

SPECIAL STRIKE EDITION

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES—LOCAL ONE



- Ian Mackenzie Photo

WHAT IS AUCE?

—Our history in a nutshell

Clerical workers have traditionally been without union organization. The union movement originally grew out of the struggles of the industrial workforce. Thus, the first unions were composed predominantly of males. Where women did organize, their unions became dominated by men. Women were not generally part of the industrial workforce but have, over the years, entered as clerical and service workers. Now that women have become more dependent on the value of their labour power, it has become necessary for them to organize unions. Many of the existing unions are unable to meet the needs of these women.

The traditional union movement tends to be bureaucratic and centralized, with the control of finances, contract negotiations and other important decisions resting in the hands of paid business agents or officers. Having decided to organize ourselves, we decided not to join this type of organization but to form a new and independent union that could directly meet the needs of staff at UBC.

The organizing committee of AUCE was formed in June 1972. Over the summer the Committee began preparations for organizing with two main terms of reference: first, a thoroughly democratic union having all decision-making power under its members' control; and secondly, a body which would follow the criteria set down by the Labour Relations Board and legal authorities.

The first organizing drive failed. After reconstituting the Union in September 1973, organization began anew - the organizers now having experience and fewer fears.

More than 50% of the library and clerical workers had joined by December. We applied to the Labour Relations Board for certification as a legal trade union. A vote was held in which 820 people out of 928 voted in favour of unionization. We received our certification April 11, 1974.

Negotiations with the University began immediately. All of our contract demands had been discussed and voted on at special membership meetings. Some of our demands included a grievance procedure, 2-hour lunchtime union meetings, and a \$250 per month across-the-board wage increase. The University responded by offering us an increase of \$38 a month. We broke off negotiations and called a special noon hour meeting which turned into an afternoon study session. The administration tried to prevent this action by threatening to deduct pay, but 831 union members voted overwhelmingly to stay off work for the afternoon. This action resulted in a government mediator being appointed and the beginnings of respect from the University towards our negotiations. Settlement of the contract was reached the week before registration. Organizing into a union had produced results.

This special edition of AUCE Across Campus, available to the the entire University community, has been prepared by AUCE # 1 for a number of reasons. The events surrounding negotiations for our collective agreement, the rationale behind our strike and the effects of these actions need to be made public. For some of our readers the articles will not be 'news,' as much of this information was available throughout the entire negotiating time. However, it has been made clear to us, as members of both organized labour and this university community, that we have a responsibility to present an honest, objective analysis of the causes and effects of the strike. We are not the only union on campus. There are others, C.U.P.E., for example - who are NOW in the process of negotiations. Neither are we isolated in terms of the general community, as all those who have received ICBC's latest love note certainly realize. Our struggle was for justice - within a system coercive enough to have people actually employed solely as agents of 'labour relations' and whose function is seemingly the opposite. They are capable of producing the disruptions and eventual breakdown' of any type of relations with the exception of, perhaps, feudal relations

AUCE also organized locals at Simon Fraser University, Capilano College and Notre Dame University in Nelson - almost 2,000 members belong to the Provincial Association.

AUCE represents a new tendency in the trade union movement to break away from the large bureaucratic unions. It has been demonstrated that good union organization need not rely on professional management, but on self-organization - where the organization exists through the volunteer actions of its members, not on the centralized authority of an executive; on committees of members which are the real working bodies of the union; and on the spirit of solidarity amongst union members, not the heavy financial backing of big strike funds. If this were not true, then AUCE could not exist and all the positive achievements which go past the expectations of established unions would not have been won.

-Dick Martin

DID YOU KNOW

Did you know that Robert A. Grant, the new Director of Employee Relations for The University of British Columbia worked at Atlas Steel at the same time as Chuck

Did you know that speculation in June was that if the Social Credit were elected, Chuck Connaghan would be the next Labour Minister

NEGOTIATING (?) WITH THE UNIVERSITY

When we started negotiations in August, 1975, the six members of AUCE's contract committee were new to the game. But since that time, the University has taught us a great deal. We learned that the concept of "Bargaining in Good Faith" is a myth, that negotiating a contract is a game of attrition, and that often one's success at negotiating is measured by one's ability to deceive.

The first two months of negotiations (August and September) were a complete waste of time. Many stalling tactics were used by the University.

For example: the University wanted a three-stage programme for negotiations.

First: The University would read through their proposals (allowing the Union to become familiar with them). Then the Union would read through their proposals (allowing the University to become familiar with them).

Second: The University would read through their proposals again, offering justification for the proposed wording. Then the Union could ask the University questions to clarify intent. Then the Union would read through their proposals again, offering justification for proposed wording. Then the University could ask the Union questions to clarify intent.

Third: Using both sets of proposals negotiations would begin.

(We never really got to "stage-3" of the programme until the mediator arrived.)

In the second month of negotiations (September), the University walked out on us twice, claiming that they were offended by our conduct. We believe that the University fabricated excuses to walk out of our meetings to further delay the progress of negotiations.

Until the end of September, the University had allowed no progress to be made...in fact the major "issues" had barely been touched. Coincidentally, Chuck Connaghan's arrival was scheduled for October 1st, 1975. Was the University deliberately stalling negotiations during the first two months, while



A rare moment of levity at negotiations at Plaza 500 during strike. AUCE negotiators, left to right, Robert Gayton, Mary Woodsworth, Frances Wasserlein. - Ian Mackenzie Photo

awaiting Chuck Connaghan's arrival?

October 1st - By this time the term of previous agreement had expired.

- Chuck Connaghan had arrived.

- The University had, no doubt, caught wind of the fact that Wage and Price Controls Legislation would be announced in the near future.

Because AUCE's previous agreement had expired on September 30th, AUCE was in a legal position to strike...(although, it should be emphasized that our position to strike was only a legal one...we were in no way prepared to strike and, in fact the contract committee never believed we would have to.)

Anyway, as far as the University was concerned, we were in a position to strike; therefore, the University would have to prevent a strike (and perhaps forced-settlement) before the guidelines were announced.

We believe that false information was fed to the Board of Governors to the effect that AUCE was planning to strike, so that application for mediation services could be made. (A Union cannot strike while in mediation.)

