

# AUCE Local One (UBC) NEWSLETTER

# Association of University & College Employees

# ACROSS CAMPUS

VOL. 3 NO. 2

APRIL 1976

**2162 Western Parkway - 224-5613**

## HELPFUL HINTS FROM THE GRIEVANCE COMMITTEE

During the Grievance Committee's recent spate of meetings with the University it has become apparent that many AUCE members are unaware of some very important portions of the contract and procedures that must be followed in regard to them.

Firstly, and most important of all, whenever you have made an agreement with, or request to, the University, be certain to get it in writing. We cannot stress this too strongly. This applies to leaves of absence, maternity leave or any other business. Without a written record of any transaction with the University, any refusal by them to comply with an agreement will have only the employee's version of the facts against management's. Word of mouth, as we have found to our chagrin, counts for extremely little.

In this year's contract there is a significant change in the employee files article. If the University receives a document which a) causes termination or b) restricts future promotion of any employee, the University must inform the employee involved. This is important in part b) because the University cannot introduce documents into a hearing that the employee has no knowledge of. Also, any employee may grieve all or part of any document in her/his file(s) and if the employee is successful in proving any or all of the document to be false, that part or all of the document shall be stricken. Lastly, any documents other than official reports must be removed from the file(s) after 2 years on the employee's request. We would advise all employees to check all their files regularly and find out exactly what is on file in black and white about them.

Many AUCE members are unaware of the fact that they are entitled to take one UBC course free per term, not per year. If you are a continuing full-time employee and have completed your three months probation, you can take a free course during Intersession, Summer Session, and Winter Session.

Finally, we would like to point out that a Division Executive member or steward is entitled to discuss the function of the Union, for one hour on the first Thursday of every month, with all members hired in the previous month.

Kevin Grace  
Grievance Committee

## MEMBERSHIP MEETING

**THURSDAY  
APRIL 8  
12:30 - 2:30  
HEBB  
THEATRE**

## MEETING AGENDA

NO SMOKING!

	Time
1. Adoption of agenda.	(3)
2. Adoption of minutes.	(3)
3. Correspondence report.	(5)
4. Financial report.	(5)
5. Business arising from minutes. - discipline	(15)
6. Executive report. - amendment to by-laws re chairing of Exec. mtgs.	(5)
7. Close nominations for Union Organizer, Trustee. Open nominations for Member- ship Secretary.	(5)
8. Grievance Committee report.	(15)
9. Strike Committee report.	(15)
10. Communications Comm. report.	(3)
11. Recommendations from Steward Seminar.	(15)
12. Provincial report.	(10)
13. Other business. - telegram to Vander Zalm re daycare workers - support of Pelletier	(5)



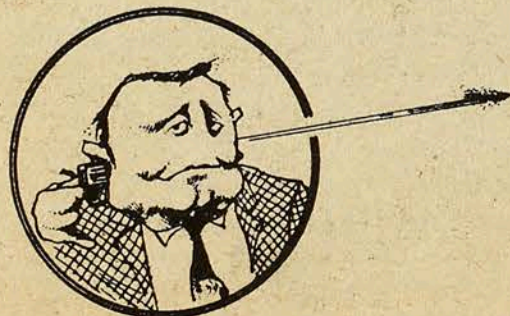
# TO BE DISCUSSED AT OUR NEXT GENERAL MEMBERSHIP MEETING!

## EXECUTIVE COMMITTEE REPORT

-Peggy Smith & Ian Mackenzie

### March 2 Meeting

- The following motions were passed:
- That the Executive strike an Ad Hoc committee with Frances Wasserlein as a member to continue to investigate the lay-off problem on campus.
  - That discussion of the Union Organizer and office roles be tabled until the next Executive meeting and that there be no further delays in discussing this matter.
  - That the AUCE Executive send a letter to Ken Andrews and the CUPE Executive stating that we are studying the idea of a council at the University and hope to get back to the CUPE Executive within the next month.
  - That the Executive authorize payment of \$55 plus any tax for the rental of a room at the Holiday Inn on March 14, 1976 for the Steward Seminar.
  - That the Executive authorize payment for coffee service at the Steward Seminar.
  - That the Executive authorize payment for the subsidization of daycare expenses for Local 1 Union members who attend the seminar. The maximum amount which will be subsidized is \$1.00 per hour. Any member who wishes to be subsidized must submit a request for payment form which the union will distribute at the seminar.
  - That the Executive authorize payment for a 2"x2" ad in the Ubysey on Thursday, March 11, 1976 which advertises the Steward Seminar.
  - That the issue of showing the film, "Don't Call Me Baby" be referred to the next Executive meeting.
  - That the Communications Committee be composed of one person from each division, supplemented by any number of volunteers wishing to participate.
  - That an ad hoc committee be struck, including the Trustees, to look into amendments to the by-laws and report back to the Executive, at which point recommendations will be made to the membership as to possible changes.
  - That the Executive form an ad hoc committee responsible for research and co-ordination with other unions regarding the wage and price controls. This committee should also involve the Grievance Committee, and be composed of volunteers.
  - That the Executive recommend to the membership that we endorse the Canadian Labour Congress demonstration on March 22, and send a telegram of support to the CLC with a copy to Trudeau.



