

ACROSS CAMPUS

march 1980

AUCE APPLIES FOR MEDIATOR

The University has repeatedly stalled serious negotiations, reiterating their position of refusing to negotiate any monetary related items until all our proposals were on the table. When we finally did present them with every last possible proposal, the University informed us they did not have a counter wage proposal. We then gave them until Tues. Feb. 26th to do so. Strudwick informed Marcel Dionne by letter she would be unable to meet with her superiors and get back to us before Tuesday March 4th. In order to expedite matters and showing our willingness to negotiate in good faith, the Contract Committee complied with her request, even though it was contrary to Article 37.01.

On March 4th, the University arrived late and presented the Contract Committee with their amended proposals and their wage offer. The University wage offer was inadequate in light of current inflation and the settlements other unions are obtaining. We would particularly draw your attention to the recent settlement of the Hospital Workers, H.S.A., a unit of 2500 employees. They signed a 27 month agreement at a total cost of 29%. In addition to wages, they got improvements to a number of benefits including vacations and long term disability coverage. The University's offer was a three year agreement; 7% the first year, 7.5% the second year, and 8% the third year. Also, the University has shown little inclination towards considering any of our major needs while we, on the other hand, have repeatedly reworded some of our proposals in an effort towards compromise.

In light of this and the fact that the University has shown no signs of altering their position, repeatedly saying: "This is the University's position", the Contract Committee informed the University, Tuesday, March 4th, after a caucus, that we have no choice but to apply for the services of a mediator in an effort to resolve the current set of negotiations. We have therefore suspended negotiations with the University until a mediator is appointed, probably within the next ten days to two weeks.

PENSION CHANGES

THE UNIVERSITY OF BRITISH COLUMBIA
2075 WESBROOK MALL
VANCOUVER, B.C., CANADA
V6T 1W5

THE UNIVERSITY OF BRITISH COLUMBIA
EMPLOYEE RELATIONS
#100 - 6253 N.W. MARINE DRIVE
UNIVERSITY CAMPUS
VANCOUVER, B.C. V6T 2A7

EMPLOYEE RELATIONS

February 26, 1980.

Mr. Marcel Dionne,
President,
A.U.C.E., Local 1,
2162 Western Parkway,
Campus Mail.

PLEASE READ THIS LETTER CAREFULLY.
IF YOU ARE NOT PRESENTLY A MEMBER
OF THE UNIVERSITY PENSION PLAN YOU
MAY SUDDENLY FIND YOURSELF CONSCRIPTED
AND POSSIBLY DEDUCTED. THE NEXT ISSUE
OF ACROSS CAMPUS WILL INCLUDE A DETAILED
REVIEW OF THE IMPLICATIONS OF THESE CHANGES.

Re: Employed Staff Pension Plan

Dear Mr. Dionne:

Effective March 1, 1980 the University on the recommendation of the Employed Staff Pension Plan Board has improved the options open to employees in regard to their membership in the Pension Plan.

1. All monthly paid staff may join the plan immediately upon starting employment if they wish.
2. If they do not wish to join immediately they have up to three years or to the first of the month following their 30th birthday, (whichever is the later) to join the plan.
3. Those people who have already exercised their option to join after one year will be given the further option of paying back their first year's service at their current salary rates on or before December 31, 1982 by a lump sum payment or through payroll deductions.

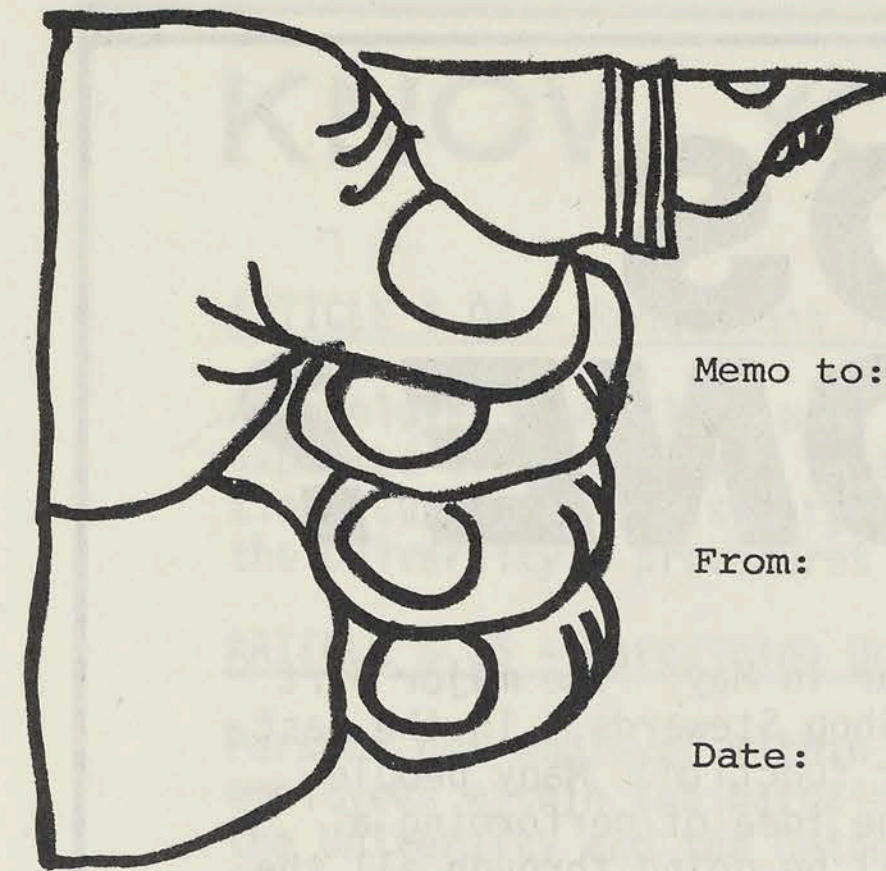
The Benefits Section of Finance will be sending out letters to those employees covered under (3).

They will also write to each person currently within the one year waiting period informing them of the changes.

Sincerely,

W. L. Clark,
Assistant Director.

WLC:jdjg



LETTERS

Memo to: AUCE Local #1
Communications Committee
Campus, U.B.C.

From: Nancy Wiggs for
Board of Directors
Graduate Student Centre

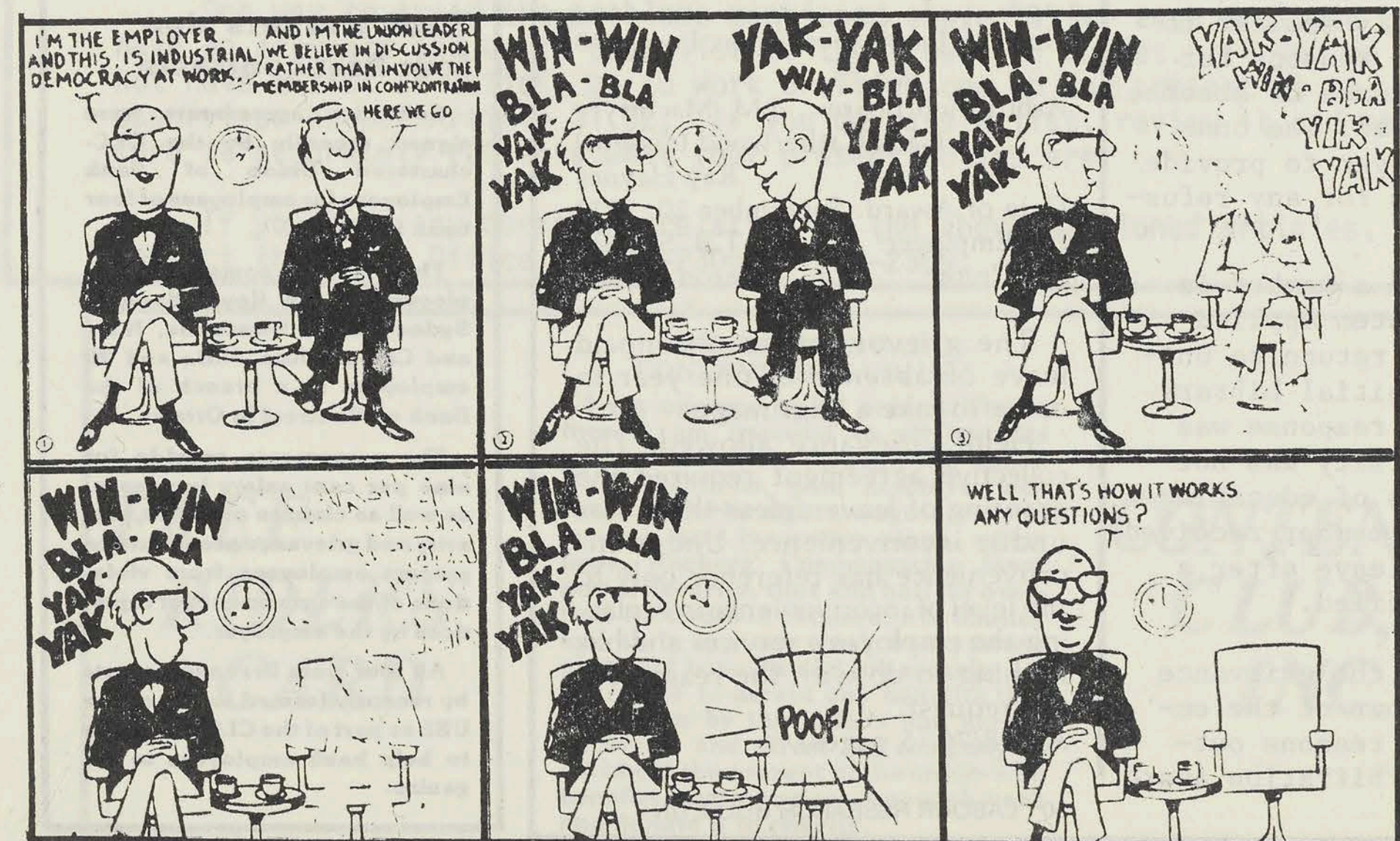
Date: February 11, 1980

The Graduate Student Centre has recently expanded its membership to include full-time monthly paid staff of the University. So that the staff eligible can be informed of this policy, we would like the following announcement to be included in the next edition of your newsletter:

Membership in the Graduate Student Centre is now open to full-time, monthly paid staff of the University of British Columbia, at a cost of \$25 per year. For information about memberships and how to join, please call the Graduate Student Centre at 228-3202.

