

# ANCHOR

U  
C  
E

ASSOCIATION of UNIVERSITY  
and COLLEGE EMPLOYEES  
LOCAL 2

SIMON

FRAZER

UNIVERSITY

AUGUST 15, 1977.

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CONTRACT COMMITTEE REPORT  
JULY 1977

Mediation under government mediator Jock Waterston began, took place and is now adjourned indefinitely, with AUCE Local 2 no closer than ever to a contract settlement. Waterston kept the Contract Committee in one room and the University's negotiators in another throughout most of the procedure, and asked both sides to present, in writing, their proposals for settlement. The University raised its bonus figure to \$540, and offered a somewhat improved plan for payment of it, as well as a \$45 increase to the salary scales of Grades 2-12 for the last  $4\frac{1}{2}$  months of the contract. A whopping increase of 30¢ per hour was offered for Grade 0 and a staggering 50¢ per hour was offered for Grade 1. For the second part of the contract, Grades 0 and 1 were offered a cents per hour increase which works out to \$22.50 per month, half of that offered to the higher grades. Buchanan's rationalization for this was that the University wants to spread money budgeted for 'student jobs' among as many students as possible, so they have to be paid as little as possible.

The Union's Contract Committee had asked that the initialled shift change clause be reworded to clarify the intent that both parties agreed to in discussion, i.e., that changes of starting time by over one hour be referred to Labour Management Committee, and that a change of under one hour during the contract's life would be permissible. After the University's continued refusal to negotiate this, we tried for a maximum of 3 one hour changes during the life of the contract. We also asked the University to consider changes to the Maternity Leave clause which would protect our members who are new mothers from being harrassed by UIC.

Although the minutes of our last non-mediation meeting show that Buchanan in the dying minutes of the session asked for wording on the Maternity Leave clause, he refused in mediation to discuss our proposal because the University did not want to be seen as trying to "get around" UIC regulations. The distinction between accomodating and "getting around" seems to elude him. The Union's proposal was that the money payable to new mothers be in the form of a monthly daycare allowance, so that the payment would clearly be payable for the period after return to work rather than the period during which she was eligible for UIC.

Then came the surprise. Several times during negotiations Buchanan implied that we were ineffectual negotiators because our decisions have to be voted on by the membership. The implication was that he had much more authority from his principals than we did from ours. However, the University's final proposal included the request to make changes in eight initialed articles. Why? Well, maybe Buchanan thought he had more authority than he really did, or maybe the University thinks we are weak and/or dumb. At any rate, the Contract Committee decided to agree to some changes which would not negate everything we had argued so hard and long to win, but which would answer the University's concerns. (See the proposals outlined on the green sheets distributed before the membership meeting of July 21, or get a copy from the Union office if you missed that distribution.)

After holding division meetings to discuss new information on AIB costing of increments, the Contract Committee asked for a  $4\frac{1}{2}\%$  increase for Grades 2-10 in its proposal for settlement. The AIB in its wisdom costs our increments as if we had earned the amount received on the last day of the contract all through the entire contract period. For example, if you were at the 6 month step on November 22, 1976 and reach the 12 month step by November 22, 1977, the AIB costs your



percentage increase as if you had received the amount earned on the last day (November 22, 1977) for all the days in the previous year. They call it annualization; I call it being on the side of management. Let's hope the income tax department doesn't discover this 'new math'. Anyway, the 4 $\frac{1}{2}$ % should keep our proposal within the AIB guidelines.

You may be wondering about the extra 3% allotted for merit increases for faculty and administrative staff. No, that increase isn't costed by the AIB, not a penny of it, because it's incentive payment to reward outstanding performance. Do you suppose that means that if there were no administrators who delivered an outstanding performance that the 3% would be returned to the general budget? Do you suppose elephants fly?

The last mediation meeting took place July 18, 1977. In spite of the Contract Committee's attempts to achieve a settlement which would be acceptable to the University and still not make the Committee members candidates for a lynch mob, we still don't have a new contract.

The membership voted at the general membership meeting of July 21st to support the stand we took in mediation. Although the mediator hasn't withdrawn, no more meetings are scheduled. For the first three weeks of August the mediator will be out of the country, but if we asked for another meeting, his substitute would preside over it. As well, he has left orders that if we ask for his withdrawal (so that we can legally do job action), our wishes are to be honoured.

