

ACROSS CAMPUS

AUCE Local 1 (UBC) NEWSLETTER

2162 Western Parkway

ASSOC. OF UNIVERSITY & COLLEGE EMPLOYEES

TEL 224 5613

Vol. 2 No. 16

31 December 1974

PROVINCIAL REPORT by Deborah Udy

The first meeting of the new AUCE Provincial Executive was held on Sunday, Nov. 29, 1974 at 10:00 a.m. in the Local# 1 union office. President Sandy Lundy, Vice President Ross Klatte, Secretary/treasurer Jackie Ainsworth, and Local# 1 Representatives Heather MacNeill and Deborah Udy were present. Angela Hamilton, the past President, and Cathy Walters, the past Secretary/treasurer were present to hand over the records and to brief us on the past year's business.

The second meeting was held on Dec. 16, 1974 at 7:30 pm at the Union Office with Sandy Lundy, Deborah Udy, Anne de Cosson (rep. from Capilano College), Dreena McCormick (rep. from SFU), and Jennifer Clemmons, an interested bystander, were present.

Highlights from these meetings:

- The Constitution amendments from the Provincial Convention will be distributed.
- Local #2 at SFU has been certified and is now in the familiar hassle of contract negotiations. Dreena is also on SFU's contract committee.
- Local #3 at NDU had their contract signed on Nov. 14, 1974 and some highlights are:
 - \$150.00 per month across the board raise retroactive to July 1st, 1974.
 - vacation: 2 weeks after 1 year
3 weeks after 5 years
an extra 3 days at Christmas.
 - 37½ hour work week
- Local #4 at Capilano College has 90% signed up and is hoping to receive their certification soon. Meanwhile they have already started preparations for their contract.
- Local #5 at Malaspina College in Nanaimo was chartered at the Nov. 24, 1974 Provincial Executive meeting.
- Several items have to be referred back to the locals for discussion so that ideas and resolutions will be them at the next few general membership meetings or let the Local reps know your suggestions.
 - Should any full time person for the Provincial Association be elected at the Convention or by Referendum ballot.
 - Should the Provincial Association officers be elected by the Provincial Convention or by Referendum ballot.
 - The feasibility of a Provincial Council as opposed to an Executive with table officers.
- Another item for discussion was a resolution from the convention about the creation of a Provincial Research Officer. This person will be responsible for gathering pertinent information from the Dept. of Labour, Dept. of Education and the Labour Relations Board and other relevant organizations. At present Heather and Deborah are responsible for making these enquiries.

Please contact Heather or Deborah with nay questions, suggestions or comments that should be brought to the Provincial's attention. We are responsible to Local #1's membership for relaying information from the membership to the Provincial Executive and vise versa, so please let us know.

Heather MacNeill home phone [REDACTED] 4
Deborah Udy home phone [REDACTED] 3
Next Provincial Executive meeting is Jan. 18, 1975 at 3:30 pm at the Union Office.

* * * GRIEVANCE COMMITTEE REPORT * * * by Sharron King (Division G)

The Grievance Committee was requested by the Labour Realtions Board to attend a meeting with the University to discuss the two cases (seniority steps and student assistants) which we want to take to arbitration. We arrived at the LRB at 2 pm and waited one hour while the LRB met with Clark and Burian (we were mistaken in assuming it was a joint meeting). At three o'clock we were called in by the LRB. The meeting was very short: 18 minutes. They asked us what our grounds for complaint were and we explained that the University was refusing to acknowledge our grievance procedure and the arbitration clause provided explicitly for grievances that could not be solved at step 4. They asked us very brief details on the grievances themselves; we simply showed them the clauses of the contract that had been violated. When questioned further, we refused to discuss the issues at stake: we were not justifying the grievances to them, we simply wanted to go to arbitration. It is suspected by the Grievance Committee that the meeting between the LRB and Clark/Burian dealt almost exclusively with the confusion as to whether or not the two cases were really grievances.

The outcome of the meeting was that the LRB would make a decision as to whether or not they should appoint an investigator to look into the problem. This decision should be forthcoming by the first week of January. When an investigator is appointed, we will be asked to submit a "brief" stating our complaint that the University refuses to go to arbitration. Similarly the University will prepare a brief as to their complaint.

After the investigation is completed (we hope only a week or two) the decision to go to arbitration or not will be handed down and we can proceed from there.