Thank you.

NW



STEWARDS ANYONE?

Local 1 will be holding a Shop Steward seminar in May. The major part of this year's seminar will be actual training of Shop Stewards. In the past Stewards have had little or no explanation of their function. Many people might be willing to act as a Steward but pale at the idea of performing a grievance. In small groups, at the seminar, we will be going through all the steps of the grievance procedure and everyone will have an opportunity to take the role of the grievor, Shop Steward and supervisor or Department Head. Once you have had the experience it is not as intimidating anymore. In addition, each Steward or potential Steward will be given a handbook with an outline of suggestions for handling problems or grievances. So, if you have an interest in becoming a Shop Steward please contact Carole Cameron in the Union Office and your name will be included on the list for the seminar. The seminar will last all day and each member attending will have time off work with pay.

Reprinted to the immediate right is the decision of an arbitration case in regards to leave of absence.

The contract article in question is obviously similar to ours in that no reasons for the requested leave of absence have to be stated. The onus is on the employer to provide written reasons for any refusal.

A few years ago a member in the Library system applied for a leave to return to University. The initial Library Administration response was that the University was not in the business of educating its staff. The member received the requested leave after a grievance was filed.

The outcome of the grievance was in the favour of the employee for the reasons outlined in the arbitration award.

LEAVE OF ABSENCE

Altamont Private Hospital
-and-
Hospital Employees Union, Local 180

Arbitration Board: J.M. MacIntyre
Gary Catherwood (dissent)
Ray Haynes

Date of Award: September 20, 1979
For Employer: T.B. Schiller
For Union: Sharon Yandle

The grievor sought an unpaid leave of absence of one year in order to take a pilgrimage.

Held: Grievance allowed. The collective agreement required the granting of leave unless there was undue inconvenience. Undue inconvenience has reference only to the level of inconvenience in replacing the employee's services and has nothing to do with the reason for the request.

A-268/79 (5 pages)

50 LABOUR RESEARCH BULLETIN

SORWUC LEGACY

Bank workers sign four first contracts

Collective agreements were signed recently by the CLC-chartered Union of Bank Employees for employees of four bank branches.

They cover some 75 employees of the Royal Bank in Sydney, N.S.; Newcastle, N.B.; and Campbellton, N.B.; and 20 employees at a branch of the Bank of Montreal in Ottawa.

The agreements provide for nine per cent salary increases, as well as clauses on union security and grievance procedure to protect employees from violations of the agreements or injustices by the employer.

All four were first agreements by recently formed locals of the UBE as part of the CLC campaign to help bank employees to organize.

KNOW YOUR CONTRACT

ARTICLE 5.04 - Reductions in the Workforce

An employee's workload will not be increased beyond a normal workload expected of an employee in a regular work day as a result of layoff, attrition, suspension, discharge, resignation, vacations, leaves or changes in the University's procedures or methods of operation.

ARTICLE 5.06 - Bargaining Unit Work

Persons not employed within the bargaining unit shall not do the work of employees within the bargaining unit except when mutually agreed between the University and the Union. It is recognized, however, that both bargaining unit and non-bargaining unit employees may perform the same tasks in meeting their respective responsibilities.

The above contract articles are designed to ensure that employees do not have additional duties added to their regular workload. A common complaint we hear in the Union Office is that someone in a department leaves and is not replaced; the other staff in the office are expected, by dividing up the duties of the departed employee, to pick up the slack. If this is happening or has happened to you, you have a legitimate complaint under Article 5.04. Similarly if anyone is away for an extended period of time, say more than 1 month, for vacation or leave of absence and their work is not being done by a person being hired on a temporary basis, you again have a complaint under Article 5.04. You alone of course are the best person to decide if what you thought was your regular work load, has been increased.

Article 5.06 is relevant if work normally done by employees in the bargaining unit is being done by professional and supervisory staff. This can occur if someone leaves and is not replaced or again if someone is away for a length of time.

One way to avoid the problems mentioned above is for each employee to have an accurate and up to date list of their own job duties. If you do not have a list of duties, go to work drafting one up and present it to your supervisor as per Article 31.02. If you do have a list, review it and make sure it accurately reflects what your present duties are.

If you have any questions relating to the above-mentioned articles, contact the Union Office at 224-2308 or 224-2309.

FREE RIDER'S CARD CONTENTED CLUB, INC.

FREE RIDER'S CARD

I am opposed to all unions. Therefore, I am opposed to all benefits unions have won through the years. Paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, Workers' Compensation laws, Social Security, time and half for overtime for hours in excess of 8 in one day and 40 in any one work week, unemployment benefits and job security.

I refuse to accept any benefits that were won by the unions and hereby authorize and direct the company to withhold the amount of the union-won benefits from my pay cheque each week and donate it to charity.

CONTENTED CLUB, INC.

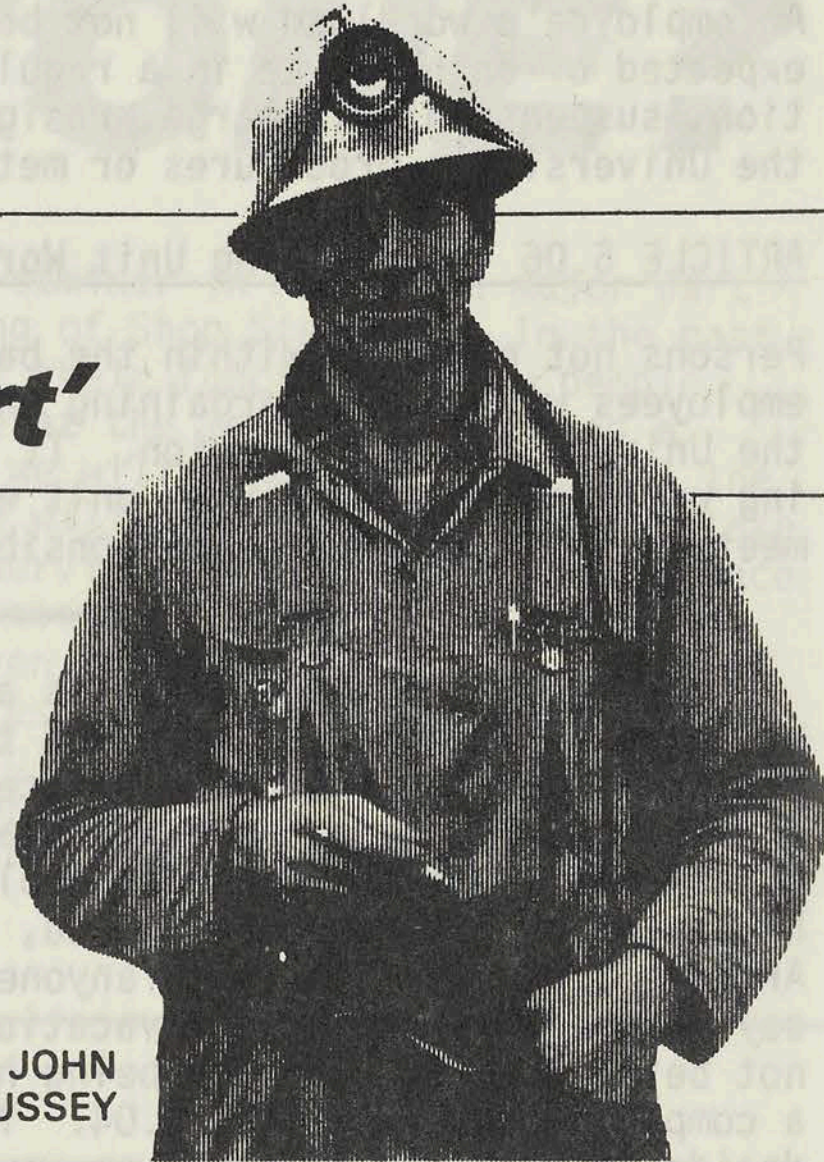
REPRINTS

1.