### March 16 Meeting

- That Nancy Wiggs contact Louise Hamilton to clarify her position as Membership Secretary.
- That the Executive strike a sub-committee to present the pros and cons of hiring another person to work in the Union Office and the amount of time they should work. Their report should be presented to the Executive on April 13.
- That Peggy Smith prepare a set of recommendations to present to the next Executive meeting, responding to the issues raised tonight, on the Union Organizer position and running the Union Office.
- That the Union Organizer contact the Pentacare Childcare Society to find out what the staff involvement would be, and to ask that a representative come to our next Executive meeting to speak on their behalf, with that person's talk being scheduled near the beginning of the agenda (business arising from the minutes).
- That the Executive give notice of motion for the next membership meeting to amend the section of the by-laws restricting the rotating of the chair at Executive meetings.
- That in response to this question from a member of the Union, the next Executive meeting will be chaired by Ian Mackenzie, pending resolution of this question.

### March 25 Meeting

- That nominations for Membership Secretary be opened at the April 8 membership meeting.
- That the Executive send a letter of thanks to Louise Hamilton for her contributions to the Union.
- That the question of support for the Pelletier Defense Committee be referred to the membership at the April 8 meeting without Executive recommendation.
- That the relevant portions of SORWUC letter on daycare workers be published in the newsletter.
- That the Executive recommend to the membership that AUCE Local 1 support daycare as a social necessity, and the right of daycare workers to a living wage, and that we affirm our support of increased Provincial Government funding of daycare, and that we send a telegram to Vander Zalm, Minister of Human Resources, with a copy to SORWUC, stating this.
- That the Executive recommend to the membership that AUCE Local 1 send a letter of support to the University Village Housing Co-operative in their struggle to gain control of their own housing.
- That the Executive send a letter to Connaghan, Vice President of Labour Relations, requesting a meeting of all AUCE committees with him to discuss the issue of the status of non-academic women on campus, as raised in his letter of March 15, this meeting to be held after work.
- That the Strike Committee's recom-

mendations be referred to the April 28 Executive meeting.

- That the Executive present notice of motion to amend by-laws re chairing of Executive meetings for April 8 membership meeting.

The Executive is recommending the following as an amendment to the Local Association By-laws, to be voted on at the April 8 membership meeting:

Section G, Sub-section 1 currently reads:

1. *The Local Association President shall preside at all meetings of the Local Association and of the Local Association Executive, and shall be a member ex-officio of all Committees ...*

The recommendation is that it be amended to read as follows:

1. *The Local Association President shall preside at all meetings of the Local Association, and of the Local Association Executive except as decided by the Executive meeting, and shall be a member ex-officio ...*

## STRIKE COMMITTEE REPORT

The strike committee has had continuing meetings and is near the completion of its Strike Report. There are some specific areas which we would like the Membership to consider:

1. The setting up of a standing strike committee
2. The setting up of a strike fund, the majority of which would come from 10% of the monthly dues.

The reasons for recommending a standing strike committee are as follows. Last November the Strike Committee had only two weeks to organize the strike, which was not nearly enough time to plan the strike in sufficient detail. Committee members were rapidly exhausted by the effort, and areas which they didn't have time to think out thoroughly became weak points in the strike. There was no time to consider alternate actions to all-out strike action. Extensive preparation needs to be made in the following areas:

- financial arrangements
- legal problems of strike
- strategic positioning of pickets
- communication within the Union and with other bodies
- liaison with other Unions on campus
- possible injunctions

When contract negotiations become heavy, both the Executive and the Contract Committee may well need to draw upon the support and help of an outside body of people, which a well organized strike committee could provide.



# THE COMMITTEE OF TWO... CONTRACT COMMITTEE!

by Margie Wally

There is a very crucial committee in our union which has only two members. It is a sad and lonely committee. To date only divisions D (education) and H (Main Library) have elected reps. to the CONTRACT COMMITTEE! This is not exactly what you could call a show of strength on our part.

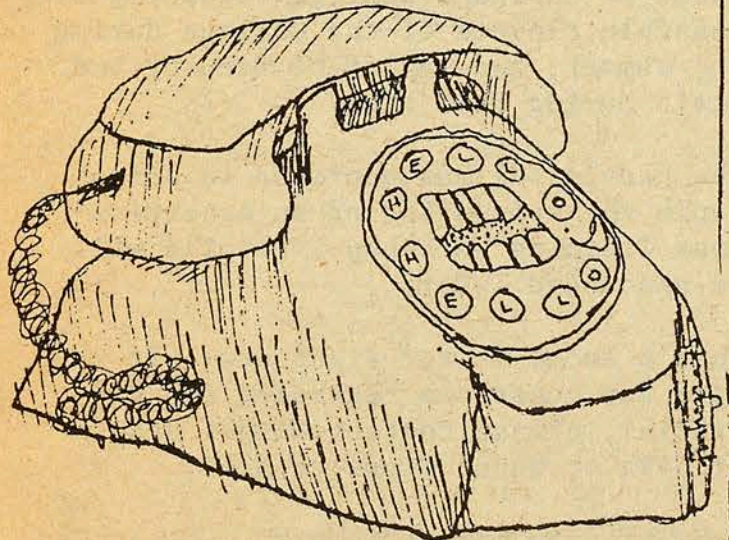
Lil Legault is representing Division D & Margie Wally, Division H. Division H has also elected an alternate who is Pat Gibson. Alternates are very important on any committee in case the regular person gets sick, takes a holiday, or dies. However, for the moment it would be really thrilling to just have a couple more regulars on the committee.