A.U.C.E. LOCAL ONE STATEMENT OF INCOME AND EXPENSE Period from Nov. 14, 1974 to Dec. 12, 1974

<u>Income</u>	
Application fees and donations	\$ 60.00
Dues	3793.00
Other	30.00
	<hr/> 3883.00
<u>Expenses</u>	
Cash short	-----
Postage	33.73
Printing & Stationery	332.81
Telephone	28.95
Conferences & Meetings	30.00
Rent & Utilities	250.00
Per capita tax	368.00
Office expenses	131.06
Office equipment	428.43
Library	-----
Salary & related expenditures	731.00
Petty cash	25.00
	<hr/> 2358.98
Excess of revenue over expense	1524.02
Cash on hand Nov. 13, 1974	3802.41
Cash on hand Dec. 12, 1974	\$5326.43

* * * NOTICE * * *

Now that the divisions have been restructured, the Communications Committee must devise a new mailing list for distribution of the Newsletter. Would division stewards, shop stewards etc. please inform Patricia Higgins (home phone [REDACTED]) of mailing points within their new divisions as soon as possible. Thanks.



***** LETTER TO THE EDITOR *****

*** REPLY TO CAROL SINGER ***

Unfortunately, as I was unable to attend the membership meeting on Dec. 12, I was unable to speak on the motion put forward by the Grievance Committee. It was moved that we take Article 31.3(a) literally to mean that we may apply for reclassification any two times of the year.

I wish to state that I feel the Grievance Committee was completely out of order at this time, for bringing up this motion. One reason for this, is that this motion was not published before the meeting was held. It was sprung upon the membership, not giving them time to fully consider the pros and cons of the situation. I then understand that "question" was called before the Job Evaluation Committee had fully been able to present their case, and before there was any meaningful discussion on the topic. I was told that this was an emergency situation, and this was why the motion hadn't been published beforehand. Emergency or not, I feel that reclassification is one area that the membership is very concerned about, and that they should have been given more time to think about the motion.

I'm afraid, my friends, that we may have put ourselves in deep trouble!

On Dec. 6, the University Job Evaluation Committee asked our Committee, what two dates we would like to have for reclassifications. After much discussion, we decided that January and July would be the most reasonable dates, and that we would bring this suggestion back to our membership. This would guarantee us two definite dates that the reclassification procedure would take place, before the termination of our contract.

The procedure would only be carried out on these two specific times, but if you read your contract carefully and refer to Article 31.3(e), it states that "A wage increase awarded as a result of the reclassification, initiated by an employee or the union or the department head, shall be retroactive to the date of written request for the reclassification." You would (in other words) still be able to apply twice a year for a reclassification, and if you were reclassified, your increase would be retroactive back to the date of the written request. You may have to wait longer than the specified six weeks, however, you would not be losing any money. I feel this is something we can live with for the duration of this contract.

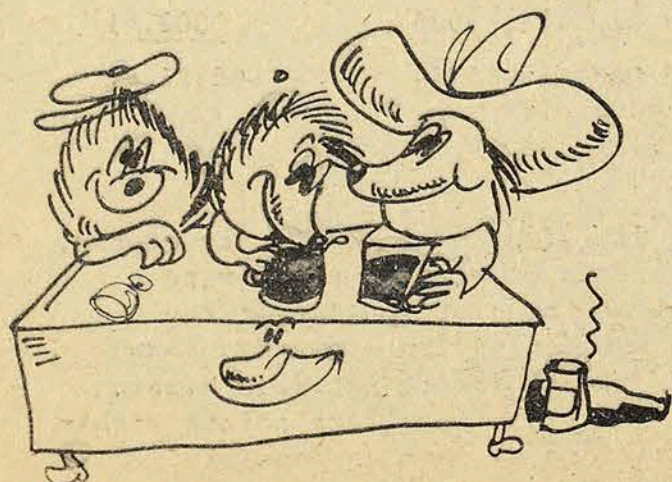
Perhaps January and July are not the two dates that the membership would like - we are open to suggestions. Do you realize what we are getting ourselves into, if we insist that we take this clause literally? The University won't accept this interpretation. We will have to fight this as a grievance, and most likely go to arbitration. This will take months and months, and we may be lucky to get one reclassification process underway before our contract terminates. Aren't two guaranteed dates better than possibly none at all?

