

OBSERVATIONS ON LOCAL 1 STRIKE

On Thursday, May 29, 1980, approximately 1000 Library and Clerical workers at UBC voted to accept the offer that the University had on the table and return to work the next day. The settlement which must be sent to referendum ballot before ratification, gives the members of the Association of University and College Employees, Local #1, a two year contract with wage increases of 10% in the first year and 9.5% in the second. This brought to an end the four-week selective strike by the workers.

* * *

I've been told that no strike can ever be called a failure -- the mere fact that a group of workers decides to forgo their wages and withhold their labour is in itself a testimonial to their strength and determination. I hope this is true because I know another truth -- having a strike forced to its knees before demands are addressed (let alone won) hurts like hell.

The strike is still too fresh, too close for me to claim to offer accurate observations. Instead

Strikes come on fast -- too fast. And heady. Not an atmosphere conducive to decision making. Hence The Error. I will spend the next two years with four words staring me in the face: "Get the Money First". Would that have done it? Would the membership have stayed unified? Would we have been spared the sight of fellow members sneaking around behind other's backs? Would we have put "time on our side"? Christ, I can't answer that question. But, maybe it would have given us another two weeks. And, another two weeks, we discovered upon return to work, and we would have had the University by the short hairs.

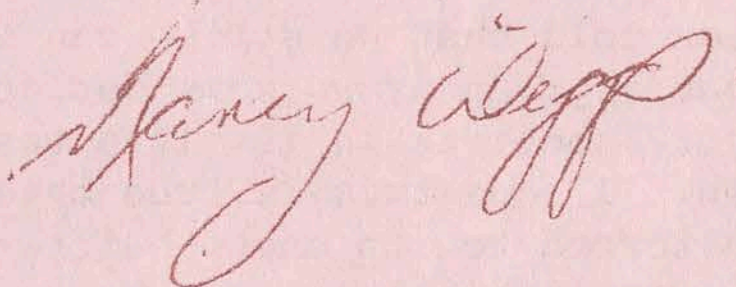
Well, we didn't get the money first. The membership didn't stay unified. Fellow members did sneak around behind backs. We didn't get another two weeks and we didn't have the University by the short hairs.

What we do have is a settlement which boasts a monetary which we had previously (and repeatedly) rejected, along with two non-monetary changes in language. What we have is no strike fund and an \$85,000 debt. What we have is a divided membership -- half feeling they just suffered coitus interruptus and half feeling they've done their civic duty by attending their first union meeting in 5 years. (I only wish the second half had showed up seven weeks ago) What we have are demands for resignations, counterdemands warning of "witchhunts" and promises that the Executive will investigate "things that would curl your hair" and will cure the ailing body.

Well, it looks like a long, hot summer.

On the other hand, this does not mean we don't have a union. It doesn't mean we're only a staff association, and it doesn't mean we should pack AUCE off and sign on with some union that can take care of us. That thinking can only put off grappling with the task that is needed -- indeed has been needed since 1975. That is --

Organize. Not sending out more crap in the mail that the people we want to reach don't read. Not calling division meetings that the people we want to reach don't attend. No -- I'm talking about good old getting out to the people, one-to-one, 1973 style organizing. Organizing like we don't have a union yet. Brick by brick. No amount of union jargon, no big union, no meeting and no strike fund however rich, will ever get you the strength that organizing will. And strength is what wins contracts. Remember 1973 and 1974? What? You say things were different then? You bet they were. We had exactly zip in our strike fund. But we won. We were organized.



Nancy Wiggs
Chairperson, Contract Committee, Local 1.
Past-President, AUCE Provincial.

MORE OBSERVATIONS ON THE LOCAL 1 STRIKE

Is time running out for A.U.C.E.?

Even for those of us willing to agree to the possibility of affiliation, the "raison d'être" for A.U.C.E. was, and still remains, equality in the work force. After years of negotiating this issue, it still exists at the University of British Columbia.

Affiliation will not solve this issue; but only the determination of the membership will. Since the beginning of its existence A.U.C.E. has strived for social benefits, more participation in management decisions and has done fairly well, but we are still fighting the employer for equal pay for work of equal value.

Since the federal anti-inflation controls elapsed a major change has taken place in the process and thrust of collective bargaining. Managements and Unions got a taste that collective bargaining had to happen, and very probably did happen, without the threat of striking action. Some may argue that the financial implication was the difference, but was it! The membership of A.U.C.E. Local 1 demonstrated its position during the last set of negotiations and this is my account of how successful we have been.