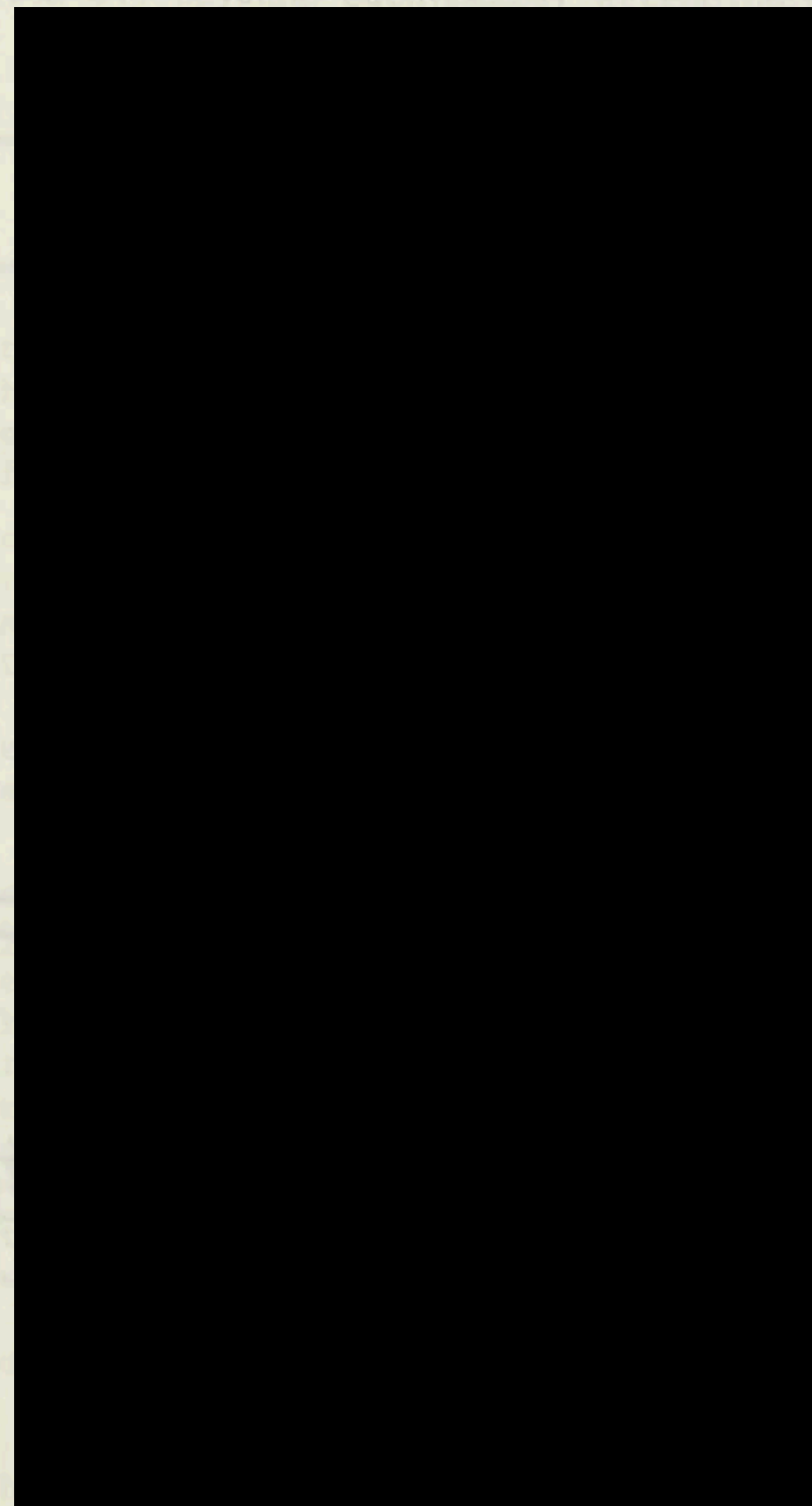
Labour

Slow Justice in 'The Workers' Court'

*The John Hussey case
shows why unions want changes
in the arbitration system*



JOHN
HUSSEY



2.

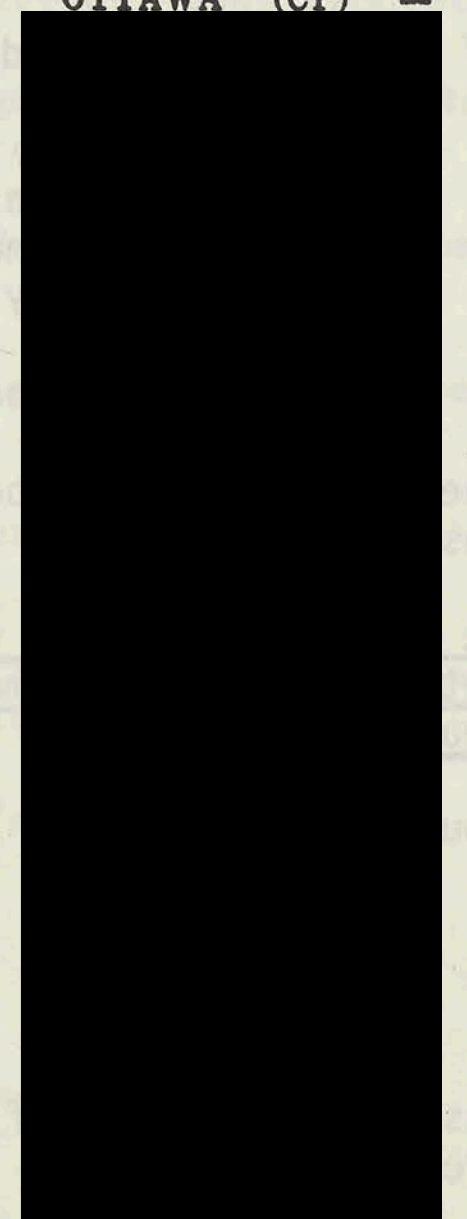
Equal Pay for Work of Equal Value

*Rights
assured*

OTTAWA (CP)

(From the Vancouver Sun -
March 1, 1978)

EQUAL PAY



From the Miners Voice

BOXING DAY...NEW YEAR'S OFF



UNIVERSITY OF
NEW BRUNSWICK

Post Office Box 4400 \ Fredericton, N.B. \ Canada E3B 5A3

Personnel Services
(506) 453-4648

February 19, 1980

Mr. R. A. Grant
Director of Personnel Services
University of British Columbia
Vancouver, B. C.
V6T 1W5

Dear Mr. Grant:

Enclosed you will find a copy of a letter that was received from one of your unions.

I have replied to her saying that information of this kind is only disseminated through the Personnel Services Office and if she wishes to have you make the request, I will be happy to supply you with the information. It is not our policy to deal directly with union locals.

If you are interested in the policy at UNB and if you will refer to the letter, the answers are as follows:

1. No. The Christmas leave policy at UNB is Christmas Day, Boxing Day and one other day. The New Years' leave policy is New Years' Day and one other day.
2. This policy has been in effect for at least 12 years.

Questions 3. and 4. become redundant because of the previous answers.

It would appear that your unions are gearing up to try and get a little more time off. Best of luck in negotiating against it.

Yours truly,

G. W. Moore
Assistant Director of
Personnel Services

GWM/jam

Enc.

EMPLOYEE RELATIONS

FEB 22 1980

RECEIVED



Service
des personnels

UNIVERSITÉ
DE SHERBROOKE

Sherbrooke, Québec J1K 2R1

Le 27 février 1980

Madame Wendy Bice
A.U.C.E. Local 1
Union Co-ordinator
Association of University
and College Employees
2162, Western Parkway
Vancouver (B.C.)

Chère madame,

En réponse à votre lettre du 8 février, vous trouverez ci-dessous le résumé des politiques de l'Université de Sherbrooke concernant les congés des employés pour la période entre Noël et le jour de l'an.

1. Tous les employés ont congé durant cette période, l'Université étant fermée.
2. Cette politique est en force depuis de nombreuses années.
3. Cette période n'entame pas les vacances annuelles des employés.
4. Quelques syndicats (mais pas tous) ont cette clause dans leur convention collective.

Veuillez agréer, chère madame, l'expression de mes sentiments les meilleurs.

Jean-Pierre Rousseau
Agent de la gestion du personnel
(Enseignant et professionnel)

JPR/lc

IN THE PREVIOUS LETTER IT WOULD APPEAR THAT MR. MOORE IS NOT TOO ENTHUSIASTIC ABOUT HIS UNIVERSITY'S EXISTING POLICIES.

THE REPRINTED LETTER ON THIS PAGE IS ANOTHER STORY. ROUGHLY TRANSLATED IT INDICATES THAT EMPLOYEES AT THE UNIVERSITE DE SHERBROOKE DO GET THE TIME OFF IN QUESTION, AND IT WISHES WENDY BICE THE BEST OF LUCK.

THE RESULTS OF WENDY'S LETTER SURVEY HAVE BEEN FRUITFUL: EXPECTATIONS HAVE BEEN SURPASSED. SEVERAL CANADIAN UNIVERSITIES HAVE DIFFERENT APPROACHES TO TIME OFF BETWEEN BOXING DAY AND NEW YEAR'S - BUT THEY DO HAVE APPROACHES.

MANY NOW HAVE WHAT WE ARE PURSUING IN THIS YEAR'S SET OF NEGOTIATIONS - TIME OFF BETWEEN BOXING DAY AND NEW YEAR'S, WITH PAY.

WE SHOULD TAKE HEART FROM OUR RESEARCH AND RECOGNIZE THE REASONABLENESS OF OUR PROPOSAL.

WENDY BICE, THE UNION CO-ORDINATOR, RECENTLY POLLED SEVERAL UNIVERSITIES IN REGARDS TO TIME OFF BETWEEN BOXING DAY AND NEW YEAR'S.

THIS RESPONSE IS AMUSING AS IT WAS DIRECTED TO OUR EMPLOYEE RELATIONS DEPT. SOMEONE THEN REDIRECTED IT TO THE UNION OFFICE.

