

ACROSS CAMPUS

AUCE Local 1 UBC ASSOC. OF UNIVERSITY & COLLEGE EMPLOYEES

2162 Western Parkway TEL 2245613

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MEDIATOR, ED SIMS SUBMITS FINAL WORD ON OUTSTANDING ARTICLES OF A.U.C.E.#1 CONTRACT

THE ARBITRATION REPORT CAME DOWN LAST THURSDAY FROM ED SIMS. THE FOLLOWING EXCERPTS ARE THE OPINIONS FOR FINAL SETTLEMENT OF THE SIX OUTSTANDING ITEMS WITHIN THE CONTRACT.

PATERNITY LEAVE

IN VIEW OF THE GAINS MADE IN THIS FIRST COLLECTIVE AGREEMENT IN THE COST AND SECURITY AREAS THIS ITEM SHOULD NOT BE INCLUDED DURING THE TERM OF THIS AGREEMENT. AT BEST IT SHOULD BE LAID OVER FOR NEGOTIATIONS OF A FUTURE COLLECTIVE AGREEMENT.

RE-CLASSIFICATION

"AN EMPLOYEE WHO IS RE-CLASSIFIED TO A POSITION THAT ENTAILS FURTHER OR CHANGED JOB DUTIES SHALL RECEIVE THE MINIMUM OR A STEP IN RANGE OF THE NEW CLASSIFICATION WHICH SHALL INSURE A PAY INCREASE OF AT LEAST TEN DOLLARS. IF AT ANY TIME IT CAN BE ESTABLISHED THAT THE POSITION DOES NOT ENTAIL NEW JOB DUTIES AND HAS IN FACT BEEN MISCLASSIFIED SINCE DATE OF HIRE, THE EMPLOYEE SHALL BE PLACED ON THE SAME SENIORITY STEP AS SHE/HE WAS ON IN THE ORIGINAL JOB CLASSIFICATION AND SHALL RECEIVE FULL PAY RATE ADJUSTMENT RETROACTIVELY TO APRIL 1ST, 1974. IN ADDITION, SUCH EMPLOYEE SHALL RECEIVE A PENALTY BONUS IN THE AMOUNT OF ONE MONTH'S DIFFERENTIAL BETWEEN HER/HIS OLD RATE OF PAY AND HER/HIS NEW CLASSIFICATION PAY RATE FOR EACH CALENDAR MONTH OF EMPLOYMENT PRIOR TO APRIL 1ST, 1974 TO A MAXIMUM OF FOUR MONTH'S DIFFERENTIAL."

SICK LEAVE

"FOR THOSE EMPLOYEES WITH THREE (3) OR MORE YEARS OF SERVICE, WHERE THERE IS NO UNEXPENDED SICK LEAVE OR UNEXPENDED UNEMPLOYMENT INSURANCE SICK LEAVE BENEFITS, THEY MAY BORROW AT ONE-HALF PAY AGAINST FUTURE SICK LEAVE CREDITS TO A MAXIMUM OF TWENTY-TWO (22) WORKING DAYS. IN CASES OF EXTREME

cont'd p.3

GRIEVANCE COMMITTEE REPORT - IAN MACKENZIE MISCLASSIFICATION**MISCLASSIFICATION**MISCLASSIFICATION**

SIX CONTRACT ITEMS WERE SENT TO SIMS FOR BINDING ARBITRATION. ON FIVE OF THEM, HE RULED IN FAVOR OF THE UNIVERSITY, GIVING THEM VERBATIM WHAT THEY WANTED. THE SIXTH, MISCLASSIFICATION, HE GAVE TO US.

THERE IS NOW A CLAUSE IN THE CONTRACT WHICH EVERYONE WHO HAS APPLIED FOR A RECLASSIFICATION, OR IS THINKING OF APPLYING FOR ONE, SHOULD READ AND THOROUGHLY UNDERSTAND. THE DIFFERENCE BETWEEN UNDERSTANDING IT AND USING IT AND NOT DOING SO COULD IN SOME CASES MEAN THE DIFFERENCE BETWEEN GETTING HUNDREDS OF DOLLARS IN A RETROACTIVE PAY ADJUSTMENT AND NOT GETTING A CENT. THE PERTINENT PART OF THE CONTRACT READS THUS:

"IF AT ANY TIME IT CAN BE ESTABLISHED THAT THE POSITION DOES NOT ENTAIL NEW JOB DUTIES AND HAS IN FACT BEEN MISCLASSIFIED SINCE DATE OF HIRE, THE EMPLOYEE SHALL BE PLACED ON THE SAME SENIORITY STEP AS SHE/HE WAS ON IN THE ORIGINAL JOB CLASSIFICATION AND SHALL RECEIVE FULL PAY RATE ADJUSTMENT RETROACTIVE TO APRIL 1ST, 1974." A "PENALTY BONUS" CLAUSE WHICH FOLLOWS MAKES THE RETROACTIVITY, IN PRACTICE, GO BACK TO DEC. 1, 1973.

