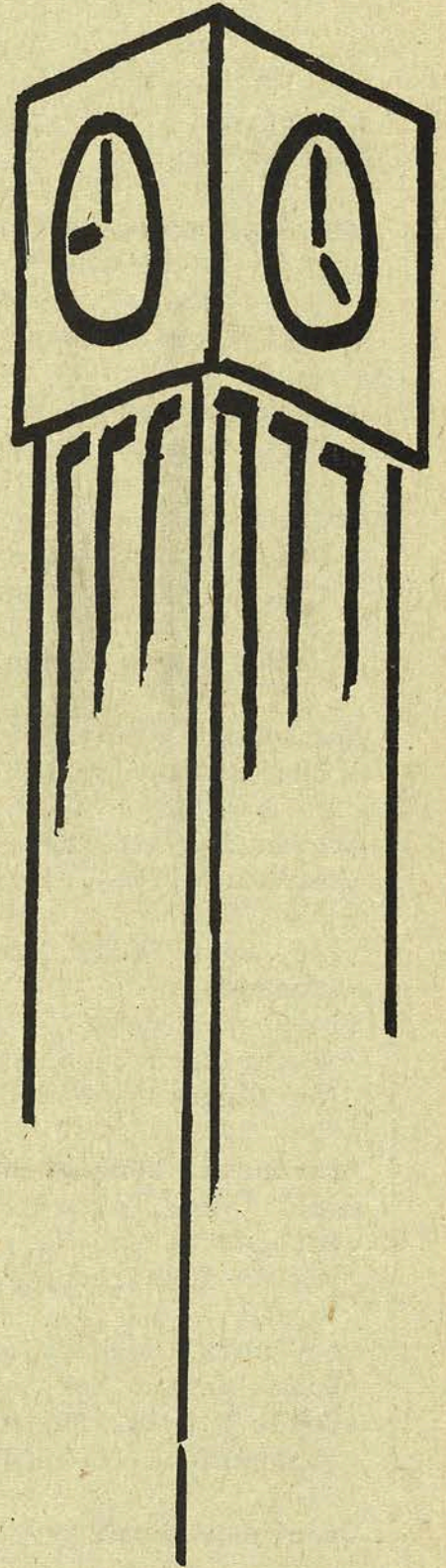


AUCE LOCAL ONE
MAY 5, 1978
number five

ACROSS

CAMPUS

IF UNDELIVERABLE PLEASE RETURN TO A.U.C.E. OFFICE
2162 Western Parkway, Campus Mail



AGENDA

meeting:

thursday, may 18

12:30 - 2:30

NO SMOKING

irc 2

1. Adoption of Agenda
2. Adoption of Minutes
3. I.U.O.E. Strike
4. Picket Policy - Discipline
(pages 10-13)
5. Opening Nominations
 - Committee of Inquiry (7)
 - Alternates to Committee (4)
6. Business Arising from Correspondence
7. Financial Report (page 9)
8. Contract Committee - Ray Galbraith
9. Grievance Committee Report - Jean Priest
10. Closing Nominations
 - Grievance Committee (1 at-large)
 - Trustee (1)
 - Sick Leave Study Committee
 - Provincial Convention Delegates (1)
 - " " Alternates (6)
11. Provincial Report
12. Other Business
13. Adjournment

1. Cobie Wennes / to adopt agenda
Margot Scherk

Kerry Higginbotham that item (a) under Other Business by the IUOE Strike
Margaret McRae CARRIED

Agenda ADOPTED AS AMENDED

2. Lid Strand to adopt minutes CARRIED
Maureen Elliott

3. Business Arrising from Correspondence
none

4. Opening Nominations

Grievance Committee
- left open for 1 position

Trustee
- Donna Keith, Adrien Kiernan
nominations left open to next meeting.

Closing Nominations

Assistant Organizer
- Sheila Weaver, Rick Lymer - both elected by acclamation

Provincial Alternate to the Executive
-Margie Wally - elected by acclamation

Sick Leave Study Committee
-reopened

Working Conditions Committee
-Jan Taggart - elected by acclamation

Provincial Convention Delegates
-Rick Lymer, Antoinette Lansdell, Maryse de la Giroday
Antoinette and Maryse elected by acclamation
nominations reopened for one position.

Provincial Convention Alternates
-Donna Keith, Margie Wally
Cobie Wennes, Sheila Porter, Donna Keith, Margie Wally - elected by acclamation
nominations reopened for six positions.

5. Grievance Committee

moved and seconded by that the Student Services Contracting Out Grievance be
Grievance Committee taken to arbitration and all related expenses approved.
CARRIED

Minutes continued...

that the Main Library Transfer Grievance be taken to arbitration and all related expenses approved.

Vicki McNeill moved that this motion be tabled. CARRIED
Lid Strand

6. Provincial Report

Richard Melanson that the following motions be brought to the Provincial
Lid Strand Resolutions Committee:

that the Executive of the Provincial Association make available to the locals complete financial reports including budgets, projections (if any), and all motions pertaining to the financial running of the Association CARRIED

Also, that this distribution to the local executives be a duty of the Provincial Representatives. CARRIED

Richard Melanson that the Provincial Union Organizer be responsible for
Joan Cosar preparing the Provincial Newsletter, as well as present duties. CARRIED

Richard Melanson that the provincial Constitution be amended to change the
Lid Strand Provincial Tabulating Committee to Trustees and that their duties include:
a) checking of credentials at Provincial Conventions and meetings
b) maintaining and updating the Provincial Constitution and Provincial Policy and Procedures manual.
c) selecting one representative from among themselves who would serve on the Provincial Executive. CARRIED

Richard Melanson that the Provincial Trustees be elected in the same manner as
Joan Cosar the Provincial President, Vice-President, Secretary-Treasurer, and Union Organizer.
In the event that all Provincial Trustees, resign, the Provincial Executive shall be empowered to appoint an elections committee. CARRIED

7. Other Business

a) IUOE Strike

Kerry Higginbotham brought up the reported offer to the Engineers of parity with CUPE on an hourly basis and that the Union had reportedly refused it.

Discussion followed regarding strike strategy, incidents with regard to picketing and relocation, the relative merits of how these events affected us as individuals and as a union.

Minutes of the General Membership Meeting, Thursday, April 20/78 12:30 - 2:30 p.m.

Joan Cosar
Margie Wally

That we seat Bill Kadey

Nancy Wiggs
Sandy Masai

amend such that he be allowed in only to answer questions relating to I.U.O.E. strike. CARRIED

Main motion

CARRIED

1. Adoption of Agenda

Jeff Hoskins
Margie Wally

that the Agenda be adopted with the following as the first items of business: (1) Adopt Agenda
(2) Opening Nominations - Union Coordinator
Closing Nominations - Union Organizer
(3) Contract Committee Report
(4) Financial Report
(5) IUOE Strike

CARRIED

Jeff Hoskins
Leeta Sokalski

That a meeting be held Thursday, April 27 at 5:00 in Buch. 203 to deal with the other items on the agenda. CARRIED

2. Opening Nominations

Union Coordinator - Michelle McCaughran, Jeff Hoskins

Closing Nominations

Union Organizer - Jean Priest - elected by acclamation
Michelle McCaughran, Lissett Nelson not standing.

3. Contract Committee Report - Ray Galbraith

Ray reported it is almost two months since we presented our proposals to the University. No negotiating has taken place and there has been no meeting since the second one. There has been no response from the University with regard to setting up a meeting with Robert Grant present.

Ray outlined the affect of IUOE negotiation on our own negotiations viz. a Joint Bargaining Council and the strength of our bargaining position being dependent upon our continued support for the current strike.

It was reported that the University submitted its proposed changes to the contract only two days prior to the expiry date.

The issue was raised of the University's refusal to continue the salaries of more than four people involved in negotiations.

Contract Committee
Nancy Wiggs

that the Union pay for in excess of four Union negotiators at the bargaining table and that the appropriate language to cover the situation be negotiated into the Collective Agreement.

Lid Strand amend that the negotiated language include "that the
Margaret McRae salaries of six AUCE members be continued and that they
be granted leave of absence from their jobs to negotiate
a Collective Agreement. CARRIED

Main Motion CARRIED

4. Financial Report - Cobie Wennes

Reported that we presently have \$ 28,000 in our Strike Fund.