TO SAY THAT THE TONE OF THE LETTER IS PRO-UNION WOULD BE A SLIGHT EXAGGERATION.

AIB II?

Substitute 1980 for 1976 in the article below and you will find that the dates are interchangeable. What makes the material so interesting is that it is extracted from the B.C. Fed's "Oct. 14, Out To Fight Controls" pamphlet.

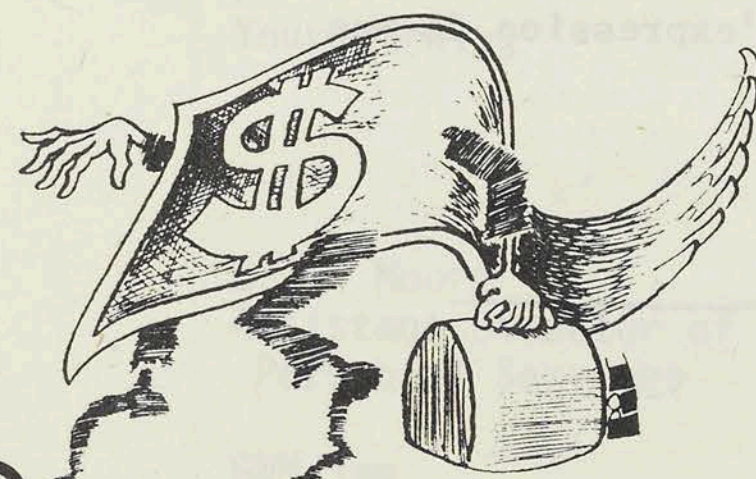
And, that's where McGillivray's article on the right is relevant. Three and one-half years after the fact journalists in the daily press are now "supporting" the CLC position.

His speculation about a return engagement with wage controls may prove to be baseless, but it does provide food for thought should wages take off in pursuit of rising prices.

We were mauled once - we trust that Canadian workers will not be led passively down the path of wage controls in the future.

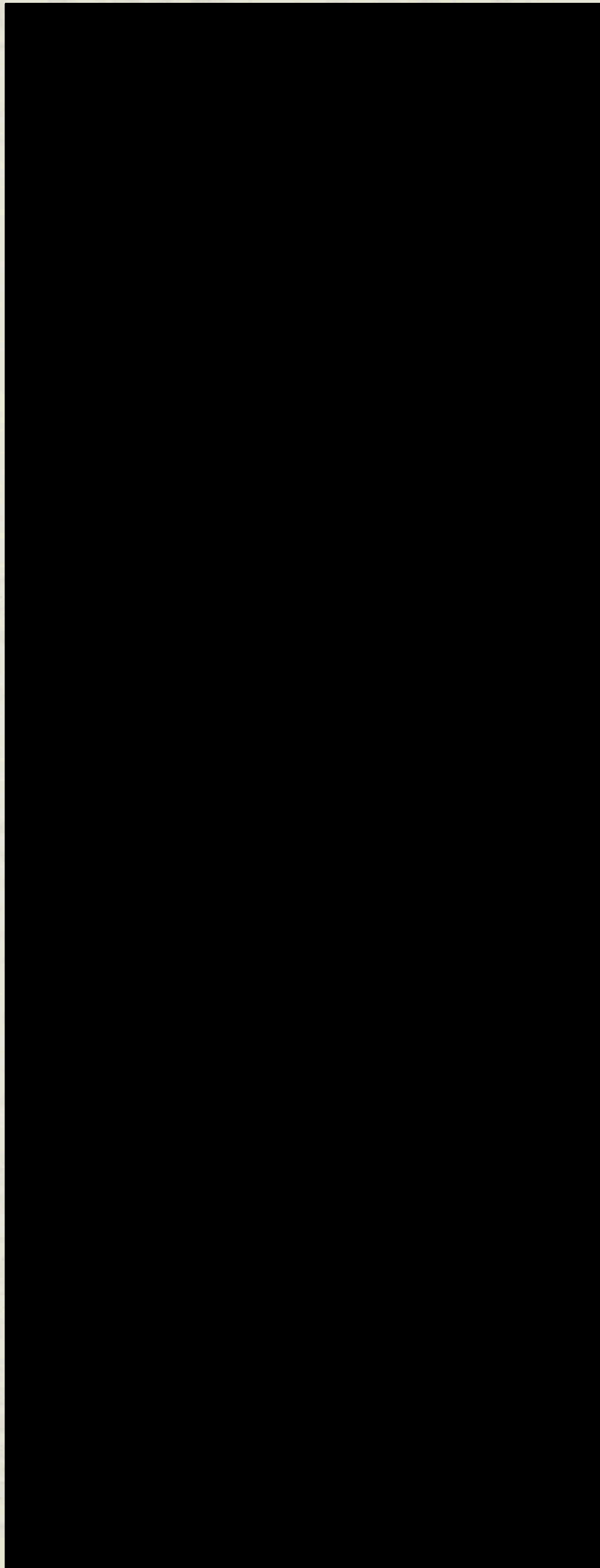
ISN'T THE FEDERAL GOVERNMENT SUCCEEDING IN FIGHTING INFLATION?

No. Don't be misled by juggling of statistics. Prices are still rising rapidly on essential items. During 1976 working people have experienced great increases in insurance rates, gasoline and fuel oil prices, rents, food costs, sales tax and income tax. For most workers restricted wage increases imposed by the Anti-Inflation Board are not enough to keep up with these increased living costs.



Pierre's barkers

By DON MCGILLIVRAY
Southam News



UNION MAID

There once was a union maid
She never was afraid
Of guards and ginks and company finks
Or deputy sheriffs who made the raid,
She went to the union hall
When a meeting it was called
And when the legion boys came round
She always stood her ground.

Chorus

Oh you can't scare me
I'm stickin' by the union
I'm stickin' by the union
I'm stickin' by the union,
No you can't scare me
I'm stickin' by the union
I'm stickin' by the union
Till the day I die.

She went to the picket line
One morning just at nine,
And the guards and ginks and company finks
Came skipping through the morning dew,
They had their clubs and guns
They had their knives and bombs
They stood as still as if they's dead
When she jumped up and said:

Chorus

When the union boys they seen
This pretty little union queen
Stand up and sing in the deputy's face
They laughed and yelled all over the place.
And you know what they done?
These two-gun company thugs,
When they heard this union song,
They tucked their tails and run.

Chorus

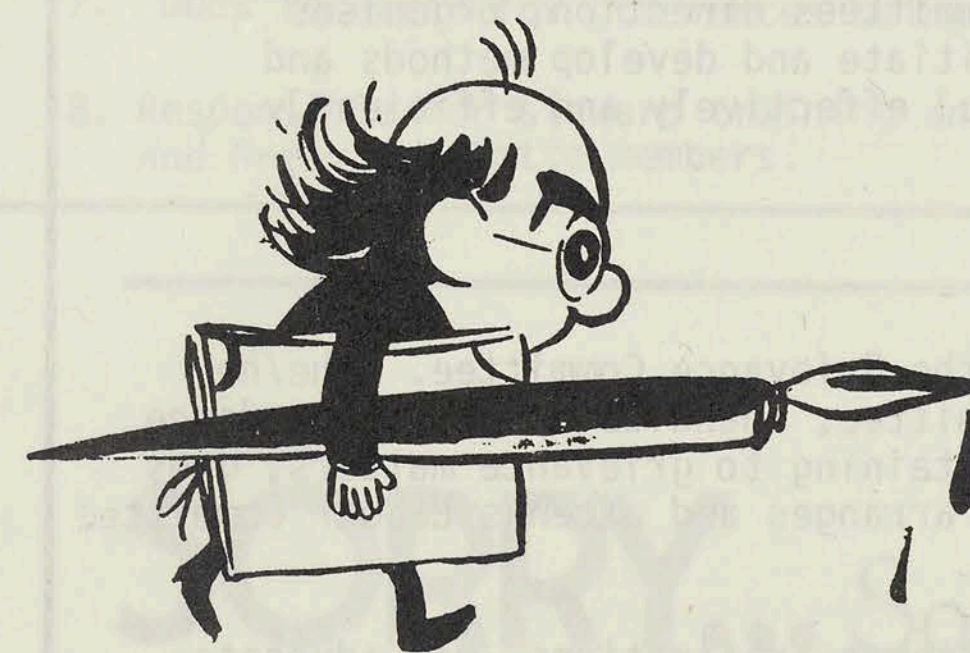
In 1972, workers walked out at a university.
We stayed away for 68 days
and liberated the building trades.
At the start our union leaders told us:
"Brothers, stand together."
And an awful hiss went through the room -
Half of us were sisters!
But at the end they told us:
"We have stood together,
Brothers and sisters."
Well, here's our song!

We modern union maids
Are also not afraid
To walk the line
Leave jobs behind
And we're not just the Ladies' Aide,
We fight for equal pay.
And we will have our say
We're workers too, the same as you
And fight the union way.

Chorus

Don't call us 'dear' or 'honey'
Or 'little lady,' sonny.
We're women free with dignity,
No cutie playboy bunny.
But neither are we men,
So listen once again:
If you call us 'brother,'
We'll call you 'mothah'
Sister is the name!

words by Woody Guthrie.
Additional lyrics by Fanchon Lewis and Rebecca Mills



**NEXT ISSUE
DEADLINE:**

MARCH 28

Send any contributions to:
Communications Committee
AUCE Local #1 Union Office
c/o Campus Mail

Life of a union official

Food for Thought

If he talks on a subject, he is trying to run things.