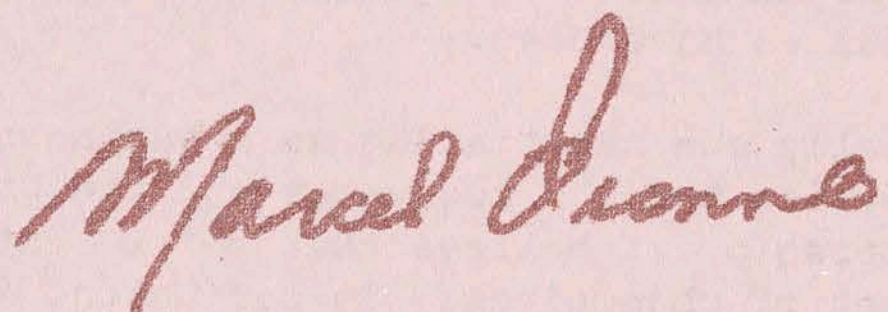
I personally see negotiating as a business. Supposedly, the employer has the expertise and the resources and the Union has the striking power of its membership. I believe that before entering any negotiations, we must have a set of objectives. In our Union, it is the responsibility of the Contract Committee to identify such objectives before negotiations begin. It is highly important to define where you want to come out. What are such objectives worth? What will it take to get them? Is the price worth it?

At the outset of this year's negotiations, A.U.C.E. Local 1 had a set of objectives. At the conclusion of negotiations, only one of the important issues to the Union, "job security for the Local employees" was obtained. I ask the question - Was a month on the picket lines WORTH it all? After long months of negotiations, the Contract Committee had watered down to five the Union's demands. The 72 hour strike notice expired and the University was still holding to its position. The Union felt obligated to put into action its selective picketing plan. They had been convinced that the striking power of its members would make the University change their position.

For me, it is very difficult not to respect this bedrock of integrity in belief. But I cannot be thankful to the Contract Committee, of which I was a member, for having promoted through the democratic system, a set of demands that lead the membership of A.U.C.E. Local 1 in jeopardy. The leadership of any democratic organization ought to be reminded that the elected representatives of this Union are the servants of the people, not to be mistaken for the people being the servants of the elected representatives.

I strongly believe that labour/management relations at the University campus are not a matter of dollars and cents but the strive for recognition and self respect. I don't believe that the membership of A.U.C.E. Local 1 gained any of the latter mentioned at the conclusion of the last labour dispute. I believe this disqualification is not a thesis of my own, but the uncompromising decision of the present democratic system, based on attendance at membership meetings. At the last Union meeting, attended by over 900 members, the majority accepted to send to referendum the same financial offer that the University had made at least one month prior to strike action. Putting a price tag on the strike is worthless if the costing is merely financial, but if hardly any other gains were made, can we justify the whole process?

If we ever hope to recover from this past trauma and keep some form of believable options, we will be wise to lay off the tactics of illusions that "to strike is the only positive answer to our demands", and return to the basic fact that if your membership is together and the end results are acceptable, it's like we all have accomplished something.



Marcel Dionne
President
AUCE Local 1

June 16, 1980.

LOCAL 1

1

SEPTEMBER 1979

Richard Melanson reported that there is a dues referendum proposing an increase of dues to 1% from \$5.00 and a referendum approving the hire of a 3rd person to work in the AUCE #1 office as full-time paid Secretary-Treasurer for whom a job description has been drafted.

The Local One Executive, Office Staff, and Committees are rolling up their sleeves for the work that begins in earnest this fall.

As well as dealing with a number of lower step grievances, the Grievance Committee is currently gearing up for five cases slated to go to Arbitration this fall. The cases hinge on the perennial issues of improper discharge, forced retirement, and the modified work week.

At the August meeting, the Local Executive will be seeking membership approval for two major changes: the creation of a third paid position in the Local Office, and a change in the monthly dues assessment from a flat rate to a percentage rate. The Executive is proposing one per cent of gross monthly pay. The third salaried officer, if approved, would take on the functions of recording secretary, treasurer, and would be responsible for the communications committee as well as for a share of the general work of the office.

The Local One Contract Committee has been meeting to prepare its ground for the 1980 contract. This fall, the committee will hold a series of consultative meetings with each of the Local's nine divisions, in an effort to encourage membership input into contract proposals.

OCTOBER 1979

Considering hiring a third paid office worker who would assume the Local Executive position of Secretary-Treasurer. This is going to referendum. Referendum to increase local association monthly dues to be put to membership. Affiliation Committee rep. Lissett Nelson is on three months' leave until December, so won't be attending meetings until then. Lid Strand is the other rep. Grievance concerning 'flex-time' is going to arbitration. Charges still pending against member(s) of the bargaining unit who crossed the Operative Engineers' picket line last year; decision to honour the picket line was made by the Local 1 membership at a G/M meeting. - Richard Melanson reported.