Personally I would find it rather intimidating for just good old Lil and I to have to negotiate the whole contract all by ourselves. And anyway, two persons does not seem like a very broad representation of the membership.

So: What we need are more people. This is an urgent appeal to all the remaining divisions to elect reps. (and alternates even) as soon as possible. Or even sooner. We are quite anxious to get the contract committee functioning so that we can go into negotiations well prepared and on time. Also, the sooner we can get proposals together, the more time the membership will have to discuss and vote on them.

Our contract is really important! After all, the little booklet that finally comes out of negotiations will govern our working lives for a whole year. And the conditions of our working lives usually influences the whole other part of our lives. So its a matter of really living, or just existing...

Please phone in the names of your newly elected contract reps. to the union office at 224-5613. Thank You.



# GRIEVANCE COMMITTEE REPORT

Two events of significance have occurred recently. The first is in regards to the feeling of some AUCE members that the Grievance Committee is neither as accessible nor as open as it should be. This is unfortunate - perhaps the only effective way to allay these fears is to say that Grievance Committee meetings are held every Monday at 4:30 pm. in the Union Office. All members are welcome to attend, either as participants or observers. The procedure at these meetings is to place members, who attend with problems or grievances, ahead of the regular agenda in order to discuss their case. Any member will be assured a sympathetic and thorough discussion.

The Grievance Committee stresses the importance of using the steward structure when dealing with the University, whether or not a grievance is involved. With some jobs being reviewed due to budgetary problems, and with some lay-offs either having occurred or being contemplated by management, it is vital that the membership keep the Grievance Committee informed so that employees' rights may be protected. To protect your rights as negotiated and set forth in the contract, we need all Divisions represented on the Grievance Committee. If you do not have a steward in your office, elect one. If you do not have a Division Steward, elect one also. Know the contract and be able to apply it to your work situation. Only an active and knowledgeable membership can prevent any erosion of our negotiated rights.

The second significant event was the Grievance Committee's first meeting with Robert Grant, the new Director of Employee Relations. The Grievance Committee/University Labour Committee meeting of 9mr76 was one of those rare occasions when we are able to witness obvious change in Personnel policies. This was the inaugural meeting with AUCE for Robert Grant. His performance was a masterpiece of polished managerial technique. He was articulate, and unlike Wes Clark, went immediately to the core of each query or grievance we presented. Grant was extremely conciliatory and business-like. The appropriate amount of charm or "toughness" was turned on and off at will. After months of Clark's tactics, we were refreshed by the new breeze, we hesitate to call it a wind, blowing in Personnel. The Grievance Committee was impressed by the first act; we now know that we a "pro" to deal with, and our awareness of and approach to the new situation will have to change. We see why he was chosen by Connaghan - Grant is his twin, his carbon copy.

During the meeting, Marcel Dionne, our chairperson, requested confirmation of the successful resolution of a lay-off grievance. Grant replied: "You have the right to ask for things in writing." In the past we have been hassled by Clark in regards to the interpretation of notification by the University as per Articles 5.03 and 33.03. Grant simply stated that "this is not something we want to debate", and that it should be automatically done. Grant suggested a meeting to facilitate carrying out the intent of the clauses as we presented them. Grant continued: "You give us some

body. Let's sit down and do it. No argument." And, to his Committee, he said: "Let's give them what the contract says we will. It's not something we want to fight about." And, finally: "I've learned more here today than in the last two weeks."

On the IRC lay-off grievance, Grant, as business-like as ever, stated: "We would like more time to review the circumstances." The Union was to get an answer by 15mr76. Discussion around the Jeff Hoskins grievance (i.e., temporary employee recall list grievance) dragged on when Clark once again threw in the bogus issue of qualifications. Grant ended his Committee's line of argument quickly. He pointed out to his Committee that they were dealing with a grievance focusing on the issue of back pay. He said: "I don't think it goes beyond that. Everything beyond that is not necessary. We shouldn't vent our emotions." An answer would be forthcoming by 15mr76.

Grant accepted the Union's interpretation of the Letter of Agreement re: Key punch Classifications Review, another issue which Clark had confused and misinterpreted. Grant asked Clark point-blank if the University had bided by the contract as written in this instance. When Clark answered with a vague negative, Grant turned to him and said: "I want to see you administer this agreement here." Before the meeting adjourned, Marcel Dionne requested that further meetings be held in the morning. Grant agreed, and suggested that there be time limits. The meeting adjourned with a final statement by Grant: "Hopefully, we'll get down to a shorter list of grievances."