If he is silent, he has lost interest in the organization.

If he is seen at the office, why doesn't he get out?

If he can't be found, why doesn't he come around more often?

If he does not agree the boss is a skunk, he is a company man.

If he calls the boss a skunk, he is ignorant.

If he is not at home at night, he must be out drinking.

If he is at home, he is shirking his duty.

If he doesn't beat his chest and yell strike, he is a conservative.

If he does, he is a radical.

If he doesn't stop to talk, his job has gone to his head.

If he does, that's all he has to do anyway.

If he loses a discipline grievance, he's a poor agent.

If he wins, that's what he's paid for.

If he gives someone a short answer, we'll get him in the next election.

If he tries to explain something, he's playing politics.

If he gets a good contract, why didn't he ask for more?

If his clothes are pressed, he thinks he's a big shot, if they aren't he isn't fit for the job.

If he takes a vacation, he has had one all year anyway.

If he is on the job a short time, he is inexperienced.

If he's been on the job a long time, it's time for a change.



CONT'D

3. Interprets the collective agreement to members either by phone or in person.
4. Deals with the University on matters involving members and their rights under the Collective Agreement.
5. Organises the Division structure - arranges meetings in each division to elect Executive Committee members and stewards
6. Responsible for organising Shop Steward seminars at least once a year. Is responsible for writing, re-writing and/or updating the steward's handbook.
7. Does 1 hour explanations at Employee Relations twice per week, introducing new employees to the Union.
8. Maintains contact with the Union's lawyer, getting legal opinions and information, Also, maintains contact with the Labour Relations Board, Ministry of Labour, Workers Compensation Board, Medical Services Assn. and other agencies relating to the agreement and our members.
9. Writes articles for the Newsletter, such as: "Know Your Contract" and the Grievance Committee Report plus submits updated Steward and Committee lists,
10. Presents motions and motivation to the membership for all grievances being recommended for arbitration.
11. Attends meetings or hearings on and off campus, as a union representative.
12. Participates in the purchase of office supplies and equipment.
13. Maintains Union library and acquires new material.
14. Helps to maintain membership list and address file.
15. Attends Executive meetings and acts on various sub-committees.
16. In conjunction with the other union office staff, prepares materials being sent to the membership i.e. preparing stencils, running them off, collating, stapling, labeling.
17. Does research for grievances being presented at Step 3 or going to arbitration.
18. Responsible for steward training and delegation of grievance work to stewards and Grievance Cmtte members.

WHAT FOLLOW ARE THREE PRELIMINARY JOB DESCRIPTIONS FOR THE FULL-TIME PAID UNION OFFICE POSITIONS. AFTER THEY HAVE BEEN PRESENTED TO THE EXECUTIVE EARLY IN MARCH, THEY WILL BE BROUGHT BACK TO THE MEMBERSHIP FOR AMENDMENTS AND FINAL APPROVAL.

UNION ORGANIZER

OUTLINE of job description for the Union Organiser position

Job Description

Under Union, Grievance and Executive Committees direction, organises and performs work of a clerical nature. May initiate and develop methods and procedures, practices and policies. Able to deal effectively and efficiently with members of the Union and the University.

Typical Job Duties

1. The Union Organiser acts as Chairperson of the Grievance Committee. She/he maintains the files and minutes of that Committee; handles all correspondence for the Committee as well as phone calls pertaining to grievance matters; does applications to the Labour Relations Board; arranges and attends Labour Committee meetings and Grievance Committee meetings.
2. Helps in the preparation of arbitrations, attends arbitrations, may advocate arbitrations.

SORRY... Something ate your cheque

UNION CO-ORDINATOR

STANDARD JOB DESCRIPTION - Union Co-ordinator

Job Description

Under union and/or Contract/Executive Committee direction, co-ordinates and performs work of a clerical nature. May initiate and develop methods and procedures. Exercises independent judgement and initiative based on a knowledge of union procedures, practices and policies. Able to deal effectively and efficiently with members of the union as well as other labour or union representatives.

Typical Job Duties

1. The Union Co-ordinator is responsible for:
 - maintaining office files
 - mail - incoming and outgoing
 - General Correspondence
 - keeping an accurate membership list and address file
 - updating scriptomatic file
2. Maintains office - keeps office equipment in good working order
 - orders office supplies such as: paper, gestetner, photocopier
 - buys and makes coffee, etc.
3. Answers telephone enquiries as to matters respecting the Collective Agreement and answers calls of a general nature. Also, meets with members to discuss their problems (such as: reclassifications, transfers, etc.).
4. Contacts the University on matters respecting the Agreement.
5. Maintains contacts with the Union's Lawyer, LRB, Media, and other government bodies on matters respecting our collective agreement.
6. Maintains contacts with the other AUCE Locals Unions, and labour bodies.
7. Serves on the Contract Committee and is responsible for co-ordinating meetings with the Committee, Strike Committee, University Negotiating Committee and the Mediator. She/he does the Contract Committee's typing and correspondence (such as: the typing up of minutes, contract proposals, bulletins and applications for mediation, etc.). Researches for the Contract Committee.
8. Prepares Contract Committee Bulletins, envelopes for referendum ballots and other materials for membership use.
9. Prepares stencils, gestetners, collates, staples, operates scriptomatic for other committee bulletins for the membership.
10. Attends meetings or hearings, on and off campus, as a union representative.
11. She/he is a member of the Executive and functions as a link to the rest of the Executive. She/he sends out notices of meetings, does telephone polls as required and is active on Sub-Committees of the Executive - (takes minutes, etc.).
12. Books room and audio-visual equipment for Membership Meetings.
13. Maintains a list of volunteers to help out in the office.
14. Ability to delegate work to others.

SECRETARY-TREASURER

STANDARD JOB DESCRIPTION - Secretary-Treasurer

Job Description

Under Union and/or Executive Committee direction, co-ordinates and performs work of a clerical/financial/secretarial nature. May initiate and develop methods and procedures. Exercises independent judgment and initiative based on a knowledge of union procedures, practices and policies. Able to deal effectively and efficiently with members of the Union as well as other labour or union representatives, the media, etc.

Typical Job Duties

1. Acts as recording secretary for Membership and Executive meetings. Responsible for the distribution of minutes.
2. Prepares minutes of the Membership meetings for the Newsletter. Also is responsible for the list of Correspondence for the Local Newsletter.
3. Is a member of the Executive and is also an ex-officio member of the Communications Committee. Assists in the production of the Local Newsletter and other such materials as Division organizations may require. Also assists in the production of Contract bulletins and other Committee publications.
4. Prepares agendas for Membership and Executive meetings.
5. Is responsible for distribution of general information to the membership, which would involve the ability to use gestetner, gestefax and addressograph systems.
6. Shares in the responsibility for incoming and outgoing mail.
7. Shares the responsibility of establishing and updating Committee lists as well as advising the University of the membership of the Executive and their Departments.
8. Helps in the maintenance and development of membership files.
9. Purchases office supplies on a regular basis.
10. As a member of a small, integrated office unit, must keep abreast of current issues, Union policy and procedure.
11. Acts as Treasurer for the Local. Maintains such bookkeeping system as the Executive requires. Is responsible for monthly financial statements and annual audited reports.
12. Should attend all meetings pertaining to the financial operation of the Union.
13. Performs the following financial duties:
 - paying of bills
 - paying of full and part-time office staff
 - arranging signing authority with the Credit Union
 - deposit of Union revenues
 - picking up of dues deduction cheques and dues print-outs on a monthly basis
 - other duties as they arise
14. Maintains an up-to-date record of dues paid for all members. The system is used as a check against the Scriptomatics and the Current Members' File.
15. Ability of delegate work to others and to assume many of the duties of both the Union Organizer and Union Co-ordinator when necessary.

THE HSA/HLRA SETTLEMENT IS REPRINTED HERE FOR YOUR INFORMATION. THE MONETARY ASPECTS OF THE SETTLEMENT HAVE BEEN TAKEN FROM THE FEB. 27TH CCH - CANADIAN INDUSTRIAL RELATIONS AND PERSONNEL DEVELOPMENTS.