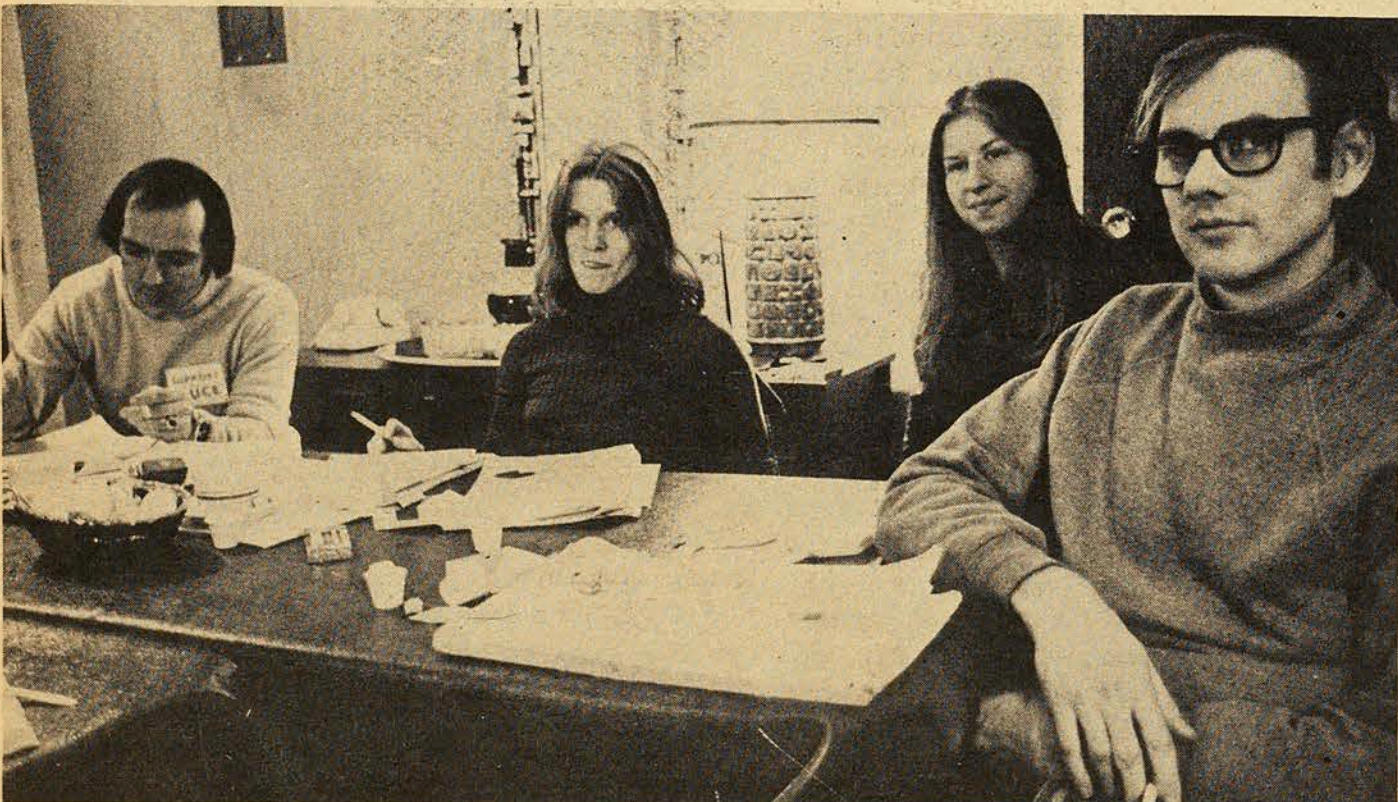
We, the AUCE contract committee, really didn't understand what was happening at the time. We were trying to negotiate our contract...we were frustrated and amazed at the lack of progress...Here, our contract had expired and the major issues had barely been discussed, let alone settled!

I suppose we had all the pieces to the puzzle, but preoccupied with the desire to settle the darn thing, we never quite got around to putting the pieces together.

Monday, October 6th...We met with the University and after some discussion, the University walked out on us for the third time (offended by our conduct again). We had accused the University representatives of being "out of touch with the reality of the working situation". The University said that they would not be there and be told that they were "out of touch with reality"; they said they were leaving and that they would let us know later about whether or not they would attend a meeting with us which was scheduled for Wednesday (October 8th).

We thought the University reps. were being extremely sensitive, especially in that they felt free to describe some AUCE members as "real lemons".

Anyway, the contract committee (AUCE) decided that it might be best if we didn't meet with the University on Wednesday... let things cool off... and it would be good for us to have the time to prepare for our membership meeting on the Thursday (October 9th).

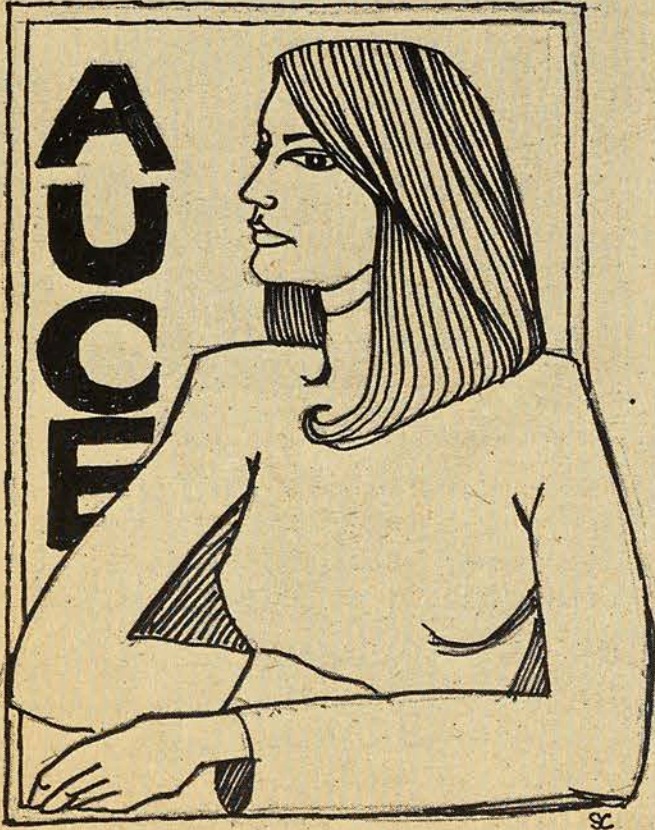


Negotiations at Plaza 500 during strike. Members of AUCE Contract Committee, left to right, Marcel Dionne, Dale McAslan, Suzanne Lester, Dick Martin. - Ian Mackenzie Photo

Cont'd. on page 12

WHY THE STRIKE? WHY THEN?

A.U.C.E. Local 1 went on strike from December 3 to 10, 1975. We did it for much the same reason as unions anywhere go on strike: because we had no alternative. As inconvenient as it is for those affected by the strike and for the strikers themselves, the fact remains that the only real means workers have to put pressure on management is the withdrawal of services.



We had begun negotiations on August 6, and by the time of the strike had held almost twice the number of negotiating sessions as had been held for the first contract. The University had been trying to reduce and even remove many of the important gains we won in the first contract, such as our union shop, our grievance procedure, our vacation allotment, two hour lunch time union meetings, and seniority and lay-off provisions. It had been indicating that the 19% increase it had offered was no longer on the table, and had given no real consideration to a major demand, an equitable restructuring of pay grades.

It is important to point out that we did not choose the beginning of December as the time for our strike; rather we were forced into that time by two factors that prevented our going on strike either before or after. The first factor was the stalling tactics of the University. Our fault was that we were too "reasonable", it is possible to be so; we fell into their trap and allowed them to stall us way beyond the term of the former contract which ended on September 30. In retrospect, we should have been in a position of "no contract, no work" by that time, but rather we continued to spend whole days in negotiations in which only one or two clauses would be discussed, usually inconclusively. (It is interesting to note that after our decision to go on strike, we made more progress in three days than we had made in three months). With the appointment of a mediator in October (applied for by the University), negotiations slowed even further, due to the infrequency with which he could meet with us.

