

# Association of University and College Employees

August 24, 1976

Mr. Charles J. Connaghan  
Vice-President  
Administrative Services  
President's Office  
UBC Campus

Dear Mr. Connaghan,

As of today's date A.U.C.E. Local #1 has met with the University's Negotiation Committee on three occasions.

During the introductory meeting of August 13, 1976 and subsequently the meeting of August 19, 1976 discussions ensued between our respective committees regarding the number of A.U.C.E. members that would be granted time off with pay for the purpose of attending negotiations. Our Contract Committee requested that the University give consideration to permitting eleven members the necessary time off with pay. Mr. Grant assured us that he would take our request under advisement.

During this morning's meeting Mr. Grant came back to us on this matter. We were told that our request was discussed with his superiors and that it was decided that A.U.C.E. was to be limited to a total of six paid representatives. It would appear that as this decision was rendered by persons other than Mr. Grant alone, I am justified in directing this letter to you.

It was and is still felt by our Contract Committee that we require a representation of at least eleven committee members during all bargaining sessions. This number is not chosen arbitrarily. We are a democratic union and our representatives take their direction from our membership. Eleven committee members assures us representation for each of our nine divisions, and also the presence of a recording secretary and our Local Association President. This is in keeping with our Constitution and partially eliminates the communication problems that arise from the size of this campus as well as the geographical distribution of our members.

Our request for at least eleven paid committee members was also based on the number of employees in our bargaining unit. During Simon Fraser University's negotiations last year the Union and the University agreed upon having one paid representative for every seventy members of the bargaining unit. In terms of this Local's size our request represents a ratio of one representative for every one hundred and fifteen members. We feel this is fair.

To motivate this matter further, past practice on this campus has been to permit A.U.C.E. eleven paid representatives. During our negotiations with the University in 1974 this matter was discussed and agreed upon.



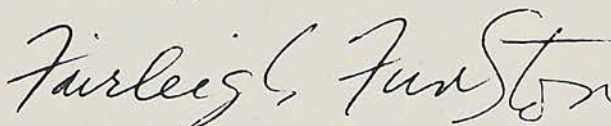
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In closing I would like to express this Local's concern with the University's suggestion that should we require more than six members present during negotiations that we subsidize the presence of the additional members. Each of our committee members is responsible for maintaining their regular work on campus and in the past the University has not found it necessary to hire replacements for them while in attendance at negotiations. I can only assume that our representatives managed to keep up with their regular duties. This is what they were paid to do. Our Contract Committee was not and is not being paid by the University to negotiate. In light of this we do not feel that we should pay our members to be present at negotiations unless the University hires replacements for them at their regular jobs.

It is the hope of A.U.C.E. Local #1 that you will take our request for eleven paid individuals under further consideration. We strongly feel that the presence of eleven of our members during all bargaining sessions would expedite matters to a large degree.

Sincerely,



Fairleigh Funston  
Union Organizer  
on behalf of the A.U.C.E. Local #1  
General Membership and Contract Committee