TO ILLUSTRATE, AN EXAMPLE: SOMEONE IS HIRED IN JUNE '73 AS A CLERK 11, AT STEP 1. HOWEVER, RIGHT FROM THE DAY OF HIRE, THEY FIND THAT THEY ARE NOT DOING CLERK 11 WORK AT ALL, BUT IN FACT ARE FILLING A CLERK 111 JOB DESCRIPTION. THEY MAY APPLY FOR RECLASSIFICATION - BUT FIND THEIR APPLICATION HAS BEEN FROZEN DUE TO CERTIFICATION OF THE UNION. SO NOVEMBER '74 ROLLS AROUND, AND THEY STILL FIND THEMSELVES CLASSIFIED AS A CLERK 11, BY THIS TIME AT STEP 3.

A PERSON IN SUCH A SITUATION SHOULD HAVE RECOURSE TO THE MISCLASSIFICATION CLAUSE (ARTICLE 31(3)(F)). SINCE THEY HAD ALREADY PREVIOUSLY APPLIED FOR RECLASSIFICATION, THEY SHOULD SUBMIT AN ADDITIONAL REQUEST UNDER THIS CLAUSE. THEY SHOULD ASK FOR THE DIFFERENCE BETWEEN THE CLERK 11 AND CLERK 111 RATES.

cont'd p.3

Editorial

A.U.C.E. is for many of us the first union we have ever joined. A.U.C.E. is run by and for those who work as support staff at U.B.C. Members govern themselves directly on the local level and indirectly through elected representatives on the provincial executive, with all positions within the union being subject to the recall and discipline of the membership. The articles within the first contract represented some of the imperative issues that UBC library and clerical workers considered to be in need of drastic change and revision. The power capable of producing such changes came from the democratic structure bound within A.U.C.E.'s constitution. This concept assumes political equality of all individuals, the right to private freedom and to petition authority for redress of grievances.

Such principles are intrinsic to all aspects of A.U.C.E. union activity and we, who do not fully realize this fact unsympathetically, look upon work within the union as being part of a caucus or clique. However, experience has shown me that all people who decide to work on various committees etc. do so principally and for no other reason that they foresee the need for concentrated energy to be directed into a specific area within the union and to bring back to the executive and membership any findings for suggestions considered useful to a particular situation. A committee within A.U.C.E. is merely the theme that helps to unify, nothing else. I do not believe people working within A.U.C.E. wish to be individually acclaimed or otherwise regarded as an isolated faction with vested interests. In other words, there is little desire for people to fall victim to their own success! As with membership and division meetings, the democratic structure at committee meetings allows that all members will be heard and that decisions represent the feelings of the collective.

Whereas participation thus far has attracted the interests of some members more than others at times, a fact which is stimulating in itself and indicates a variety of interests, there is leverage within the contract to be of benefit and encourage other such activities as sports & recreation, futhering of studies, & possibilities of daycare facilities. A.U.C.E.'s constitution and structure is upheld within our contract. As working people it is through our awareness of our rights and our own creativity that makes the arduous battle of negotiations worthwhile.

*** Gina Mellado

Notice of Meeting

A G E N D A

FOR MEMBERSHIP MEETING TO BE HELD THURSDAY, DECEMBER 12
12 noon to 2 p.m. - IRC Lecture Hall #2.

1. Agenda changes.
2. Minutes
3. Correspondence
4. Financial Report
5. Committee Reports:
 - a) Strike Committee
 - b) Communications Committee
 - c) Grievance Committee
 - d) Pension Committee
 - e) Job Evaluation Committee
 - f) Job Training Committee
 - g) Working Conditions Committee
6. Other business.

Notice of Motions

I. The Strike Committee recommends the following proposals to be adopted by the membership:

1. That there be an amendment to the Constitution of AUCE Local #1 to provide for the election of a standing Strike Committee, with representation from each Division, to be convened at the beginning of negotiations.
2. That the Strike Committee be elected in the month preceding the opening of negotiations with the Administration, to be maintained until one month before the next series of negotiations.
3. That two elected members from the Strike Committee and two elected members from the Contract Committee hold regular meetings to ensure that there is the best possible communication between the two bodies.
4. That the Strike Committee be responsible for education of the membership about strike action, preparation for a union-wide discussion of strike strategy, and implementation of the adopted strategy, including the building of support for a strike.
5. That the Strike Committee be empowered to call divisional meetings, to ensure the most effective and broad implementation of strike strategy.
6. That the Strike Committee after its election, before negotiations begin, be allotted an initial operating fund of \$500, and be responsible for full accounting to the membership of any expenditures made from this fund.

II. Constitutional Amendment - Moved by Ian Mackenzie

MOVED THAT:

Section G, Subsection 3 of the Local Association By-laws (Duties of the Secretary) be amended as follows:

The following sentence to be deleted:

"She/he shall be responsible for the official correspondence of the Local Association membership and of the Local Association Executive."

The following sentence to replace the above:

"She/he shall be responsible for the official correspondence of the Local Association membership and of the Local Association Executive, as directed by those bodies. The Chairpersons of the Contract, Grievance and other standing Committees shall be responsible for the correspondence of those Committees."

In motivation of the proposed Constitutional amendment:

The new wording would clarify what was already the intent of the original wording. The Secretary has never handled, and has never been expected to handle, the correspondence of all the Committees of the Union, such as that between the Contract Committee and the University or between the Grievance Committee and the University.