What kind of settlement we end up with now is up to you. How badly do you need a wage increase this year? How firmly do you believe in the right of workers to have some say about the hours they work? How strongly do you feel that no-one on this campus should be

working for \$3.30 per hour in 1977 at a job which paid \$4.44 per hour in 1975? Come out to meetings and share your ideas. The crunch is here.

LATE FLASH: The BoG has refused AUCE Local 2 reps permission to speak during the open section of the August 2 Board meeting. The Executive personally delivered letters outlining our position on wages to homes of Board members after hearing that we would not be allowed to make a presentation at the meeting. In spite of this setback, many members have tickets for the open meeting which they plan to attend as observers. This incident shows how important it is that staff have a person on the BoG who represents our interests to the rest of the Board.

#### WAYS TO WIN WITHOUT LOSING

1. Write a short letter to your MLA; send carbon copies to the Minister of Education and to the Minister of Labour. Explain clearly the unsettled area of the contract about which you feel most strongly.
2. Write to your MP about the way the UIC regulations can result in income loss for new mothers.
3. Help the Communications Committee with signs, press releases, deliveries.
4. Explain our position to non-union people on campus. If they understand what we're up against, they will be more supportive when we need them.



## AUCE MEMBERS BEWARE

The following is a quote from Bruce Young's latest Newsmemo to Supervisors:

'No date has been set for the resumption of talks and press reports indicate the union is organizing a committee to plan "job action" as a means of applying pressure on the University, short of taking a strike vote and conducting a strike.

It is anticipated that "job actions" might include increased claims on the benefits provisions of the agreement, small abuses of privilege, "working to rule", stretching rest and meal breaks, etc. through to "study sessions" or walkouts short of a formal strike. Supervisors should be particularly observant in such periods and should take this opportunity to make themselves fully aware of their prerogatives under the various sections of the agreement and remember that they can exercise discretionary disciplinary authority if, after consultation with Personnel, they feel it is warranted. Consultation in such situations is indicated both to ensure that similar job actions are met with similar response, and that one central source (Personnel) is able to assess whether or not job actions are isolated or widespread.

It is certainly hoped that none of the above is really necessary, however "an ounce of precaution may be worth a pound of cure".'

While we would like to thank Mr. Young for some excellent suggestions, we need to point out some gross inaccuracies. AUCE is planning job action but no job action will be taken without a strike vote. Taking job action without a strike vote is ILLEGAL.

AUCE members discussed wording of a strike vote referendum at a general membership meeting Thursday August 4th. AUCE members should be aware that their supervisors may clamp down. Be careful! If your supervisor takes any disciplinary steps, whether verbal or written, contact your shop steward immediately. If you

don't know who your steward is, then phone MaryLee in the Union office at 4433.

Remember a supervisor must have "just cause" for taking disciplinary action, including warnings.

Again if you don't like what is happening, tell your steward and/or the Union office. The more people who know, the safer you are.

## JOINT TECHNOLOGICAL CHANGE

COMMITTEE REPORT AUGUST 1977

The joint technological change committee was set up under our first contract with the University, to help facilitate the implementation of job security provisions as set down in article 47. This article provides certain courses of action. Available to people who are displaced, or have their job classification changed, due to technological or provincial change.

In the 18 months that the committee has been in existence, it has had cases referred to it from the library, centre for the arts, bio-sciences, and the residence office. It is unlikely that these are the only areas where change has affected employees on campus, especially when taking into account that article 47 not only covers technological change, but also procedural change.

If any member of the bargaining unit is affected by changes that are covered by this article, and would like to pursue the matter through the joint technological change committee, they should contact either Ken Didrich (4583) or Doug Row (4248). The committee cannot do anything unless they are made aware that changes are taking place, and people are being affected.

Doug Row.



## GRIEVANCE COMMITTEE REPORT - 07/77

Because of the withdrawal of two arbitrators from the list of arbitrators and long delays because of arbitrators being unavailable it was decided to renew the list of arbitrators. Also, a letter of agreement will be drawn up that will have a replacement procedure for arbitrators. The letter of agreement will also include the procedure for choosing which arbitrators will hear which cases. This procedure will be a rotating process. The number of arbitrators, the manner, and the length of the letter will stand will also be included.