I would like to point out at this time that, having been in the negotiations myself, I know that we had decided to have the reclassifications twice a year - the dates to be decided later. It would seem, however, that several of our members are taking just a little too much upon themselves (this is not only my opinion - but also that of many members who are becoming concerned.) They are trying to lash back at the University because of many other matters that are under dispute. I feel that this is wrong, because I think this is one area we can resolve quite satisfactorily. It shouldn't be grouped with the other disputes, just as a means of getting back at the University.

We call AUCE a democratic union - let's keep it that way! Let's give our contract a chance to work for us, instead of fighting over interpretations and changing interpretations from their original intent.

I feel it is now up to the membership to rectify the situation. I would welcome your help or any comments you might like to make.

Carol Singer
Chairperson
Job Evaluation
Committee



We wish to respond to the above letter.

First, the Re-classification Issue has been a matter of dispute between the Union and the University for quite some time. We submit that the motion was not, "sprung upon the membership", it was moved, seconded, discussed and voted on in the correct parliamentary procedure. If the Job Evaluation Committee felt that they had not "fully been able to present their case" they could have indicated this when the question was called. In fact, no negative reaction was evident at that time. If the membership felt they had not had "time to fully consider the pros and cons of the situation" a motion to table would have been warmly supported. However, the membership was affirmative to the question being called and passed the motion. That's a function of a democratic union. Let's acknowledge that the membership has the ability to make up their own minds!

The Job Evaluation Committee has made a serious mistake in negotiating with the University in the matter of re-classification. Under the Contract the Job Evaluation Committee is a study group to make recommendations for the future. (Article 31 2).

If two specific dates for re-classification were set, requests would only be accepted by the University, and retroactivity would only commence, at those two dates. As affirmed by the membership (at the December 10th meeting) and stated in the contract, an employee may request re-classification at any time but not more than twice in a twelve month period and must receive an answer within six weeks. (Article 31 3 (a) & (c)) In the event this issue does go to arbitration the Arbitrator must resolve the issue within 15 working days. (Article 35 2 (b)) The longest the University could possibly stall would be a couple of months. It would certainly be settled before July 1st (the Job Evaluation Committee's suggested date).

Contrary to the University's practice of grouping disputes together, the Grievance Committee has endeavoured and continues to maintain a policy of dealing with each dispute individually. The Grievance Committee is trying to clarify each issue between the Union and the University to get our contract a chance to work.

Janey Ginther, member, Grievance Committee
Ian Mackenzie, Chairperson, Grievance Committee



CUPE 116, NEGOTIATIONS BEGIN

On the 25th of November CUPE Local 116 on UBC campus negotiated to reopen their contract. They are hoping to secure an extra cost of living adjustment for 1974.

The union is also preparing for their regular negotiations for 1975 when their present contract expires on April 1st 1975. The executive have now drawn up the principle proposals which have been adopted by the membership at a meeting on December 18 and read as follows:

1. NO CONTRACT, NO WORK AFTER 31st MARCH 1975.
2. WAGES - NO ONE COVERED BY THE CONTRACT WILL TAKE LESS THAN \$175 PER MONTH ACROSS THE BOARD IN THE FIRST YEAR OF THE AGREEMENT.
3. COLA CLAUSE BASED ON 1% FOR EACH 1% INCREASE IN "ALL ITEMS VANCOUVER REGIONAL CITIES CONSUMER PRICE INDEX"
4. JOB SECURITY NO ONE WHO HAS "WORKED" 12 MONTHS OR LONGER WILL BE LAID OFF.
5. HOURS OF WORK 32 HOURS PER WEEK.
6. LENGTH OF AGREEMENT- 18 MONTHS, TERMINATION DATE TO BE THE 30th of SEPTEMBER.
7. NON-CONTRIBUTING PENSION; DENTAL PLAN, M.S.A. PAID BY THE UNIVERSITY.
8. HOLIDAYS - 1 1/2 DAYS - 1st year, 1 month after 1 year, 5 weeks after 5 years, 6 weeks after 10 years, 7 weeks after 15 years, 8 weeks after 20 years.
9. SENIORITY - STRENGTHEN WORDING
10. SICK TIME - EXTENDED SICK LEAVE, SICK LEAVE CREDITS BANK, CASH OUT ON RETIREMENT.

It is important that we all become more aware not just of the demands of our own union members but also those of UBC workers represented by other unions. As union people it is important that we should raise the maximum support and aid for CUPE if they should have to take action to support their contract negotiations.

by Dick Martin

Job Evaluation

by: Carol Singer, Chairperson; Lorraine Langille; Sandra Lundy; Phyllis Aylsworth, Alternate.