It appears clear that the University, having heard the rumours of possible wage controls in September,

sought to delay negotiations as long as possible until the government could announce its programme. And this brings us to the other half of the vice in which we were squeezed: we could not strike any later than December, because we had to get a contract signed before the new Provincial Government (whether it was to be NDP or Socred) could bring down parallel legislation to freeze B.C. institutions. We figured, as did everyone else, that this would probably happen in January. We knew that if we had a contract signed before any law was in effect, that even if that law should be retroactive our chances of a complete roll-back would be decreased, and even if rolled back, we would already have pocketed the money for anywhere up to half the term of the contract.

We did not strike earlier than December, because we let ourselves be stalled by the University and by the appointment of a mediator; we could not strike later, because of an imminent wage freeze. We struck in December because any other time would have been worse. But it was a bad time to strike. Because of the fact that the University closes down in the third week of December, the administration knew that if it could ride a strike out until the Christmas break, it would have the Union over a barrel. It was not our desire to disrupt exams, and allegations that we were "power tripping" in so doing are, in light of the foregoing, unfounded. In fact, we sped up our strike referendum by distributing and collecting it by hand instead of by mail, in order that we could go out in the week preceding exams. We even scheduled a membership meeting for the Sunday night immediately before exam week in the hope that by then we could make some kind of a settlement that would obviate the need to continue the strike.

But no settlement came, and by Tuesday of exam week we came to the conclusion that our worst fears were founded: the University, seeing that it could hold exams with near maximum attendance, was intending to ride out the strike until Christmas, despite the closeness of our two positions at that point. We therefore returned to work, reasoning that our bargaining position would not be any worse by our so doing. We had no wish to continue the strike when it became clear to us that to do so would be a futile gesture, and a gesture that would needlessly harm the workers and students who were respecting our lines.

We returned to work, but without a contract and vowing to continue the fight. An interesting aspect of this strike (and also, incidentally, that of A.U.C.E. Local 2 at SFU) is that a minimally adequate settlement came after we went back to work, when our bargaining power was theoretically non-existent. I think this points out the somewhat complex, public nature of the University as opposed to a private company. Obviously, there were still many pressures on the administration to settle, both from outside (we tended to get the better press) and from within (Deans, department heads and so on upset about the strike).

And, of course, not the least of the reasons was the reasonableness of our demands and the possibility of our going out again in January.

The settlement went more than half-way to meet our major priority: that of an equitable restructuring of the pay grades. The number of possible pay grades was reduced from more than thirty to ten, and, most importantly, jobs now fit into a given grade solely on the basis of their skills, responsibility, and qualifications. The old arbitrariness is virtually done away with, and we have pretty well achieved equal pay for work of equal value within our own bargaining unit.

But we did not succeed in achieving our goal of equal pay for work of equal value campus wide. Even before the strike began we had modified our demands to the point where female-type jobs would have been paid considerably less than comparable male-type jobs. There is less gap than there was before, but our base rate of \$760 a month for Clerk I's is still considerably lower than the \$930 and up that beginning technicians or labourers earn for the same aggregate qualifications, skills, responsibility, and effort.

We were among the first victims of the wage controls. Although no controls technically covered us during negotiations (and at time of writing, still do not) the University used them as an excuse to make no improvement on their first offer, despite ample funds in the 1975 budget. We were told there could be no more money than the 19% offered before Thanksgiving, because the University did not want to "violate the law of the land" - although no law applied, and although even if it had, Bill C-73 theoretically exempts increases designed to eliminate sex discrimination in pay practices.



- Peggy Smith Photo

When confronted with the realization that the University, despite all its talk of eliminating sex discrimination, was not going to come up with any more money for its largely female AUCE employees, we decided - and I think wisely, in view of the imminent controls - to make the settlement we did.

-Ian Mackenzie

The Strike Maker

"The Board (of Governors) on its part has confidence in the eminent fairness, expertise and frankness of Vice-President Charles Connaghan and his members of the Negotiating Committee."

Hon. Thomas A. Dohm, Q. C.

The AUCE strike of last December was the first labour dispute at UBC in recent memory. While the University's tactics of late had been to 'go to the wire' before making an agreement - with AUCE in 1974 and with CUPE earlier last year - for many years, contracts had always been signed without a strike.

How has the situation at UBC changed? Why were University employees forced to take to the picket lines for the first time in so long?

Perhaps the answer is that the University has invested its confidence in the "eminent fairness" of a man who wanted to eliminate the democratic element from collective bargaining; in the 'eminent expertise' of a man who has been involved in strikes and lockouts at every turn in his career as a management representative; in the 'eminent frankness' of a man who does not attend negotiating meetings.

Chuck Connaghan is the best-known of UBC's new \$55,000 vice-presidents. In his appointment as vice-president in charge of industrial relations, he is furthering the reputation he earned as president of the Construction Labour Relations Association (CLRA) - as one of the toughest opponents of labour in British Columbia. Less than two months after his appointment at UBC, a strike situation had developed.

Connaghan began his association with UBC in the 1950's as a student. In 1958-59 he was president of the Alma Mater Society. He received his Masters Degree in Psychology in 1960 when, coincidentally, Dr. Douglas T. Kenny was an Associate Professor in that department.

In the 1960's, Connaghan established himself at Atlas Steel in Welland, Ontario, where in four years he advanced from the bottom of the hierarchy to manager of industrial relations. He served in the latter capacity also at Anglo-Canadian Pulp and Paper Mills in Quebec City.

Returning to Vancouver in February,

1970, Connaghan played a leading role in the establishment of CLRA and became its first president. On June 10, 1970, Connaghan, in his new role as a major spokesman for management in B.C., was quoted in the Vancouver Sun: "Strikes and lockouts are not what labour relations are all about." Yet, the record of the CLRA with Connaghan at the helm is riddled with strikes and lockouts:

- 1) June, 1970 - first major lockout in the construction industry.
- 2) March, 1972 - pipefitters down tools over Bill 88 (never enacted)
- 3) April, 1972 - CLRA lockout workers again. Dispute ended in June by government intervention under Mediation Commission Act (Bill 33)
- 4) October, 1972 - all-winter elevator strike begins.
- 5) February, 1974 - lengthy strike by International Brotherhood of Electrical Workers (IBEW) begins.
- 6) May, 1974 - IBEW strike spreads to industry-wide shutdown - again. May 31, Ironworkers vote 97% in favour of strike action.
- 7) November, 1974 - elevator dispute renewed.
- 8) November, 1974 - Boilermakers strike
- 9) June, 1975 - even as Connaghan prepares to leave, CLRA was involved in a strike/lockout situation with the International Woodworkers of America (IWA).

While Connaghan was playing a leading role in these disruptions of the B.C. economy, he became one of B.C.'s prominent citizens. He was appointed to the UBC Senate in 1970 and again in 1974, to the Board of Governors in 1972 and 1974 and to the B.C. government's Construction Industry Advisory Council in 1973.

Connaghan began to offer advice to public officials in the area of his 'eminent expertise'. In 1971, for example, he advised federal Labour Minister Bryce Mackasey not to bring in legislation to protect workers displaced by automation. (He did). In February, 1973, Connaghan advised the provincial government to establish panels to monitor labour relation. (They didn't). Later in 1973 the CLRA presented a position paper to B.C.