CONTINUATION: GRIEVANCE COMMITTEE REPORT

retroactively to December 1, 1973. They should also maintain the same steps as before. In the above case, they would remain on Step 3, and be paid as Clerk III, step 3 between July 1 1974 and the present: and be paid as Clerk III, Step 2, between December 1, 1973 and July 1, 1974.

If you are misclassified and have not already applied for reclassification, submit a request for job reclassification to Personnel, stating specifically in it that you have been misclassified and that you are applying for a retroactive pay rate adjustment under article 31(3)(f).

And remember the difference between misclassification and a regular reclassification: in the former case, you have been incorrectly classified from date of hire, and have a right to retroactive pay; in the latter case, your job has evolved from what it was originally, and at the point in time where it actually fits into a new classification, you apply for such classification. In the latter case, retroactivity is only to the date on which you apply.

THE GREAT VACATION ROBBERY

by Ian Mackenzie

The University and ourselves have verbally agreed to the following interpretations of the Contract: a) Everyone who was hired in 1973 will get 3 full weeks of vacation for 1974. b) New employees, hired on or since Jan. 1 1974, will receive 1½ days vacation allotment for each month worked since Jan. 1 1974.

HOWEVER -- The University has told us that anyone who has accumulated vacation time from 1973 will have to forfeit all such time! For example, if you were hired in July, 1973 you probably were never given the chance to take any vacation time during 1973. So you accumulated 5 days from that year. Then you took two weeks vacation this last summer. You think you're entitled to 3 weeks for this year, plus your week from '73, for a total of 4 weeks entitlement. You used up two weeks in the summer, leaving you with two, right? Wrong! -- according to the University, that is. According to them, you forfeited that 1973 vacation time, so the two weeks you took comes out of your 3 weeks 1974 entitlement, leaving you with just 1 week now!

What the University is doing, of course, is seeking an illegal way to make sure that in practice you get just 2 weeks vacation after a year of employment! Illegal, because it clearly violates the Annual and General Holidays Act, Sections 4 & 5. The University has to give employees 4% holiday pay (or actual holiday time) for the period they worked in 1973.

We are formally filing a complaint over this with the Labour Standards Branch. However, we need actual cases to do so. If you are one of those who has accumulated unused vacation time from 1973, please contact the Union Office and we can arrange to file your case with the Labour Standards people. Even better, if you are quitting, and can show a vacation pay statement that clearly proves the University has deprived you of your 1973 vacation money, be sure to contact the office. A black-and-white case in writing is the best thing we can present to the Labour Standards Branch.

VACATION CARRY-OVER

by Ian Mackenzie

McLean has sent out a memo telling department heads to make sure all employees hired since Jan. 1 take all their accumulated vacation before the New Year. Unfortunately, the Contract specifies this, although that was never the intent. The vacation carry-over article just applies to vacation entitlements of 3 weeks or more.

In some departments, having all the newer employees disappear in the month of December is going to cause chaos. The Grievance Committee strongly feels that Personnel should allow flexibility to enable the newer people to carry their vacation over. We are still trying to convince them that from the point of view of management as well as the welfare of our own members, it would make most sense to allow this kind of flexibility.

DISPUTES

by Ian Mackenzie

The Grievance Committee has launched three disputes (mass grievances) against the University for their failure to implement important sections of the Contract.

The first one is a dispute of the University's violation of Article 31(3)(c) (Reclassification). The University has failed to notify the scores of people who have applied for reclassifications. According to the Contract, you must be notified by Personnel within 6 weeks of having submitted a request for reclassification as to whether the request has been accepted or rejected. For everyone who applied before October 1, we have interpreted this six week period as being six weeks from the date of signing of the Contract. None of these people, some of whom have had requests in for a year, have heard a word from Personnel. The University has until December 5 to notify these people about what's happened with their reclassifications. That's when the 14 day time limit at Step 4 of the Grievance Procedure expires.

The second dispute is over Seniority steps. The University refuses to recognize, in fact, that there are such things as "Seniority Steps". As far as they're concerned, every employee goes up one step on July 1. Period. To take an extreme example, if someone has been here for 10 years, but has worked under a disagreeable department head who never gave her any merit increases, she would go up from Step 1 to Step 2 on July 1, 1974. Personnel refuses to recognize she should be on Step 7.

We've been authorized by the membership to go to arbitration on this one if necessary, and we may indeed have to. The University Labour Committee still has another couple of weeks to change its mind.

**** (N.B. - Everyone should carefully check to see if they have been put on the right step.) ****

The third dispute is over Student Assistants. Article 6 of the Contract quite clearly states that "Student Assistants, or any other persons, performing duties normally done by employees bound by this agreement shall be paid at said employee's regular rates of pay as outlined in this agreement." The University has refused to implement this condition of the Contract, and is paying the Students in the library at the same old rate of minimum wage plus a dime.

With this dispute, as with the second one, we were told that "the University doesn't consider this to be a grievance." Once again, we may have to go to arbitration.



CONTINUATION: MEDIATOR'S REPORT

twenty-two (22) working days. In cases of extreme difficulty the Union and the University may jointly agree to an extension at one-half pay for a further twenty-two (22) working days."