The Labour Board has decided to send the Judi Becker decision back to the arbitrator for another hearing. The University is trying to have the amount of monies paid to Judi reduced. They are claiming the arbitrator had the right to reduce the award despite articles 10.04 and 11.05 of the collective agreement, through section 98 of the Labour Code. 11.05 requires full redress and 10.04 prevents the arbitrator from making an award different than the collective agreement requires. At the same time this is going on, the University has changed Judi's job description from a Clerk 3/5 to a Secretary 1/5, without giving notice of technological change. Judi is being required to carry out jobs which she has little or no training in. It appears the University is harrasing her, probably hoping she will leave. They claim the job needed changing and that they will provide some training for Judi. It would appear their actions are against the spirit of the decision of the arbitrator. The University is allowed to return someone to another job of equal salary range but the Labour Board would take a dim view of their placing a person in a job they could not do. A grievance has been started over failure to comply with the arbitrator's decision, bringing in article 11.05. Another grievance will likely be started soon concerning article 47.05 technological change.

A grievance concerning the termination of Kay Au from the Library for inability to do her job will be heard at the next Labour/Management meeting. Kay has been with the University for several years and started having difficulties as a result of transfer following last year's layoffs. The University has offered to place her in a grade 2 position, if she will see a doctor, and also improve her English but Kay refuses to do this and wants another grade 4 job.

Susan Walter's job was changed, giving her extra duties. Susan then applied for a reclassification because some of her new duties were from a higher grade level. The University then refused to reclassify her because 80% of her duties were not, according to them, in the higher pay grade. Susan then grieved the decision of Personnel. This grievance went over the time limits in being taken to step 4. At the Labour/Management meeting, Tom King stated that the University would object to the grievance because of timeliness, if it went to arbitration. They would, however, hear the grievance at step 4. Janis Rutherford (acting for Ken Didrich) then suggested a meeting be held between T. King and Nolan Eddy, from Personnel, with herself and Susan. The meeting was held but did not prove very useful. Nolan produced some job descriptions to try and explain his decision but they were not very satisfactory.

The Mary Blumer grievance has not been resolved yet. A letter was drawn up, which would allow Mary to resign, get two weeks' pay, have a letter of resignation put in her file and have her termination notice plus the grievance material removed. She would not accept this and wants a transfer with a complete removal of the material related to her dismissal. Mary wants to take her problem to the Labour Board. Her former supervisors who gave her recommendations for continuing employment with the University and the directors of the Interior extension programme will be contacted for their comments on the problem and as possible witnesses for



an arbitration. T. King said the University cannot transfer her because they would have to post the position and also they cannot place her with a supervisor who might not want her.

A step 4 grievance will be started soon because an external candidate for a position in Economics and Commerce was hired over several employees who met the qualifications and abilities necessary to the job. Georgena Dunn and Pearl Sirkia will be the plaintiffs. One of them, probably Pearl, should be placed in the position as a resolution to the grievance.

Sandra Cornell was fired from the Library after working only one day because she refused to make coffee. She is a temporary replacement for a person who does not have any coffee duties in her job description. She wishes to grieve under article 11 for unjust dismissal.

A new problem is rearing its head which has not brought about a grievance yet but might. Some lower grade employees, replacing higher grade employees while they are away on holidays, may not receive the whole salary of the upper position. The University is claiming that they are only doing parts of the upper grade job and therefore should only receive the upper grade salary for the time spent doing the upper grade duties. There has even been a suggestion that the lower grade employee would lose their lower grade pay for the time they will be doing the upper grade job and receive only the upper grade salary. We will have to argue that, if an employee replaces an upper grade employee - in part or in whole -, that they shall receive the whole upper grade salary.

Change of status forms sent to the Union Office from Personnel are often coming in late. This problem was discussed at Labour/Management and King said he would look into the matter. We may have to write a letter of agreement, giving them a little extra time to get them to us or else grieve this problem as a Union grievance.

At the last Labour/Management meeting we discussed the Recall List and found it to be accurate.

Some people have been having problems getting satisfactory explanations to the University for extended sick leave. To try and alleviate the problem, we have proposed that the University prepare a form for doctors to fill in that would ask all the questions that would satisfy them. We will present them a list of what we feel the form should and should not include. We will have to watch this to see that all personal rights are protected. The University wants this knowledge to protect themselves from abuse of the sick leave plan and also to satisfy their insurance company.