- Ian Mackenzie Photo

Labour Minister Bill King proposing, among other things, that the signing officers of management groups and trade unions be allowed to make collective agreements without the consent of their memberships. Fortunately, this advice was also disregarded and B. C. union members still have the democratic right to vote on their contracts.

Following his somewhat surprising resignation from CLRA, Connaghan officially joined the UBC administration on October 6, 1975. Coincidentally AUCE was the first union to be negotiating with the University just before, during and after Connaghan's arrival. The experience of the library and clerical workers in AUCE was similar to that of the trades people and labourers who had negotiated with CLRA in the previous five years.

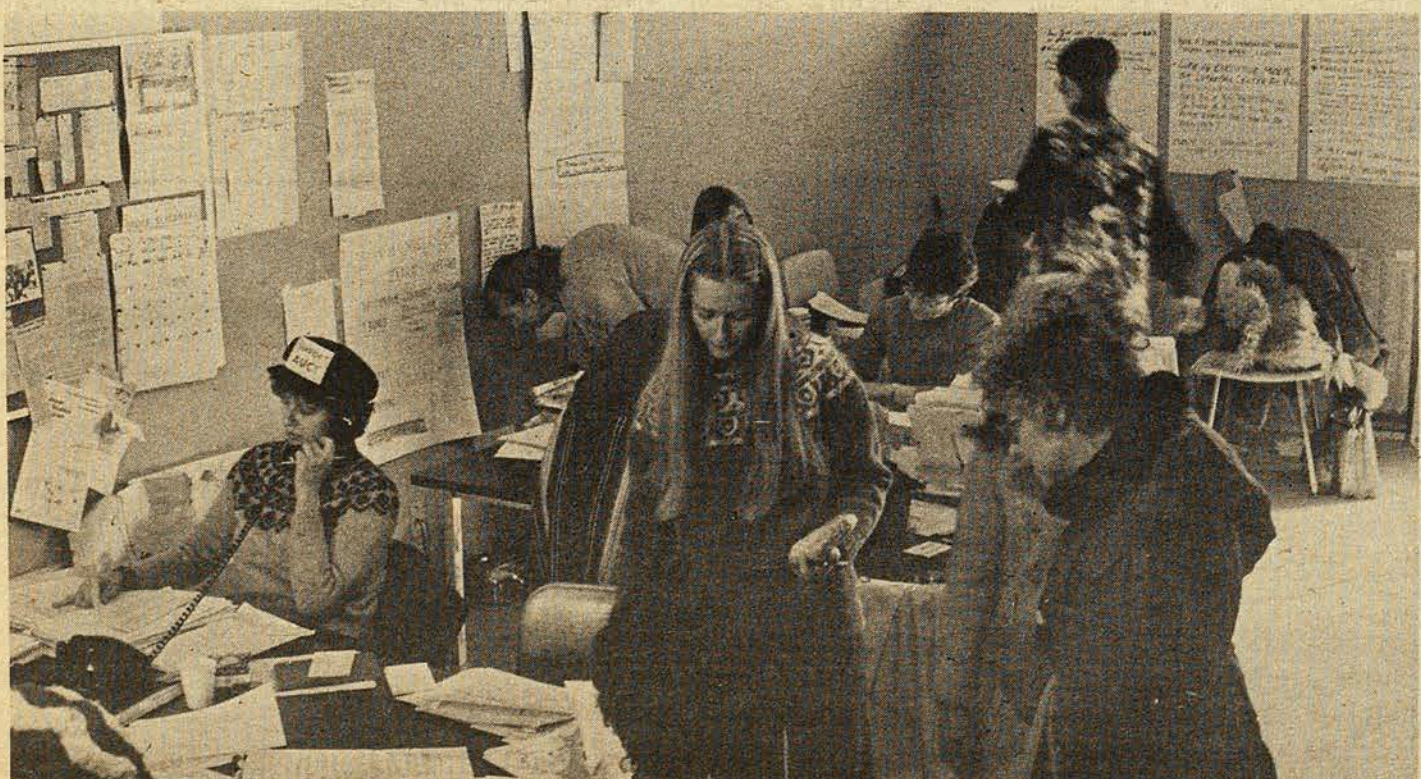
Jim Kinnaird, president of the B. C. and Yukon Building Trades Council, complained in 1972 that negotiations had proceeded for two months with no wage offer from CLRA. Similarly, Connaghan's committee refused to negotiate most money items with AUCE for four months last year.

In the strike of June last year, "Chuck Connaghan never attended negotiations between the IWA and the CLRA." (Vancouver Sun, June 6, 1975, quoting Syd Thompson, president, IWA, local 1-217). Likewise, AUCE did not meet with the boss directly, but only with his representatives, who in the final stages of negotiations were forced to 'run relays' for his instructions.

In the end, AUCE, like the unions who dealt with CLRA, found that strike action was the only possible way to deal with the University's new attitude - Chuck Connaghan's attitude.

The result has been that AUCE members won many of their contract demands; But along with that gain comes a lot of bitterness. Library and clerical workers were painfully shocked at the treatment they received from the institution they serve. Students inconvenienced by the strike are also bitter. Many, not understanding the situation, blame the workers and AUCE.

Why has this atmosphere of hostility and bitterness been allowed to develop at UBC? Chuck Connaghan's record in labour relations is a matter of public knowledge. What did President Kenny and his administration hope to gain by bringing him to UBC?



Strike headquarters.

- Peggy Smith Photo

AUCE AND OTHER UNIONS —A COMMENTARY

It became clear during our strike that the support of other workers on campus was crucial to the success of our strike. The large majority of non-professional, unionized workers supported us: Canadian Union of Public Employee (CUPE) technicians, service people, mail workers, cafeteria workers, skilled and unskilled labourers; Office and Technical Employees' Union (OTEU) in Physical Plant and the AMS office; Operating Engineers in Physical Plant; the firefighters of B.C. Government Employees' Union (BCGEU); the construction workers of the Construction and Building Trades Council; bus drivers in Amalgamated Transit; postal workers in the Canadian Union of Postal Workers (CUPW) and the Letter Carriers' Union of Canada (LCUC); all those who refused to make deliveries on campus; and many who lent their moral support.

When AUCE was first formed there was a strong feeling of isolation, that we were different from other unions. This was, and still is, true. We were critical of the traditional trade union movement for many reasons:

- it does not speak to the needs of unorganized workers, especially women;
- it is run by a small group of elite men who get paid salaries more in line with corporation executives than with the workers these organizations are supposed to represent;
- decision-making often comes from the top down, rather than from the rank and file.

And many of us were simply anti-union, having had bad personal experiences with unions in the past, or often picking up on establishment ideas (media, schools) of unions: "workers cause inflation", "unions are greedy", etc.

The kind of work we do has often lead us to identify more with the University than with other workers. We are service workers, women, whose working energy has gone towards looking after the boss and looking after students. We are told our jobs are to look after others, not after ourselves. So we've often given up our own demands or honest working relationships with each other for the sake of "our" students or "our" boss.

And we are isolated. We have very weak connections with other workers on campus and a hostile relationship with the B.C. Federation of Labour (the parent organization to which most unions in B.C. belong).

Our hostile relationship to the Fed has resulted from our criticisms of

AN OPEN LETTER TO ALL TRADE UNIONISTS ON CAMPUS

Dear Sisters and Brothers:

As you have no doubt heard, Local 1 of the Association of University and College Employees have signed a collective agreement with the University of B.C.

