

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

Local 1 (UBC) Newsletter **2162 Western Parkway**

VOLUME 2: ISSUE 13

OCTOBER 3, 1974

CONTRACT COMMITTEE REPORT

THURSDAY, SEPTEMBER 26TH, THE CONTRACT COMMITTEE MET WITH MR. MACLEAN AND MR. BURION TO GO OVER THE FINAL WORDING IN THE CONTRACT AND CORRECT ANY ERRORS OR OMISSIONS, SO THAT THE AGREEMENT COULD BE RATIFIED BY THE BOARD OF GOVERNORS AND FINALLY COME INTO EFFECT. MR. MACLEAN INDICATED THAT IF THE AGREEMENT WAS SIGNED BY THE BOARD OF GOVERNORS IN THE NEXT COUPLE OF DAYS, THE PAYROLL DEPARTMENT COULD GO AHEAD WITH OUR SALARY INCREASES AND RETROACTIVE PAY FOR THE OCTOBER 15TH PAYCHECK.

SUB-COMMITTEE MEETINGS HAVE CONTINUED ON A REGULAR BASIS, HOWEVER THE UNIVERSITY HAS NOT CHANGED ITS POSITION ON THOSE ITEMS STILL OUTSTANDING (SICKLEAVE, SICK LEAVE BANK, PATERNITY AND MATERNITY LEAVE). THE CONTRACT COMMITTEE INFORMED MR. MACLEAN THAT IF THESE ITEMS CANNOT BE RESOLVED IN THE NEXT WEEK OR TWO WE WOULD LIKELY TAKE THEM TO ARBITRATION IF THE UNIVERSITY HAD NO OBJECTION. MR. MACLEAN AGREED, BUT HOPED THIS WOULD NOT BE NECESSARY.

THOSE ITEMS WHICH WERE IN SUBCOMMITTEE AND HAVE NOW BEEN RESOLVED WILL BE BROUGHT TO THE MEMBERSHIP FOR APPROVAL AT OUR FIRST TWO HOUR LUNCH MEETING, OCTOBER 10TH.

CONTRACT COMMITTEE REPORT CON'T ...

DENTAL PLAN

For those people who've been asking; How do I get on the Dental plan now that I'm eligible? On inquiry, the university informed us, that early in October the Benefits Department will be sending out application forms to all those employees eligible. Any change in this procedure will be reported to Stewards, so that the membership can be informed.

RETROACTIVE PAY

If you have quit your job at UBC (or know anyone who has) and were working after April 1, 1974 you (they) are eligible to receive retroactive pay, but you must apply for it at the Personnel Department.

Send a letter stating your position, classification, Department and the dates of your employment. Be sure to send a copy to the Union office:

2162 Western Parkway
Vancouver, B.C.

GENERAL MEMBERSHIP MINUTES

THANKS TO OUR SECRETARY ...

IN FUTURE ISSUES, THE PREVIOUS
GENERAL MEMBERSHIP MEETING MINUTES
WILL BE INCLUDED AS AN APPENDIX TO
THE NEWSLETTER.

AUCE LOCAL #1 ANNUAL ELECTIONS

ALL THOSE NOMINATED DECLINE OR ACCEPT THE NOMINATION AT THE OCTOBER 10TH MEMBERSHIP MEETING. NOMINATIONS WILL BE CLOSED AT THIS MEETING. FURTHER NOMINATIONS CAN STILL BE MADE BEFORE OR AT THE MEMBERSHIP MEETING ON OCTOBER 10TH.