March Financial Statement ADOPTED

5. IUOE Strike

Jeff Hoskins that the action of the Executive be approved in a) striking
Lid Strand a Strike Pay Committee authorized to disburse funds from the
Strike Fund in strike pay, and b) establishing an appeal
procedure for decisions of this committee. CARRIED

Jeff Hoskins that strike pay be paid and any assessment that is approved
Mary Tainsh be collected on an across-the-board basis. CARRIED

Jeff Hoskins that strike pay be \$34 per day.
Margie Wally

Sheila Weaver that we reconsider the motion that the assessment be on an
Ruby Toren across-the-board basis. DEFEATED

Jeff Hoskins amend that strike pay be \$34 or 75% of gross salary, whichever
Margie Wally is less.

Amendment ruled out of order.

Challenge to the Chair. CHAIR DEFEATED

Amendment CARRIED

Jeff Hoskins that part-time employees be paid on a pro rata basis.
Lid Strand CARRIED

Main Motion CARRIED

Jeff Hoskins that, should the Strike Fund be exhausted, the Strike Pay
Ivy Thomas Committee be authorized to disburse funds from general operating
funds to a maximum of \$20,000 and, should this amount be
exhausted, to float loans of up to \$30,000, to be disbursed
in strike pay. DEFEATED

Jeff Hoskins that the Executive be authorized to hold a referendum ballot
Margie Wally to approve an assessment in order to pay strike pay. The

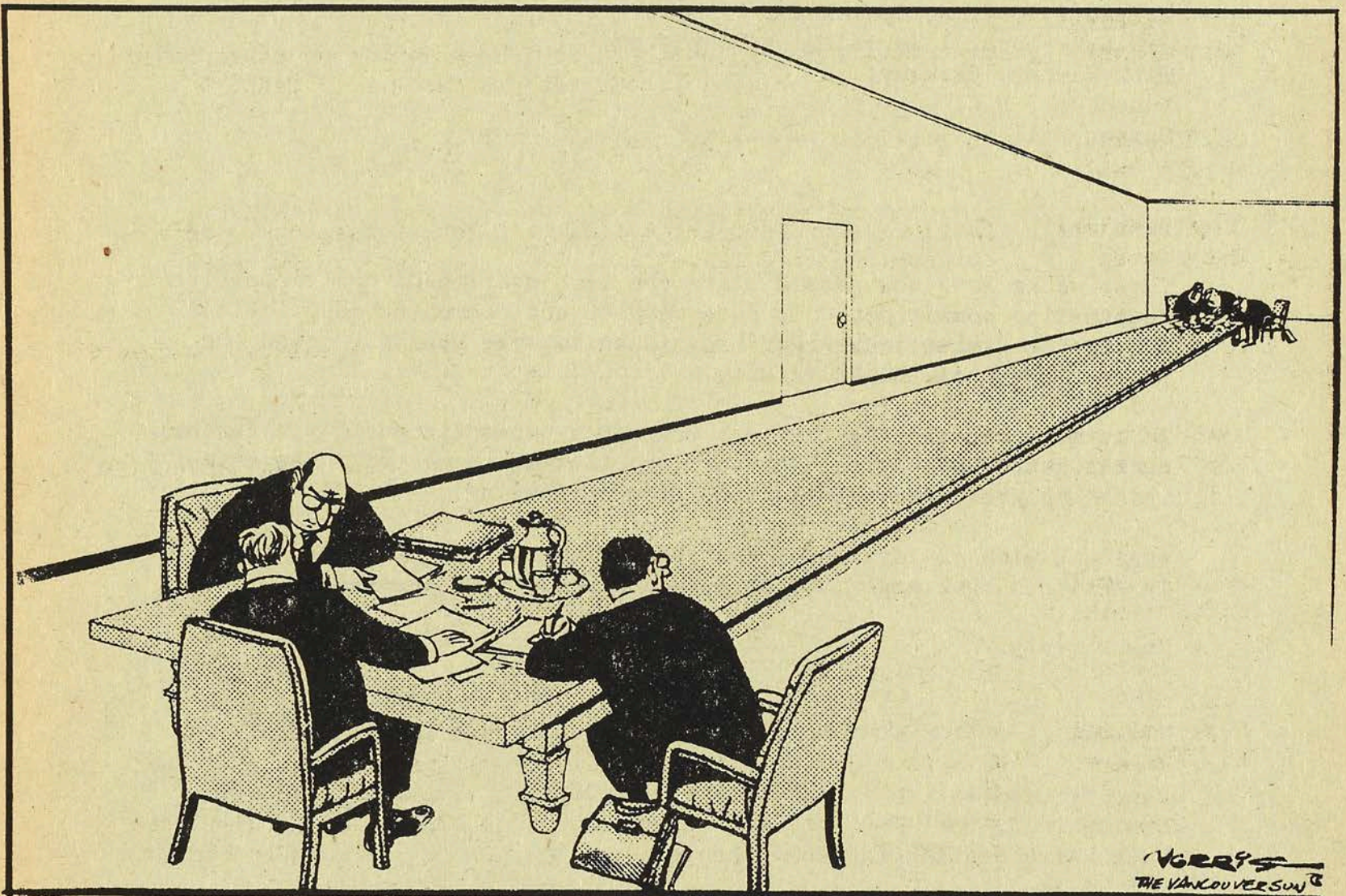
ballot shall state the exact amount of the levy and shall be accompanied by a statement of how the money collected is to be applied. CARRIED

Jeff Hoskins
Ruby Toren

that the Strike Pay Committee be authorized to borrow and use operating funds on the understanding that the money be replaced by the assessment. CARRIED

Adjournment.

CONTRACT NEWS ...



VGERRY'S
THE VANCOUVER SUN

Hope of settlement grew today as both parties in the dispute returned to the bargaining table...

(cont'd...)

At the April 20th General Membership Meeting, the membership voted to resume daytime negotiating sessions on the following basis: the Union would pay for in excess of four Union negotiators, the Union would attempt to negotiate for six "paid" negotiators, and contract language to cover the situation would be written into the contract.

A few days later we received a letter from Strudwick, the first paragraph of which is not only interesting, but illuminating. On May 2d the Contract Committee replied to Strudwick's letter while incorporating the spirit of the decision made on April 20th. We are now waiting for Strudwick's reply. Hopefully, serious bargaining will have been under way by the time you are reading this short report. The two letters are reprinted below.

EMPLOYEE RELATIONS

April 25, 1978

Mr. Jeff Hoskins, Spokesman,
A.U.C.E. Local 1 Negotiating Committee,
2162 Western Parkway,
Vancouver, B.C.
Campus Mail

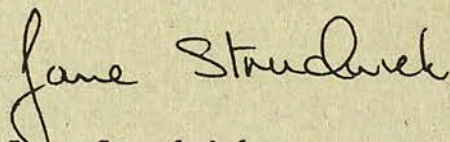
Dear Jeff,

Three weeks have now passed since the last meeting of our respective negotiating committees. To date we have not commenced negotiations due to the disagreement that has arisen between yourselves and the policy makers of the University.

It is my understanding that Bob Grant has communicated to you further on the matter of payment for your negotiating committee; the matter which has prevented negotiations from commencing.

Again, I wish to advise you that the University Negotiating Committee is desirous that negotiations commence as soon as possible.

Yours truly,



Jane Strudwick,
Chairperson,
University Negotiating Committee.

JS:lpc

cc: University Negotiating Committee
W.L. Clark

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

May 2, 1978

Ms. Jane Strudwick
Chairperson
University Negotiating Committee
Employee Relations
Campus Mail

Dear Jane,

Following the last meeting of our Committees, it was the Union's understanding that we had requested a meeting with the "policy makers of the University" on one of three possible dates -- April 6th, 7th or 11th. We had expressed a desire for discussions with someone from the University with the authority to negotiate on the issue of so-called "paid" negotiators.