TEMPORARY EMPLOYEE BENEFITS - SICK LEAVE

As most Sick Leave clauses require a qualifying time Sick Leave for Temporary Employees should not be included in the Agreement.

The provision for progression for Temporaries in Article 3(7) of the Collective Agreement is a reasonable qualifying time.

SHIFT PREMIUM

This item, Shift Premium, should stand resolved by amending the University's last offer to provide Afternoon Shift 25¢ an hour; Night Shift 44¢.

MINUTES OF THE NOVEMBER 14 MEETING

Thursday, Nov. 14, 1974

A meeting of the membership of AUCE, Local #1 was held on Thursday, Nov. 14, at 5:00 pm in Room 106 Buchanan. Emerald Murphy was in the Chair. (Minutes taken by Ann Hockey).

Agenda

- Heather McNeill) That the elections of Standing
Vicky Meynert) Committees be moved to follow
Business arising from the
minutes as item 4a.
Carried.

Two other motions were introduced:

- Ian Mackenzie) That the ballots be destroyed.
Pat Gibson)
Carried.

- Ian Mackenzie) That two people be authorized
Pat Gibson) by the Union membership to
work in the Union Office for
a period of up to two weeks.
Carried.

Agenda continued . . .

- Jack Gegenberg) That the Strike Committee Re-
Heather McNeill) port be moved to item #3 on
the agenda.
Defeated.

- Jack Gegenberg) That the question of funds
Heather McNeill) for a report that the Strike
Committee wishes to publish be
discussed as an item under
Finances.
Carried.

Minutes of the Meeting of October 10, 1974

The minutes had been circulated in the Newsletter.

- Pat Gibson) That the minutes be adopted
Jean Rands) as circulated.
Carried.

Business Arising From the Minutes

- Sandra Lundy) That motions be put in
Jackie Ainsworth) writing and handed to the
Secretary.
Carried.

(Note: Despite the fact this motion was carried several motions made were not put in writing or handed in!)

- Sandra Lundy) That a committee be struck
Pat Gibson) to prepare a slate of officers
for the annual elections

Notice of motion was given at the Membership meeting of October 10th 1974.

A motion to table was introduced

- Lloyd Barteski) That the motion be tabled for
Sandra Lundy) discussion at the next
general membership meeting
and referred to the Executive
for consideration in the
interim.
Defeated.

The original motion was voted on and defeated.

- Jackie Ainsworth) That the Executive study
Pat Gibson) the problems of nominations
at the Oct. 10th membership
meeting and make recommenda-
tions.
Carried.

Elections of Officers to the Job Retraining, Pension Plan and Working Conditions Committees

- Lorraine Langille) That the person who ran
Laurie Abram) fourth on the ballot for
the Job Evaluation Committee
be an alternate for that
Committee.
Carried.

The following agreed to stand for each committee.
(Each Committee to be comprised of three members.)

Job Training

Pat Gibson
Joy Korman
Yvonne Mitchell

Working Conditions

Sherri Campbell
Vicki Meynert
Peggy Smith
Sharon Newman

Pension Plan

Doris Maki
Judy Wright
Alice Johnson
Joyce Diggins

- Heather McNeill) That nominations close for
Jean Rands) working conditions
committee.
Carried.

- Lorraine Langille) That nominations close for
Joy Korman) the Pension Plan Committee.
Carried.

The meeting invited candidates to make a short presentation. Speeches and questions followed.

- Ian Mackenzie) That the runners-up be
Sandra Lundy) alternates for the Committees.
Carried.

Balloting proceeded, and the meeting moved on to the next item on the agenda whilst ballots were counted.

Constitutional Amendments (Notice of motion was given in the newsletter of November 7th. See that newsletter for amendments)

Carried.

Financial Report

Presented by Ray Galbraith. A copy of this report is appended to the minutes.

- Ray Galbraith) That the cash on hand Nov. 13
Joyce Diggins) 1974, \$3802.41 be adopted.
Carried.

- Ray Galbraith) That a cheque be forwarded in
Wendy Courtice) the amount of \$324.00 to
the Provincial Assoc. of
AUCE to cover the per capita
tax owing to date.
Carried.

- Ray Galbraith) That the sum of \$500.00 be
Bonnie Solem) allocated to cover office
equipment and expenses.
Carried.

- Ray Galbraith) That the sum of \$150.00 be
Heather McNeill) allocated to the Communications
Committee with the understand-
ing that this sum is to be for
the period from the Nov. 14th
membership meeting to the
Dec. 12 membership meeting.
Carried.

- Jack Gegenberg) That 250 copies of a report
Heather McNeill) drawn up by the Strike
Committee be published and that
the membership authorize an
expenditure of up to \$25.00
for this purpose.
Carried.

STRIKE COMMITTEE REPORT

Ian Mackenzie) That the membership
Ann Hockey) authorize the Union to buy
a Toshiba Copying Machine
and return the Reprox
copying machine now installed
in the Office at the end of
the three month trial period.
Carried.