NOVEMBER 1979

Richard Melanson reported the Dues increase referendum passed, \$9.00 for full-time workers and \$4.75 for part-timers @ UBC. There is scheduled a two-hour contract meeting for the membership to discuss and ratify proposals on job classification, pension policy.

1980

Reported by Lid Strand that negotiations are well underway. The present contract expires on March 31st, 1980. The membership has voted to demand a 17% wage increase. The university has yet to come up with an offer and says they will do so after all union demands are on the table. Local 1 is working to revise the pension plan to make it voluntary and that eligibility is optional depending on the age of the employee and the length of service at UBC. Elections are coming up. The local Affiliation meeting for the membership is planned for March 6th at lunchtime; Lissett, Helen, Jet and Lid are planning this meeting.

Lid Strand reported: The Labour Relations Board arbitrated a 'discharge' grievance and ruled in favour of the union. The employee has been re-instated and awarded back/lost wages. Copy of the decision is available from the

Provincial Office. Re other arbitrations: a compulsory retirement grievance that has been heard by the LRB - the decision is not yet known; a 'flex-time' grievance in the purchasing department has gone to arbitration, no decision yet. Re Executive elections - Marcel Dionne has been re-elected as President. Further news can be had by calling the Local 1 office or Lid Strand.

April

Since the last provincial executive meeting there have been significant developments at Local 1. Although our membership is hard to gauge, and even harder to predict, there seems to be a growing sense of spirit and vitality. Our membership is flexing its muscle and enjoying it.

The catalyst for this growing vitality is our rapidly developing contract negotiations. Our membership seems determined that we are not going to settle for a second rate contract.

The first clear sign of this growing determination came at our April 9th special membership meeting where we voted to conduct a 2 hour study session.

Our contract committee presented the university's "final" offer - which consisted of 9% in the first year and a wage re-opener in the second. (This was an improvement over their previous offer of 7, 7 1/2 and 8% over three years).

Speaker after speaker condemned the offer and a motion was moved to show our answer by extending the meeting from 2.30 to 4.00 pm. This was deferred until a motion was passed unanimously to reject the university's offer.

The motion to extend the meeting was passed overwhelmingly and over 400 of the 500 members in attendance remained off the job.

Several other motions were passed to re-emphasise our anger over this totally inadequate offer.

- we voted to conduct a strike vote (The vote will be held on April 22, 23 and 24th).

- we voted to ban all overtime. (a ban on overtime may constitute an illegal job action)

- we voted to return to the table a clause on voluntary retirement

- we voted to distribute "I support AUCE" buttons and to print more if necessary

- we voted to issue a press release outlining the justice of our demands (Focusing on the issue of equal pay for work of equal value).

Since that meeting the momentum has continued.

- our strike committee now has 10 members.

- the strike and contract committees have met with representatives of the other unions on campus and all groups have pledged mutual support. They informed us that their memberships are also upset with the offers that they have received. (i.e. - OTEU's primary issue is retention of their modified work week. Management has tried to remove it. The staff continues to ignore management directives to give up their 9 day fortnight).

- a policy of selective (non-rotating) picketing has been discussed and will probably be adopted. (i.e. we will picket a crucial area until we get a settlement or until that area crumbles).

The study session was significant for two reasons.

- i. It gave us a sense of strength and purpose and

- ii. it undercut the authority of the university's contract negotiators - primarily Jane Strudwick.

They had convinced the university that their final offer would be seen as a serious offer by us. The worst that would happen would be a strike vote - and that could be lived with. Then all hell broke loose - 25% of their employees didn't go back to work - every department was affected. You can be sure that Employee Relations (and Jane Strudwick) was inundated with calls.

Last year they were able to buy a cheap settlement by offering packages that were not quite disgusting and slowly adding a bit more until our membership accepted what was seen as a barely acceptable contract.

Our study session destroyed this strategy. Strudwick's immediate response was to refuse to see us.

Realising that we had a membership meeting the following Thursday, and wanting to undercut our strike vote, they agreed to meet with us. They upped their offer to 10% in the first year and 9 1/2% in the second. Approx. 10 items have been signed - mostly addressing the concerns voiced by the university while most of our items have been dropped. None of our substantive items have been signed (except notice of Term Change) and 10 of our items remain on the table.