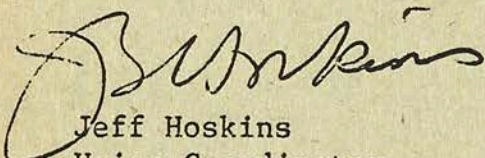
The dates which the Union suggested for possible evening meetings passed without response from the University. At that point, the Union could have reasonably assumed that the University had broken off negotiations, however, in the interests of facilitating negotiations for a new Collective Agreement, the Union would propose the following:

- (1) Negotiating sessions should resume at a normal time, i.e. daytime, with the Union paying for in excess of four negotiators until the issue is otherwise resolved.
- (2) Appropriate wording should be written into the Agreement to cover this situation so that unproductive delays experienced so far this year and in the past will not be repeated. The Union intends to present a proposal on the subject.

We wish to advise you that the Union Contract Committee, as well as the Union membership as a whole, are desirous that negotiations commence as soon as possible. As far as we are concerned, the Union has been willing to negotiate from the date that we gave the University notice to negotiate -- February 24, 1978. After two months of waiting we are still prepared to negotiate. Negotiating through campus mail is not a fruitful approach.

Please call me as soon as possible to indicate when you will be prepared to resume negotiations on a more regular basis.

Yours truly,



Jeff Hoskins
Union Coordinator

cc. R.A. Grant
C.J. Connaghan
J.E. deBruijn
P. Irving
W. Reid

TREASURER'S STATEMENT

STATEMENT OF INCOME AND EXPENSES FOR THE PERIOD OF APRIL 1 - 30, 1978

EXPENSES

Salaries and Related Expense	\$ 2,859.70
Rent	300.00
Printing and Stationery	261.02
Telephone	504.76
Provincial Assessment	2,527.50
Professional Services	564.50
Meetings and Conferences	37.81
Office Expenses	<u>1,852.82</u>
	\$ 8,908.11

INCOME

Dues and Initiations	\$ 8,392.50
Deficit of Income over Expenses	(\$ 515.61)
Cash on hand 31/3/78	\$ 57,003.66
Cash on hand 30/4/78	\$ 56,488.05
Held as follows:	
BCTCU Share Account	\$ 25.00
BCTCU Term Deposit	\$ 10,000.00
BCTCU Strike Fund	March Contributions:
	+ \$ 839.25
	Payments - <u>1,693.67</u>
BCTCU Savings Account # 100	\$ 26,459.58
	\$ 18,284.32

FURTHER NOTE ON APRIL EXPENSES:

Printing and Stationery:

U.B.C. Bookstore	\$ 40.96
College Printers	208.27
Gestetner Ltd.(Maintenance)	11.79

Professional Service:

Baigent & Jackson, General	\$ 564.50
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Office Expenses:

Petty Cash	\$ 100.00
B.C. Hydro	76.03
Janitorial Services	130.00
Rex Rotary	1,546.79

J. (Cobie) Wennes

We have been busy preparing the paycheques for those people in our Union who have been affected by the strike of the Operating Engineers. The number of people is nearly 180 at present, and we have been able to keep up with this. However, it is not all bad news as with those who crossed the picket lines, which you can read about elsewhere in this Newsletter; we also have members who are donating part of their overtime pay to the Strike Fund to help out. Thanks to those people, we can stretch the Fund a bit further. It makes me feel much better while plodding along with your finances. Remember, we are all in this together! It is the only way.

Your Treasurer.

AN INQUIRY ?

Charges of crossing the Operating Engineers' picket line have been preferred against 12 members of AUCE by another member. This means that Section N - Discipline of AUCE Local #1 Bylaws and Section 17: Discipline of the AUCE Provincial Constitution apply.

The membership should take note of Section N 2, first paragraph which states:

"The following procedure shall be followed...throughout, the accused shall be considered innocent until proven guilty, and guilt may only be decided if it is proven beyond any reasonable doubt."

Attached is a copy of the AUCE Local #1 Bylaws and the AUCE Provincial Constitution which deal with discipline.

The Executive received the written charge May 2, 1978, against 12 members and met May 4, to handle the matter. Copies of the charge will be hand-delivered immediately to the accused along with a copy of the sections of the Provincial Constitution and those Bylaws dealing with discipline, and a notification as to the accused's right to counsel.

A Committee of Inquiry composed of seven (7) members and four (4) alternates must be elected by the membership meeting. Nominations will be opened at the next membership meeting and will be closed at the following meeting.

Upon election of the Committee of Inquiry one copy of the charge will be given to the Committee of Inquiry. The Committee will perform their duties as laid out in Section N of AUCE Local #1 Bylaws.

All members should read the attached copy of the Bylaws and Constitution carefully because if the accuser does not drop the charge preferred after the written report from the Committee of Inquiry then a hearing will be set (a special membership meeting) and the membership will be involved.

Pat Gibson

(continued)

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES -- LOCAL 1 (UBC)

BY - LAWS SECTION N -- DISCIPLINE

1. Any number of members of the Local Association shall have the right to prefer charges against any other member of the Local Association, according to Section 17 of the Provincial Association Constitution and the following provisions.

Charges can be preferred against any member who:

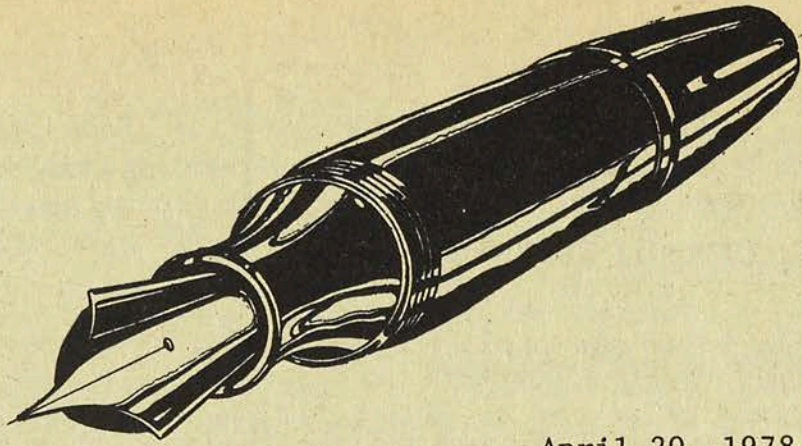
- (a) Violates any provision of the Provincial Constitution and/or Local Association By-laws.
 - (b) Obtains membership through fraudulent means or by misrepresentation.
 - (c) Fraudulently receives or misappropriates any property of the Provincial Association or Local Association.
 - (d) Acts in collusion with the employer with a view to injuring the Provincial Association or Local Association or impeding the implementation of any policy of the Provincial or Local Associations.
 - (e) Fails to act in accordance with any decision of a regular or special membership meeting of the Local Association.
 - (f) Continues to work for the employer while the Local Association is on strike.
2. The following procedure shall be followed in the event a member or members prefers charges against another member or members. Throughout, the accused shall be considered innocent until proven guilty, and guilt may only be decided if it is proven beyond any reasonable doubt.
 - (a) The member(s) laying the charge (the accuser) shall, in writing, state the following:
 - (i) their name(s);
 - (ii) the name(s) of the member(s) being charged;
 - (iii) which of the above provisions the member(s) is charged with having violated (i.e., Article n.1. (a), (b), (c), (d), (e), or (f));
 - (iv) the concrete action the member(s) charged is alleged to have taken.
 - (b) The written charge shall be delivered to the Executive.
 - (c) The Executive shall immediately forward one (1) copy of the charge to the below mentioned Committee of Inquiry (or arrange the immediate election of same), and hand-deliver a second copy of the charge to the accused, along with a copy of the sections of the Provincial Constitution and these By-laws dealing with discipline, and a notification as to the accused's right to counsel.
 - (d)
 - (i) A Committee of Inquiry shall be elected by the membership meeting, nominations having been opened at a previous meeting. The Committee shall be composed of seven (7) members and four (4) alternates, the alternates being, in the event of a contested election, those candidates receiving the eighth, ninth, tenth, and eleventh greatest number of votes. The Committee shall only be elected if and when necessary. Once elected, however, it shall exist for one year. Any member of the Committee directly involved with a charge, either as accuser or accused, shall step down while such charge is being investigated.
 - (ii) The purpose of the Committee shall be to investigate any charge that has been laid and to determine the facts of the case. The Committee shall seek to determine whether or not the accused carried out the

A.U.C.E. LOCAL 1 (UBC) BY - LAWS SECTION N (continued)

concrete action they are alleged to have carried out. The Committee shall make no assessment as to guilt or innocence, that is, it shall not judge as to whether the alleged concrete action is or is not in violation of Section N(1) of these By-laws. The Committee shall make a written report outlining the method and extent of its investigation and setting forth the facts determined through the investigation. The guiding principle shall be that only those facts can be accepted which can be proven beyond any reasonable doubt.