We have not yet heard the decisions on the Gary Davidson Layoff grievance nor the Anne Fribance Compassionate Leave grievance. Brian Williamson, the Gary Davidson arbitrator, is very busy with several major disputes. W. Stanbury has left town for some reason or other and has not made his decision yet either.

(signed)  
Paul Saunders

**"From an address by the Honourable John Munro, Minister of Labour, on April 22, 1977....One of the reasons we have had so much labour unrest is precisely because the union movement has not been accorded the acceptance or respect here that it has enjoyed in countries whose strike record we envy. The result has been to develop an 'us' and 'them' syndrome, among other things, that is hardly conducive to good relations."**



IT COULD BE YOU

In September of 1976, the Poly-party went on strike. Tools went down, picket lines went up, and AUCE members voted to honour their co-workers' strike action. On September 7th of last year, one of our members received a letter from the University stating that the employee's "absence has to be considered a voluntary termination and we are proceeding to seek a staff replacement."

The employee was Judi Becker, whose termination was the climax of a request for a leave of absence. She applied for this leave of absence, to commence September 20th, to take a course in dental mechanics. Leave was denied on the basis that the course would not only not benefit the University but also indicated an intention to seek employment off campus. Judi grieved the denial but abandoned it before it went to arbitration. [I would like, at this time, to note two important points. The first is that our contract (article 9.02) specifically says that "if a grievance has been submitted in writing, as in Step Two, and the employee allows any of the above specified time periods to lapse without proceeding further, the grievance will be considered abandoned"; there is no requirement that the University be informed that the grievance has been abandoned. The second point is that leaves of absence have been granted for a wide variety of reasons, ranging from playing in amateur tennis tournaments to enrolling in full academic course loads: so why was Judi's leave denied?]

In any event, Judi went on vacation in August, being scheduled to return to work on September 20th. She then, of course, received the letter which terminated her employment. At the end of the strike, Judi reported for work. The University had not found a replacement for her but they nevertheless refused to allow her to return to active employment.

The discharge was taken to arbitration. In the course of the grievance, her supervisor said that,

as a result of a conversation with Judi, he concluded that she was going to take the course despite denial of leave. However, in the arbitration hearing, "during a very thorough cross-examination Mr. Soon was not able to recall any specific statement of the grievor as to such an intent." Nonetheless, on that conversation, Judi was fired.

It was the arbitrator's finding that "there is no evidence that the grievor directly voluntarily terminated her employment. On the evidence I find that she had no such intention." The award, reinstatement with full retroactive wages, was the result of a three-day hearing in which all the evidence presented by both parties was carefully analyzed by the arbitrator. The decision was summed up in his thirteen-page statement.

Judi was terminated on September 20th, 1976, and the arbitrator's decision was received on May 5th, 1977. That's a long time to have to fight such a large battle.

And it's not over yet.

The arbitrator also found, in his award, that "the grievor and her Union representative are partially to blame for creating the impression that the grievor didn't intend to return to work." "The employer's case must rest principally on the failure to respond to the letter of September 7th, in the light of all the surrounding circumstances. This, however, is not an overt act but rather non-action. Non-action, even in all the circumstances of this case, cannot constitute a voluntary termination unless it includes a failure to report for work. The grievor's duty was to appear for work after the strike, which she did."

Because the arbitrator found Judi "partially to blame" through "non-action", the University is appealing the decision - but only a portion of it. S.F.U. is not contesting the finding that Judi was unjustly discharged. They are, however, saying that the University 'has been damaged by suffering the loss of an employee and therefore should be compensated by not having to pay Judi's full retroactive.' I might note that such



a claim - as the arbitrator also recognized - is hardly valid, in that the position was vacant at the end of the strike and the whole issue could have been resolved then, if the University itself had not refused to allow Judi to return to work.

The matter of retroactivity has been referred back to the arbitrator, with instructions that he does not necessarily have to abide by the contract. This does not automatically mean that he will change his decision but only that he does have the authority to do so, if he chooses. We are currently awaiting instructions on the scheduling of another hearing.

In the meantime, the University has twice revised Judi's job description to include qualifications which she cannot meet (ie. shorthand, etc.). There have been newsmedia reports [I might add that the Union has not been interviewed for any of these reports.]. And there have been articles in the SFU Week which have undoubtedly damaged Judi's chances of transfer on campus.