The results of the balloting were announced--the following were elected:

Job Training Pat Gibson, Joy Korman, Yvonne Mitchell
Pension Plan Judy Wright, Alice Johnson, Joyce
Diggins (alternate: Doris Maki)
Working Conditions Sherri Campbell, Peggy Smith,
Sharon Newman (alternate: Vicky Meynert)

Contract Committee Report

No formal report was presented as the report in the newsletter of Nov. 7th was felt to be adequate.
Jean Rands) That the printing of the
Jackie Ainsworth) contract be delayed in order
to incorporate the items
referred to sub-committee
and arbitration.
Carried.

Grievance Committee Report

Presented by Ian Mackenzie.

The following items were included in the report:
That the Grievance on misclassification referred to Arbitration had been settled at step 4 at the terms the Union requested. That a mass reclassification grievance had been introduced by the Union to the University Labour Committee at Step 4. That a mass Grievance involving people not being put on their correct step was being initiated. That the implementation of Student Assistant's rates is being disputed. Discussion of the carry-over of vacations accrued in 1973.

Notice of Motion - Pat Gibson

I move that the membership authorize the Grievance Committee to sign a memo of interpretation with the University Labor Committee re article 28, Hours of Work; article 29, Overtime; and Article 26, Statutory Holidays in reference to people on the flexible work week who have to make up time, 3/4 of an hour if on the 9 day 2 week period, or 1 3/4 hours if on the 4 day week, for each Statutory or University holiday releasing the University from having to pay overtime rates for these specific hours made-up.

Sandra Lundy) That if the University does
Heather McNeill) indicate an immediate
willingness to place clerical
employees on the correct step
of the salary scale according
to their length of service
that the Grievance Committee
be authorized to take the
case to arbitration.
Carried.

Notice of Motion - Sandra Lundy

That the Corresponding Secretary of the Local be responsible for the final composition, working, and preparation of all official correspondence sent on behalf of the Union and will sign such correspondence.

Notwithstanding the foregoing, the Union Organizer may in conjunction with the Treasurer, send letters or place orders in the name of the Local for goods required for the legitimate business of the Union.

*** MALASPINA COLLEGE ***

On Sunday Nov 24 the Provincial Executive meet to turn over the organization to the newly elected members. In the process a charter was granted to clerical workers at Malaspina College in Nanaimo as Local 5. It is hoped that they will soon be able to sign up a majority of their bargaining unit and apply for certification to represent approximately thirty workers.

It was a long time coming, but the Strike Committee -formed to lead AUCE Local One through the planned Registration Week work stoppage - has finally come up with a report.

Now, the whole idea of a strike is understandably the furthest thought from our minds right now, but it is crucial for us to take advantage of this lull to fully understand the events which led to the settlement of the contract, learn from our mistakes and strengths, and be prepared to launch a strong and well-strategized campaign for the next round with the administration.

As the report points out, we were pretty green about the whole idea of a strike, but necessity being the parent of invention, we picked it up quickly. Many lessons were learned and some important concepts developed - these must be familiar to the whole membership if this rich experience is to be useful to us in the future.

The most important concept is that of the Strike Committee itself. Very few unions have ever reached the level of democracy which our rank & file committee represented - showing up for a couple of hours of picket duty is about as much involved as most union members have a chance to get in most bureaucratized unions, where decisions are simply handed down from an executive which may or may not be acting in the interests of its membership. The Strike Committee report recommends that we institute this concept of a democratically-elected strike committee into our constitution, and integrate its functioning into the whole process of bargaining right from the start.

Another matter of real concern to the Strike Committee both in the frantic preparation for the strike and during evaluation afterwards, was that the very idea of taking strike action was a cause of tremendous anxiety to much of the membership - women especially have been conditioned to fear this kind of show of strength. Clearly, being on the verge of a strike is not the best time to be fuzzy-headed and doubtful about it - therefore, we recommend that the strike committee not only be responsible for the long list of detailed arrangements and manoeuvres, but also start to do a little educational work long before a strike might be necessary. A fully-debated and well-understood strike strategy will go a long way to alleviate doubts, and will also help to ensure that if we have to strike, that the whole membership is together enough to actually win it - which is the whole point, after all.

Other important proposals include provision for effective communication between the Contract and Strike Committees, as well as the allocation of a budget of \$500 in order that certain projects which can't wait for general meeting approval can get underway.

We urge everyone to take a few minutes to read the report and come to the 2-hour general meeting ready to discuss the proposals. Remember - the right to strike is ultimately the key to having some control over our working lives - so we'd better learn how to use it well.



Heather Prittie

AUCE WINS VOTE AT SFU * * * by Dick Martin

Local #2 of Auce at Simon Fraser University on Tuesday November 19 won a representation vote conducted by the B. C. Dept. of Labour by 69%. The vote was to decide whether or not SFU wanted to be represented by a union and if so, whether it would be AUCE or the SFU Staff Association. SFU workers made a clear choice, voting 356 to 162 in favor of AUCE; and rejecting the Staff Association which had been opposed to union organization before this year. AUCE Local #2 will very shortly be involved in contract negotiations and is preparing a proposed contract.

SORWUC Report

by Jean Rands

SORWUC (Service, Office & Retail workers Union of Canada) was formed for many of the same reasons that led UBC's clerical & library workers to form AUCE.

