

Local Reports
May 1979
for

6th Ann. AUCÉ
Convention

June 2-3 '79

AUCE LOCAL 1 - ANNUAL REPORT FOR THE 1979 PROVINCIAL CONVENTION

The year was a busy one for some members. The Executive agonised over problems caused by a few members being less than enthusiastic about an International Union of Operating Engineers' picket line. A special assessment of \$20 was made to bolster the strike fund. Contract negotiations began late in January 1979. We expected a hard line from the University. After two weeks we asked for a mediator. With the mediator, the University negotiated more positively, and moved from 5% to 6% and it was not very long before they came up with their final offer of 7% which was accepted by the General Membership. The 7% was for a one-year agreement with no other clauses that would have taken away rights previously won in other years. We did win a clause that gave us better control of employee files:

Article 33.06 Disciplinary Action/Employee Files (Union Proposal)

Any written censures, letters of reprimand and adverse reports (including official evaluation reports), shall be removed from the employees' files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

The Negotiations Committee is not dead now, though! They recently met to start mapping out our demands for next time. It also ensures continuity when the new Committee is elected before the end of the year. Local 1 has been fortunate in having consistently full and active Contract Committees. They do alot of research in their spare time; this is one example of how successful a small union such as AUCE can be.

Back to the contract gains, one of our demands was to have 100% employer paid medical & dental plans for AUCE workers. UBC refused them, but the plans do make sense from an employees' point of view, especially in times when it is so hard to get wage increases & an employee would not have a great proportion of her/his wage going to deductions. (To my knowledge the clerical and library staff at Douglas College have this benefit - is this so?)

Local 1 recently initiated an AUCE Travel Club through P. Lawson Travel Agents. At least one non-member (we have a 'grandmother/father' clause in the contract) has signed up with the union in order to enjoy this benefit!

Subcommittees have been set up to look into affiliation and reorganisation of the union office. Unfortunately the same volunteers take part on both committees so solutions are coming out of committee very slowly. The Office Re-Organisation Sub-Committee is looking into the merits of having a third person in the union office, either full or part-time.

The Grievance Committee is down to four (4) members with the Union Organiser, Carole Cameron, doing the bulk of the work. The possible hird person in the office could free the Organiser from clerical duties in order to allow more time to concentrate on grievances. A submission has been made to the BC Labour Relations Board concerning the conflicting certifications between AUCE #1 and CUPE #116. Our former lawyer, Barb Findlay, has decided to take a leave from legal work and will be succeeded by Katie Young, of

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Laxton and Company (Vancouver). We really appreciated Barbara's efforts on our behalf.

Some of us a Local 1 have been wondering if it is not time to increase our dues in order to finance more services to the members. Perhaps a percentage increase in dues would be in order as our last wage hike was based on a percentage.

MEMBERSHIP STATISTICS: (#1)	
Total :	1425
Temps :	212 (incl. above)
Men:	94
Women:	1331 (approx.93%)
-as of January 1, 1979	

- submitted by Richard Melanson, AUCE #1 representative to the Provincial Executive, for AUCE Local 1.

5th May 1979

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Michelle McCaughran, Union Co-ordinator for AUCE #1 had the following to add from the Local 1 office:

No small part of the 'success' of this year's negotiations can be attributed to our respecting the Operating Engineers' picket lines last year and to the fairness and dignity with which we shared the financial loss - bargaining unit wide. Undoubtedly, the University (UBC) was testing our resolve and resiliency through the Operating Engineers' strike. With one notable and regrettable lapse in self-respect and judgment we demonstrated to the University our integrity and resolve.

Contract negotiations began January 26, 1979 in an effort to reach a settlement on or before March 31, 1979 - the expiry date of our Collective Agreement. After five sessions with the University we had reached a critical stage in negotiations. The University had not demonstrated any flexibility in regards to our proposals. On February 15th, the membership voted unanimously to apply for the services of a mediator. Under the auspices of Clark Gilmour, the first three mediation sessions had not been overly successful, especially with regards to University movement on our positions. The University had not moved on its initial offer of 5%. Much of our time had been spent in the area of knocking University proposals off the table. However, by the sixth session in mediation (March 21), and with the University upping its offer by 1%, we had reached the 'crunch'. At the March 21st (p.m.) session the University, with a flurry, presented its final offer - 7%, changes to our Hiring Policy clause which allowed for seniority to be the determining factor in no applicant was superior in ability and qualification, an increase in the Shift Differential, and changes to our Employee Files clause (see Richard's report above for details). On March 22nd, the membership voted to accept the University's 'final offer' and on April 5th the 1979/80 Collective Agreement was ratified.

The Contract Committee is still in force, on an ad-hoc basis, until a new committee is elected. They have been meeting in an effort to set a tentative timetable for next year's negotiations as well as investigating areas of concern and proposals with respect to our Collective Agreement. To have the Contract Committee meet on this basis ensures continuity is maintained when the new committee is elected. In the area of research and primarily in the 'art' of negotiating with the University, this is vital.

- Michelle McCaughran, for the AUCE Local 1 Executive, May 17th, 1979.