- (iii) In its investigation, the Committee shall seek information from such persons and sources as it deems appropriate. In the event of interviewing the accused, the latter shall be informed of their right to have counsel present. The investigation, from date of receipt of the charge, until completion of the written report, shall take a maximum of one (1) month. However, this time limit may be extended in the event the accused is on vacation, leave of absence, sick or maternity leave. In such case the length of extension shall be the same as the length of such vacation or leave.
- (e) The accuser and accused shall receive a copy of the written report immediately upon its completion. The accuser shall then have the right to continue to prefer charges or to drop same. In the former case, the matter shall be referred to the membership meeting for a hearing.
- (f) The Executive shall set a hearing (Special Membership Meeting) for the earliest possible date, and shall hand-deliver a letter to the accused stating the date, time and place of the hearing. The hearing shall in no case take place sooner than seven (7) days after said delivery.
- (g) If the accused fails to appear at the hearing, the hearing may proceed in her/his absence, unless the accused has, prior to the time of the hearing, presented a medical certificate or proven a personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause (m).
- (h) At the hearing, the Committee of Inquiry shall read its written report(s). The member(s) laying the charge, or her/his representative, shall then read the charge and make her/his statement. The accused or their counsel shall then reply with the defense. In their respective statements, either party may challenge any aspect of the report of the Committee of Inquiry, and may present evidence and/or witnesses to support such challenge. Both parties shall have the right to immediate cross-examination of witnesses. Any member, including members of the Committee of Inquiry, may then question the accuser, the accused, any witnesses presented, or any member of the Committee of Inquiry. A speakers' list will be followed, and as long as there are members wishing to speak, the debate must continue for a minimum of fifteen minutes.
- (i) The accuser, and then the accused, shall make their summation.
- (j) The accuser and the accused, their counsel, witnesses called by either party, and the members of the Committee of Inquiry shall then leave the room. The membership shall then discuss the verdict. A speakers' list shall be followed, and as long as there are members wishing to speak, the debate must continue for a minimum of fifteen minutes. The membership will then be asked to find the accused either guilty or innocent of violating Section N(1) of these By-laws. Those members who find the accused guilty will so signify, and those who find the accused not guilty

LETTERS ...



April 20, 1978

Association of Union and
College Employees, Local 1,
2162 Western Parkway,
Vancouver, B.C.

Re: Motion passed by AUCE Membership to donate
\$1,000 to Day Care Council.

We, the undersigned, wish to register our strong disapproval of this motion being put forward for the membership to vote on, and secondly, being passed by the Membership at the past meeting.

We assume that this issue is now a fait accompli. Therefore, we would recommend that donations of money acquired from union dues be given more careful consideration by all union executive and members. (These monies were to be used for the good of all, were they not?).

We would further suggest that motions pertaining to donations being made in the future be done so, if motion approved for voting upon, by referendum ballot.

Sincerely,

Paulina Barnes
Paulina Barnes

Merle Blake

Merle Blake

Kathy Bass

Kathy Bass

Millie Bellward

Millie Bellward

Vera M. Gilder

Vera Gilder

Mary Vorvis

Mary Vorvis

19 April 1978

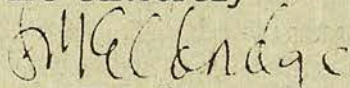
Dear Ms. Douglas

I can well understand the feelings that prompted you to write the letter regarding AUCE's contribution to the daycare gym. You fail to see the relevance of this particular appeal to our Union members, particularly in view of the fact that 26 people hardly seem to constitute an overwhelming majority. I hope I have interpreted you correctly. If so, let me give you some food for thought.

There are many more than just 26 women in AUCE who use daycare facilities of one kind or another. There are probably some, like myself, who use other facilities for one reason or another. But the main thing is that because of daycare we are able to work alongside our childless co-workers, be it either because we have to as single parents, or because we wish to be something other than full-time mothers. I feel that as women we owe it to each other to see that we have these long-awaited choices. We have had a hard enough time from male governments who felt that a woman's place was in the home, let alone proving to our sisters that it ain't necessarily so.

I can honestly say, from the two years I spent in active campus daycare with one of my children, and in the sixteen months in off-campus daycare, that I met no parents at all who expected handouts from institutions. To the extent that some of them earned \$800 a month, and had a child/children to support, and daycare costs of \$140-\$280 per month, I guess one could safely say they needed some help, but they were hardly the free loaders you imply. The rest of the parents who had two incomes to depend on, and could afford the daycare, gave more than adequately of their time, money, and resources, they didn't seem to expect anything, and counted themselves fortunate. I think the only thing we all expected was quality daycare for our children; were we so wrong? As for "independence" I got the impression that some parents would have loved it if they might have achieved it, and believe me, they thought they could make it with the help of sympathetic female union's like AUCE. I think that your letter will disillusion them to some extent.

Yours sincerely


Susan Eldridge
Civil Engineering

TO: Across Campus

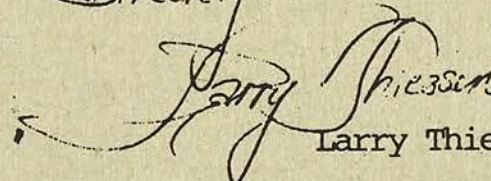
From: Larry Thiessen

While I agree in part with the principle that all material should be signed and that certain points in "Dredge's" letter in the 20 Jan. Newsletter lead nowhere, certain points in Ray Galbraith's reply and the general position of Across Campus' editorial policy perplex me.

First of all, there is the business of good journalism - which is, after all, to keep one's reading public informed, or in the case of editorials, to express a view. Am I wrong? The two ought to be kept separate, don't you think? While I thank Ray and everyone else who puts Across Campus together for their work, I do feel that voluntary efforts and dedication to a cause are no excuse for biased reporting of facts or distortion of a contributor's opinions. In two cases I have personally expressed my own views in letters to Across Campus only to have whatever sentiment I wished to express mitigated by witty, but often misleading headlines. Be Careful- any newspaper staffer will tell you that he/she has had to print retractions on articles the content of which may have been true, simply because of a two-liner which gave a false impression.

Next, there is the problem of obvious bias. I'm afraid I haven't taken the trouble to research this, but it is my distinct impression that contributions which reflect favourably upon A.U.C.E. Local One are usually printed "as is", while those which do not, are generally subjected to someone's barbed quill before hitting the presses. Ray, I'm sorry to say it, but when you are in a position to influence reader opinion, I really think it's your obligation to sign yourself with the power which that position bestows upon you. In other words, unless you admit to the knowledge and advantage your position gives you, you are remaining almost as anonymous as the "Dredge". Perhaps if you had at least waited until the next issue and replied as a single member's voice - but no - you pounce on poor old dredge with all the wrath of Savonarola, wit of Oliver Wendell Holmes and didactic invective of Toynbee. You must admit that it's a bit unfair to the rest of us. An act of good faith might be to print this "as is" - with no unsolicited headliner, no introductory paragraph, and please - no reply - at least until the subsequent issue.

As a post-script, I'm sorry, but I'm afraid I also was offended by the information enclosed with the executive ballot. Maybe it was an "in" joke, but it was misconstrued by myself and others.

Sincerely

Larry Thiessen

Larry, here's your letter - reprinted a bit late - "as is", with no unsolicited headliner, with no introductory paragraph, and with no reply. But, I will state one fact. Perhaps you should have taken the trouble to research "the problem of obvious bias", because for the 10 months I was the Newsletter or Communications Committee; the only indiscretion I was guilty of was reprinting and constructing a response to the "Irate Dredge".

Signed,
Ray Galbraith

January 25, 1978.

Editor,
Across Campus,
A.U.C.E. Local #1,
Campus Mail, U.B.C.