Health Labour Relations Association and HSA (British Columbia) Settlement

The Health Labour Relations Association of British Columbia and the Health Sciences Association (HSA) of British Columbia (Ind.) recently concluded a 27-month renewal agreement expiring March 31, 1982 and covering some 2,500 paramedical employees at hospitals throughout B.C. The contract provides adjustments at a reported total cost of some 29 per cent over the agreement term as follows:

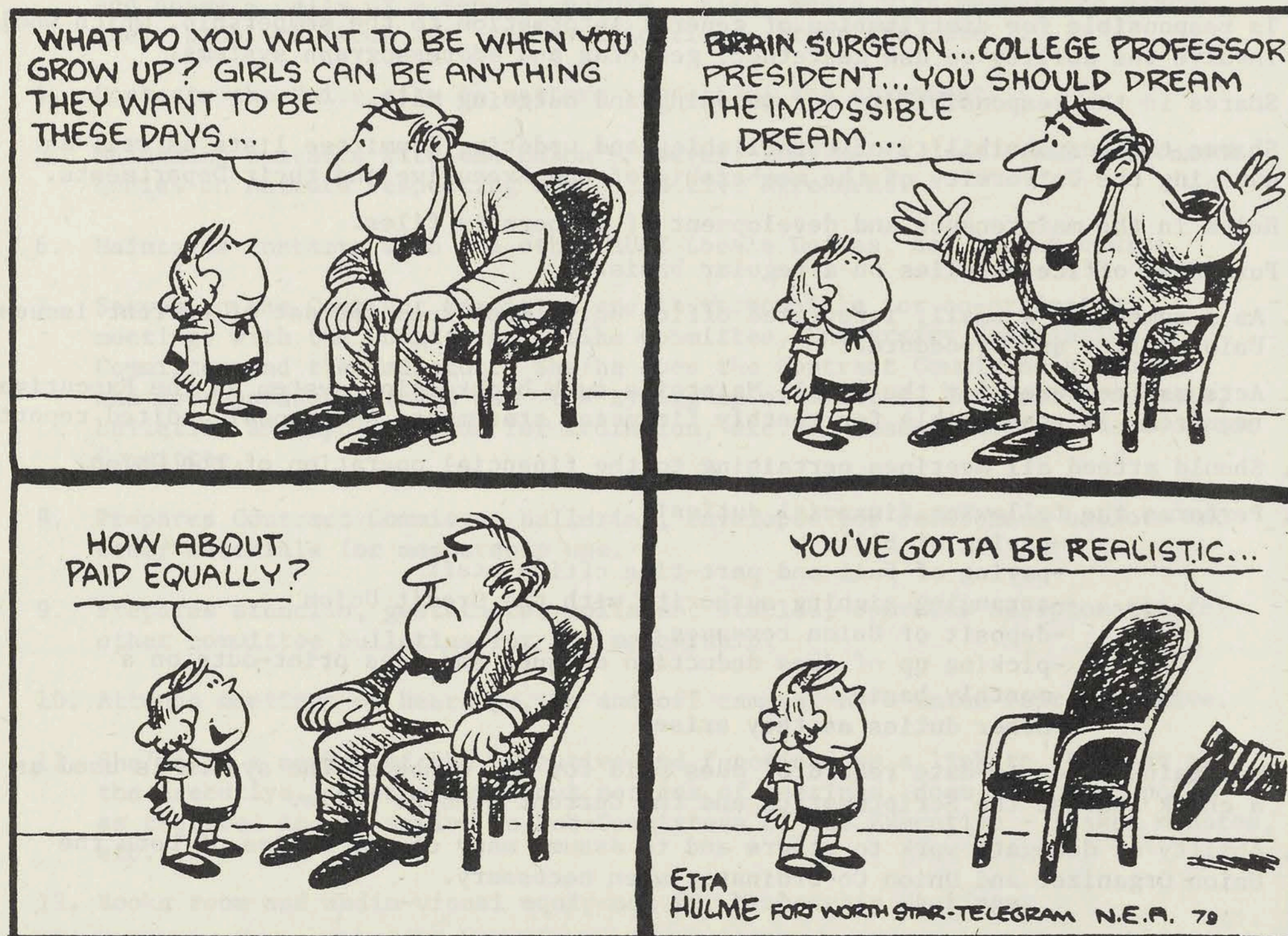
- Effective January 1, 1980 8 per cent general wage increase;
- Effective April 1, 1980 \$60 a month flat increase on all wage schedules;

565

566 Canadian Industrial Relations and Personal Developments No. 9

- Effective January 1, 1981 10 per cent general wage increase plus \$45 a month flat increase on all wage schedules;
- Effective January 1, 1982 2 per cent general wage increase.

The agreement also calls for improvements in a number of benefits including vacations, isolation allowance, mileage allowance, and LTD coverage—effective January 1, 1981.



BOYCOTT

NEWS

FROM THE B.C. FEDERATION OF LABOUR

FEBRUARY 8, 1980

- FOR IMMEDIATE RELEASE -

The B. C. Federation of Labour today issued a boycott declaration against The Cannery Restaurant in Vancouver. Request for the boycott came from the Hotel, Restaurant, Bartenders and Culinary Workers Union, Local 40.

"The decision to issue this boycott declaration against the Cannery was a unanimous one", said Federation Secretary-Treasurer, Dave MacIntyre. "The forty-two people at the Cannery have been on strike for months in an attempt to get a first negotiated collective agreement. In the opinion of the Federation Officers, this employer has showed a total disregard for his employee's rights, and is determined to deny them their rights under the Labour Code.

The Cannery management has been found guilty of unfair labour practices, and there is reason to believe that they have ignored the basic labour standards in the past. Clearly this employer does not have any intention of recognizing that his employees have the right to a collective agreement. Hopefully this boycott declaration will serve as a warning and reminder to this employer that he is no longer dealing with only the forty-two strikers, but the entire labour movement in this province," said MacIntyre.

The boycott takes effect immediately and will continue until the dispute reaches a satisfactory conclusion. The Federation also noted that Mulvaney's Restaurant and Viva are owned by the Cannery management.

THE CANNERY!

BY-LAWS

REPRINTED FROM PAST NEWSLETTERS

Proposed By-law Changes

I. I hereby move the following amendments to SECTION H: VACANCIES IN LOCAL ASSOCIATION TABLE OFFICER POSITIONS:

Change the wording of H-2 to the following:

By-elections shall be called by the Trustees when an office becomes vacant unless such office becomes vacant within three months of the opening of annual elections in which case the office shall remain vacant until the annual elections are held. Nominations will be opened at the membership meeting immediately following the vacancy and nominations shall close at 5:00 pm. on the last working day of the month. If there is no quorum at the meeting where the nomination was to be opened the nomination shall be considered open. By-elections shall be held by referendum or secret ballot vote at any Local Association Meeting where the membership has received two weeks written notice of such election.

I hereby move the following amendment to SECTION F: ELECTION OF OFFICERS:

Add the following sentence to Section F-2 after the sentence ending with the words "to be considered as candidates":

If a position is not filled at this meeting, the vacancy shall be treated in the manner set out in section H-2.

MOVED by Lid Strand.

II. NOTICE OF MOTION

Section J: Meetings:

3. AUCE membership meetings shall be held from 12:30 pm. to 1:30 pm. or as permitted by the contract, between 12:30 pm. and 2:30 pm.

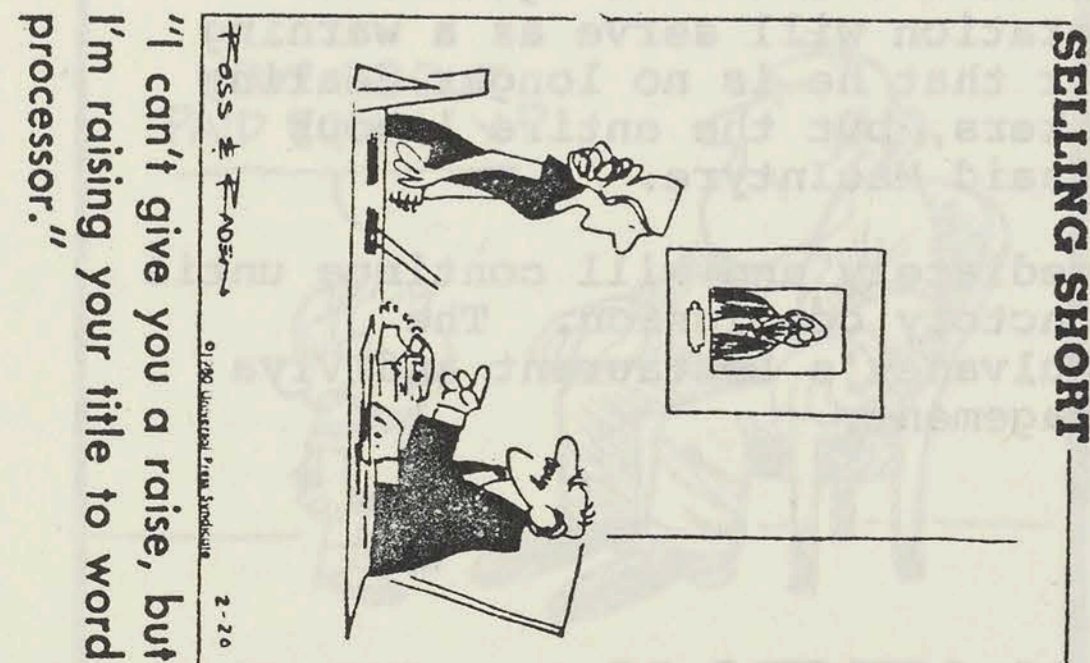
III. Further to the above the Executive also moves:

THAT the membership approve all necessary changes to make the By-laws consistent with the above changes to Sections F, H, and K.