But worst of all, in my opinion, is that Judi isn't getting the full support of all her fellow union members. I very much admire Judi for challenging the University and contesting their right to arbitrarily dismiss employees: this, after all, is something which affects all of us. It would have been easier on her nerves for Judi just to walk away but she chose to stay and fight. That takes a hell of a lot more courage than most people realize.

I had one woman tell me 'it's people like Judi who are making the Union go broke', implying - in context - that the case should never have been taken to arbitration. The woman had never asked to review the Union's file on Judi's grievance. I can't help but wonder what would happen if this woman were fired for what she considered to be unjust cause and the Union refused to take anything to arbitration.

The main point of this article is that each of us must support our fellow union members because Judi's ter-

mination - and its aftermath - is not just a personal problem; it's a problem for the Union, as well.

*Marylee Munroe*

[For those people who wish to compare the arbitrator's decision with the University/Newsmedia interpretations, there are extra copies of this award in the AUCE office. If you have any questions about this or any other grievance, please contact the appropriate division steward or Grievance Committee Chairperson. Thank you.]

#### COMMUNICATIONS COMMITTEE REPORT AUGUST 1977

Committee reports to the ANCHOR normally explain the work and accomplishments of each committee since the last report. However this report from the Communications Committee can't do that. Most of the division representatives are new, and as we are just starting to work together, all that we have to tell you is that we have made a few changes in procedure. For instance, to ensure that a new ANCHOR is printed for the 15th of each month, we have set a deadline for reports & articles of the 28th of the previous month. Anything received after the 28th, except for late reports from the contract negotiators or other reports considered important, will be printed in the following ANCHOR.

Another change is: agendas for general membership meetings will be printed & distributed earlier so that members will be able to familiarize themselves with the subjects to be presented. Therefore, if you wish to present a motion at a general meeting, send it early to Emily Sheldon, local 3268 to have it included in the agenda.



The only other thing we have to say is that the ANCHOR is your newsletter. If you have something to say to the rest of the general membership, or if you have read information that you would like reprinted for the other members of our Local to read, send it to the ANCHOR, c/o the AUCE Local office, 7127 CC, or to your division representative.

New division representatives on the Communications Committee are:

Division	Local
1: Gloria Asmundson (Education Bldg.)	3364
2: Bob Anderman (6090 A.Q.)	3103
3: Lorin Orpwood (Audio Visual)	4311
4: Leona Coen (Psychology Office)	3354
5: Cheryl Scruton (Computing Centre)	3234
6: Emily Sheldon (Humanities Office, Library)	3268
7: Eva Hitchen (Chemistry)	3509
8: Mary Trainer (Arts Centre)	3221

The daycare buildings have been occupied since late December, and of the ten centres available, seven are now in operation. The other three centres have been rented to the Faculty of Education for Summer Courses and to a research project, so full use is being made of the facilities.

Daycare is available for children aged five months to five years, with a variety of centres which would best fit parents' lifestyles (i.e. heavy parent involvement if you have the time, to very little parent involvement). There will be some openings for enrolment in September, and I understand that Kahpoo, the infant centre, has immediate openings. If you are considering daycare for your family, contact Emily Campbell, Daycare Coordinator, 291-4569, and she will be happy to supply you with information.

Also, as the AUCE representative to the Daycare Advisory Council, I would appreciate your input and suggestions, especially with regard to daycare obligations and the special needs of working parents. Feel free to contact me at home [REDACTED].

Heather Kucheran

#### DAYCARE ON CAMPUS

Just a short report on the daycare situation on campus. The situation, I am pleased to say, is good. On a recent morning as I was dropping my daughter off, I realized that all the parents and children going in and coming out of the Childrens' Centre had big smiles on their faces. This would seem to be an indication that everyone is pretty happy with the daycare services on campus. Also, the reputation of the centres is growing off-campus and people have told me that they have heard many good things about the care and facilities the children have access to. Day care on campus is a great fringe benefit to working parents who know that their children have professional care during the work day.

#### TREASURER'S FINANCIAL REPORT JULY 19, 1977

Chequing account: \$4606.29

Outstanding:

#### Negotiations (March, April, May & June)

Bill for March-May has been received, but is awaiting payment until it is "okayed" by Contract Committee.