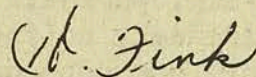
Dear Sir:

For the most part, I find our A.U.C.E. Local #1 Across Campus Newsletters informative and enjoyable. However, I am appalled whenever I find Across Campus being used as a forum for petty arguments and, worse, maliciousness of any kind.

With this in mind, I refer specifically to Across Campus, January 20, 1978, No. 1, page 17. In this issue, an entire page was devoted to a letter from "An Irate Dredge" and Ray Galbraith's response. I believe that this was not only a waste of space, but an exercise in futility as well. First, printing this anonymous letter went against the Newsletter's policy--a policy which I fully endorse. Second, however questionable some of "Irate Dredge's" points were felt to be, it is my opinion that they definitely did not merit either printing or a response. Certainly, these kinds of letters serve no useful or constructive purpose; likewise the printing of them.

Please, in future let us stick to policy: let us utilize our Newsletter as a tool for sharing interesting and factual information. In this way, we can attempt to maintain the quality of Across Campus at the highest possible standard.

Yours sincerely,



Heather Fink,
Secretary,
Department of Psychiatry, U.B.C.

A.U.C.E. Local #1.

The specific point made in both Heather's and Larry's letters is well-taken - that unsigned material should not be reprinted in Across Campus. Some of the other statements made I may disagree with and indeed I do, but there's no purpose in prolonging discussion on an issue which never should have seen the light of day. In fact the whole "dredge" affair never saw the light of day. I refer to the matter as my "3:00 am. indiscretion". As I was putting together that particular issue of the Newsletter I discovered early one morning at 3:00 am. - 5 hours before the Newsletter was to be in the hands of the printer - that there was not sufficient material to fill the required pages. A decision had to be made - either add a page of new material or omit 7 pages already pasted and prepared. I chose the former and the rest is history.

Signed,

Ray Galbraith - former member of the
Communications Committee

newsletter survey

The response to the "Newsletter Opinion Poll" printed in the January issue of Across Campus was satisfying. Those who returned the questionnaires were generally pleased with the format and the content of the Newsletter, although most suggested areas for improvement. And, there was some criticism. Perhaps the best approach is to quote from some of the surveys received:

"Get shop stewards (or Division Organizers) to seek individual comments from a specific Division each issue in rotation -ie., feature one Division/month, maybe there would be response to this more personal approach."

"Sometimes, what's needed is something to add a little 'fun'."

"Regardless of a total lack interest in mtg., etc., I think the Newsletter is read, welcomed and should continue. Keep up the good work!"

"I believe if it was kept to AUCE business, more people would be inclined to take it seriously."

"I would like to see the following discussed: (1) how to vote - we had 40 spoiled ballots in the past election. (2) a continuing column, possibly entitled "Know Your Contract." Most of us don't. (3) perhaps we should also have regular Committee reports."

"...work-related articles; interviews with members about their work, etc.; problems re: working conditions; more on lighting, bus service, daycare, etc."

"...an editorial page."

"We always hear about our side of negotiations, but there are 2 sides to every story. Perhaps more feedback from the University side (unbiased)."

"More of what is happening in other unions as it relates to common problems."

"...more art work would be nice."

"Do we exchange our newsletter with other Unions?"

"Issues which should be discussed: office interviews, photos - when and where possible, committee reports, otherwise content is good."

"Include a photo of the Union office, executive meetings, or membership meeting in each issue. Will work to impress the 'reality' of the Union on the membership. Might even make them proud of it, if the photos are good enough. Good luck!"

"Re: items not to be included: no, as if you don't want to read it no one is forcing you to. Include as much info as possible."

"Thank you for all your trouble in attempting to keep an apathetic membership well-informed."

"Some suggestions: (1) table of contents should be made (2) front cover should be the same every time (issue) (3) printed letters should all be the same (4) each issue should have some fixed columns (5) use white paper instead of yellow colour."

"Perhaps a statement of what the purpose and philosophy of the union is, in the opinion of various members of the Executive. Then perhaps members of the union (rank and file) would respond with their own opinions."

"This is a union newsletter not a women's lib newsletter...union news not woman's daily."

"...editorials - I enjoy knowing what you think of submissions."

"There are many things I don't enjoy, but I don't have to read them - I say put in as much as possible and let us decide what we want to read."

"Suggestions: (1) interviews... (2) the occasional day-book of our elected officials. I don't ask for this out of suspicion, just interest. How about a 'typical day's' calls to the Union Office? (3) how about the step-by-step chronicling of a successful reclassification grievance? (4) how about HUMOUR?"

"All signed letters from Union members must be printed - with editorial disclaimer if wanted - I have written 3 letters critical of union policy - none have been printed - paper is now very one-sided - specifically I wrote to a former editor responding to his blast following the last time this questionnaire was sent out & letter never appeared."

"Do not let those women get away with it. A picture of a Woman on the AUCE Newsletter!! Insist that they put a picture of a man on the next Newsletter, as a reminder that there are many hard-working males in the Union - and indeed it seems to be the men who have taken important offices and the initiative - and put in hours of work. We are a Union - the majority may be women, but we did not group as a feminist Union. I object to that picture on the recent AUCE news. Men - stand up and be counted! From a woman who likes and respects men!!!"

"Great work!!"

And, on that note, the Newsletter Opinion Poll survey ends.

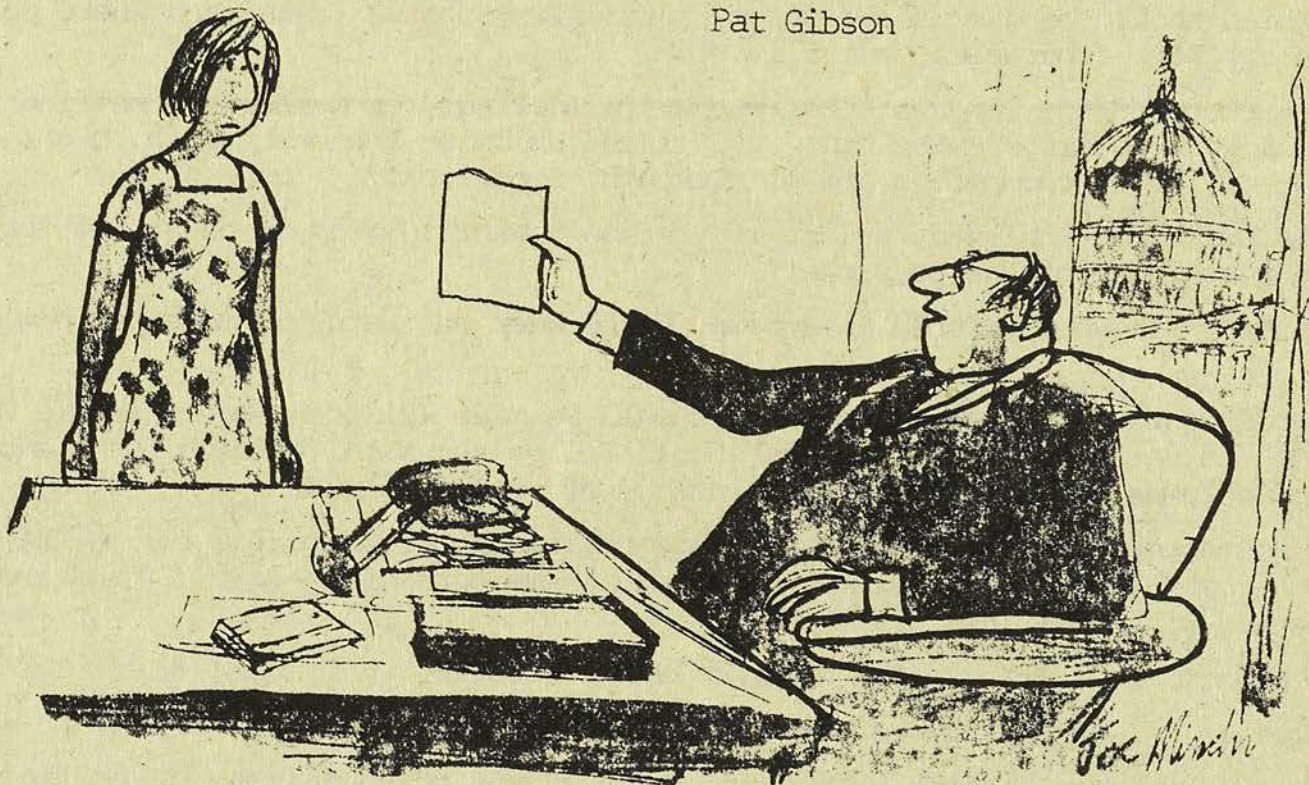
May 5, 1978

To the Membership of A.U.C.E. Local #1,

This is to advise the membership that as of June 30, 1978 I'm resigning as vice-president for personal reasons. I'm giving notice now to enable the membership time to nominate and elect a new vice-president before I leave.