All now depends on the strike vote - if it passes, and it probably will, we should be able to squeeze more from the university.

Finally, after four years, the shadow left by the AIB has finally faded away and AUCE Local 1 is coming back to life. It is now essential that we use this growing strength to regain the momentum that AUCE had in its infancy.

June

Last month when I reported to the Provincial Executive that the membership at Local One was very enthusiastic about our prospects of winning a good settlement. Since that time quite a lot has happened. We had our strike vote, we gave 72 hours notice, we went out on strike and we returned to work. We are going to have to deal with the aftermath of our strike for years to come.

The whole situation could be likened to the sinking of the Luisitania except for the difference that it was our own membership that sunk the strike.

By no means was the strike a total loss. Although we did not make any monetary gains, we did make a number of non-monetary gains. We gained Union Leave, Concurrency on Tuition Waivers and two letters of agreement to investigate benefits (sick leave etc) and bi-weekly pay (we are currently paid bi-monthly). We also found that almost half our membership (particularly those on the picket lines) were in favour of continuing the strike and were fully aware of the issues that forced us to strike. Most of the members who voted in favour of returning to work had never attended union meetings and came only to gain a settlement. They voted against paying an assessment rather than for any kind of principle.

The return to work was approved by a membership meeting attended by over 950 of our 1350 members. The meeting had been called in response to a deluge of calls that had inundated our office as soon as notice of a referendum to approve a weekly assessment of \$40 per member. The tone of the calls were "Why should we pay those people to picket for four hours a day when we work seven hours a day" and "We can't afford the assessment." The executive felt that it was preferable to face those comments and the possibility that they reflected the views of the majority of the membership rather than the possibility of the assessment failing and then being left with no means to continue the strike.

The meeting lasted four hours (interestingly the university gave "permission" for the meeting to last as long as necessary) with heated comments coming from all sides. By a narrow margin the membership voted to reject the university's proposal of a two year contract of 10% and 9% with 1/2% in the second year to rectify anomalies. Somehow the University was contacted during meeting and they immediately offered to change the offer in the second year to 9 1/2% and to remove the 1/2% for anomalies. The membership immediately responded and resinded their previous motions and voted to send the "final" offer to referendum.

LOCAL 2
Sept.

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1. Industrial Inquiry Commission settlement (for details, see Commission's report): March-November 1978, under AIB guidelines, no increase; November 1978-November 1979, 6% increase; November 1979-March 1980, 1% increase. Vacation entitlement: commencing in 15th year of employment, 1 additional day of annual vacation, to a maximum of 5 days (6 weeks in 19th year of service).
2. Local 2 President and Vice President (Threlfall/Wellington) met with Pres. Pedersen...apparently Alan Williams has asked Pederson to meet with Ed Peck, IIC Chairperson, to discuss issues problems on campus which the Commission came across in their investigations, but did not include in the report.
3. Overall enrolment stats (incomplete): SFU down 1.2%; UVic up 5%; UBC up 6%.....implications for next year's budget.
4. Polyparty (SFU) settlement: 2 year contract, 9% in first year, 7.5% in second.
5. Library layoffs update: the University withdrew the original layoff notices, which generated 141 possible grievances by the union; there have been several Labour Management meetings on the topic; the Executive feels the layoff notices will be re-issued in the near future.
6. The Joint Union Council has been re-established (first meeting in August) to work on joint strategy to promote inter-union communication and strengthen union resistance to the University's divisive tactics in attempts to weaken unions at SFU. The Council will provide a forum for exchange of information amongst SFU unions, previously lacking in any formal way.
7. An informal Constitutional Review Committee, comprising the Trustees, stewards, and interested members of the local, has been struck to study and make recommendations on possible revisions to the local's bylaws. The CRC will be circulating a questionnaire among the membership in the near future.
8. The dues change ballot was re-called...the ballot set-up was questioned by several members, not all members had an opportunity to review the budget, and it was felt not enough time had been provided for full discussion of the issues involved.
9. The Executive is looking into re-activating the joint Union/University Food Services Committee...all food prices were increased the beginning of this semester, the quality of the food is deteriorating, and the service provided is poor.
10. The Executive is looking into setting up an Education Committee, or appointing an Education Program representative.
11. The Treasurer is looking into having a professional accounting firm do our books.

Job descriptions

A grievance concerning job descriptions' wording was filed following the April 24 library workers' walkout. That walkout stopped the university from trying to make library assistants do work outside their classification when they returned to work after the strike. But to provide better protection in this area the grievance committee is demanding deletion of the words "other

duties as required" from all job descriptions. The committee is asking to replace that wording with something to the effect of "other duties consistent with the job description and job title", said Chief Steward Ann Sullivan. As of late August, there was no resolution of this grievance, which is now at Step 4 in the procedure.