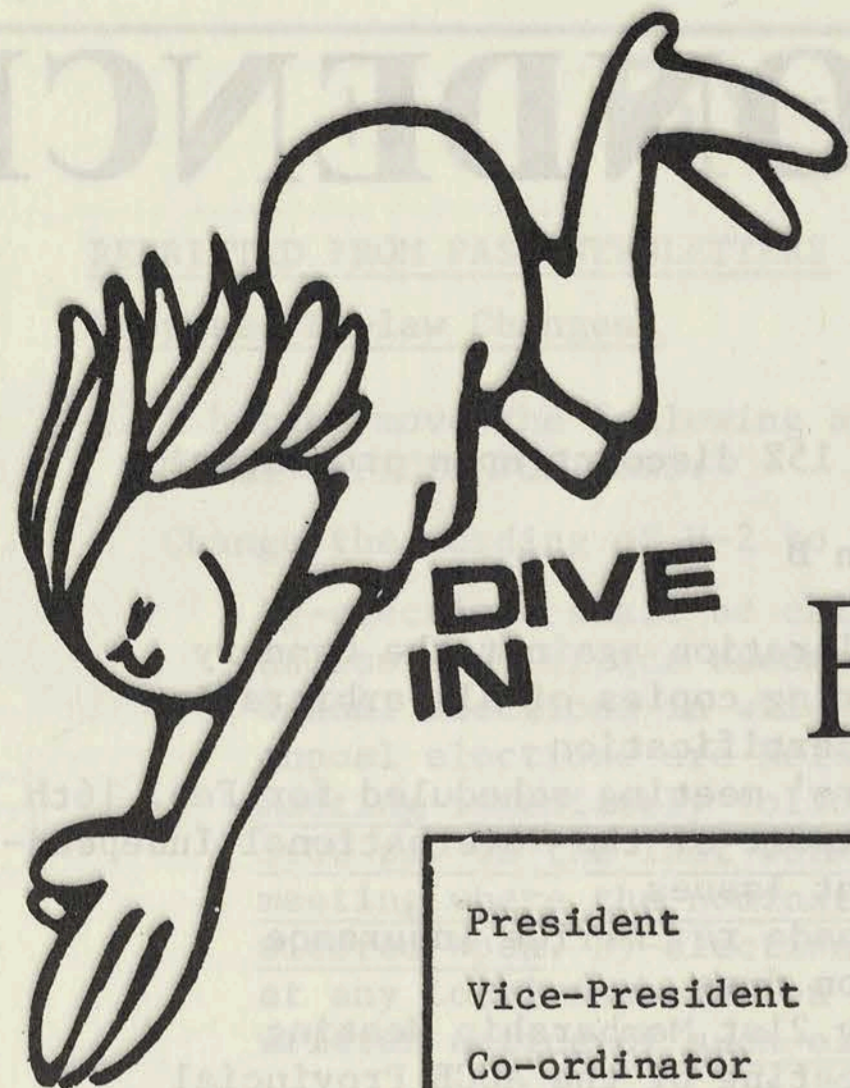
CORRESPONDENCE

CORRESPONDENCE

- Feb. 8/80 Letter from Holiday Rent-a-Car System re: 15% discount upon presentation of a union card
- Feb. 8/80 Confirmation for room booking for Division D
- Feb. 8/80 Newsclipping re: Cyril Belshaw
- Feb. 8/80 B.C. Fed "news" re: the Fed's boycott declaration against the Cannery
- Feb. 8/80 Letter from our lawyer, Katy Young requesting copies of all arbitration awards which AUCE has received since its certification
- Feb. 10/80 Letter from Allen Ponak re: BCTCU Directors' meeting scheduled for Feb. 16th
- Feb. 11/80 BCGEU News Release re: the release of a report of the International Independent Commission on International Development Issues
- Feb. 11/80 Letter from Joe Kikuchi of Sun Life of Canada re: office insurance
- Feb. 12/80 Letter from W. Clark re: T4 slips for union dues
- Feb. 12/80 Confirmation for room booking for February 21st Membership Meeting
- Feb. 15/80 Notice from the Provincial re: the next meeting of the AUCE Provincial Cross-Local Affiliation Committee scheduled for February 18, 1980
- Feb. 15/80 Letter from Katy Young, our lawyer, to R.A. Grant re: the Benefacts issue
- Feb. 15/80 "Information" bulletin re: Lincoln Alexander's, the Labour Minister, announcement of the availability of \$300,000 to independent unions subject to parliamentary approval
- Feb. 15/80 Letter from W. Clark re: our queries about the status of two hourly employees
- Feb. 18/80 B.C. Fed "news" re: the Fed's support for the Building Trades' picket line at Winslow School, Douglas College
- Feb. 20/80 B.C. Fed "news" re: Fed's support for the Hotel, Restaurant and Culinary Employees and Bartenders Union against the Cannery management
- Feb. 20/80 Letter from M. Nevison, Chairman of the President's Advisory Committee on Day Care, to Marcel Dionne requesting names for a position on the Committee
- Feb. 20/80 Letter from the Womens' Student Office re: the sexist activities of the Engineering Undergraduate Society
- Feb. 21/80 Notice from the Provincial re: the February 22nd meeting of the AUCE Provincial Cross-Local Affiliation Committee
- Feb. 21/80 Letter from Canadian Business re: introductory trial subscription
- Feb. 22/80 B.C. Fed "news" re: the Fed's opposition to the announced hydro rate increases
- Feb. 25/80 Bulletin of the United Way - a special edition on the Long Range Planning Committee
- Feb. 26/80 Notice re: celebrations planned for International Women's Day, Feb. 29, 1980
- Feb. 26/80 Registration form for the Canadian Pension Conference winter luncheon meeting to be held on March 12th
- Feb. 26/80 Course syllabus from BCIT re: Management for Results
- Feb. 26/80 Agenda from the University Safety Committee for a meeting on the 26th (the same day)
- Feb. 27/80 BCGEU News Release re: BCGEU's \$17,000 donation for the purchase of an innovative piece of equipment for the Children's Hospital
- Feb. 27/80 BCGEU News Release re: Tentative agreement of BCGEU Local 52 at Okanagan College
- Feb. 28/80 Letter from Carole Cameron nominating Wendy Bice as a delegate to the Special Provincial Convention on Affiliation
- Feb. 28/80 NEWSCLIPPING re: "Big Labour" in the United States
- Feb. 28/80 Agenda for the February 29th Provincial Affiliation meeting
- Feb. 26/80 Letter from W. Clark re: the accruing of seniority for Wendy Bice
- Feb. 26/80 Letter from R.A. Grant to Katy Young re: the Benefacts issue
- Feb. 29/80 B.C. Fed "news" re: the possibility of a "HOT" Declaration against some construction firms in the Interior
- Feb. 29/80 B.C. Fed "news" re: the inadequacies of the social assistance system
- Feb. 29/80 Flier from the Vancouver Women in Focus Society
- Feb. 29/80 Letters from Peter Roberts and Harvey Burian re: Computer Operators shift schedule and their request for mass reclassifications



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



DIVE
IN

EXECUTIVE



President	Marcel Dionne	Purchasing	4582/2233
Vice-President	Judy Blair	Education	5222/5226
Co-ordinator	Wendy Bice	Union Office	224-2308/09
Organizer	Carole Cameron	Union Office	224-2308/09
Secretary-Treasurer	Ray Galbraith	Union Office	224-2308/09
Membership Secretary	Joan Treleaven	R.R., Library	2819
Trustee	Pat Hannah	Bioresource Eng.	2565
Trustee	Jet Blake	Bioresource Eng.	2565
Grievance Committee	Carole Cameron	Union Office	224-2308/09
Provincial Rep	Jet Blake	Bioresource Eng.	2565
Provincial Rep	Lid Strand	Registrar's Office	2871
Executive Rep	Lissett Nelson	Education	4535
Executive Rep	Helen Glavina	Commerce	2191

VOLUNTEERS

A DREAM IS A WISH YOUR HEART MAKES

- at the January 24th Membership Meeting, we voted overwhelmingly for an 18% pay raise
- in the Union Office, there are many time-consuming jobs such as stapling, copying, folding, pasting, etc. which which slow projects down and overburden the Union Office staff
- the Executive wish you would fill in this form and send it to the Union Office:

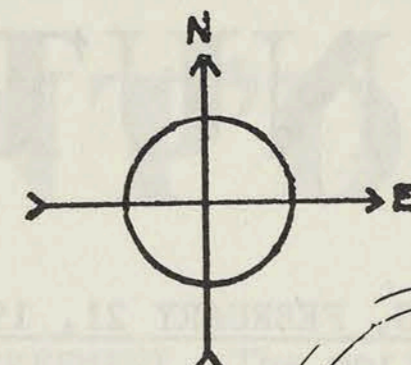
YES! I WISH I WERE THERE!