NOMINATIONS: AUCE EXECUTIVE, 1975

PRESIDENT : Jackie Ainsworth
Ann Hockey
Emerald Murphy

VICE-PRESIDENT : Ann Hockey
Sandra Lundy
Deborah Udy
Susanne Lester

SECRETARY : Ella Marsden
Sandra Lundy

TREASURER : Ray Galbraith

TRUSTEES : Ruby Toren
Laurie Abram
Pat Gibson
Sharron King

MEMBERSHIP SECRETARY : Bonnie Solem

UNION ORGANIZER : Jackie Ainsworth

NOMINATIONS: STANDING COMMITTEES, 1975

JOB TRAINING : Pat Gibson
Joy Korman
Yvonne Mitchell

WORKING CONDITIONS : Sherri Campbell
Peggy Smith

JOB EVALUATION : Betty Vinson
Nancy Wiggs
Sandra Lundy
Carol Singer
Randy Bowen
Diane Leung
Leah Gordon

PENSION PLAN : Rayleen Nash
Doris Maki
Sandra Lundy
Russ Anton

PROPOSAL FOR RE-ORGANIZATION
OF DIVISIONS by Ian Mackenzie

When the division structure was first set up, it was done with the belief that divisions should be defined according to community of interest. In other words Div. 2 was Academic Services, Div. 4 Arts, Div. 7 Medicine, etc. Although this might seem like a good arrangement geography was ignored, some divisions found themselves sprawled all over campus. This was especially the case with the "left-over" divisions - divisions that didn't fit into any community-of-interest category.

People have since found that the main role of the divisions is communication between members and Executive or Contract Committee, and among members themselves. And so any supposed community of interest among employees of, say, a particular faculty hasn't really been important.

The following is therefore a proposal for re-structuring the divisions, in order that a) all divisions will make geographical sense, and b) all divisions may contain an approximately equal number of people. (With our present structure, the ratio between the smallest division (40-50 people) and the largest (200 people) has been as great as 1/5.)

Proposal:

- The proposed scheme is based strictly on geography.

- In the proposed scheme, there are 8 on-campus divisions instead of the previous 10. Each will have at least 100 employees.

- In all the proposed new divisions, there are at least one or two large buildings containing a fair concentration of our members. This should add organizational strength to the divisions and counteract the isolation of other employees in the division who may be in small, scattered offices.

- The main buildings in each proposed division are as follows:

A New Administration, Gym, Triumph

B Westbrook, IRC, Woodward Library, MacDonald, Psychiatric Unit, James Mather etc.

C Angus (Commerce), Chemistry, Mech & Min Engineering, Biological Sciences, Instructional Media, etc.

D Education & huts, MacMillan (incl. library), Geological science, etc.

E Sedgewick Library, Computing Centre, Math (including Math Library), Geography & Geology, Anthropology & Sociology, Ponderosa Annex F, etc.

F Lasserre, Music (including Library) West Mall Annex, International House, Faculty of Law etc.

G Buchanan Building & Tower, Centre for Continuing Education, Law Library, Convention Centre etc.

H Main Library

I VGH

AGENDA FOR MEMBERSHIP MEETING, Oct. 10/74

12 pm to 2 pm, Lunchtime meeting
Henry Angus Bldg. Room 110

1. Minutes.
2. Business arising from the minutes.
President's Committee on Charitable Donations.
3. Finances.
4. Election of officers.
(a) Nominations and closing of nominations.
(b) Exec. recommendations re procedure - speeches/written statement.
5. Contract Committee Report.
Presentation of proposals from sub-committee for ratification.
6. Standing Committee Elections.
Executive recommendations re back-up committees.
7. Report on the Provincial Convention.
8. Election of Representatives to Provincial Committee on Job Classification.
9. Grievance Committee Report.
10. Executive Report.
11. Other business - flexible hours.