Job postings

HAVE YOU NOTICED: Lately there's been an increase in non-union job postings at SFU--four in one week last month. The funny thing about them is, they neither require dealing with confidential information nor do they involve hiring/firing powers. Examples are the Distance Education coordinator

jobs in Kinesiology and Criminology (at \$20,373-24,509/yr.); Program Information coordinator in Continuing Studies (\$17,713-22,179/yr.); Technical Editor I in the Computing Centre (\$22,870-28,691/yr.).

Now, management wouldn't be trying to boost its forces at AUCE's expense . . . would it?

Sick leave

Union secretary Joan Meister's grievance regarding physiotherapy treatments was settled in favour of the union August 21st.

Meister was claiming pay for two and three-quarter hours spent in three physiotherapy sessions. The union argued these were covered under the casual illness rather than the medical appointments clause and thus constituted paid time off work.

The university agreed to pay Meister for the time, based on the fact that she "would not have been able to continue working if it were not for the physiotherapy treatments". Any union member currently losing pay or having to make up time for physiotherapy treatments should see their supervisor or steward about changing the situation!

Grandfathers

AUCE Local 2 voted August 24 to reject an offer by about 23 grandfathers that they be excluded from the bargaining unit in exchange for withdrawing their complaints to the Labour Relations Board against the union.

The grandfathers (individuals excluded from compulsory union membership but covered by the contract) have applied to the LRB for reimbursement of \$11,638 from the union. They claim that the union violated sections 5, 7 and 28 of the Labour Code in assessing them money during the strike while "unfairly" repre-

senting them.

Concerns raised by union members regarding the grandfathers' proposal included: lack of clarity whether the positions involved would become union jobs again after the grandfather leaves; lack of clarity as to whether the grandfathers would become part of another association on campus or be on their own. Several speakers also felt the grandfathers already get a "free ride" from the union by receiving contract benefits without having to support the fights that go into winning them.

OCTOBER 1979

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Carol Knight has resigned as the 2nd Provincial rep in order to co-ordinate the Local 2 newsletter - AUCE Anchor. Bob Anderman reported.

NOVEMBER 1979

Hester Vair reported that an impending re-call on Bob Anderman is underway with frequent membership meetings for both accused and accusers to speak on charges resulting from article in SFSS Peak newspaper regarding affiliation and Local 2 workers. President Peter Threlfall has resigned his job and his executive position in order to take a post with the Human Rights Branch of the BC Human Rights Commission. Vice-President Kathryn Wellington is assuming Presidential responsibilities until a new President is elected.

DEC.

There appear to be problems in management's interpretation of the hiring policy, for a variety of reasons SFU is not following the contract. The union will be following this item closely.

The Modified Work Week Committee is working hard, the contract clause is strong, especially since a Section 91 at the LRB deciding the interpretation and validity of the modified work week clause, management must now allow implementation of requests for modified work weeks. In spite of the decision which was favourable to the union, the university is dragging its heels on implementation and the committee is watching this closely.

An arbitration before the LRB, a Section 7 complaint lodged by the 'grandfathers' because of what they felt were discriminatory special assessments during the AUCE #2 strike @ SFU, has been extended for a full week in February. Joan Wood is a witness for the hearing.

A new Contract Committee has been elected, with reps from each division. Regarding maternity leave, continuing part-timers are not getting UIC Maternity Benefits because UIC/EIC claims that their less-than 20-hour work-week disentitles them from benefit eligibility.

President election resulted in Pat Georgeson winning the interim chair in place of Peter Threlfall who left the university to take a position with the Human Rights Branch. Kathy Moore is the new Treasurer. Regarding the Industrial Inquiry Commission, which is not yet finished, the former and newly elected negotiating teams are sorting out responsibilities in this area. The union is working on an up-dated submission on the '0' and '1' categories of jobs. A document on the history of temporary workers, part-timers, etc is being drafted and it is expected that this report will form a good resource tool for other AUCE locals.

1980

Hester Vair and Joan Wood reported. The Local 2 membership voted in favour of recalling Provincial Executive representative Bob Anderman. Regarding grievances, it has been found that management is imposing dress codes in certain departments, and that the job postings are now including reference to 'correct and proper attire'. The union discussed the issue with management at a Labour-Management meeting, management denied any knowledge of the department imposing the dress requirements, the end result is that the item was thrown out of the meeting, a victory in a sense.