Pat Gibson

Pat Gibson



*"You left out 'with extreme regret.' We accept
all resignations with extreme regret."*

It pays well to strike at UBC

(Vancouver Sun, May 3rd.)

UBC STRIKE PAY 'BEST IN WORLD'

BY GEORGE DOBIE
Sun Labor Reporter

The world's highest paid strikers - \$200 a week and going up — are digging in for a long siege at the University of B.C.

Twenty-six members of the International Union of Operating Engineers, Local 882, struck the campus power plants in a wage dispute 13 weeks ago and started collecting \$100 a week as strike pay. Today union business manager Bill Kadey disclosed that the local is about to double the pay and is considering another big boost this summer based on the average of their current regular rates.

That, Kadey estimates, could be as high

as \$350 a week, or \$60 a week above the current weekly average of all union and non-union wage earners in B. C.

"Why not," says Kadey. "We look after our guys but it's not that high."

Kadey adds that the local has a "war chest (strike fund) so big I could stay out there myself for two years at these strike rates."

He says the fund is \$135,000 in cash, plus bonds. The local's international is pitching in \$25 a week per striker and, if necessary, working members could be assessed to provide further help.

Kadey admits the union has a problem in

that it doesn't know how to bring the strike to a head. Picketing is being done on a selective rather than all-out basis to avoid running afoul of the Essential Services Disputes Act.

The plan now is to disrupt cleanup work that follows term-end exams that concluded last week.

UBC has made a 15-month and 24-month offer that would increase the power engineers' rates to a low of \$1,489 and a high of \$1,951 monthly. But Kadey says "we want some recognition of the discrepancy" between the current \$1,587 paid power house maintenance men on strike and \$1,710 paid campus maintenance tradesmen of the Canadian Union of Public Employees.

He says that, despite UBC's offer, the gap will widen when the general construction industry settles this year because UBC tradesmen rates are geared to that.

"I feel the members should be aware of the cost to our Union through our support of this group. We now have no strike fund, and plan to borrow - without any collateral or guarantee that it can be paid back. A very elementary business premise seems to have been ignored."

Stevie M. Dick

ATTENTION ALL AUCE MEMBERS:

THE GRIEVANCE COMMITTEE NEEDS YOUR HELP. WE ARE LOOKING FOR PEOPLE WHO HAVE APPLIED FOR AND RECEIVED TUITION WAIVERS FOR AUDITED COURSES. IF THIS IS YOU OR IF YOU KNOW OF SOMEONE WHO HAS DONE THIS, THEN RUN, DON'T WALK TO THE NEAREST TELEPHONE AND CALL:

JEAN PRIEST [REDACTED] 8

RICK LYMER 228-3115

LEETA SOKALSKI [REDACTED] 5

ANN HUTCHISON [REDACTED] 9

PLEASE LEAVE MESSAGES WITH NAME AND A PHONE NUMBER WHERE YOU CAN BE REACHED.

What follows is merely a random listing of some of the thoughts that have crossed and re-crossed my mind in regards to AUCE and the Operating Engineers strike. For me, as for others, the issue is both emotional and intellectual. I should probably state at the outset that I do not cross picket lines. A picket line is not something that most of us confront every day of our lives - in fact, for most it is something they read about in the daily press. Just a few days ago the Vancouver Sun carried a revealing article which indicated that Canadians took in excess of 93,000,000 sick days last year, while days lost through strike action accounted for 11,000,000 lost working days. The article suggested that the real problem of lost productivity was in the large part due to the number of sick days. The point I am trying to make is that workers do not strike for the sake of striking - if that were the case I would not respect picket lines. Strikes normally occur when the majority of members within a union believe that what they are struggling for is just. Such - in all probability - is the case with the Operating Engineers.

With that said, here are those thoughts promised in the first line of the preceding paragraph:

-AUCE as a trade union cannot ride the horse of convenience and change mounts in mid-stream. In January of this year - at a lunch hour meeting - we voted to support the Engineers should they be forced into a picket line situation. Three months later, or four months, we can't or shouldn't say to the University that we were only fooling by revoking our support for the Operating Engineers

-such a change in policy would undoubtedly indicate to the University, after we had been affected by the Operating Engineer's picketing, that AUCE is not serious about decisions that are made, and that when the crunch comes we will buckle. To say that our bargaining position in our own set of negotiations would suffer is an understatement

-what is at stake on this issue, to me, is how AUCE will continue to function in the future - will it be as a trade union or a staff association. If the latter alternative is what we want - going to the University with cap in hand and accepting the crumbs as we did in the pre-union days, then the process of decertification should be pushed

-we formed as a union and we have seen the benefits that our efforts have produced. We have only to rip open our pay stubs, take a vacation or a leave of absence, or, even, become pregnant, to see the gains we have made. But, now that the prospect of having to "suffer" for the decision we made four years ago confronts us, some of us recoil and turn solely on the Operating Engineers, their strike, their demands, etc.

-some AUCE members say that we should not support a union which person for person makes considerably more than AUCE members. Such a position is predicated on the basis of convenience - AUCE is probably the lowest paid group on campus. With such a philosophy of having to support only those that make less than us, we would never be in the position of supporting another Union's picket line. And, if we are ever to realize our ambition of equal pay for work of equal value, then we must count - in the final analysis - on the support from other campus unions

-we should remember that much of our bargaining power lies in the support that we can muster from the other unions on campus. If we undermine that support now, we may pay a heavier price in the future

-the Operating Engineers have exercised great restraint in not expanding their picket lines to the gates, despite University pressure in that direction. One has only to read the ubc reports in general, and Kenney's statements in particular

-the history of abc reports is interesting. We should remember that it saw the light of day as a regular - if not weekly - publication during our strike in December of 1975. It is the mouthpiece for the University Administration and nothing else. Across Campus, likewise, is also a mouthpiece, but for AUCE Local #1. The only time staff on campus get any substantial play in abc reports is when there are labour problems on campus. The April 6th issue contained a "final note" indicating that regular publication would resume in September. But on May 1st, that famous worker's holiday, we discover another issue - an issue devoted mainly to the Operating Engineers strike

-the Operating Engineers' choice of picketing targets to date have been self-evident and indicate the importance of the jobs which AUCE members perform

-the Engineers are in no position to publicly outline their strategy in regards to their negotiations or the strike strategy as the University would have advance knowledge of their positions and act accordingly

-they have encountered the same barriers which we have had to surmount and are still in the process of surmounting - the inability to get to those with decision-making authority

-the strike is indicative of the new atmosphere prevalent since December of 1975. Connaghan is a sound strategist - but the strategy is not always conducive to good relations between campus unions and the University. The University is constantly trying to test for union weaknesses and for lack of resolve in given situations

-the Engineers did not come to us in 1975 and state that they did not agree with the issues which we struck for - they did not say they could not support our demand for a radically restructured wage scale or for Union meetings on University time. They could only see that the University had offered us a 19% wage increase and that we were not completely satisfied

-as to what the strike is doing to AUCE and what damage our supporting the picket lines as a union is doing, well there are many positions. One school of thought pushes the position that the strike is tearing AUCE apart and that by rescinding our support things would improve

-our initial decision to support the Engineers' picket line was from my line of thinking the logical one to follow. To not have supported it would have made many an office working situation uncomfortable at the least with many members refusing to cross, while others in the same office would have chosen to cross

-because of the January decision, AUCE members really have no choice but to share any financial burden incurred by the strike in the most equitable manner possible. That means voting for the membership to be levied, and for me that is both the beginning and the end of that discussion

-there are similarities between the move to withdraw support from the Operating Engineers picket line and the across-the-board vs. percentage referendum experienced last year. Both occurred when they shouldn't have and for obvious reasons

-at the April 27th membership meeting the issue was extensively discussed. But no motion was forthcoming from the floor at that time to rescind support. But, the issue will be re-discussed at the next membership meeting and motions to re-affirm our support or to rescind it will probably be moved

-as usual, we are at a pivotal point in our history - a history compressed and eventful. We have organized from scratch, negotiated contracts, weathered a short strike, lived through Canada's first General Strike, and supported another union's picket line - in four short years. We have met most of the challenges in the past and I hope we will continue to meet them - as a trade union, with pride in ourselves and with respect for the demands and aspirations of other workers

REPRINTS
REPRINTS

Inflation "cure" kills economy

BCGEU Provincial, January/February 1978

Controls for most through '78

OTTAWA
THE GOVERNMENT'S decision to begin phasing out the controls program next April 14 means the majority of companies and employees won't emerge from controls until the end of 1978.