#### Per Capita (Provincial)

Outstanding since February; represents approximately \$5500. to date.

Some loans from Poly-Party strike are still unpaid. A second billing notice has been sent. \$179.40 is due.



## LETTER TO THE EXECUTIVE

20 July 1977

AUCE Executive  
c/o Cathy Pike, Trustee

As per our conversation on the telephone here is my resignation as President effective 19 of July 1977.

Pat Georgeson

25 July 1977

AUCE Local 2

Please accept my resignation as Provincial representative from Local 2 effective July 25, 1977. My reasons centre on a decision on my part to concentrate exclusively on part-time work toward a B.A. (a priority which did not exist when I ran for the position). Thank you for the opportunity for this brief experience.

Dorothy Thompson

7 June 1977

Pat Georgeson, President  
AUCE Local 2, S.F.U.

Dear Pat:

Please accept my resignation as Trustee with the Executive of AUCE Local 2. I have given the matter considerable thought, and have tried to solve the personal problems which have led to my decision. All of these efforts have been to no avail, and in all fairness to the Executive and to the membership, I feel that I have no choice but to resign my position.

Sincerely,

Brian Norris

LETTER TO THE  
GENERAL MEMBERSHIP

In the past year AUCE Provincial has spent a great deal of energy, time and our money helping organize another union. Being pro-union, I am not anti other unions, and believe we should help if we are able, but only if we are able. However, maybe it is time to evaluate the manner in which the Provincial has handled our money in this regard.

Since approximately half of our dues is channelled into the Provincial coffers, we should have some say or at least know how the money is allocated. There is some mystery as to just how much has been spent on other union organizations. We did give SORWUC a \$2000. interest free loan, \$200. a month for 6 months, and are discussing giving UBW \$200. a month; also there are talks of sharing offices, etc. At whose expense will this be? Membership should have more say on these matters. Our Provincial Secretary over the past year has spent considerable time doing work for SORWUC. How much time has she spent for Local 2?

If indeed the Provincial has an excess of money, maybe it could be more beneficially spent helping locals defray arbitration costs. These are of benefit to all. Our return on our dues dollar has been negligible and unless the Provincial does more for our dollar maybe it's time we consider giving them less.

Our local is in a very serious financial position at present. Charity begins at home.

The argument that once bank workers organize, we have better negotiating leverage, is a weak one. There will still be many lower paid clerical workers to compare us with. The plumbers' union did not gain their present status



by going to work organizing other workers. They gained their status by being organized and financially stable, in plain words "getting their shit together". This made them a strong union.

If once we attain this stability, then great, let's branch out, but until such a time let's get our own house in order. The expertise and resources we have, we can share but financially we are going to have to do a little better. Maybe start thinking in terms of strike fund, etc. At least be able to operate in the black. As long as we are in the red, we should definitely not be helping others financially.

Greg Owen  
Anne Fribance

PSEC Conference

On August 22, Patrice, Mike, Diane and Melody will meet again to finalize the place, agenda and any other details, so please notify one of us of any suggestions before that date.

We hope that this conference can increase our understanding and awareness of the problems and strengths of support staff in Colleges and Universities in British Columbia.

In solidarity,

Melody Rudd  
Co-ordinator

July 11, 1977

Dear Secretary,

At the 4th Annual AUCE Convention recommendations from the AUCE/SORWUC Committee were passed as follows -

1. That the AUCE/SORWUC Committee should include the Provincial full-time person and at least one representative from all locals of AUCE.
2. That activities of this committee be reported in the Provincial Newsletter.
3. That AUCE members continue to work with SORWUC members to organize unorganized workers and promote union democracy.
4. That this committee discuss the possibilities of merger, affiliation or other formal joint structures with SORWUC such that AUCE members may have more direct input and control in the organization of unorganized workers by this committee.
5. That the AUCE/SORWUC Committee be authorized to organize a joint stewards seminar and other joint educational activities.

Please notify Melody at [REDACTED] of the name of your representative as soon as possible as meetings of this committee are continuing. On July 8th we met with the previous members of the committee and outlined the objectives of this committee and 1) organize unorganized workers 2) investigate the possibility of merger, etc. 3) educational activities. We discussed specific actions to help the Bank Workers Organizing Drive such as leafletting and donations. We also talked about the importance of having representatives at the SORWUC Convention.