Reported by Hester Vair & Joan Wood that local executive elections are coming up for nominations in early March. Joan and Hester got their job split after threatening to file a grievance. The LRB hearings on the 'grandfathers' complaint vis a vis appropriation of earnings for strike funds has not yet finished and is scheduled to resume in March. Negotiations for the IIC left-overs, the 0's and 1's are still going on - no indication when this item will be finalised.

4 MAY 1980

Members of the local are approaching the membership with proposals to recall all personal loans made to members during last year's strike, with the possibility of garnisheeing the wages of those members whose personal loans are outstanding as of March 31st, 1980. Members have applied for 'job-splits' in the Registrar's Office and in the Library; the latter being an extension application for our own President and Vice-President, Joan Wood and Hester Vair, SFU Library Loans employees. Not all delegates have been elected for the Regular Convention.

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LOCAL 4

Sept, 79

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Local 4 - Carol McQuarrie reported that the Negotiating team has been meeting regularly with management and main issues to be resolved include: wage increase, length of contract, the exclusion of Student Assistants demand by the College, 100% Dental Coverage on the 'A' basic plan, and a Maternity Benefits clause similar to the clauses in the #1 & #2 contracts.

Local 4 - Carol McQuarrie and Sheila Perret reported. Main item was the contract settlement: A two year agreement, effective October 1st, 1979 to September 30th, 1980. In the first year, the Capilano College employees' wages were increased from between 6 & 8 %. The lesser percentages (6%, 6.6%, 7.5%) apply to pay groups 5, 6 & 7, the lowest pay groups, and those which are occupied by mainly temporary and part-time clerical and library workers. The acceptance of this contract item came after much debate during frequent meetings between the general membership and the negotiating team. Arguments against the acceptance ranged from criticism of negotiating and accepting a different percentage for a different group of people in the bargaining unit - women, student employees and temporaries who have traditionally been neglected in contract negotiations universally, to, charges that management was attempting to split the union by even offering such a wage 'increase'. One member who works full-time but as her job is pegged on the lowest pay group stood to get only the lesser percentage, stated quite strongly that she found nothing wrong with the lesser increase and that she felt it was her personal responsibility to seek a higher wage increase, that the responsibility did not rest with the union. The wage offer was definitely the issue to decide the contract ratification - the contract vote passed by 50.9%. The turn-out was the highest in the local's history - 154 of a possible 168 voted. The split is interesting to note in view of the fact that a few weeks earlier the local voted 77% in favour of going on strike over the issue of paying employees who happened also to be students, a rate less than that presently being earned (a reduction from \$6.00 + to \$4.50 per hour); there was also a move on the part of the College management to have these employees removed from the bargaining unit and thereby lose all rights and privileges membership in the union would provide. The local also aimed at increase dental benefits - from 80% to 100% paid; this, as well as an attempt to secure for women on maternity leave, the difference paid by Employment and Immigration Canada (maternity benefits) and the woman's regular salary was met with strong resistance by the college. The union decided to drop those demands. Details of the contract settlement are available through the Provincial Office, or, call the Local 4 reps, Anne Gilbert or Carol McQuarrie at 986-1911. Local 4 has opened nominations for a new executive, elections will take place after the December meeting. The Social Committee is planning an all-college Christmas party.

Sept.

Local 4 - re Grievances: Arbitration being considered on Promotion and Hiring question. Qualifications for a particular job were added after the posting date expired and after the interviews had taken place. The grievor in this situation had seniority but was not interviewed for the job and was passed over for another member of the bargaining unit who had the extra qualification requirements beyond the class specification, but had not as much seniority accrued as the Grievor. A re-classification grievance has been settled successfully with the member being pegged at a suitable wage for the job in question. Reclassification grievances on more than a dozen expired re-class applications are pending. Regarding negotiations the G/M mtg details are 'in camera'. The contract expired on the 30th September, 1979. The major issue is that the College is demanding the exclusion of workers who are also students from the bargaining unit. It seems that the membership is really solid on this issue. The College has offered a 2 year contract of 5 3/4% per year - this is in exchange for #4 taking the demand to retain the student assistants in the bargaining unit.

If the local persists in refusing to allow the exclusion of the student assistants (who by the way will be hired to work in the Media Centre, Audio Visual, the Library, Registration/Registrar's Office to begin with) the College is insisting on a 3 year contract with the following percentages: 5 3/4%, 6 1/2% & 7 1/2%. The Union is refusing also the Colleges demand for a carte-blanche approval of the Ministry of Labour Youth Employment Projects instead of the one-by-one approval to which all unions are entitled by the Ministry anyway! The Union is demanding double-time for all overtime in excess of the regular work-day. Also demanded by the Union is 100% pre-paid dental plan instead of the current 80%. In view of the College's refusal to eliminate the 'step' method of a pay-grid system the Union is going after a bonus for those employees who remain on staff after 5 years, the last step on the scale.