As expected, Ottawa has chosen a staggered, first-in, first-out method of decontrol. This will minimize the possibility of an inflationary surge of wage and price demands at the end of the program.

But the government has waited until the latest possible time to begin an orderly phase-out. April 14 is exactly 2½ years after the start of what was to be a three-year program.

An Anti-Inflation Board official told The Post the AIB's calculations show that 15% of companies will be free of controls by the end of June, 1978, a further 10% by the end of September, and the remaining 75% by the end of December.

For employee groups, the corresponding figures are 22% by the end of June, a further 10% by the end of September, and the other 68% by the end of December, 1978.

Employee groups will be free of controls for guideline years beginning on or after next April 14. For companies, all but the very biggest (those with gross operating revenue of \$25 million or more) will exit as soon as they complete any fiscal year ending in 1978.

The big companies whose fiscal years end before April 14, 1978, face slightly different arrangements. These firms, which report quarterly to the AIB, will remain under controls until the end of their last fiscal quarter falling in 1978.

The AIB regulations are being amended to provide that the relevant period — generally three fiscal quarters — will be a compliance period for AIB purposes.

Ottawa also is changing the regulations to limit wage and salary increases in the program's third year to a basic 6%. Under earlier rules, which provided a cost-of-living catch-up, employees could have been able to get third-year raises of up to 8% — which would have done little to dampen inflation.

However, it is still possible for some employees to get more than 6%. To that basic guideline is added (or subtracted) an "experience adjustment factor" of up to 2%, for groups whose pay is out of line with others in the same line of work.

The big unknown in the decontrol process is to what extent wage and salary contracts will be "back-end loaded" in the program's third year. An employee group whose guideline year begins on April 1, for instance, could bargain for a 6% raise over the nine months to the end of December, 1978, and a further raise when controls are over in January.

"There's nothing to stop people from doing this," says an AIB spokesman. "We hope they won't, but we can't stop them. As of January, 1979, there are no more controls."

A government bill now before Parliament would, however, eliminate one potential problem in the exit from controls. The AIB had feared that where it had rolled back wages in a contract that extends beyond 1978, the employee group might be able to go back to the originally negotiated rate after the end of controls. To prevent this, the bill specifies that wage and salary contracts that haven't been amended to reflect such rollbacks will be "deemed" to have been amended.

Dividend increases will be limited to 6%, vs 8% in the current year. Dividend restraints will end on April 14, 1978.

Professional firms will remain under controls to the end of their fiscal years ending in 1978. Third-year increases in professional fees and incomes will be limited to 6%. The \$2,400 upper limit on compensation increases will be unchanged for professionals as well as for all other wage and salary earners.

As for the AIB, its staff and workload aren't expected to decline significantly until next summer. It will continue to administer the program until the loose ends are tied up sometime early in 1979.

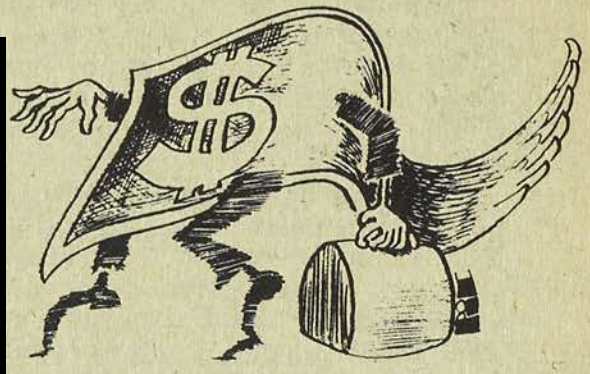
Ottawa's proposed monitoring agency, which will report on price and cost developments after controls, is expected to be in operation by next April 14. The agency will publicize increases that it feels are irresponsible or unjustified, but will have no rollback powers.

Anti-inflation controls phasing out

(Canadian Labour Law Reports
627, February 1978)

??

Farm income dips 6.9 per cent



EDITORIAL COMMENTS:

April 25, 1978

I heard on the radio last week that with the AIB, inflation continued at an unprecedented rate, (I am sure we all noticed) and that government advisors had predicted that wage controls would have no effect on controlling inflation because wages were not the cause - the cause is the increase in the money supply (i.e. the Bank of Canada arbitrarily printing bank notes, etc.); therefore the money supply increased at the same rate as inflation. (As noted elsewhere in this newsletter, excessive taxation has also been a contributing factor.)

Coincidentally (?) corporate profits were unprecedented in the last fiscal year; in fact they were equal to, or higher than the inflation rate.

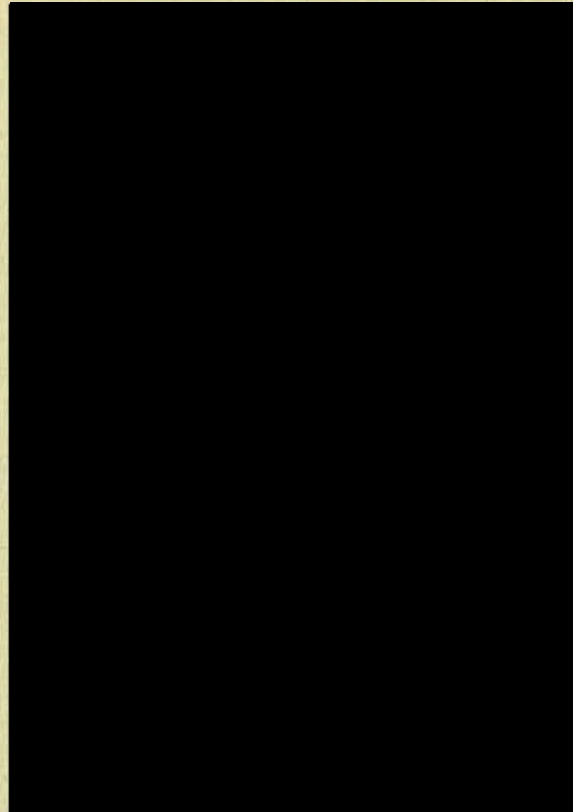
Dollars are rapidly becoming about as worthless as German Marks were after WW I, and I am sure we all are aware of what that led to.