All of the important gains made in our first contract were retained in the new agreement. This was done despite the persistent efforts of the University to take away many of the more important and innovative non-monetary provisions.

Most importantly, we succeeded in winning our contract priority: an equitable restructuring of the wage scale, which embodies a reduction in possible pay categories from 33 to 10.

Much of this would have been impossible without your support during our strike.

We would like to express the sincere appreciation which we feel towards you for respecting our picket lines. During our strike many people crossed our lines when they would have suffered no financial hardship had they not done so. Therefore your action in respecting our lines, which we know caused you considerable hardship at a difficult time of year, was all the more praiseworthy.

We cannot apologize for the strike: it was unfortunate, but necessary. But we want you to know that all of us are acutely aware of the financial loss it imposed upon you, and which was not lessened by the benefit of retroactive pay. We are very sorry for the suffering which we know occurred.

It was both a gratifying and a humbling experience to see the majority of workers on campus make a personal sacrifice in the name of solidarity with our striking union.

Sincerely,

THE MEMBERSHIP OF AUCE LOCAL 1
at its meeting of January 15, 1976

the traditional union movement, and from practical experiences we have had with them.

From the beginning the Fed has never been overly enthusiastic in their support of us. If you rebel against "big daddy", it will surely lead to disfavour. Meetings with them during the certification process in 1974 often consisted of them telling us how much they would be able to do for us if only we'd join their organization. During the strike it was the same thing: we should postpone our strike until the Fed could straighten things out for us. When we didn't follow their advice, the tenor changed. Suddenly we were faced with threats of having our picket lines removed. This is the kind of backroom dealing that goes on all the time. Up front (i.e. in the press) unions always support each other and internal disagreements are kept secret as far as possible, secret even from the union members themselves.

We got criticism for the way we handled our strike from CUPE, OTEU, the Operating Engineers and the B.C. Fed. The main thrust of the criticism was that we didn't give them enough notice of the strike. The B.C. Fed's picket

policy states that 72 hours notice must be given. We gave 72 hours notice to the Fed.

But what we didn't do was connect with the other workers on campus who would be affected by our strike. We had no prior contact with any workers on campus to explain what our struggle was about. Our isolation served us poorly. We needed their support; we were asking them to give up their paycheques to help us win our demands. Yet we were slow to go to them and explain these demands.

It was good for us that those workers who supported us have a strong sense of solidarity, and see that their interests lie with other workers rather than the University.

Our new knowledge, that other workers' support is crucial to our existence, has to be acted on. We have to begin making direct contact with other workers on campus. We could have joint meetings to discuss mutual problems, social get-togethers, information exchanges, etc. The important thing is to recognize our common interests.

- Peggy Smith

AUCE AND THE B.C. FEDERATION OF LABOR

THE FOLLOWING IS A CHRONOLOGY OF AUCE'S RELATIONSHIP WITH THE B.C. FEDERATION OF LABOR, DURING THE STRIKE. WE THINK THIS ARTICLE IS OF PARTICULAR INTEREST AND ARE PRESENTING IT AS IMPARTIALLY AS POSSIBLE.

Thursday, 27 November 1975

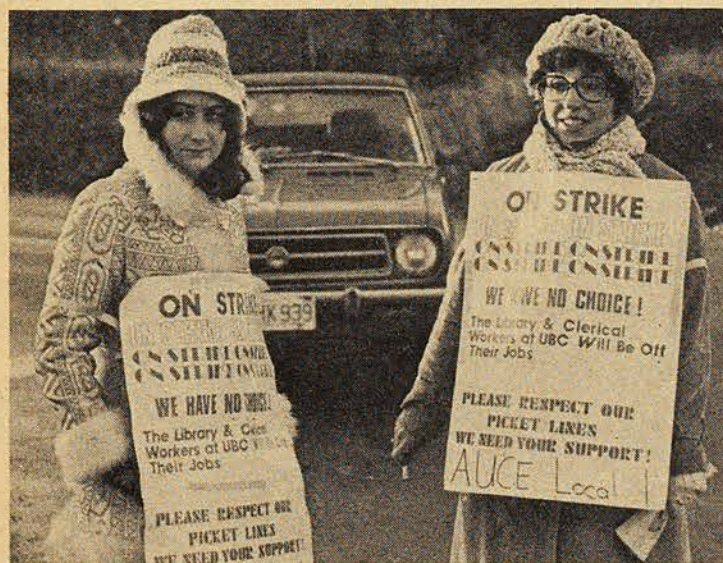
Russ Anton contacted the Federation of Labour with the results of our positive strike vote and the date of our intended strike. This was in order to comply with

the B.C. Federation of Labour's Picket Policy which lays out the rules a union must follow to ensure that the Federation supports picket lines set up by any union in British Columbia. The policy also says that a meeting must be set up between the striking union and the Officers of the Federation and all affected affiliates of the Federation.

Friday, 28 November 1975

Russ Anton phoned John Squires, an

Cont'd. on page 10



- Peggy Smith Photo

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Association of University and College Employees

LOCAL No. 1 (U.B.C.)

THE UNIVERSITY OF BRITISH COLUMBIA
 VANCOUVER 8, CANADA

Board of Governors

OFFICE OF THE Hon. Thomas A. Dohm, Q.C.
 THE CHAIRMAN OF
 THE BOARD OF GOVERNORS

December 5, 1975

4 December 1975

The Board of Governors
 The University of British Columbia

Since we last met with the University it has come to our attention that the Board may misunderstand our position on the outstanding articles of our proposed contract, and our willingness to negotiate these items.

The purpose of this brief is to present the position of the membership of The Association of University and College Employees, Local 1, and to urgently request a meeting to discuss these with you at your earliest convenience.

You may leave a message for us at the Union Office (224-5613 or 224-4212) setting a time and place for such a meeting.

Sincerely,

For and on behalf of the Contract Committee
 A.U.C.E. Local #1

Frances J. Wasserlein

Frances J. Wasserlein

Dale McAslan (Chairperson)
 Richard Martin
 Mary Woodsworth
 Suzanne Lester
 Marcel Dionne
 Robert Gaytan

cc. The Personnel Department, U.B.C.
 The Vancouver Sun
 The Province
 CBC Radio
 CKWX

Ms. Frances J. Wasserlein,
 Page Two:

by sincerely continuing your negotiations with our Negotiating Committee.

- (d) Your request for a direct meeting with the Board of Governors cannot be granted. I am sure you will agree with me that such a procedure would only undermine the work of our respective Negotiating Committees. The Board on its part has confidence in the eminent fairness, expertise and frankness of Vice-President Charles Connaghan and his members of the Negotiating Committee. You in turn should not be misled by the comments or gratuitous advice of any individual member of the Board as I give you my word that this my reply reflects the sincere feelings of the majority of the Board.
- (e) You have sent copies of your letter addressed to the Board of Governors to various Newspapers and Radio Stations. This action of course detracts from the usual non-publicity course of bargaining in good faith and might easily result in an unfavourable public reaction to our 19% offer. I will not send this reply to the news media unless I am forced to do so by your further resorting to the news media to have your problems solved.