Just as the established unions like CUPE & OTEU failed to organize secretaries & library workers at UBC, they have also failed to organize women office workers and service workers off-campus. About the same time that AUCE started (Oct. 1972), SORWUC was formed by a group of women who had concluded that "working women can and must organize ourselves" rather than waiting for the established unions to move.

SORWUC was founded on the same principles as AUCE - Local autonomy and membership control. The SORWUC constitution has many of the same democratic provisions as AUCE's - all leaders elected by referendum; a limit on how long anyone can be a paid official before going back to the job; paid officials can make no more than the highest-paid member; all officials can be recalled from their positions; dues may only be raised by referendum vote; important decisions are made by membership at local level.

There are no paid officials for SORWUC at this point. In fact, the union is still really small.

It has two certified bargaining units - one a small legal office, the other Vancouver Transition House (a house for women & children in emergency situations). The Transition House workers are now in negotiations with the Vancouver Resources Board.

Just as AUCE grew rapidly once the news spread to other colleges and universities, the same should happen to SORWUC. Workers in banks, restaurants, offices of all kinds are still overwhelmingly non-union. And all of them (men & women) suffer from the fact that their jobs are generally regarded as women's work - and therefore badly paid.

Our experience at UBC proved that it is possible for workers to organize and win a good contract without high-paid professional union leaders. Many of us have friends who work in banks, insurance offices, restaurants or social service agencies like Transition House - friends who are impressed with AUCE. AUCE can't organize those places (by our constitution) but SORWUC can. If you know people who are willing to do what AUCE did at UBC - people who are willing to organize themselves in order to control their own union - put them in touch with SORWUC -- 2049 Turner Street, Phone Liz Godley [REDACTED]

THE ALL NEW 1975 vancouver women's calendar

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MULTI-COLOURED WALL CALENDAR
FULL OF GRAPHICS REPRESENTING
AN EVEN DOZEN OF WOMEN'S GROUPS
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STRIKE ENDS AT THE UNIVERSITY OF SASKATCHEWAN by Jack Gegenberg

The strike of non-teaching staff at two universities in Saskatchewan (Regina and Saskatoon) ended after two weeks, with 63% of the membership voting to accept the administration's last offer. The new contract will give employees a minimum of \$155 per month over 18 months. In the old contract, the lowest paid employees, the cafeteria staff, received \$390 per month - thus, in the new contract, at the end of 18 months, they will be getting \$545 per month.

The weakness in the wage settlement is that during the last six months employees will receive only \$55, a 9% increase. However, there will be compensation for any rise in the cost-of-living over 9%, calculated from January 1, 1975. Also, the new contract gives workers improved holidays, input into the process of job classification, and the beginning of a daycare program for the children of university employees.

Many of the 37% who opposed the above offer were sticking to the original union proposal for \$125 across the board over a 12 month contract. But the contract leaves several categories of workers, particularly women, at relatively low rates of pay.

Early on in the strike, it appeared that the university workers were going to receive strong student support. Student body organizations on both campuses passed motions calling on all students to not scab, help person the picket lines, and support the strikers in any other way possible. This was matched by faculty association motions to not penalize students refusing to cross picket lines on their way to class. The university board of governors indicated that they would not fire faculty for supporting the strike, but faculty members would be docked in pay for each class they didn't teach. Late reports from Canadian University Press indicate however, that the 3500 full-time students on the Regina campus were split between those supporting the strike and those opposing it.

The U.S.E.U.

The non-professional staff, including clerical, maintenance, technical, and food service workers of both the Regina and Saskatoon campuses of the University of Saskatchewan have been organized for 28 years in one local of the University of Saskatchewan Employees Union (U.S.E.U.). The U.S.E.U. is a direct affiliate of the Canadian Labour Congress (C.L.C.), which is the central organization to which most American-based "international unions" and large Canadian unions (such as C.U.P.E.) affiliate. (The B.C. Federation of Labour is the B.C. section of the C.L.C.).

Direct affiliation means that U.S.E.U. members do not have their own constitution and that decisions affecting union functions are made by the C.L.C. as a whole. Obviously, local autonomy in a situation like that is impossible. For instance, the question of a raise in dues for directly-affiliated locals was debated at the C.L.C. convention held in Vancouver last spring by the delegates as a whole. That meant the majority of people deciding what dues should be for unions like the U.S.E.U. aren't even members of the union!

Many members of the U.S.E.U. were unhappy over the C.L.C.'s handling of the recently concluded strike. C.L.C. representatives failed to inform the union leaders of the necessary procedures for obtaining C.L.C. permission to strike. Without their permission, the union would have forfeited their right to obtain strike pay from the C.L.C. strike fund, a fund they had been paying into for 28 years. As it happened, no one from the U.S.E.U. got any money from the C.L.C. anyway, since the \$20-\$25 per week strike pay per person was available only after two weeks of striking.

In addition, C.L.C. representatives had recommended acceptance of a previous management offer which provided only \$35 in the last six months of an 18-month contract.