Many of the cobwebs and entanglements surrounding the interpretation of the contract had been swept away. Grant's initial effort was impressive; he had for all intents and purposes undercut Clark's authority. How much of this was for show, for our consumption, or for Wes Clark was not certain. Grant was as smooth as velvet; we had witnessed a slick, articulate approach to management-labour relations. It was an interesting show, and how long it plays and what direction the plot takes is unknown. The Grievance Committee will continue to be vigilant. AUCE's past actions have been instrumental in initiating the "Palace Revolution" underway in Personnel. But one new Director of Employee Relations will probably not make that much of a difference. Yet, it was a fine debut.

On 16mr76 the Union Grievance Committee met again with the University Labour Committee. Robert Grant was not present; he does not assume his responsibilities full-time until 1ap76. The meeting was a duplicate of past meetings with Wes Clark: inconclusive, meandering, frustrating. Long on rhetoric, short on resolution. The content of this meeting and of subsequent meetings with the University will be dealt with in the next Grievance Committee report.

So as not to leave on a sour note, it must be pointed out that the above meeting was not devoid of humour. There was a touch of humour when Clark stated at one point during the meeting: "The Personnel Dept. is dead." And, after a short pause, he continued: "It is now the Dept. of Employees' Relations."

Ray Galbraith - for the  
Grievance Committee



# DISCIPLINE PROPOSAL

The following is a new proposal for a discipline procedure. It is being moved as an amendment to the proposed discipline procedure already on the floor. If adopted, it is to become part of the by-laws.

Section N(1) of the procedure already on the floor would remain unaltered. The following would replace Section N(2), although it incorporates virtually all of N(2) and merely adds to it. (Moved by Judy Wright.)

N.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(se);
- 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)); and
- 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 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 members and four 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 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 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 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 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 personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause (n).

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 will so signify.

k) If the verdict is guilty, the penalty, as provided in Section 17(B) of the Provincial Constitution, shall be debated and decided.

l) The Executive shall be responsible for ensuring that the penalty is carried out.

m) If, because of time limitations, it is necessary to do so, the membership may call a special membership meeting to hold a hearing.

n) A motion to reverse a conviction or a given penalty shall be in order at any future membership meeting, providing the mover and seconder originally voted on the prevailing side.

Judy Wright

# PROVINCIAL REPORT

Probably the most important thing happening with the Provincial right now is the hearing which will be held in Local 1's Union Office on Saturday, 3 April 1976 at 2:00 P.M. The hearing was called following the receipt of a letter questioning the constitutionality of the recent full-time Secretary-Treasurer referendum. Two members of each Local Executive have been invited to attend, and of course any other interested members are welcome.

Local 1's delegates and alternates to the June Convention have now been elected, and they met for the first time on March 18. They will be meeting regularly until the Convention and will formulate Local 1's proposed amendments to the Provincial Constitution. These will have to be approved by the membership prior to submission to the Provincial Executive.

Melody Rudd, our full-time Secretary-Treasurer, is busy running off copies of the Constitution for distribution to all members. She is also co-ordinating the Provincial Newsletter, which is appearing monthly. Melody attended the Women's Protest Rally in Victoria on March 22, and will be an observer at the Pulp and Paper Workers of Canada Convention this week, as part of the Provincial's affiliation study.

There are rumours emanating from our Local at Capilano College regarding the possible closure of the College during the summer, and layoff of faculty and staff during that time.

The Provincial has approved in principle the sponsoring of an Assertiveness Training Workshop. Details will be announced later.

That's about it for right now. If you have any questions regarding the Provincial, please contact Margot Scherk at 6495 or Nancy Wiggs at 5214.

Submitted by Margot Scherk  
24 March 1976



# SECRETARY II B ARBITRATION CASE

-Ray Galbraith

This grievance has been around since AUCE's first contract. The University Personnel Dept. had arbitrarily created the position of SECIIB, and shunted 10 SecII's into that category or "job description". The action was obviously contrary to our collective agreement. It has been the Union's contention that the positions involved should have been reclassified to SecIII's. This was the main question which Maureen Gitta, acting on behalf of the Grievance Committee as counsel, posed to the arbitrator, Richard Bird. The other question dealt with retroactivity.

Cecil Green Park was the site for the arbitration hearings. Two cases were presented: the Mackenzie/Bennett grievance and the SECIIB grievance. The Mackenzie/Bennett case was heard by the arbitrator on 24mar76. The Union's summation was presented by Ian Mackenzie Thursday morning, 25 mar76. When the arbitrator's decision on the Mackenzie/Bennett case is handed down, the Grievance Committee will report to the membership. The SECIIB case was presented by Maureen Gitta Thursday morning and early afternoon.