Yours faithfully,

Thomas A. Dohm

The Hon. Thomas A. Dohm, Q.C.
 CHAIRMAN OF THE BOARD

TAD/LC

c.c. Chancellor Donovan Miller
 President Douglas Kenny
 All Members of the Board

2162 Western Parkway, Vancouver, B.C. Telephone (604) 224-5613

②

THE UNIVERSITY OF BRITISH COLUMBIA
 VANCOUVER 8, CANADA



Board of Governors

OFFICE OF THE Hon. Thomas A. Dohm, Q.C.
 THE CHAIRMAN OF
 THE BOARD OF GOVERNORS

9:00 a.m.
 December 5, 1975

Ms. Frances J. Wasserlein,
 Association of University and College Employees,
 Local No. 1 (U.B.C.),
 2162 Western Parkway,
 VANCOUVER, B.C.

Dear Ms. Wasserlein,

Your letter of December 4th addressed to the Board of Governors of U.B.C. was received by me late on the same day.

As Chairman of the Board I answer same and accept the responsibility for this reply as I feel that the majority of the Board (if not all) would agree with my answer to you.

- (a) The first paragraph of your letter is known as the "Bikini" approach. You reveal all but the important parts. Who purported to "bring to your attention that the Board of Governors misunderstand" your position? Neither do you name the source from whom you conclude that the Board misunderstands your position, nor do you state in what manner the Board supposedly does not understand your position. If you care to name your source or answer the latter I shall look into same forthwith.
- (b) The entire Board of Governors met for at least nine hours Tuesday of this week and I can assure you that they are all aware of your requests and have supported President Kenny and the Administration unanimously in treating the October 9th offer of 19% as still in effect as it was made in good faith prior to the Wage and Price Controls - even though we all may be criticized for same by the Governmental Bodies and by the Taxpayers to whom the Board is accountable. Your Chairperson Dale McAslan was quoted in the October 16th edition of Ubsysey as follows - "we aren't sure whether or not we will be included under this new policy (Wage and Price Control Legislation)". In the Government's view we are all included.
- (c) Each member of the Board of Governors is mindful of the service that all of your members give to the University and we hope that you will see fit to solve your problems

③

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

December 6, 1975

TO ALL MEMBERS OF THE BOARD OF GOVERNORS:

We acknowledge receipt of your letter of 9:00 a.m. December 5, 1975, and have taken note of its contents.

It is unfortunate that the Chairman of the Board has chosen a sexist analogy to illustrate his point especially insofar as a central motive for our strike action is the elimination of discrimination against women.

We are gratified to hear that you seem to have a full appreciation of our position.

Sincerely,

All members of the AUCE contract committee

2162 Western Parkway, Vancouver, B.C. Telephone (604) 224-5613

(4)

file

THE UNIVERSITY OF BRITISH COLUMBIA
VANCOUVER 8, CANADA

Board of Governors

OFFICE OF The Hon. Thomas A. Dohm, Q.C.
THE CHAIRMAN OF
THE BOARD OF GOVERNORS

December 5th, 1975.

The Board of Governors,
The University of British Columbia.

To my fellow members of The Board of Governors:

Re: A.N.C.E. Local (1) U.B.C.

You have received a copy of the letter of Frances J. Wasserlein on behalf of the Union Negotiating Committee (together with enclosure).

I am sending to you a copy of my reply as Chairman and I do hope that this reply will put an end to any interference by any individual member of the Board in what now can be classed as "delicate negotiations". Any individual member of the Board who interferes sincerely or otherwise will be doing a disservice to the University and to the Union.

I hope you all agree with me that as individuals we should stay out of the picture and leave the matter to our Negotiating Committee.

If there are any problems or suggestions from individual members of the Board, I do feel that they should be routed to myself as your Chairman.

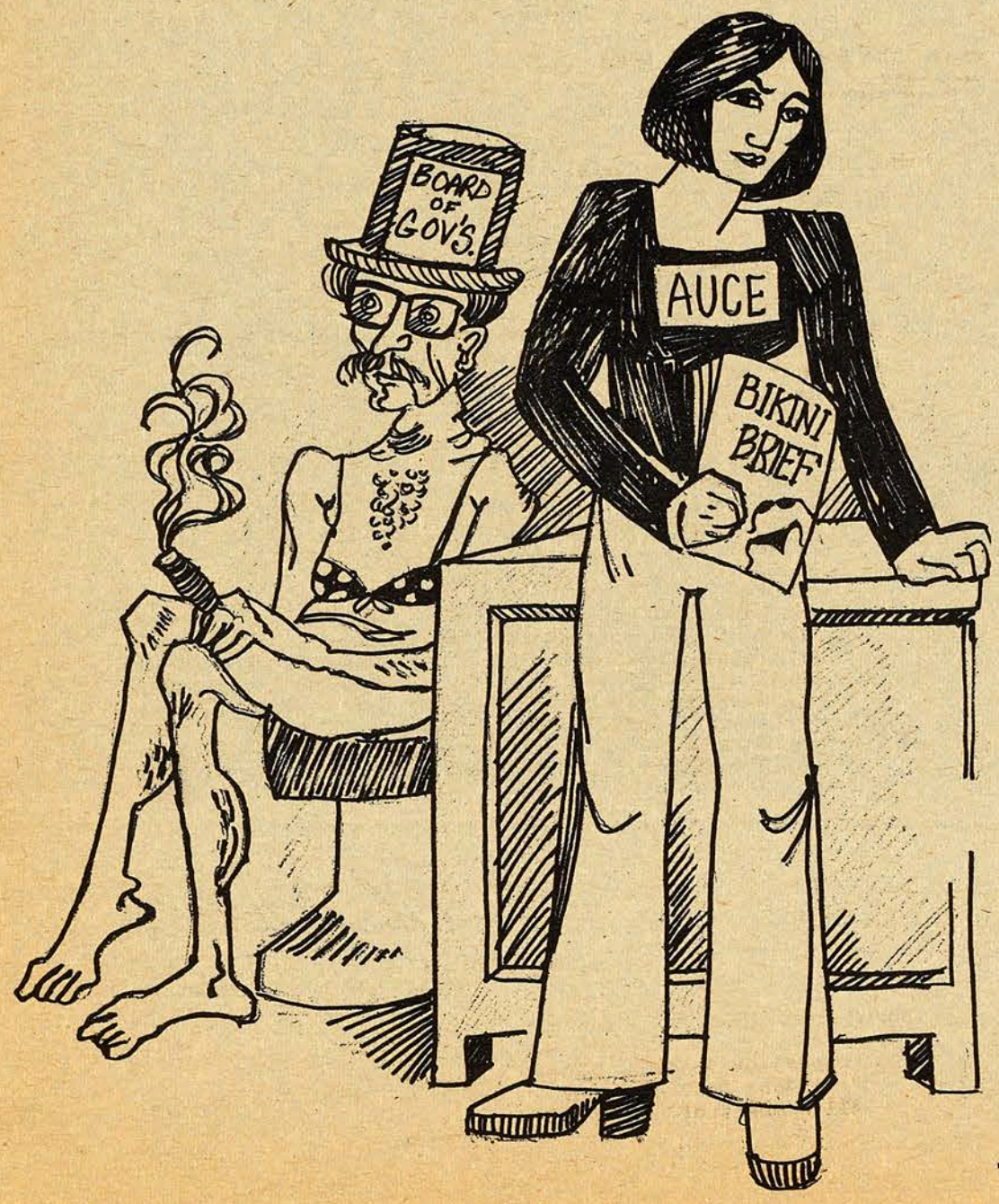
My thanks to all of you for your many hours of good work and extreme patience last Tuesday evening.