Minutes of the last two General Membership Meetings can be found in the Appendix

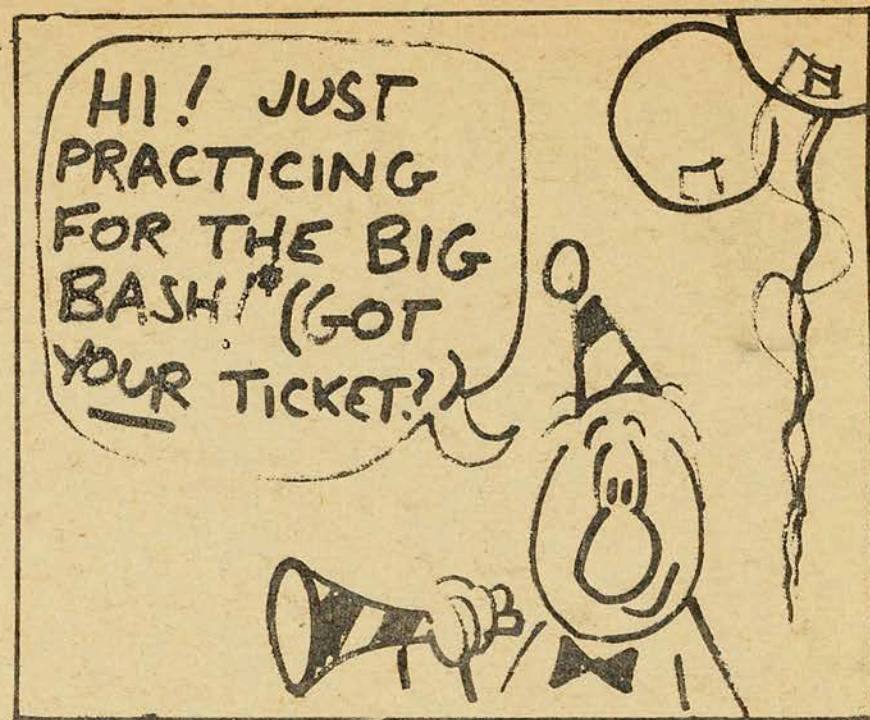
STRIKE COMMITTEE WIND-UP

by E. Murphy, Chairperson
Contract Committee

Some time ago when a strike seemed a possibility, a number of AUCE members volunteered to form themselves in an ad hoc committee to investigate strikes, alternatives to strikes, and all that went with those actions. When a strike seemed imminent, a body was elected from the membership to officially carry on the work of the Ad Hoc Committee and to set the stage for a strike.

The Contract Committee is under no illusions, and feels that the membership should be aware of the fact that our contract was won, largely, by the Strike Committee. This may seem like an abrogation of the work we have done -- not at all. When the number of days of negotiating grew longer and it became apparent that the University was not disposed to compromise, it was the work of the Strike Committee which decided the University to sign, on August 29th, the Memorandum of Agreement.

On behalf of the Contract Committee I would like to extend our thanks and appreciation for the painstaking work and long hours that the members of both the Ad Hoc and Strike Committees put in. Obviously it was not in vain -- the groundwork for future AUCE contract strategy has been laid, we have all learned a great deal and we have a damned good contract to work under.



THE PARTY

Now's your chance to really get together and meet all those exciting fascinating, interesting witty and humorous people you talk to on the phone every day at work in a much merrier atmosphere than you usually get at a union meeting, which is the only other place you ever meet people on campus. SO COME TO THE PARTY. Bring a friend if you can --- if you can't, thousands will be there anyway. EVERYONE will LOVE the BAND -- they claim to be able to play everything and to please everybody so if you're somewhere between 17 and 70 there should be something in it FOR YOU.

COME AND BE SEEN

DIVISION STEWARDS

HOME PHONE NO.

- 1 Heather McNeill
 - 2 Sandra Lundy
 - 3 Hylida Chambers
 - 4 Sharron King
 - 5 Wendy Courtice
 - 6 Alice Johnson
 - 7 Mary Vorvis
 - 8 Ian Mackenzie
 - 9 Glenis Williams
 - 10 Ann Hutchison
 - 11 Ruth Allen
- UNION OFFICE

UNION EXECUTIVE

Jean Rands, President
Anne Hockey, Vice-President
Ella Marsden, Secretary
Sandra Lundy, Treasurer

THE PLACE: Commodore Ballroom
THE DATE: October 5th - THIS SATURDAY
THE TIME: 8.00 p.m.
TICKETS: \$3.00 per person available
from your shop steward or at
AUCE Local #1 Office
224-5613

This PARTY will be an EXPENSIVE FLOP if YOU don't show up. A lot of money has gone into getting it together (OVER \$600 from the Union's coffers). For those who make up their mind at the LAST MINUTE you can still get your tickets at the door.

NEWS FROM THE LABOR RELATIONS BOARD

Since we were certified last April, AUCE Local 1 has had two issues before the Labor Relations Board.