Bryan Williams, the hired counsel for the University, opened the proceedings with the statement, "The sore has been festering since 1973". Maureen Gitta replied, "Since 1969". Gitta then posed the two questions mentioned above, and proceeded to present Bird with the evidence which the Union and the University had agreed as being legally admissible. During Gitta's opening statement, Williams interjected that the University could not agree with the Union's position that all the grievances should be treated as essentially one mass grievance. He argued that the cases should be handled separately. For all intents and purposes, Bird favoured Williams' position, stating that the safest course of action would be to establish the merits of each individual case. At this point the meeting adjourned for private discussions between the Union Grievance Committee and Williams, and for lunch.

Williams opened the afternoon session stating, "Mr. Arbitrator, I think I have some good news." He said that something had been arranged between the Union and the University. The arbitrator's presence would still be necessary, but in the background. Williams said that a special committee had been structured, a committee that would establish its own ground rules in order to resolve that "complex dispute". Robert Grant and

Ron Bell would be on the University Committee. There would also be two further members selected from the University who would be outside of the Personnel Dept. and who had not participated in any past grievance or problems related to the case. The Union committee would be composed of Maureen Gitta, another Grievance Committee member, and two others in AUCE's bargaining unit not related with the case.

Williams told Bird that the joint committee would complete its "fact-finding mission" by the end of April 1976, with the report going to the arbitrator (with copies to both parties) not later than 15may76. After some discussion, Williams suggested that if "the committee is unable to reach a resolution by 15may 76, then it is referred to the arbitrator". Furthermore, "the committee decides when it wants to refer something to the arbitrator". Bird said he believed the joint committee to be a good one, as it was a "continuation of the collective bargaining process". But, he said, "If the committee cannot get off the ground, then it comes back to me." Williams agreed with the Union that the committee had to go by the collective agreement. The meeting adjourned.



The Grievance Committee believed this to be the best method of proceeding with the case. Bird, the arbitrator, had indicated during Gitta's opening statement that he thought he was to hear one case, not ten. From this and other statements, we, and the SECIIB's involved, decided to discuss the joint committee idea with Williams. We drew up a proposal for a joint committee, and presented it to Williams prior to the afternoon session. What we agreed to was presented to Bird by Williams. The possibility of a direct resumption of the arbitration under Bird looms in the background. We have about a month to see how the joint committee functions, and to see whether or not there are any successes. The Grievance Committee is planning a meeting with the SECIIB's to discuss the composition of the Union side of the committee. Developments, as they occur, will be reported to the membership, either at membership meetings or in the Newsletter.

# STEWARDS'S SEMINAR

Four new faces for me from UBC at the Stewards' Seminar--- the other 25 were the 'regulars' and guests from other locals. Blech. The last time that we had a stewards seminar, the worst snow blizzard hit Vancouver. This time it was the nicest day in months. What happened to the normal cloudy overcast Vancouver day?

So for all of you stewards who hopefully are at least suffering from guilt twinges--we unanimously decided at the seminar to recommend to the membership that we hold the next seminar during working hours. We will get short-term leave of absences for all stewards, and the union will pay the salaries of those who attend. We all felt that it was well worth the cost---approximately \$1500.-\$2000.00.

For those of us at the seminar, held at the Holiday Inn on Sunday March 14th, it was interesting and even fun as usual. A number of people who initially had just come for the morning session stayed all day. We didn't have nearly enough time to discuss everything we wanted, especially this year's contract. The discussion about the 'little blue book' didn't just end with various interpretations of the contract. Since stewards are faced with that contract every day, it was really useful to talk about what should be changed for next year. It becomes clearer to me every year that stewards should have a much closer tie to the Contract Committee--perhaps a Special Contract Seminar could be held before this year's negotiations in order to go through the old contract and pick out those vague or difficult clauses.

I won't go into a play-by-play description of the rest of the seminar, except to mention the closing discussion. This was the evaluation of the steward system. We know that in most places it is not working. There are hardly any divisional stewards meetings. Most people agree that it's hard to know what's going on, and much easier to pass on any problems to the old regulars. There were a lot of ideas passed around, and hopefully we'll have a fuller discussion at the next seminar. Some of us are thinking of having a meeting to talk about it some more. If you're interested, call Maureen Gitta, at local #5480 or myself at #4987.

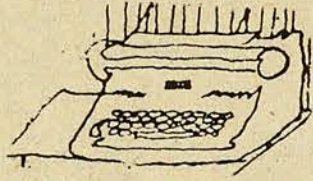
Oh yes--- a nice change at the seminar was home-cooked lunch. People brought sandwiches, fruit and goodies--so most of us stayed around at lunch and got to know one another better, and Peggy Smith finally got to show the CUPE film about women in trade unions, entitled, "Don't Call Me Baby!" It was a good film, and it even got me choked up a bit--the old feminist streak coming through. If you want to show it in your office or your division, call the Union office and Peggy will arrange a showing for you.

--Heather MacNeill  
Division A



# CORRESPONDANCE / letters from other organizations

## SORWUC



TO: SORWUC Members and Supporters

Dear friends,

Day care workers who are members of SORWUC and Social Service Employees Union (SSEU) will be on strike at eight day care centres in the Lower Mainland for one day - March 30 (Tuesday). The objective of the strike is to put pressure on the government to change the funding system which forces day care workers to negotiate with parent societies that have no control over funding. The day care workers are in a desperate situation. Many have not had a raise in two years. Qualified, experienced workers are making wages ranging from \$500 to about \$750 per month.