The purpose of job evaluation is to ensure that similar jobs within a company, and within an industry, receive equal remuneration. Beyond that, job levels of varying difficulty, complexity, skill or educational requirements should be rewarded fairly in relation to each other.

Job evaluation is a management tool which was developed in the 1920's when employers realized that workers' salaries were rising and that they had better start getting value for money. The attitude of unions has ranged from full participation in job evaluation schemes to outright rejection. Some unions do an independent evaluation of the jobs which their members perform. If they disagree with the salary level which management has decided to pay a new or changed job, the parties discuss it through the mechanism of their grievance procedure. This enables union and management to reach a compromise or refer the matter to a third party for a decision.

However, AUCE has a joint Union - University Job Evaluation Committee set up under our collective Agreement. The committee's purpose is to discuss and develop a revised program under a system which is mutually agreed upon. Your committee has met six times with the University's reps Ron Bell (Personnel), Peggy Irving (Faculty Of Arts) and Eril de Bruijn (Library) and has learned something about the University's present system.

There are four basic methods of job rating, and none of them are perfect. At UBC we have a grade or classification system which works on the principle that within any given range of jobs there are graduations in the levels of duties, responsibilities and skills required for performance. The job descriptions which are presently used are not an outline of job duties for any specific position. Rather, each grade definition gives a description of the overall requirements it represents and a number of typical job duties basic to that level of work. Contrary to what most of us thought, the job analyst doesn't make the final decision on how a job should be classified. That is done by a Reference Committee which advises Personnel, and their decisions are based on familiarity with the system and by comparisons with other jobs which are being reviewed. The function of the committee is integral to grade systems.

Under our collective agreement, you have two further steps you can take if you don't like the first answer.

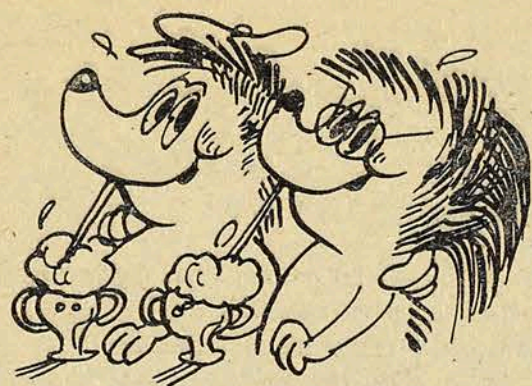
You can appeal the Reference Committee's decision to an Advisory Committee on Job Evaluation and after that you can launch a grievance.

In our search for knowledge about the University's present policies and procedures, one of us attended a meeting of the Appeal Committee on December 9 at which requests dating back to July 1973 were heard. Score on those is; one victory, 2 partial victories, 2 deferred decisions and one no change.

We are studying the job descriptions which were in existence when the contract was signed and which must be amended in accordance with a letter of agreement on job classification. We will be pointing out certain things with which the Union disagrees in the tentative job descriptions which were provided on December 1st. Your division steward or the union office has copies of these job descriptions.

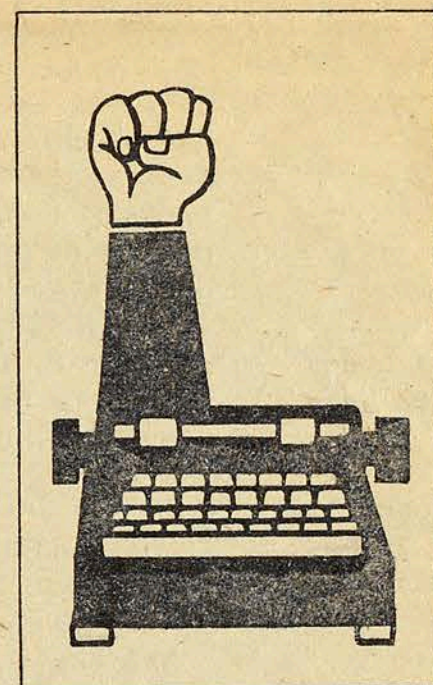
We have had one meeting, and will have more, with job evaluation specialists in the /Federation of Telephone Workers Union. They have full-time staff working on this, plus professional consultants, but, lest anyone get the idea that overnight changes can occur, the Telephone Workers started negotiating on job evaluation in 1969. That's two contracts ago, and they feel they are just making significant inroads now.