The Labor Code, in defining "employees" excludes anyone who: "(i) is employed for the primary purpose of exercising management functions over other employees; or (ii) is employed in a confidential capacity in matters relating to labor relations..."

When the voters list was drawn up for the AUCE representation vote, practically everyone on UBC's "G" pay scale was included, even some who should have been excluded according to the Labor Code. AUCE's Contract Committee agreed with the administration to exclude a number of people on these grounds. However, the University claimed two employees were "employed in a confidential capacity" and AUCE could not agree. The exclusion of these employees would have denied them access to the grievance procedure and other provisions of the contract. The matter was taken to the Labor Relations Board for a decision.

Paul Weiler, Chairman of the Labor Relations Board, made the decision on this case and decided that one of the employees should be included in the unit while the other should be excluded. The executive, after consulting a lawyer, decided not to appeal the case (the decision had to be made quickly because of the deadline for appeal).

The other case involves the Canadian Union of Public Employees (CUPE) Local 116 (UBC Employees). CUPE applied for a variance of their certification to include employees of the Convention Centre (UBC's student residences are used for conventions in the summer). Employees in the residences (house workers, service workers, etc.) are already covered by CUPE's certification, and AUCE had no objection to the inclusion of Convention Centre employees with similar jobs in CUPE. However, clerical workers in the Housing Department (which runs the student residences) and in the Convention Centre had been included on AUCE's voters list and had been considered by everyone to be part of AUCE's bargaining unit.

We therefore objected to CUPE's application for variance on the grounds that it included ALL Convention Centre employees. We asked the Labor Relations Board to exclude clerical workers from the variance.

In this case, Nancy Morrison represented the Labor Relations Board. A hearing was held July 30 with Ole Johnson presenting CUPE's case and Jean Rands presenting the case for AUCE. Three convention centre employees were called as witnesses for AUCE, and explained why they felt that they should be in the same union as other clerical employees in the Housing Department and on campus generally.

On September 20 we got the Board's decision. CUPE's application was rejected, and the Board re-affirmed that clerical employees in the Convention Centre are covered by AUCE's certification. This means these employees are entitled to the benefits of AUCE's contract, including the retroactive pay.

--by Jean Rands

NOTICE TO DIVISION STEWARDS:

The fiscal year end for the Local is Monday, September 30th. Please instruct your stewards not to collect any dues after that date, even if they have members who are in arrears. Could you get your stewards to complete their remittances and turn them in to you, together with any unused receipts, as soon as possible after that date. You can let them know that we will not be collecting any more dues until further notice, in the hopes that a dues check-off can be organized for October. One last thing: could you, or the person in charge of dues for your division, turn in the remittances Tuesdays or Thursdays between 12:00 and 1:00, at the union office.

THE ABOVE NOTICE IS INCLUDED
IN THE NEWSLETTER FOR THE
INFORMATION OF ALL MEMBERS.
ANYONE WHO HAS PAID OCTOBER
DUES WILL RECEIVE CREDIT FOR
THEM.

Sandy Lundy
Treasurer

EXECUTIVE REPORT

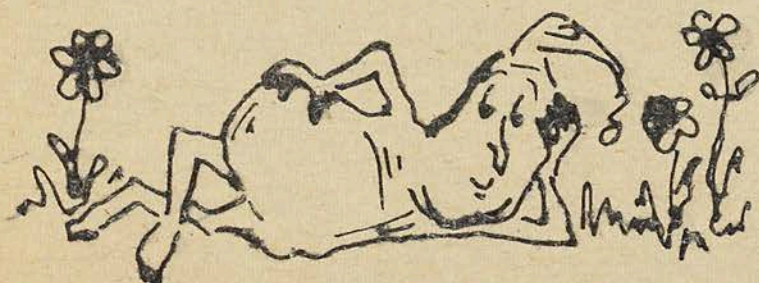
by Jean Rands

The Executive has agreed to meet on the last Wednesday of every month, and special meetings will be called when necessary. The By-Laws Committee is discussing the role and composition of the Executive and the other standing committees. One proposal is that Division Stewards no longer sit on the Executive and that each division elect a special executive representative.