MOTION: In order to better facilitate an understanding by the Local 4 membership of the situation that exists at Local 2 regarding the separate category of student assistants, the Provincial Executive authorises that Hester Vair attend, with the approval of the #4 membership, the next G/M, and that her lost wages be paid.

Moved by: Joy Smith Seconded by: Sheila Perret Carried.

NOV.

Local 4 - reported by Carol McQuarrie and Anne Gilbert. A promotion and hiring grievance is being pursued through arbitration. On November the 6th, 130 of a possible 168 membership voted 77% in favour of strike. Arrangements for picket duty and other job action logistics are being planned by a well-organised strike committee composed of all 12 shop stewards and one rep from each department. College wants to reduce to \$4.50 from \$6.08 the pay for employees also taking 6 or more credit hours of courses at Capilano College. Faculty Union (Capilano College Faculty Association - 'Fac-Ass') has voted overwhelmingly in support of AUCE #4, as has the Student Union - evidenced by a letter of support. A full discussion by the Provincial Executive ensued concerning Provincial's support for the Local (on tapes in the Provincial Office), resulting motions, after an initial request by #4 Treasurer and Provincial rep Anne Gilbert for a \$10,000 interest-free loan. Also considered before making the final decision: Contracts at Locals 1 and 2 expire within the next 3 months, Local 6 has no contract yet and is still negotiating with the same tough administration that forced #2 to take action for 5 months.

Motions:

1980 Jan-Feb

Local 4 - Anne Gilbert reported that a couple of grievances have been filed on hiring and promotion where an employee with seniority was rejected for a job vacancy. The local has restructured the steward system and has a problem getting people to volunteer to be stewards; steward training would be great for this local. Youth Employment Programs and Work-Study Programs proposals are being discussed and negotiated by management and the union. The college is in the final stages of hiring a new Personnel Director.

3. Local 4 (Capilano College) Report -

The local is going to arbitration over the interpretation of a contract article which provides union rights and union wages for students employed on the Provincial Government's Ministry of Labour Youth Employment Programme (YEP). The College has offered to increase the government-allocated salary by a mere 10% which falls short of the base campus rate by at least \$1.60.

Another grievance is headed for arbitration and it concerns an employee applying for a job opening, qualifying for it according to the job-posting - the College changed the requirements for the job without consulting the union and after posting the vacancy. The grievor is employed elsewhere in the College in a similar position at the same salary.

March

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We have two grievances on hiring practices. We have won one of these wherein the person doing the job on a short term hire subsequently replaced by a new staff person, grieved and was re-instated in the job and was awarded back pay and reinstatement of seniority. The new person hired was also kept on to the end of their temporary hire. The other grievance is going to arbitration.

On March 11th we held a special evening information meeting on Affiliation which was quite well attended and useful. The discussion was very general and no motions passed. Members expressed a desire for more information.

The general membership meeting of March 20th dealt with the affiliation issue. Delegates to special convention were elected. One resolution was passed and that to re-affirm the original convention resolution re direct affiliation to the CLC.

Local 4 is taking a strong stand on student employment through work study programs, YEP, etc. We are following the guidelines set by convention when we endorsed the 6 point policy on student employment.

Work Study Programme was presented to us late January. The college had the proposal last July, but decided not to present it to us while we were in negotiations. The program runs out in April. We responded to the program proposal in writing giving approval subject to following conditions: 1. we receive copies of college's request to internal constituents for project submission. 2. union review & approve all proposed projects submitted. 3. project reviewed by the union include an evaluation by personnel of the actual worth of the duties to be performed. 4. all parts of the decision making process include representatives of the student society. 5. all project participants receive, at a minimum, our union base rate of \$6.44 an hour. We have met with the college about YEP, to discover that we have very differing interpretations of the contract language dealing with these projects. College maintains clause allows them to hire into our bargaining unit under YEP at YEP rates. We have suggested that we re-open this section of the agreement and re-negotiate so that both sides have same understanding of the clauses. The Principal is considering this suggestion.

MAY

There has been some concern, at the executive level, over the format of ballot #1 of the Affiliation Referendum. Concerns expressed were that having the choices in the form of a question, indicated the need for a YES/NO choice, the second choice was not a distinct choice from the first (as AUCE could remain independent and join a labour organization), and that the questions showed a certain bias. At the last executive meeting stewards (invited to discuss the ballot) reported that the membership had shown no concern or confusion over the wording of the ballot, and had no difficulty completing it.