A.U.C.E. AND THE TRADE UNION MOVEMENT

A.U.C.E. has important structural differences from unions like the U.S.E.U. Our commitment to the principles of union democracy, local autonomy, and equality of women is strong and deep. Nevertheless, our ties to other clerical worker's unions (and the trade - union movement in general) transcend any organizational differences among us. We have much to offer one another, and it is hoped that this and similar articles will lead not to smugness on our part, but to useful discussions both within A.U.C.E. and between A.U.C.E. and other unions.

*** (The information used in this article came primarily from an article in the Western Voice)

YOU AND YOUR CONTRACT

Many people within the AUCE bargaining unit are temporary workers at present or were temporary workers before the contract was signed. It's important for those of us in this position to understand exactly what the changes have been in our status, to insure that the contract is correctly enforced.

After 66 working days or the equivalent, temporary workers come off their probationary period and consecutively become continuing, either part-time or full-time. This means that they have exactly the same status as some one who is hired on in a permanent position and receive the same benefits as a person hired in a permanent position. If they are continuing part-time, they receive benefits on a pro-rated basis (that is according to hours worked).

If a temporary worker has completed their probationary period and has not been given continuing status and the resulting benefits (sick leave, medical, dental plan, etc.) they are in a position to put through a grievance against the University.

These are the differences in the positions of temporary workers and continuing full-time workers:

- 2 weeks as opposed to one month's notice
- statutory holidays are pro-rated
- medical and dental appointments are not covered
- no maternity leave
- compassionate leave and vacation time pro-rated

To qualify for statutory holidays and compassionate leave temporaries must have worked 22 days in the last 12 months.

Remember: if you have worked for 66 days and are not yet on a continuing basis there is something wrong! Talk to your shop steward for help.

If there is ANY ARTICLE within the contract that you would like to have more details about drop a note to the Union Office or give them a call 224-5613.

WINTER SPORTS CENTRE

for the Enthusiast & Potential Enthusiast ...

For members interested in utilizing facilities at the Winter Sports Centre on campus for skating, curling, squash and handball, it is now possible to make bookings as AUCE members for the Centre's courts and rinks. Dean Morgan, supervisor of the Sports Centre is willing to cooperate with our union and encourages use of the facilities especially now with the upcoming student break. Heavy scheduling of the Centre's facilities obligates people who make bookings to be prompt and to always show up for times allotted to them.

Popularity for squash courts necessitates that bookings be made by 9 a.m. - one week in advance for 45 minutes of court time. Use for all courts is 60¢ per person. At the present time, Friday evenings are good times.

The following prices apply to ice rink time:

Arena - mainly for hockey and skating parties
\$35. per hour.

Curling - \$12. for 2 hours (between 1 - 7 p.m. \$8. for 2 hours).

Throughout the week, ice rink bookings should be made 1 or 2 days in advance. Public skating time are: Wednesday, Friday Saturday 7:30 - 9:45 p.m.
Saturday, Sunday 1:00 - 3:00 p.m.

Placement on a priority list for a permanent booking for rink purposes could possibly be arranged early in April or May '75 for September.

G. Mellado

*** DIVISION RESTRUCTURING ***

The Executive, in consultation with the divisions, has adopted a plan for restructuring the divisions on campus. The new plan was outlined in the last newsletter. It is based on geography: nobody will be too far away from other buildings in their division. The new scheme is now in effect, although it is understood that minor changes may have to be made.

Division A	New Adminsitration Bldg., Gym., TRIUMF
Division B	Wesbrook, IRC, Woodward Library, MacDonald, Psychiatric Unit, James Mather etc.
Division C	Angus, Chemistry, Mech and Min Engrg., Biological Sciences, Instructional Media, etc.
Division D	Education & Huts, MacMillan (including library), Geological Sciences etc.
Division E	Sedgewick Library, Computing Centre, Math(including library) Geography and Geology, Anthropology, Sociology, Ponderosa Annex F etc.
Division F	Lasserre, Music (including library), West Mall Annex, Old Administration Bldg, Int'l House, etc.
Division G	Buchanan Bldg. and Tower, Centre for Continuing Education, Law Library & Faculty etc.
Division H	Main Library
Division I	Vancouver General Hospital

NB. If your department is not listed above, don't panic! You'll be part of whatever division is nearest you. The list above includes the bigger buildings and departments.

Divisional restructuring has put forth the task of committee divisional and executive representation. For anyone thinking about work within the union the time is ripe. An encouraging bit of information to the pondering is that the plight of the division steward which has forced many to resignation and near collapse has hopefully been resolved through constitutional amendment.

At the last general membership meeting, members voted to amend the present division steward structure by revising the duties and creating the role of divisional representative who will serve as a member of the executive while the division steward will serve as a member of the grievance committee.

When a meeting of your new division has been arranged and the names of divisional representative, division steward, Contract Committee representative, Communications Committee representative and shop stewards have been decided upon, all names should be submitted to Jackie Ainsworth, Union Organizer, Union Office.

* Gina Mellado

CREDIT UNION PROGRESS REPORT

by Joyce Diggins

Plans are well underway for the formation of a credit union at U. B. C. Members of the interim Board of Directors are aiming for May, 1975 to start operation. For information on the development or operation of this credit union write to P. O. Box 35375, Postal Station "A", Vancouver, B. C. until such time as a permanent address is published.