Also under discussion by the executive is the restructuring of the divisions, since some divisions feel that for geographical reasons the structure of their division is impractical. A proposal is currently being circulated to the divisions for discussion.

Legal advice has been called for on three recent occasions, and Stu Rush who represented AUCE at Simon Fraser during the hearings on the applications for certification, was the lawyer consulted. Stu advised on the question of whether we should appeal a Labour Relations Board decision to exclude a position from our bargaining unit, he was invited to a strike committee meeting and answered questions on picketing, injunctions and other imponderables, and lastly he read through the Memorandum of Agreement.

A letter has been sent to the firm of Winspear Higgins, Stevenson and Co. informing them of the membership's decision at the September 12th membership meeting to appoint them as auditors for the locals first fiscal year end which is September 30th 1974. Stewards have been asked to turn all dues in as soon as possible so that the books can be closed. Also, the executive has sent a letter to the University regarding the dues check-off in the hopes that it can be geared up for the end of October pay-check.



PROVINCIAL CONVENTION REPORT

by Dick Martin and Jack Gegenberg

The First Annual Convention of the AUCE Provincial Association brought together delegates and observers from four locals at different stages of development. Our own local #1 is the only local certified and in possession of a first contract, but our delegation grimly and (mostly) successfully resisted power tripping the other locals not so blessed. Local #3 at Notre Dame University in Nelson is certified, but is in the process of negotiating its first contract with a most uncooperative administration. Local #2 at SFU is engaged in a drawn out battle with the Staff Assoc. for the right to represent clerical, technical and service workers. Local #4 from Capilano College was chartered at this convention and is about to begin organizing. The Convention was held the weekend of Sept. 28-29 at the IWA Hall in Vancouver. Besides delegates and observers from AUCE locals, there were observers from other trade unions in attendance.

The first day of the convention was devoted mostly to reports from the locals and consideration of amendments to the Prov. Assoc. Constitution. While most of the constitutional amendments were of the tidying-up sort, and did not constitute changes in AUCE theory or practice, there were two amendments proposed, which, in the opinion of most delegates, were quite fundamental breaks with AUCE tradition. The sections being challenged were 7A and B, which provide for the election of Executive of the Provincial Association by referendum ballot of all AUCE members.

The amendments would have replaced the referendum by elections by the delegates at a Provincial Convention. The majority of the delegates felt that these amendments seriously contravened AUCE's policy of providing for the broadest possible participation of the membership in all matters of substance for the union. Supporters of the amendments contended that the proposed change would make for more effective democracy by creating more definite criteria for choosing delegates to Provincial Conventions, and would streamline allegedly cumbersome procedures. The convention decided to refer the matter to the locals for discussion and a possible later referendum.

CONT.....

Local #2 is the only AUCE local to date faced with a strong competitor for certification. The SFU Staff Association, with its tight executive control of policy and rather cozy relationship with administration, is the very antithesis of AUCE. Workers at SFU are now on a second round of union organization and have reapplied on Sept. 20th to have Local #2 of AUCE certified as their union. Previously AUCE at SFU had lost its bid for certification with its first application to the Labour Relations Board made in early July. Due to the fact the local did not include technicians in its bargaining unit (following the example of UBC) the application was thrown out. This application was in opposition to the Simon Fraser Staff Association which had applied to become a union recognized under the Labour Code for the same group of staff. The SFU Staff Association has been consistently opposed to union organization over the past years and now wants to represent staff and has links with University Administration. According to the decision made by the Labour Relations Board on Aug. 23 after 4 1/2 days of hearings the Staff Association was not granted a vote for certification and was turned down because they did not sign up members on proper membership cards. This was all despite the fact that unlike AUCE the Staff Association had spent thousands of dollars on lawyers fees for their constitution, application for certification and hearings.

Since the hearings with the Labour Relations Board AUCE has gone back to sign up as many new members as possible including technicians and has with 37% reapplied to represent 536 people. Unfortunately the week before the SFU Staff Association had been able to sign up 40% making use of its favorable position with university administration.