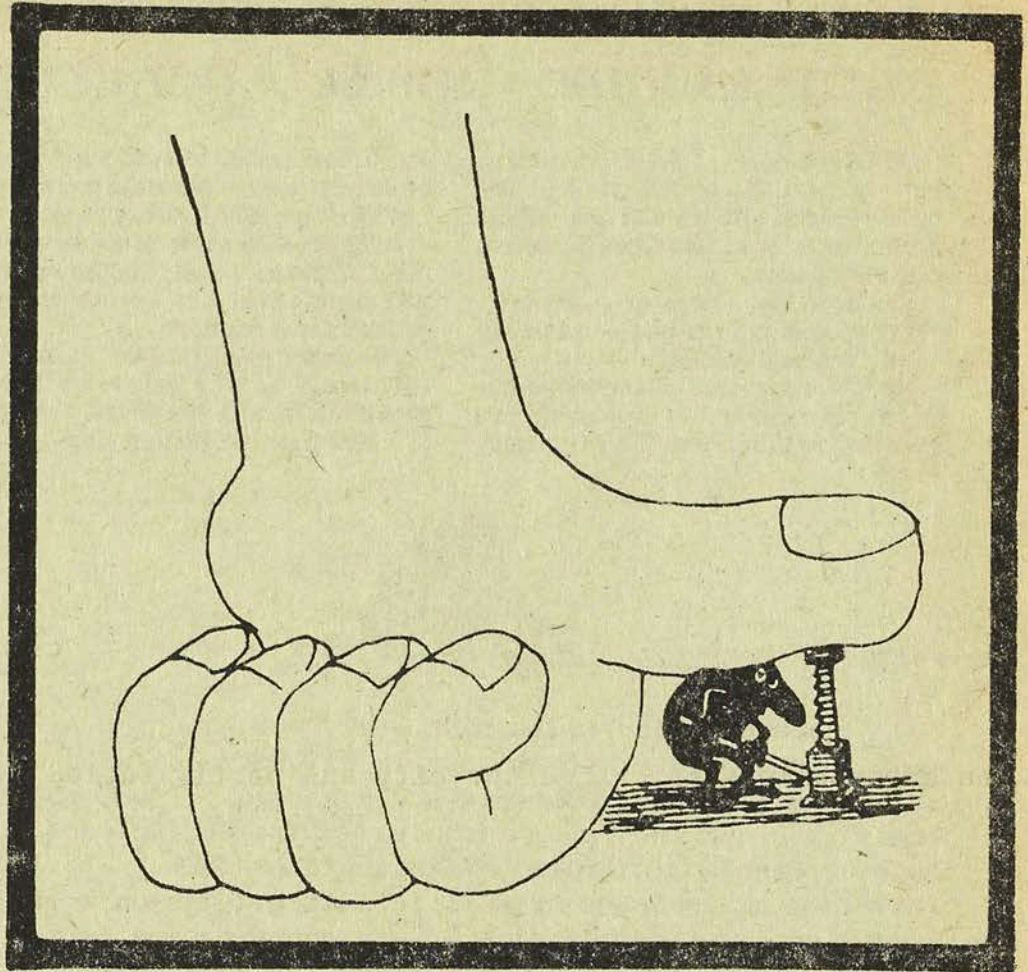
Marjorie Butt

PUBLIC SECTOR CONTROLS UNFAIR

BCGEU Mar/Apr 78







did you know...

Press Release

March 29, 1978

For Immediate Release

For further Info contact:
Gail Borst, SORWUC Office

Employees at the Electrical Trades Credit Union in Burnaby have just signed a second collective agreement, in which they won wages of \$980.00 a month for a 33 hour week. The certification for the credit union is held by the Service, Office, Retail Workers Union of Canada, Local 1.

Charlotte Johnson, president of the United Bank Workers section of SORWUC, stated, "This is the type of contract we intend to win for all women in the clerical and banking fields."

The contract also includes 5 days family illness leave, a floating holiday, and four weeks of holiday in the third calendar year.

OPINION

25th-AVENUE BUS - WHY WE SHOULD SUPPORT IT

On February 13th, our union office received a letter from the Traffic and Transit Committee of the Conference of Local Area Councils asking for our participation at a meeting to be held on February 22, to support the establishment of a route along 25th Avenue. The establishment of this route has been supported by the City of Vancouver and the Municipality of Burnaby.

Although our union executive passed a motion in support of the establishment of this bus route, we were unable to participate in the public meeting. It was felt that the issues involved should be brought to the attention of our members. The issue of public transit goes back a long way.

During the early 1950s, Vancouver had one of the finest transit systems in Canada. Over the next twenty years this system was dismantled. Streetcar tracks were uprooted, the interurban system was dismantled and the bus system was reduced to a shadow of its former self.

During the early seventies, partly encouraged by the public's growing awareness of the automobile's effect on the city and partly fueled by the rising cost of gasoline, the public began to press for an improved transit system.

Since then the bus system has been beefed up. Millions, that formerly would have been spent on freeways cutting through Greater Vancouver, has been spent on new busses, the Seabus and the creation of many new bus routes in Vancouver, Surrey, Delta and Richmond. In Surrey and Delta, a whole bus system has been created from scratch. Vancouver has seen new bus routes such as the False Creek and 49th-Avenue bus routes set up. But, one of the bus routes that has not been set up yet is the 25th-Avenue route.

Historically, the majority of bus routes have run north-south, radiating out of the downtown core towards the outlying parts of the city. The major purpose of these routes has been, and continues to be, the funnelling of people into and out of the downtown of Vancouver. It cannot be just coincidental that the major retail development between Broadway and 41st has been on the north-south routes that funnel people into the downtown core.

The 25th-Avenue bus route would cut across the centre of Vancouver linking UBC directly with central Burnaby. BCIT, Burnaby Municipal Hall and Pacific Vocational School are located near the proposed terminus of this route. This route would leave UBC along 16th Avenue, pass along 25th to Kingsway, shift over to 29th and eventually travel along Gilpin Street in Burnaby.

There is currently no direct bus route between UBC and BCIT and anyone who wishes to take the bus must take a circuitous, time-consuming series of busses.

Although there has been much talk of a dramatic improvement in the transit system to come in the near future the short term prospects look pretty grim. B.C. Hydro has begun to cut back on the bus routes again! The service on 49th Avenue, Beach Avenue and Broadway has been reduced at non-peak times. They are making noises about reducing or eliminating other bus routes. Meanwhile the Provincial Highways Department had over \$100 million overrun in their budget. The priorities of the Provincial Government seem to bode a return to the '50s and '60s where support of public transit seems to rank at the bottom of the barrel.

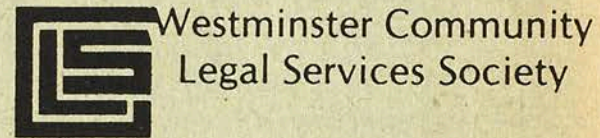
Unless we oppose this growing trend and support the establishment of new bus routes such as the one on 25th, we will find B.C. Hydro continuing to cut back on those routes that we now have.

It was through the activities of groups such as the Traffic and Transit Committee of the Conference of Local Area Councils that the bus route along 49th Avenue, that many of us use to get to work, was set up. The support of each one of us is necessary if the bus route along 25th is to become a reality.

The Transit Committee has been circulating a petition in support of the new route and copies of the petition, along with more information can be obtained by writing P.O. 2765, Vancouver, B.C., V6B 3X2.

Lid Studud

INFORMATION



UNEMPLOYMENT INSURANCE - If you pay in, you collect benefits when unemployed. Right? WRONG! Much more is required than simple lack of employment.

While close to a million Canadians find themselves without jobs, the regulations concerning eligibility for U. I. C. have become more restrictive, making it increasingly difficult to get and keep U. I. C. benefits.

If you are likely to be unemployed or are unemployed, find out more about the rules.

A free clinic will be held every FRIDAY morning at 10:00 a.m. at:

WESTMINSTER COMMUNITY LEGAL SERVICES
445 COLUMBIA STREET
NEW WESTMINSTER, B.C. V3L 1A9
Phone: 524-0381

The clinic will cover the basic eligibility requirements for U. I. C. and will be conducted by one of our legal rights workers. Bring your questions.

Lasts about an hour. Children welcome.

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PHONE 224-2308 FOR FURTHER INFORMATION.

WANTED: shop stewards
all divisions!



President: Ann Hutchison
Reading Rooms
2819

Vice-President:
Pat Gibson
Law
6731

Union Coordinator:
Jeff Hoskins
Union Office
224-2308

Union Organizer:
Jean Priest
Union Office
224-2308

Membership Secretary:
Wendy Lymer
Card Prep. 4192

Treasurer: Cobie Wennes
Woodward Library
2570

Trustees: Valerie Siegle
Main Library
4434

Lid Strand
Registrar's Office
6471 or 4367

A.U.C.E. NEEDS YOU



The Union Office is located at
2162 Western Parkway (in the Village
above the Health Food Store). The
Office hours are 8:30-4:30 Monday to
Friday. (224-2308)

**NEXT ISSUE
DEADLINE:
MAY 31**