NAME _____ DEPARTMENT _____

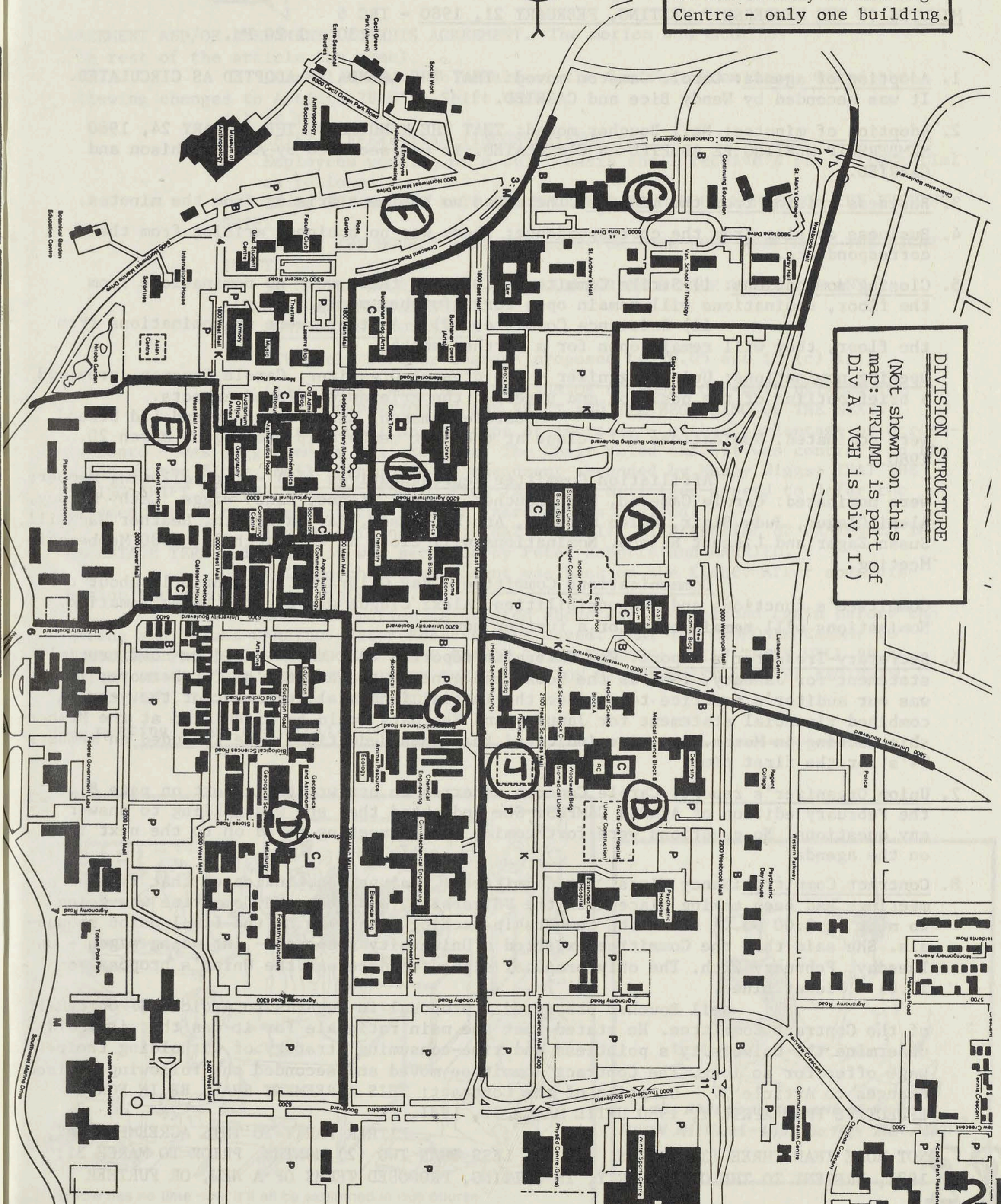
PHONE _____

I am available to help from 12:00 - 1:00 _____ after work _____
 1:00 - 2:00 _____ other _____

DIVISION STRUCTURE



Division J is new. It is the Library Processing Centre - only one building.



(Not shown on this map: TRUMP is part of Div A, VGH is Div. I.)

MINUTES

MINUTES OF THE MEMBERSHIP MEETING, FEBRUARY 21, 1980 - IRC 6

12:30 - 1:20 PM.

1. Adoption of agenda: Carole Cameron moved: THAT THE AGENDA BE ADOPTED AS CIRCULATED. It was seconded by Wendy Bice and CARRIED.
2. Adoption of minutes: Neil Boucher moved: THAT THE MINUTES OF THE JANUARY 24, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED. It was seconded by Ann Hutchison and CARRIED.
3. Business arising from the minutes: There was no business arising from the minutes.
4. Business arising from the correspondence: There was no business arising from the correspondence.
5. Closing nominations: i) Strike Committee (10) - As there were no nominations from the floor, nominations will remain open for a further month.
ii) Grievance Committee (2) - As there were no nominations from the floor, they will remain open for a further month.

Opening nominations: Union Organizer - The present Organizer, Carole Cameron, provided a brief outline of the position and stressed the grievance-related aspects.

Carole Cameron, Lissett Nelson and Lid Strand were nominated. Nominations will close at the next membership meeting on March 20, 1980.

Affiliation Committee Representatives (10) - The following members were nominated: Carole Cameron, Neil Boucher, Marcel Dionne, Nancy Wiggs, Cathy Mooney, Alexi Clague, Judy Blair, Helen Glavina, Ann Hutchison, Ray Galbraith, Heather MacNeill, Susan Zagar and Lissett Nelson. Nominations will close at the March 20, 1980 Membership Meeting.

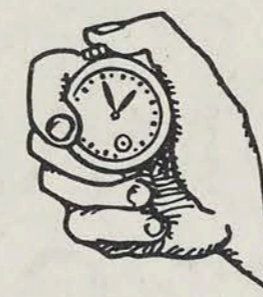
Communications Committee - Ray Galbraith spoke briefly about the Committee's functions and responsibilities. Alexi Clague was elected by acclamation. Nominations will remain open for a further month.

6. Secretary-Treasurer's report: Ray Galbraith reported that there would be no financial statement for January, 1980 as the books had gone to the auditor's; furthermore, it was our auditor's practice to produce the initial financial statement of the year. A combined financial statement for January and February would be circulated at the Membership Meeting in March. Ray also indicated that dues deductions were included on members' T4's for the first time.
7. Union Organizer's report: Carole Cameron referred to her written report on page 8 of the February edition of ACROSS CAMPUS. She indicated that she was willing to answer any questions. No questions were forthcoming so the meeting moved on to the next item on the agenda.
8. Contract Committee: Nancy Wiggs, the Committee's chairperson, indicated that regular meetings had been taking place with the University, and that the Committee was going to meet at 3:00 pm. - after the membership meeting - to pass on the final Union proposals. She said that the Committee expected a University response - including wages - on Tuesday, February 26th. The only proposal signed to date was the Union's proposal on 17.01 - Picket Lines.

Neil Boucher presented a proposal in regards to Article 37 on behalf of the Contract Committee. He stated that the main rationale for it was that it would undermine the University's pointless and time-consuming strategy of withholding their wage offer for so long. The Contract Committee moved and seconded the following revised changes to Article 37 - Duration of the Contract: THIS AGREEMENT SHALL BE IN FORCE EFFECTIVE FROM APRIL 1, 1980 UNTIL MARCH 31, 1981.

EITHER PARTY TO THIS AGREEMENT MAY,

NOT MORE THAN THREE (3) MONTHS, AND NOT LESS THAN TWO (2) MONTHS, PRIOR TO MARCH 31, 1981, PRESENT TO THE OTHER PARTY, IN WRITING, PROPOSED TERMS OF A NEW, OR FURTHER



CONT'D

AGREEMENT AND/OR AMENDMENTS TO THIS AGREEMENT. The motion was CARRIED. (the rest of the article the same)

Marcel Dionne, on behalf of the Contract Committee, moved the following changes to Article 28.05 - Shift Work:

- (a) AS IS
- (b) SHIFT DIFFERENTIAL (INCONVENIENCE PAY)

Employees working on a shift basis shall receive a pay differential as follows:

7% OF THE HOURLY RATE PER HOUR FOR EACH HOUR WORKED ON THE EVENING SHIFT.

10% OF THE HOURLY RATE PER HOUR FOR EACH HOUR WORKED ON THE NIGHT SHIFT.

5% OF THE HOURLY RATE PER HOUR FOR EACH HOUR WORKED ON ANY SATURDAY AND SUNDAY SHIFTS.

- (c) SCHEDULING PROVISIONS

(The only further changes proposed to 28.05 are in (c) iii)

(iii) THERE WILL BE A MINIMUM OF 64 HOURS OFF-DUTY BETWEEN THE COMPLETION OF ONE SHIFT AND THE BEGINNING OF THE NEXT.

A straw poll on the type of increase - either percentage or across-the-board - was suggested by Neil Boucher. The Chair ruled that it was contrary to the motion on the floor. Neil then moved an amendment seconded by Nancy Wiggs: THAT THE EVENING SHIFT DIFFERENTIAL BE REDUCED FROM 7% TO 5%. Neil then agreed to defer the amendment until the issue of the kind of increase was decided.

Ann Hutchison moved: THAT THE SHIFT DIFFERENTIAL BE EXPRESSED IN PERCENTAGE TERMS. The motion was seconded by Peter Roberts and CARRIED.

Neil Boucher's amendment was back on the floor. After some discussion the amendment was defeated.

The main motion as printed above was then placed again before the meeting and it was CARRIED. Peter Roberts then moved: THAT THE PROPOSED CHANGE TO SCHEDULING PROVISIONS BE ADOPTED. THE CHANGE IS AS FOLLOWS: (iii) THERE WILL BE A MINIMUM OF 64 HOURS OFF-DUTY BETWEEN THE COMPLETION OF ONE SHIFT AND THE BEGINNING OF THE NEXT. The motion was CARRIED.

The meeting adjourned at 1:20 pm.



"Mr. Burrow has no time now, it'll all be explained in due course."



"I'll have to attend one of our UNION MEETINGS - WHAT DO THEY TALK ABOUT?"

AGENDA

THURS., MAR. 20
12:30--2:30 PM.
IRC 2

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes - February 21/80 Membership Meeting
3. Business arising from minutes
4. Business arising from correspondence
5. Closing nominations:
 - Strike Committee (10)
 - Grievance Committee (2)
 - Communications Committee
 - Union Organizer
 - Affiliation Committee Representatives (10) & election
6. By-laws amendments (reprinted within the Newsletter)
7. Executive report
8. Secretary-Treasurer's report
9. Grievance Committee report
10. Contract Committee report
 - report on progress in negotiations
11. Other Business

This is a two-hour Membership Meeting in accordance with Article 10.01 - Union Meetings which states:

The University agrees to allow nine (9) two-hour lunch meetings (12:30 to 2:30) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given.

The time is ours for union meetings - nothing has to be made up in terms of time lost. You have everything to gain by exercising your rights and attending these important two-hour Membership Meetings. See you there!!!!