The only way the strike can be successful is by mobilizing public support and convincing the government that a lot of voters support the day care workers. We are asking you to: ask your friends to sign a petition, and return it to us as soon as possible; write a letter to Vander Zalm, and/or Bennett, and/or your MLA; if you belong to other organizations, unions, etc., try to get your organization to pass a motion supporting day care as a social necessity and supporting the right of day care workers to a living wage.

### DAY CARE WORKERS SUBSIDIZE THE SYSTEM

Daycare workers are expected to have one to two years training to work with pre-school aged children, yet they are paid less than even the untrained occupations. People are paid more to do laundry than to be responsible for the social, intellectual, emotional and physical development of a group of young children!

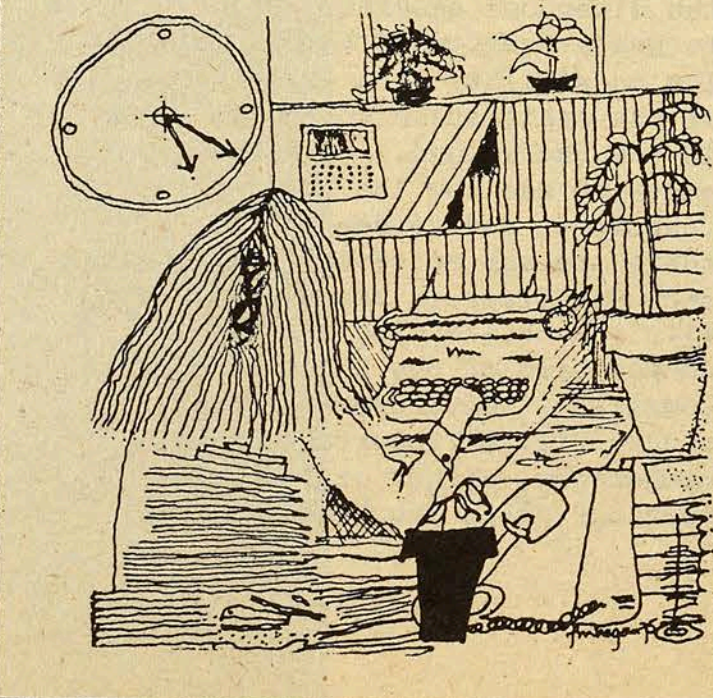
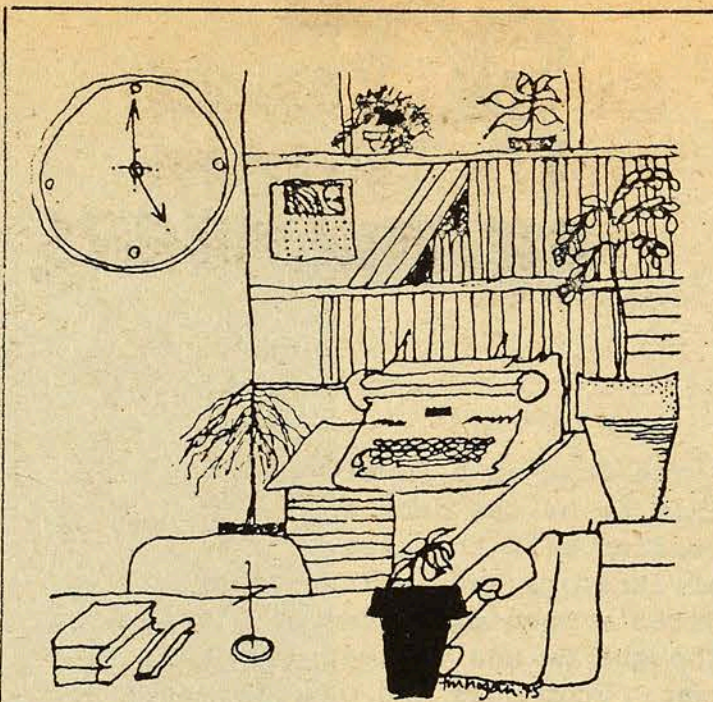
Daycare workers are subsidizing the present daycare system by accepting appalling low wages for their work. Daycare workers who work for less than the national average weekly wage take a personal loss every day they work in their daycare centres.

As long as the Department of Human Resources maintains its present funding system, day care workers will subsidize daycare services. Most people who use the service are either wholly or partly subsidized by the government. The operating expenses for daycare centres and staff wages comes from government subsidization and from those few who can pay for the services.

Coupons are given to those who are subsidized to use daycare services. It is usually up to daycare workers to collect these coupons. In no other field do workers have to perform this humiliating, embarrassing and demeaning task. Do public school teachers have

to ask the parents of children in their care for money to supply equipment and wages?