The interim Board has members from AMS, CUPE as well as AUCE. Plans call for a University-based service that will extend through the whole community.

Meetings have been held with Federal government employees and electrical trade members, as well as faculty and club personnel interested in the formation of this facility on campus.

A recent announcement of government interest in having Credit Unions act as agents for ICBC will certainly be a helpful source of revenue for the University Community Credit Union. The convenience of arranging ICBC payments here on campus will be appreciated by drivers.

In June of this year the 1973 annual report for B. C. Credit Unions was released showing a phenomenal growth in the province. One out of five citizens in British Columbia is now a member of a credit union - worldwide there are some 58,000 credit unions operating in 72 countries, representing a total membership in excess of 45.7 million. There are over 4,200 credit unions in Canada, with offices in all provinces, where they serve well over 6.5 million members.

Credit unions are service oriented. Since they are owned by the members they serve, credit unions can afford to devote some of their resources to the pursuit of social objectives as approved by their members. Much of this "social" orientation may be closely related to the basic financial services offered by credit unions. For instance, where a pure profit motive might dictate foreclosure on a loan and pursuit of an individual into bankruptcy, credit unions, which are oriented towards responsibly assisting members in the

management of their affairs, may have greater freedom to extend or reorganize the loan and give detailed advice to the member on future debt management. Most credit unions are also more liberal than other financial institutions in allowing accelerated prepayment of loans.

Credit unions are directly accountable and responsive to the needs and wishes of the people they serve. This democratic and responsive nature in turn enables credit unions to meet quickly and effectively not only the needs of their members but also the community in which they operate.

Plans are also underway to form a housing cooperative. For any members of the support staff, faculty, students or members of the university community wishing to put their name in for consideration for accommodation in a housing foundation please send name, address and telephone number to the same box number above for further information. A founding member's meeting is scheduled for the last week of January and you will be notified of time and place.

* * * RESULTS OF PROVINCIAL ELECTIONS * * *

PRESIDENT Sandra Lundy (Local 1)
VICE PRESIDENT Ross Klatte (Local 3)
SECRETARY-TREASURER Jackie Ainsworth (Local 1)

A CENTER FOR STAFF?

by Jack Gegenberg

A whole range of activities, intellectual, cultural, recreational, and social, are provided on campus for students and faculty. The hubs of these activities are, for students, S.U.B., and the Graduate Student Center, and for faculty, the Faculty Club. In these buildings, there are eateries of myriad description, drinking places, lounges, conference rooms, auditoriums, and other services which add an extra dimension to the lives of students and faculty. The university seems to be overflowing with little amenities for those who choose to associate with it.

Except for the non-professional staff, that is. We have nothing. Period. All of which is rather odd, considering the fact that we workers are expected to share the student's and faculty's reverence for the place. You remember, when A.U.C.E. was being organized, how we were told that our low wages were amply compensated for by the privilege of working, not just anywhere, but here! Pretty trees, and the opportunity to type profound papers and thought-provoking exams for the professors, these were to be our compensation for a pathetic wage.

Well, our wages are better now, we have a bit more say in what happens on the job, but the university would be better fulfilling its promise as an institution if it provided some sort of a building for its employees. A staff center, with food, drink, comfort, and facilities for, perhaps, daycare, or similar programs of interest and utility to the people who work here. Especially in these days of the NDP government, which is insisting that the provincial universities play a greater role in the community. Who is the "community" if not us? Besides the social amenities provided by the Staff Center, such an entity would create the possibility of a wider range of activities, with appeal to broader sections of the people, on campus. Cultural and social programs emanating from the Staff Center would be planned by and intended for a group of people whose needs are often quite different from those of students and faculty.

Possibilities for the location of the Staff Center have not as yet been extensively explored. Perhaps a Staff Center Committee, composed of people in the various unions on campus, could be formed. If anyone is interested, they could phone Jack Gegenberg at 3894, or leave word at the A.U.C.E. union office.

MONTHLY REPORT - UNION OFFICE

by Ian Mackenzie

Just some thoughts on the Office. I've been working temporarily in the office to fill the gap between the two elected Union Organizers. I've taken a leave of absence from my job to do this, and will have been here a month when I leave on Dec. 2. Jackie Ainsworth is taking over on the 5th.

The job is in fact a lot easier, in the sense of being straightforward, than I had thought. There are no hidden mysteries or secrets to success. I am convinced that most people who've been actively involved in the Union would be able to fit into this job quickly and perform it well. It's exactly the same Union activity that all of us who are involved do every day, except there's way more of it! Which brings me to my second point - it's not an 'easy' job in terms of the amount of work required, and in fact most of the time is pretty hectic. At times one has the feeling of drowning in oceans of paper. Often a good half of the time is spent in talking on the phone - answering questions, trying to solve problems, organizing. And ninety percent of the work is trying to keep up with the current duties and problems. A day's correspondence, for example, can easily occupy a morning - given the fact that you can't do it without being constantly interrupted by the telephone!

I really think it's going to be necessary to have a second person on a temporary leave of absence working in the office. The membership files are a massive job, one which I've barely had time to touch. I think one person handling the current business and one doing the files is a realistic arrangement.