At the last general meeting, we voted to add the position of Union Education Officer to the executive. The executive will present to the next general meeting a list of responsibilities for this position. It is seen generally as a position that will co-ordinate educational, submit items to the monthly newsletter, and help with the executive workload.

We are applying for a Labour Canada grant to subsidize a shop steward seminar.

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We increased our Local 4 bursary (given to student chosen by Financial Aid Officer) to \$300 (from \$200). Bursary given twice a year.

We have come to no agreement with the college on the wording of our clause regarding Work Study Programme and Youth Employment Programme. We have no Work Study Programme on campus this year. YEP is operating but not under our conditions - mainly wages at our union base rate - \$6.44 an hour. We did agree to \$4.57 an hour and union benefits. This represents about a 12% increase on the YEP \$4.15 rate. Discussion on the interpretation of this clause will continue and will be taken to arbitration by Local 4 if necessary. Those on YEP are AUCE members.

Local 4 is an institutional member of Vancouver's Co-op Radio (\$52 per year).

Two people from our negotiating committee will attend Interest Arbitration Seminar at UBC.

JUNE

June

Submitted by V. Gibberd

- Nancy Wiggs and Neil Boucher visited Local 4 general membership meeting and spoke about the strike at Local 1. Local 4 members donated \$100.00 in paper for the Local 1 strike.
- All delegate positions for the upcoming Annual Convention have not been filled as yet, however, we have a general membership meeting on Thursday at which time we can elect further delegates and alternates.
- We also have not had anyone wishing to run for the position of Provincial Rep. Hopefully this will be cleared up in June at the General meeting.
- There has been some problem with the YEP employees. There has been a considerable delay in their receiving the Union 'talk' with their shop steward. It is unfortunate that these new employees had to 'ask' the union. However the matter is being taken care of and hopefully we can make amends in the future. On a better note two of the YEP employees are coming to the convention, one as a delegate who has also been extremely involved in the BCSF, and has worked with Prov. on some emergency resolutions for convention.
- Further to the grievance that was to go to arbitration. It was settled the day before after a day of negotiations between the Colleges lawyer and AUCE 4's lawyer. The basic settlement is as follows:

College agreed that notice of new position given to the union pursuant to article 2.03 of the collective agreement was insufficient. College agrees that in future the notice requirement will be complied with and a formal letter headed 'notice pursuant to article 2.03 will be forwarded to the union. College further agrees that should a written set of qualifications for a position be developed by or for the use of a selection committee, the union and any candidate for the position will be advised of the qualifications so that candidate may more properly address their application to the position.

There is also a letter to be sent to the grievor (from the college) stating that future applications will not be prejudiced by this grievance.

- Not exactly a fantastic win on the Union's part but at least a clearer understanding has been reached on the hiring practises which have been of continual problem at Loc. 4

- RE-Classification- again two ^{people} applied for re-class and were given retro-active re-class for 4 months- they are at present working to rule. I don't know wether they will be re-classified when they start back in August (after they come back from bridge period or not). This is just another of many re-classifications that have gone this route.

- Further to re-classifications- A process has begun to re-classify the entire Media Centre except one area. There are some incredible violations of Union contractual rights so far. Such as : calling an informal meeting with the shop stewards *the official* meeting with the union. Not giving the shop stewards any form of new job *dis*criptions, the new job *descriptions* are to be given to the staff before the end of June. The plan is to be implemented by August 1st, and then the job disc. will be refined !! after people are working under these new classifications.

The plan sounds like it could be a start for equal pay for work of equal value but at present the type of combinations the personnel department is plaming are a little different from what the members feel is equal pay for work of equal value. Management is also not including one area of the Media Centre, the Media Production Center (the reasoning behind this I believe is that we are undergoing a complete re-structure of our lines of authority, what dean we report to etc. , and what kind of jobs we preform etc, etc. politics sure gets in the way of doing any work) but, as I stated to the personel representative, I felt that if the AV department was to be included so should MPC. The main thing I see as the problem is that someone is very much in a hurry to rush these new classifications through, but I am happy to say that the Union is running just as fast to see that the collective agreement is honored.

- Union business on college time - There has been 2 memos circulating around the college from admin. and personel department about 'tightening' up on this union business on college time. No specifics have been given and the union replied that if they do not have any specific incidents, only 'stories' then it is difficult to carry on any conversation on this matter.

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