As long as daycare workers are willing to work for slave wages, there will be slave wages. It is time for daycare workers to DEMAND wages that at least meet the cost of living. It is time for daycare workers to DEMAND decent working conditions, proper physical surroundings and support services so that the children under their care can live under optimum conditions for growth and development. As long as daycare workers are having constantly to fight for these conditions they are never able to devote enough time and energy to the children under their care. Daycare workers must unite in these demands. Daycare workers can't do this alone - they need the support of parents who use the services and other working women.



## TAXI WORKERS

VANCOUVER TAXI WORKERS' UNION

P.O. Box 48420, Bentall Centre, Vancouver, B.C.

Brothers and Sisters:

The taxi driver-employees of MacLure's, Richmond, and Coral Cabs are currently engaged in a struggle to obtain collective bargaining rights. Arbitrary hiring and firing practices, poor wages, long hours, a complete lack of job security, and a host of other grievances have compelled the drivers to organize the Vancouver Taxi Workers' Union. Since the founding of the VTWU on Feb. 8, 1976, management has initiated a campaign of slander, illegal dismissal, and intimidation in an attempt to keep labour-management relations in the taxi industry at their present archaic level. The VTWU has fought these attacks "tooth and nail" and has increased its membership daily. It is, of course, only a question of time before management is forced to sit down and negotiate improved working conditions with our Union.

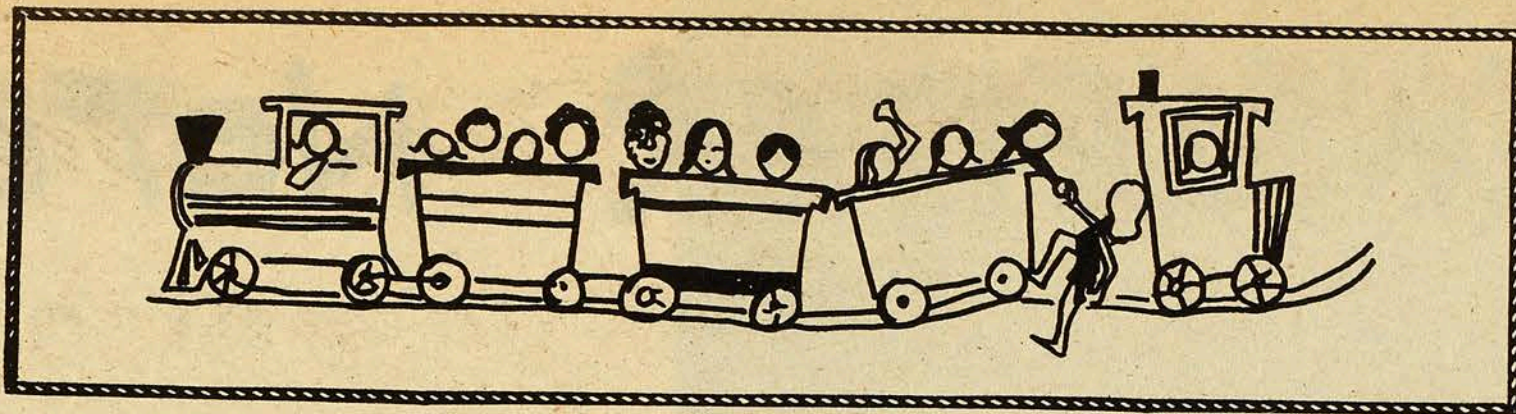
Now management has publicly branded our organizers "trouble makers" and "agitators" in an attempt to turn public opinion against the drivers. The bosses have gone on record as being in favour of a union but opposed to THIS union, since we allegedly do not represent a majority of drivers. We ask how we are supposed to organize the majority of the drivers when management has done everything in its power to destroy our union, dismiss its leading organizers, and distort the real issues?

We call on Organized Labour to support our just struggle to bring the taxi industry out from the Dark Ages. The drivers and members need to know that other workers and their unions support our struggle and will not be fooled by the old tricks of MacLure's management. We are asking Organized Labour to send our union letters of support and solidarity to encourage drivers that their struggle for improved working conditions is not being waged in vain; that other workers know of our position and stand with taxi drivers in opposition to all attacks against our basic democratic right to organize a union.

All letters of solidarity will reach the drivers through our publications and general membership meetings. Please show the drivers that they are not the forgotten orphans of Organized Labour; that workers everywhere support their struggle to improve working conditions and build their union. Your demonstration of solidarity and support will be greatly appreciated by our embattled membership.

Fraternally, "William Whitman" (Interim Pres.)





# AMERICAN INDIAN MOVEMENT

LEONARD PELTIER DEFENCE COMMITTEE

Dear sisters and brothers,

Leonard Peltier is a Native American and leader of the American Indian Movement in North Dakota. Peltier and other leaders of the Native movement there are on the list of militants the FBI are determined to prevent from playing an active role in Natives struggles throughout the U.S. Following the FBI shooting spree at Pine Ridge Reservation in South Dakota, in which two agents were killed, leaders, including Peltier were charged with murder - despite the fact he was not present at the time. The shooting raid at Pine Ridge and the following attempts by the FBI to blame Natives for their deaths are part of a concerted attempt by the U.S. government against the Native movement in their own country. It is attempting to label as criminal the Native people, in order to hide its own history of injustices towards the Indian people.