Sincerely,

Tom Dohm

Thomas A. Dohm, Q.C.,
CHAIRMAN OF THE BOARD

TAD/cm



(5)

B.C. FEDERATION OF LABOUR

December 10th, 1975

Honourable Thomas A. Dohm, QC,
Chairman, Board of Governors,
University of British Columbia,
Vancouver 8, B. C.

Dear Mr. Dohm:

I wish to register the strongest possible objections to your letter of December 5th, 1975, directed to Ms. Frances J. Wasserlein. While I concurred with other Board members that it would be inappropriate for the Board to meet with the AUCE committee, in the same way that it would be inappropriate for members of the University negotiating team to try to meet directly with the AUCE membership, I must disassociate myself from the aggressive and hostile tone of your letter. The copy of Ms. Wasserlein's letter which I received was a polite, straightforward request which I do not feel merited the kind of reply sent by yourself.

As Board members, I believe we should do everything possible to conciliate this dispute rather than creating hostilities. I wish to discuss this matter further at the next meeting of the Board.

Yours truly,

Clive B. Lytle
CLIVE B. LYTLE

CBL/p
oteu 15
cc Ms. Frances J. Wasserlein
Chancellor Donovan Miller
President Douglas Kenny
All members of the Board

(6)

John Macdonald, Russell & Kowarsky
BARRISTERS & SOLICITORS

THE HON. T. A. DOHM, Q.C.
(ALSO MEMBER YUKON BAR)
ROBERT W. MACDONALD
D. ALAN RUSSELL
JACOB B. KOWARSKY
(ALSO MEMBER YUKON BAR)
THOMAS E. HODSON

MICHAEL W. MORROW
LUCILLE H. KWAN
GILBERT WATTS
THOMAS G. LEWIS
DORIS K. DODD
L.A. LITTLEFIELD

PLEASE REPLY ATTENTION OF: The Hon. T. A. Dohm, Q.C.

TELEPHONE 683-6875
AREA CODE 604

OUR FILE
YOUR FILE

1000 ALL BUILDING
211 WEST GEORGIA STREET
VANCOUVER, B.C. CANADA
V6B 1Z9

December 5th, 1975.

B.C. Federation of Labour,
210 - 517 East Broadway,
Vancouver, B.C.

Attention: Clive B. Lytle

Dear *Clive* Sirs:

10th, 1975.

I acknowledge receipt of your letter of December

You have totally misunderstood the contents of my letter. I would suggest that you reread my letter of December 5th, 1975. I feel certain that once you have done so, the point I made therein will become more apparent to you.

Your objection to my letter is in my opinion without merit.

Yours truly,

DOHM, MACDONALD, RUSSELL & KOWARSKY,

Per:

Tom
Thomas A. Dohm, Q.C.

TAD/JBK/cm

c.c. President Douglas Kenny
Chancellor Donovan Miller
All Members of the Board
✓ Ms. Frances J. Wasserlein

PERSONAL EXPRESSIONS . . .

When I was asked to write about my experiences which occurred during the strike of last December, and when I tried to put my thoughts into words, I realized how much had happened in that short period of time. At the beginning of the strike, we were "green"; most of us had no personal experience with a strike. However, it took very little time for us to develop into a strong force working towards goals that were, and are, well worth attaining. It was marvellous to witness the courage and determination of so many people; people who tackled and overcame many obstacles such as human opposition and bad weather. No matter how miserable the weather was, people turned out and did their stints on the picket lines. They carried out their responsibilities in pouring rain and in the bitter cold but they did so with optimism and enthusiasm. It took courage to walk the picket line when it was realized that some members of the opposition thought nothing of driving their cars right through that line. It took determination to maintain a sense of humour when water bombs were hurled at picketers, and when many other unpleasant incidents occurred.

All the unpleasant experiences, however, were overshadowed by the unselfishness of so many people - especially the people who are not members of AUCE #1. The support we received from non-union people was tremendous for our morale. I hope these people know how very much we appreciate their support. I hope they know how much easier they made our duties because we knew we had their support.

What the strike meant to me was a multitude of experience. I became acquainted with more people than I could possibly have done under ordinary circumstances and my faith in my fellow person grew immensely because I saw what they did and heard what they said during difficult times. The strike was an education which I couldn't possibly have acquired in any other situation and I am grateful for it. While we have all gained financially as a result of the strike, there were many more rewards that I realized. I hope you, too, feel as I do that it was a very worthwhile experience!

Marilyn Healy,
Faculty of Law.



Tired picketer at strike headquarters



Peggy Smith Photo

The following diatribe was written while we were all in the middle of what was for many of us a very traumatic experience. We have all had a chance to "cool off" as it were and can now be far more objective about our own feelings and their relationship to the events surrounding the strike. My own feelings remain the same, but I think we must all try to question our individual positions during and after the strike rather than continue to accuse those around us of being unsympathetic.

We have a far more realistic attitude to our work and our place in society. We are not isolated (or insulated) from the world around us and therefore we must control our bitterness and try to avoid the "WHAT I DID IN THE WAR" syndrome. For this reason I prefer to leave this entire article unsigned.

I was vocally opposed to this strike from the very beginning. I felt, and still feel that striking is wrong. I felt that much of the vocabulary surrounding the events of the last week was far better suited to mothers and 12 year old children expiring in the coal mines of Wales in the last century, that it was, after all, 1975 and things were different.

I am no longer confident of this position. I have heard of and seen civilized, conscientious men and women water-bombed, sprayed with fire extinguishers,

and have been personally subjected to the worst kind of verbal abuse imaginable. This morning I was literally ploughed off my picket line by two different cars within ten minutes of each other.

This university is sick. This university no longer represents to me a bastion of reasonable thought in the midst of a society which it constantly pretends to be enlightening.

Is this the type of product this university is educating or being educated by; a person who not only refuses to acknowledge ills within his or her own academic community, but is also willing to inflict personal injury or even sacrifice human life in his own ignorance?

I no longer care about this university. Admittedly, I have met many wonderful individuals in the last week, but I am not moved. I am still against this strike. I still feel that this and all unions tend sometimes to walk over people who are only beginning to stand up for themselves; but as of this morning, there isn't a man or woman in this union that does not command ten times the respect which I hold for the professionally elitist heathens, vandals and even students who perpetrate lies and travesties of human dignity upon the world at large and this university in particular.

I thank you all for opening my eyes.

Mr. Donovan F. Miller, Chancellor,
The University of British Columbia,
Vancouver, B.C.

Dear Mr. Miller,

I have been a member of the secretarial staff at the University for sixteen years, and wish to express my personal distress and anger over the letter written by Mr. Justice Dohm to the Executive of the Association of College and University Employees, Local 1, in reply to a request that the Executive meet with the Board of Governors.