Working Conditions



A.U.C.E.:	Sherry Campbell, Finance	2
	Peggy Smith, Community & Regional Planning	5
	Sharron Newman, Systems Services	3
	Vicky Maynard, Finance (alternate)	6

UNIVERSITY:	Ms. S. Dodson	3858
	Mr. J.E.D. Pearson	3505
	Mr. J. Lomax	2612
	Ms. E. Allen (alternate)	2791



THE UNIVERSITY AGREES TO MAINTAIN GOOD WORKING AND HEALTH CONDITIONS IN THE EMPLOYEES' WORK AREAS. RECURRING PROBLEMS OF THESE MATTERS MAY BE REFERRED TO THE JOINT WORKING CONDITIONS COMMITTEE.

1. A JOINT WORKING CONDITIONS COMMITTEE SHALL CONSIST OF THREE REPRESENTATIVES FROM EACH PARTY AND SHALL BE FORMED WITHIN ONE MONTH OF THE SIGNING OF THIS AGREEMENT. THIS COMMITTEE SHALL MEET AT LEAST ONCE A MONTH.
2. WORKING CONDITIONS COMMITTEE MEETINGS SHALL BE HELD ON UNIVERSITY TIME WITH NO LOSS OF PAY.

Anyone with grievances related to working conditions, health and/or safety should contact one of the three AUCE members of the committee.

The focus of the AUCE members of the Working Conditions Committee, aside from settling immediate grievances, will be to examine and attempt to change those conditions which prevent us from leading healthy, productive work lives.

The problems that seem apparent to us are:

1. physical conditions that are detrimental to our health and full functioning, specifically: poor ventilation, poor lighting, extreme noise levels, polluted air (especially from smoking) lack of space and facilities for exercise, faulty machinery, disgusting food, etc.

2. our work is something over which we have little control, we do it almost in spite of our own interests and goals. Our ideas are considered unimportant. Work is often boring, and repetitive. It becomes a necessity, done for the money it pays, and many of us reach a point where we expect nothing creative from our work.

We would like to begin discussing these issues, pooling our experiences of work and see where we can take it from there. Anyone wishing to take part, give us a call.

There are a few things which we would like to start work on immediately:

1. A thorough study of the effects of fluorescent lighting, recommending eventually alternate lighting. Anyone else who has noticed detrimental effects from fluorescent lighting ie. headaches, eye strain, low energy, should contact us.
2. A column in the newsletter focussing on the above concerns. (Contributions should be sent to one of us.)
3. A push for a staff centre - we need a place of our own where we have the space to carry through with some of our plans - a cafeteria that serves healthy food, a social centre, a library, space for lunch-time yoga classes - so many possibilities ! !

MINUTES OF THE MEMBERSHIP MEETING
Thursday, December 12, 1974

A meeting of the membership of AUCE Local #1 was held on Thursday, December 12, 1974 at 12:00 noon in IRC Lecture Hall 2. Emerald Murphy was in the chair.

Announcements: Emerald Murphy made the following announcements

- Members only may attend. At the request of the meeting non-members may be allowed to attend as observers.
- No smoking during the meeting.
- All motions must be in writing and handed to the Secretary with names of movers and seconders (this includes amendments whether defeated or carried).
- The meeting will adjourn promptly at 1:45.

Agenda: Heather McNeil) That Item #19 "Strike Committee
Geoff Parker) report be moved ahead of Item #14
"Communications Committee Report"

Carried

Minutes: Ian McKenzie) That the minutes be adopted as
Pat Gibson) circulated in the last newsletter.
Carried

Business Arising from the Minutes:

There was no business arising from the minutes.

Executive Recommendations Concerning Nominations:

Vicky Maynert) Verbal Nominations from the floor will be
ReginasBarzynska) Accepted. All nominations must be received
in the Union Office in writing stating
that the nominee will run for the position
and signed by a supporter of the candidate.
Carried

Open Nominations for Secretary and Trustee:

Nominations for the position of Recording Secretary and T
Trustee were opened. The following people were nominated.
Secretary - Ruth Allan
Trustee - Betty Guilfoyle

Constitutional Amendment:

Ian McKenzie) Section G, Sub-section 3 of the Local
Suzanne Lesto) Association By-Laws (Duties of the
Secretary) be amended as follows:
The following sentence be deleted:
'She/he shall be responsible for the official
correspondence of the Local Association
membership and of the Local Association
Executive.'
The following sentence to replace the above.
'She/he shall be responsible for the
official correspondence of the Local
Association membership and of the Local
Association Executive, as directed by
those bodies. The Chairpersons of the
Contract, Grievance and other standing
Committees shall be responsible for the
correspondence of those committees.'

