chairman of PAC

MOVED:

That Alan Smith remain as Acting Chairman until the Faculty Association and AUCE #4 have their elections.

- Joy Smith
- Gladys Hindmarch CARRIED

Alan Smith declined such a long tenure.

M 042

MOVED:

That PAC recommend that the Acting Principal change the terms of reference of PAC to include an independent Chairperson to be selected by the Acting Principal, and to be ratified by PAC; the term of office to run from Oct. 15 to Oct. 15.

- Punam Khosla
- Janet Morris

FOR: 5

ABSTAINED: 2

CARRIED

Robert McKee
Karin Vickers

M 043

MOVED:

PAC
Chair-
Person

That the Acting Principal select an independent
Chairperson; to be ratified by PAC, to be effective
immediately upon ratification and to end on October
15, 1977.
- Punam Khosla
- Barbara Smith

FOR: 5

ABSTAINED: 2

CARRIED

Robert McKee
Karin Vickers

Alan Smith agreed to continue as Acting Chairman until
an independent Chairperson is selected.

D. BUSINESS: (cont'd)

2. Budget

M 044

MOVED:

PAC
Finance
Subcommittee

That PAC set up a Finance Subcommittee consisting of
one member from each constituency.
- Punam Khosla
- Joy Smith

CARRIED
UNANIMOUS

Each constituent group will have one member chosen by Thurs.
afternoon; and inform the Acting Chairman. The first meeting
of the Finance Subcommittee will be called by the Acting
Chairman once he has the names of the membership.

The PAC Finance Subcommittee will look at the current Budget;
a set of the most relative material (from that already sent out
to PAC) will be circulated to the subcommittee in advance.

MOVED: That the meeting adjourn - Gladys Hindmarch.

NEXT MEETINGS:

REGULAR PAC MEETING

- March 1/77 NB 101 12:15 pm

APDS/m
February 15/77

GRIEVANCE COMMITTEE REPORT - Michele Henderson, Margaret McNeill and
Robert McKee

Update from Cap Communicator #1:

<u>Date Filed</u>	<u>Articles</u>	<u>Grievance No.</u>	<u>Level</u>
30 June 76	26.03	76.01	Filed with Labour Relations Board
19 July 76	24.00	76.02	Labour Relations Board order received and ruling is in favour of A.U.C.E. #4. College is requesting the Board to reconsider under section 36 of the Labour Code.
13 Sept 76	25.01(a)	76.03	Filed with the Labour Relations Bd.
8 Nov. 76	9.03, 9.06 9.04, 9.08 9.05	76.04	Passed Step 4 - In Review
8 Nov. 76	14.02 14.04	76.05	Completed at Step 4 - Ruling in favour of A.U.C.E. #4.
22 Nov. 76	2.01 29.02	76.06	Passed Step 4 - In Review

Consult your contract and/or steward or committee member for further information.

. . . Robert McKee

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MOTION CONCERNING A.U.C.E. #4 COMMITTEE MEMBERS:

"The Executive recommends that A.U.C.E. #4 representatives on College committees, etc. be postponed until September, 1977. The Executive also recommends that only one representative on each committee changes at any given time."

This will ensure that A.U.C.E. does not have a complete change in working members at the same time, i.e. both executive and reps. on committees, and also that there will be continuity on the committees.

* * * * *

EDITOR'S NOTE:

"I tried to find some gossip for this little space I had left over but I couldn't find any!!"

(Oh, woe it me ☹)

It's a peculiar feeling working in a "problem" institution. I used to think the term referred solely to penitentiaries and the like, but lately however, it's being used more and more frequently to describe good ole Cap College.

A faculty colleague put it a little more kindly when he referred to Cap as "volatile" with a "vigerous" population. These are words though that one would usually associate with a more dynamic and evolving organization. In reality, Capilano College is degenerating, indeed a "problem" institution and the only things that have really been evolving around here for the last few years are the problems. A few cases in point:

-the, by now, chronic "bad press" we get locally. For reasons that were initially, mostly political, we've never enjoyed editorial support in the North Shore press. Lately however, the papers have focussed on the economic aspects of the College. This was partly prompted by some genuine concern on behalf of local ratepayers about the value they're getting for their tax dollars. There may well be financial practices and expenditures at Cap of a questionable nature, but cheap grandstanding by old Socred schill and friend-of-the-publisher Bill Clancey calling for a public enquiry into the finances of the College only served to confuse and inflame the issue. And let's not forget ex-Capilano College Council member Wilf(I was misquoted)Bennett and his ludicrous allegation that full-time faculty work only 16½ hours per week. They were both sleazy political ploys, but the headlines did the damage. The fact that our finances are public received scant attention.

-If there ever was a high point in the relationships between the various constituent groups of the College it was probably in the few years following its founding. It was a smaller place in terms of people and they shared the excitement and energy of the establishment of a new Community College. The challenges seemed greater and the rewards more promising; a deeper sense of commitment and community prevailed. Unfortunately, most of that original energy and challenge is now expended on simple survival. In the largest sense that means the survival of Cap as a comprehensive Community College. But in a more direct, and for all concerned, debilitating sense that means the survival and consolidation of the various interest groups in the College. Some of this conflict is the inevitable result of the expansion of the institution. And I'm not so idealistic as to think we could all and always work in perfect harmony. But we've arrived at the point where the cost to the community, the College and to ourselves for the maintenance of our present "adversary" positions is completely insane. We're continually losing some of our most talented people through sheer frustration. The College has spent well over \$100,000.00 to negotiate three contracts with the staff and faculty and despite that outlay continues to spend more time and money fighting interpretations in these documents. It's a continuing process designed not so much to resolve disputes but rather to gain some sort of advantage. Do not under estimate the amount of time and energy expended by the College and the Unions to keep this game alive. Positions seem to become more intractable and we've even been advised by the College to get a full-time business agent to handle our affairs and to bargain for us. They're tired of dealing with amateurs. In this little war, it seems, the offensive weaponry can never become too large or too expensive.

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