On Feb. 6, 1976, Leonard Peltier was arrested by the RCMP near Jasper, Alberta. He is currently being held at Oakalla Prison in Vancouver awaiting extradition proceedings. The RCMP works hand in glove with the FBI in the campaign against the Native movement, and operates its own policy of harassment and victimization of native people.

A committee has been organized in Vancouver to build a defence campaign for Leonard Peltier and to inform as many Native and non-native people about the Native rights struggle. It is only with widespread support of this case that will allow us to be successful in stopping the extradition proceedings and winning political asylum for Leonard Peltier.

The support of the labour movement is especially important, because it is the same corporations and government that oppress people and who are currently waging the attack on the working class of this country to make greater profits for themselves. It is all the same struggle and we must stand together.

The Leonard Peltier Defence Committee will provide speakers to meetings of trade unionists and other interested groups who wish more information on the case. Donations of money and materials are urgently needed. Telegrams of support for Peltier's right to political asylum and an end to the victimization of Native people should be sent to the Federal Minister of Immigration, Andras, Justice Minister Basford, and

Prime Minister Trudeau. We have enclosed for your information copies of a press release issued by the Van area Council of the NDP stating their support for Leonard Peltier. We urge you to follow their example.

Donations and requests for further information and speakers may be addressed to: The Leonard Peltier Defence Committee, 1855 Vine St., Vancouver, B.C. (604) 736-8944.

STATEMENT FROM VAN AREA COUNCIL OF NDP

V.A.C. Vice-President, Jim Lemaistre immediately sent the following telegram to Immigration Minister Andras following a resolution supporting Leonard Peltier in his attempt to fight extradition to the U.S.

Mr. Andras, The annual general meeting of the Vancouver Area council of the N.D.P. unanimously voted to demand that the extradition proceedings against Leonard Peltier be dropped and that he be given political asylum in Canada. Sgd. "Jim LeMaistre" Vice-President, VAC.

## HOW ABOUT SOME CORRESPONDANCE FROM OUR MEMBERS.

ALL LETTERS AND ARTICLES SHOULD BE MAILED TO THE COMMUNICATIONS COMMITTEE A.V.C.E LOCAL ONE, U.B.C., CAMPUS MAIL

The Service, Office and Retail Workers Union of Canada (SORWUC) is sponsoring a series of six noon-hour information meetings at the auditorium of the Vancouver Public Library at Burrard and Robson.

The series will begin March 25 and continue through April 29.

The meetings will deal with the problems women workers face today, and the necessity to organize, form unions and achieve a voice in their place of work.

The series will include a slide show on the history of working women in B.C., a film about day care, and several guest speakers.

The meetings will be held from 12:10 to 12:50 to allow office workers to come on their lunch hours. There is no admission charge, and people are invited to bring their lunch.

FOR FURTHER INFORMATION: call SORWUC 294-6176

## "LET'S DO IT OURSELVES"

A SERIES OF NOON-HOUR PRESENTATIONS BY THE SERVICE OFFICE AND RETAIL WORKERS' UNION OF CANADA.

- \* AT THE VANCOUVER PUBLIC LIBRARY
- \* 12:10 TO 12:50
- \* BRING YOUR LUNCH

"NEEDS OF OUR FOREMOTHERS"  
... a slide show

**APRIL 1**

"A NEW UNION FOR OFFICE WORKERS"

**APRIL 8**

"MOTHERS ARE OUR PEOPLE"

... a film about daycare.

**APRIL 15**

"I DON'T HAVE TO MAKE COFFEE FOR MY BOSS"

**APRIL 22**

"DO IT YOURSELF"

... organizing your office.

**APRIL 29**



# NEWSLETTER NOTES

**YOUR  
NEWSLETTER  
NEEDS YOUR  
CONTRIBUTION.  
"ACROSS  
CAMPUS"  
IS THE  
OFFICIAL  
NEWSLETTER  
OF A.U.C.E  
LOCAL 1.**



Liberation

## **ATTENTION STEWARDS**

It has come to our attention that some divisions are receiving newsletters addressed to persons no longer employed here and/or are not receiving newsletters for people who do work here. It would save time, money, paper, etc., if we could eliminate labels not needed and also make sure that every member gets a copy of the newsletter and other mailings.

The University seems unable to change their labelling lists, so we will have to do something ourselves.

We would like every steward to send us the labels for those people who need not receive mailings any longer, and also send a list of people who are not receiving Union mailings but should be.

Please send this information to:  
COMMUNICATIONS COMMITTEE  
C/O A.U.C.E. LOCAL 1  
CAMPUS MAIL

It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

Communications Committee  
c/o AUCE Local 1  
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.



Great Speckled Bird/opf

**NEXT  
ISSUE  
DEADLINE:  
MAY 30**

**"ACROSS CAMPUS"  
A.U.C.E. LOCAL 1, U.B.C.**