Sincerely,

Melody Rudd  
AUCE Provincial  
Secretary/Treasurer



July 11, 1977

June 22, 1977

Dear Secretary,

At the fourth Annual AUCE Convention resolutions and constitutional amendments were passed such that a referendum is to take place. A Constitutional Amendment relating to per capita tax was passed. - That other than full time people (i.e. part time) will pay a per capita tax of 25% of dues collected. - This may represent a nightmare for your treasurer. In any case if members wish to submit articles pro or con this amendment please contact Melody Rudd at 684-6737 as soon as possible. A resolution - That the Provincial Convention confirm the decision of the Provincial Executive to donate \$200 per month towards the salary of the full time office person of the United Bank Workers and that this remain in force until the next Convention. - was passed subject to ratification or rejection by the Provincial Association membership in a referendum vote. Bank workers are willing to attend local meetings to speak on this resolution if requested. Again, please contact Melody Rudd.

As a result of nominations at Convention, Melody Rudd is the new President and Judy Wright is the new Secretary/Treasurer. Lid Strand and Bob McAdie are both running for Vice-President and Cathy Pike and Tom McGauley are running for Union Organizer. These nominees are also willing to attend local meetings.

Sincerely,

Melody Rudd, Secretary/Treasurer  
AUCE, Provincial

Public Sector Employees Council (PSEC)  
Melody Rudd (AUCE)  
1114 - 207 West Hastings  
Vancouver, B.C.

Dear Person:

At the June 20th Public Sector Employees Council Steering Committee meeting this motion was passed:

PSEC will sponsor a conference for support staff at post-secondary institutions in B.C. That Melody Rudd be the coordinator at this conference.

On July 11, Patrice Pratt from BCGEU, Mike Krammer from CUPE, Diane Bell from VMREU and Melody Rudd from AUCE met to begin preparations for this conference. This meeting decided the following:

Time: October 1 and 2  
Place: Melody Russ will investigate  
Delegates: 3 from each institution  
Agenda: Saturday will be taken up with a one half hour report from each institution to enlighten the other units as to basics such as number of members, bargaining unit, length of certification, etc. and specifics such as current grievances, negotiations, special problems, etc. It will be up to each institution to decide what they wish to say in their report. We request that written reports be sent to Melody Rudd before September 15th so they may be distributed at the Conference. At some time during Saturday we also hope to have a guest speaker from the CLC. Sunday will be taken up with special reports such as Maternity Leave, Government Student Programs, Colleges Act, Temporary employees and perhaps two other guest speakers. If there is a Special Report your unit would either like to give or hear please contact Melody Rudd [REDACTED] before August 22.



AUCE Annual Convention - June 18 & 19,  
1977

by Linda Cowan, Provincial Rep.

The annual convention was held at Capilano College again this year. I felt that this year's convention was very successful and that a great deal was accomplished.

The first part of the convention was taken up by reports - a financial and executive report from the Provincial Assoc.; Local Reports; and the AUCE/SORWUC Committee Report. The rest of the convention dealt with resolutions and emergency resolutions.

AUCE Provincial Executive Report - detailed the activities of the Provincial in the last year, which included setting up the Provincial Office downtown, the Provincial Newsletter, cross-local package, research, organizing and participation on the Public Sector Employees Coordinating Council.

AUCE/SORWUC Committee report - the two main activities of this committee were leafletting banks and the publication of 2 issues of "Union Women Speak". The report concluded with the recommendation that AUCE and SORWUC continue to work together to organize unorganized workers and to promote union democracy.

Local Reports (These reports will be published in entirety in the Provincial Newsletter. The following are highlights of these reports).

Local #1 (UBC) - their 75/76 contract was rolled back by the AIB and they were ordered to pay back the difference. Their contract expired last September and little progress has been made in negotiations. They are presently in mediation.

Local #2 (SFU) - has been negotiating since last September and has finally agreed to mediation. The University insists on a "bonus" rather than a percentage increase. The LRB ruled that

the Student Assistants are in the AUCE bargaining unit. Local 2 was out for 6 weeks in September/October in support of the Poly Party strike.

Local #3 (NDU) - as of June 1/77, NDU was taken over by the Provincial Government. For an interim period, NDU will be administered by Selkirk College.

Local #4 (Capilano College) - has been negotiating since July '76 and is presently in mediation.