Sandra Lundy) Moved to table the above motion until all
Rayleen Nash) members have an up to date copy of the
by-laws and constitution.
Defeated

Amendment:

Betty Vinson) That chairpersons of committees be
Rayleen Nash) required to file copies of correspondence
with the union office within two days of
writing.

Sandra Lundy) That the Corresponding Secretary of the
Local Association be responsible for the
final composition, wording and preparation
of all official correspondence on behalf of
the Union and will sign all such correspon-
dence, notwithstanding the foregoing the
Union Organizer may in conjunction with the
Treasurer send letters or place orders in
the name of the local Association for goods
required for the legitimate business of
the Union.
Withdrawn

Finances:

Ray Galbraith) That a cheque be forwarded in the amount of
Vicky Maynert) \$835.00 to the Provincial Association of
AUCE to cover the per capita tax owing
to date.
Carried

Ray Galbraith) That the sum of \$750.00 be allocated to
Jackie Ainsworth) cover office equipment, expenses, and
stationary.
Carried

Ray Galbraith) That the statement of Income and Expenses
Ian McKenzie) for the period November 14, 1974 to
December 12, 1974 be adopted.
Carried

A copy of that statement is attached to these minutes.
(Appendix I)

Ray Galbraith) That the motion "Moved that a gestetner
Carol Claus) be bought for the Union Office" be tabled
to next meeting.
Carried

Executive Recommendation Concerning Credit Union:

Dick Martin) That the membership authorize the Executive
Vicky Maynert) to lend support in establishing a Credit
Union at the University of British Columbia
and that AUCE, Local #1 agree to deposit
funds with the Credit Union if and when it
begins operation.

Amendment:

Rayleen Nash) That AUCE Local 1 approve in principle only
Joy Korman) the deposit of union funds in the proposed
credit union subject to final decision when
firm data on organization, management, f
financial returns and other relevant matters
are available.
Carried

Original motion as amended was carried.

Grievance Committee Report:

Sharron King reported that current holiday disputes are
being investigated, the University refused to accept our
notice to go to arbitration re: seniority steps and that the
University has agreed to have answers to all reclassification
requests by December 31, 1974.

Sharron King) That the Grievance Committee be authorized
Heather McNeil) to take the Student Assistant dispute to
arbitration.
Carried

Sharron King) That the AUCE membership interpret Article
Janey Ginther) 31, 3A of the collective agreement to mean
that any request for reclassification can
be made twice in a 12 month period.
Carried

Ian McKenzie) That we make the following press release
Nancy Wiggs) (copy attached to the minutes, Appendix II)

Amendment:

Gallia Chud) That the sentence "It is the kind of
Neanderthal tactics more commonly associated
with union-busting days of yore than with
the here-and-now of B.C.'s largest
institution of higher learning" be deleted.
Defeated

The original motion was carried.

Ian McKenzie) That a petition (copy attached to the
Nancy Wiggs) minutes, Appendix III) be distributed to
collect signatures and returned in one
week to be presented to the Board Of
Governors.

Amendment:

Rayleen Nash) That the word "demand" be replaced by the
Betty Vinson) words "strongly urge".
Defeated

The original motion was carried.

Motion:

Pat Gibson) That the membership authorize the Grievance
Fairley Funston) Committee to sign a memorandum of inter-
pretation with the University Labour
Committee, Article #28 Hours of Work; Article
29 Overtime; Article #26 Statutory Holidays-
in reference to people on the flexible work
week who have to make up time, 3/4 hour if
on the 9-day 2-week, or 1 3/4 hours if on
the 4-day week, for each Statutory or
University holiday releasing the from
having to pay overtime rates for these
specific hours made-up.
Defeated

Provincial Report:

Heather McNeil reported that AUCE is now the fastest growing
union in B.C. Malaspina College has now been chartered,
Capilano College has applied for certification, and SFU has
now been certified and-is starting contract negotiations.
The provincial convention is scheduled for April 1975.

Contract Committee Report:

Jackie Ainsworth reported that the contract would be back
from the printers on December 16 and copies would be mailed
out to all members within two weeks.
Suzanne Lester explained what the sick leave forms are and
how they work.

Strike Committee Report:

Heather McNeil said that due to the length of the report
and the lateness of the hour that the Strike Committee
would report at the next 2-hour lunch time meeting.
The meeting was adjourned at 1:45 p.m.