AUCE is now waiting for a decision from the Labour Relations Board to call a representation vote and are confident that they can win. A contract committee has already been set up and is now researching and writing a collective agreement for a first proposal in negotiations. The contract committee is made up of entirely SFU staff in the union. The SFU experience is showing that even with great difficulties workers on the job can with their own efforts abandon professionals for their own organization.

Way out in Nelson BC things are happening. Workers at Notre Dame University who have formed Local #3 of AUCE which has been negotiating with the Administration since May 17 is near strike action with a 96% strike vote. They represent a bargaining unit of 38 clerical and service workers and after going to mediation have still not been able to settle any major issues.

CONT.....

MOVING? CHANGING YOUR NAME, DEPT. OR WHATEVER? LET AUCE KNOW!

fill in the blanks and send to AUCE, Local #1 Campus Mail.

NAME _____ NEW NAME _____

ADDRESS (OLD) _____ NEW _____

UBC DEPT. and BLDG. (OLD) _____ NEW _____

PHONE: HOME (OLD) _____ NEW _____ DIVISION #: (OLD) _____

OFFICE (OLD) _____ NEW _____ (NEW) _____

DIVISION STEWARD (OLD) _____ NEW _____

SHOP STEWARD (OLD) _____ NEW _____

SOCIAL INSURANCE # _____ DATE EFFECTIVE _____

The Faculty Association at Notre Dame University (FANDU) is the certified bargaining agent for the faculty, and both unions are engaged in contract negotiations with the Administration. The situation at NDU is complicated by the fact that the University is in the process of being disposed of by its owners, the Roman Catholic Church. AUCE is bargaining to remove the difference in pay between men and women and reclassifying and increasing pay scales. At the same time the Faculty Association is still bargaining its second contract and is up against the same obstinance from the University as the staff, and their conditions of work, salaries, and benefits are far behind all other faculties. The faculty have taken a 93% strike vote and expects to serve strike notice this week. Both faculty and staff are supporting each other and are coordinating strike plans together. On Sept. 26 the students held a one-day boycott of classes to express their desire for a settlement. Faculty and staff are attempting to gain support from students on the issues. One of the issues is that NDU is near being taken over by the Provincial Government but they haven't made a decision.

The people in AUCE will be getting another offer from the University inside of a week, but they think that it won't be good for a settlement in which case strike action is the only answer.

SUPPORT NDU STAFF

Local #3 at NDU was the first local of AUCE to be certified and they are much further behind in conditions of employment. It is important that we do everything we can to give support.

At Capilano College a year ago employees organized a staff association but have found that without union organization they are not in a strong bargaining position and negotiations haven't gone

well, and the College will not bargain past its first offer. Over the summer they set up a committee to investigate various unions and possibilities of union organization. After discussion with AUCE and some other unions they decided to hold a referendum of the members of their association and the results were 82% in favor of affiliation with AUCE. On Sunday Sept 29 the Provincial Executive of AUCE met during the Provincial Convention and granted a charter to the people at Capilano College as Local #4. It is expected that they will quickly sign up a majority of members into their local and apply to represent approximately 70 people. Greetings to our friends at Capilano College.

The session on the second day was slightly less formal. It began with a discussion on BC's new (soon to be implemented) Human Rights Act, led by Shelagh Day of the BC Human Rights Commission. Following that were two NFB films on working mothers. In the afternoon, the convention split into three workshops: strikes, grievance procedures, and bargaining the first contract. Each workshop contained experienced resource people from the labour movement. The convention concluded by establishing a Provincial Committee on Job Classification, consisting of two members to be elected from each of the four locals, and to be elected in October. A quick selection of this committee is imperative, as Local #3 will shortly have to deal with reclassification and they feel that their bargaining unit is too small to handle the matter fairly. Finally, nominations were taken for the table officers of the Provincial Executive. The candidates for the three positions are:

President Ruth Allen, Sandra Lundy
Vice-President Dick Martin, Ross Klatt
Laurie Abram, Melody Rudd
Secretary-Treasurer Jackie Ainsworth

We should be getting our referendum ballots soon.