Local #5 (New Caledonia, Prince George) - is negotiating their first contract.

Local #6 (SFU, TA's) - are still attempting to sign up enough members in order to have a certification vote.

#### Resolutions

The resolution from Local 2 (SFU) that "the priority of the Provincial will be to assist in better organizing and strengthening the locals" passed.

The Constitutional amendment from Local 2 re jurisdiction was defeated.

Other resolutions that were passed include:

- The Provincial full-time person will spend more time at the locals.
- The Provincial will continue to participate in the Public Sector Employees Council.
- The Provincial will continue to struggle for better maternity and child care benefits.
- The Provincial will look into the feasibility of organizing a conference of unions and staff associations from the various B.C. Colleges and universities.

Motions were passed condemning the Alberta Public Service Employees Relations Act and the federal government's Immigration Bill C-24. The convention also



called for a moratorium on the construction of all pipelines through or near native lands where land claims have not been settled.

A referendum will be held soon on two issues:

- 1) Change in dues structure for part-time employees.
- 2) Donation to SORWUC.

United Bank Workers  
Local #2 SORWUC

May 24, 1977

Dear Sisters and Brothers:

It goes without saying that the situation of working women in this country is intolerable. Despite the great fuss made during International Women's Year, the average full-time salary for women is 56% of a male's. The discrepancy really appears most blatantly in "female-type" industries and jobs. Most of those industries are also unorganized.

Our union was founded in order to organize those sectors. We've included a short history of SORWUC, the Service, Office, Retail Workers' Union of Canada, in this package to give you an idea of what we have accomplished and where we are headed.

We are currently in the midst of an organizing drive to unionize the Banks of this country. Bank employees represent 130,000 unorganized workers across Canada and 73% of them are women. When you leave out management-type positions, the percentage of women workers is over 90%. The abysmal wages and working conditions in financial institutions reflect the fact that this is an industry primarily employing women.

The SORWUC members who are bank employees have set up their own local, the United Bank Workers. All executive and committee members are bank workers and the local has autonomy over all negotiations, contracts, and finances.

Since we are a young union, and also because we are up against some of the richest employers in the country, our financial situation is modest to say the least. We have one elected paid full-time worker but rely heavily on volunteers. If we are really going to organize this province, we're going to need a lot of help. We think that this is a really important battle for women and we'd like you to join with us in this organizing drive.

Probably the most important thing you could help us with is leafletting. Over one half of our contacts in banks have been made through leafletting. It only takes about 20 minutes of your time to stand outside a bank and hand out our leaflets as employees are entering their branch in the morning. (Usually about 8:15 or 8:30). We'd like you to post the enclosed poster asking for leafletters in any appropriate place. Additional copies are available through our office. The poster should be returned to us after two weeks--and if there aren't any volunteers perhaps you could write us a note so that we at least know. There are also other ways you could help us. We've enclosed a form for you to return to us.

Please seriously consider helping us. Ignore the fact that this letter is a "form" letter. In order to make this campaign a success we will need literally hundreds of volunteers right across B.C. Despite their power, the banks of this country are going to be unionized by hundreds of women who don't know their proper place!

In Sisterhood  
Dodie Zerr, President

1114 - 207 West Hastings St.  
Vancouver, B.C.  
V6B 1H7



Please return this form to the U.B.W. office as soon as you can - whether or not you can help. We'd like to have all the replies in within 2 weeks so that we can know where we stand in terms of volunteers. A speedy reply will also mean that you'll save us another letter asking you if you received our original letter.

Sorry, I/we can't help.

Sorry, I/we can't help now, but get in touch with us in \_\_\_\_\_, then we'll have some time.

I'll leaflet banks. — *How many*

I'll co-ordinate leafletting for my centre/area/town/region.

My home is available for meetings.

I'll call a meeting of potential supporters of U.B.W.

I'll recruit other leafletters.

I'd like to do more, i.e. In Vancouver, work in our office or do work on the campaign. Outside of Vancouver, work with one of our regional organizing committees.

Enclosed please find a donation or loan (please circle) to battle the banks.

Enclosed please find the names and addresses of people who work in financial institutions (banks, trust companies, credit unions). Send them some information re banks etc.

I want some more information.

Name

\_\_\_\_\_

Address

\_\_\_\_\_

Phone Number

\_\_\_\_\_

Send to : United Bank Workers