I was absolutely aghast at the contents of that letter. I felt it

was below the dignity of the person who wrote it and below the dignity of the executive of AUCE, Local #1 who received it. The Board of Governors supposedly represents the University of British Columbia. As a member of the university community I protest vehemently the scurrilous nature of the letter. Human dignity is a thing for which the Board of Governors has shown some contempt, and the respect which I formerly had for the Board of Governors has now been considerably diminished.

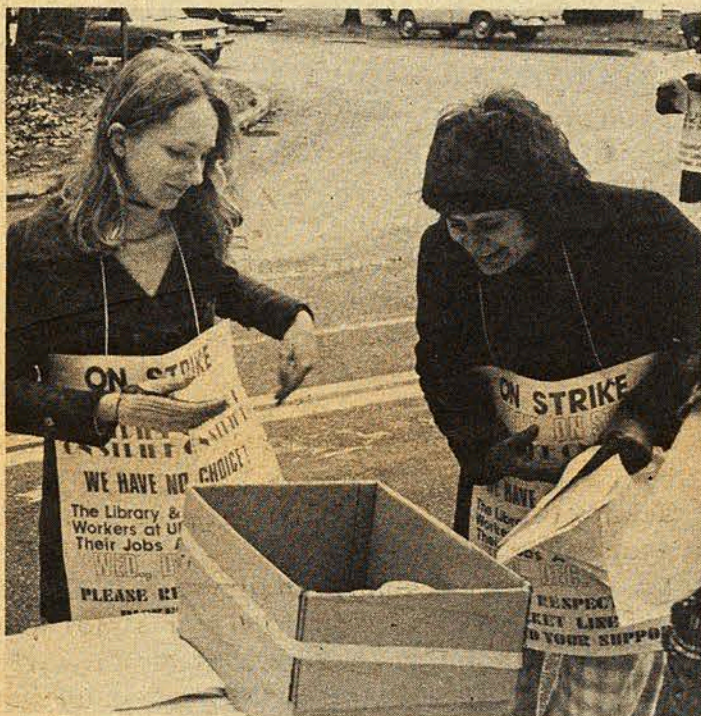
Sincerely yours,

concerned AUCE member

Peggy Smith Photo

Of all the lessons that were learnt from walking the picket line during our December strike, by far the most disturbing was the realization of just how the student body at UBC regards the clerical staff. The attitude of the faculty as they crossed the picket lines day after day came as no big surprise--one expects people earning their salaries to be complacent--but for the students there can be no excuse. As the strike progressed, it became more and more obvious that they regarded us as, at best, a bunch of kooks who apparently enjoyed standing out in the freezing cold for four hours at a time, and at worst as a group of malevolent (but nevertheless stupid) revolutionaries who were doing this deliberately to screw up their exam results. (This seemed to be an idea that was completely unshakeable once in their heads, despite the fact that they had been clearly told they would not be penalized--administration brainwashing is doing a wonderful job.)

Apart from the incidents of overt harassment--the bags of urine, the water pistols, the attempts to run down picketers with cars--the overwhelming attitude was one of smug arrogance and extreme narrow-mindedness. Not only did



Coffee time on the lines.

the students for the most part have no idea what a legal picket line was for, what it symbolized, but they were also not the least interested in finding out. A university education, it seems, far from providing them with the means to think for themselves and develop a curiosity about the world in which they live, is simply reinforcing the idea that the only thing that really matters is to feather their own nest and let the rest of the world take care of itself. The end result of four years at UBC is an important-looking piece of paper, not an enquiring mind.

At this point we must remember that handful of students who were with us all the way, who knew what we were doing and why because they took the trouble to find out. Some of them walked the picket lines with us, and their presence and eagerness to talk to their colleagues who crossed did more to further our cause with their fellow-students than anything we could have said.

However, the sad fact remains that the vast majority could not have cared less about what was happening, and were "too busy" (or too scared?) to take time to discuss the matter with the picketers. When they finally leave the cosy, mollycoddled existence of their families and UBC they are going to find the prospect of fending for themselves for the next forty years a little daunting. Amongst this group are the "intellectual (!) elite", who

will one day in the not too distant future be in prominent positions, the leaders of our society. When that day comes, Canada is one place I don't want to live.

Picketeer from Gate 9

Bill C73

"The Parties will in conformity with Bill C73 and the anti-inflation act regulations or any applicable provincial legislation, make joint application to any tribunal of competent jurisdiction with respect to wage controls for review and approval of all monetary items of this agreement."

The above Letter of Agreement is contained in our Collective Agreement with UBC. It now seems fairly clear that the regulations of the Anti-Inflation Program do not require either the employer or an employee organization (i.e. a union) to apply to the AIB for clearance. To date we have not heard from the AIB. The province has not yet joined the federal plan, nor have they enacted any legislation to cover provincial institutions and their employees.

On January 23 I attended a seminar on the Anti-Inflation Regulations and Bill C-73 sponsored by Continuing Legal Education. Ben Trevino, a lawyer and member of the UBC BoG expressed the opinion that the province and provincial institutions were not yet covered. Almost all the speakers confined themselves to detailed explanations of the convoluted language of the Regulations and the Act, all of which were heard and read before. I thought it fortunate that no one went out on a limb and expressed opinions about the legislation. There was, however, one exception, a man who seemed to be running for political office, Pat Thorsteinsson, who actually came out and said he thought the whole plan would be ineffective because nothing was being done to curb the credit-granting powers of Canada's powerful banks.

At any rate where we are now is about the same place as we were in November; we still have no real way of knowing what, if anything, the AIB can/wants to do to AUCE Local 1 and the University of British Columbia. We must continue to wait.

- Frances Wasserlein.

Did You Know?

Did you know that the President of the Faculty Association crossed our picket line to sign a "collective agreement" with the University

Did you know that President Kenny's gardener and maid are being paid at below union wages

Did you know (from the Vancouver Sun, Jan. 15/76)

The Penthouse Cabaret, charged with violations of morality laws, continues to be without a liquor licence after losing its appeal before the provincial liquor board Wednesday.

Penthouse lawyer Tom Dohm said he would file a Supreme Court appeal today.

The LAB report stated that the decision to close the cabaret had been influenced by a morality squad report, released in February, which said the squad had received reports of prostitution and soliciting activities at the Penthouse since 1972.

Another influence was researcher Monique Layton's September report on prostitution in Vancouver which singled out the club as a centre for prostitution. Mrs. Layton had described prostitution at the club as "organized" allowing "little room for totally free enterprise".

Dohm, according to the report, argued during the appeal procedure that much of the evidence against the cabaret was hearsay and that the Penthouse was "arbitrarily put out of business" before it was given a hearing.

Do you know???

Was Chuck Connaghan Kenny's star pupil in Psychology in 1960

- Ian Mackenzie Photo



Judy Wright persuades motorist not to cross our lines. - Peggy Smith Photo

B.C. FED.

Cont'd. from page 5

officer of the Federation, to set up a meeting of the AUCE, the Federation Officers, and affected affiliates as laid out in the Picket Policy.

Monday, 1 December 1975

Nancy Wiggs reminded John Squires of the meeting which was required by the Picket Policy. He suggested Wednesday morning at 10 am. Nancy reminded him that the strike was set to start at 12 midnight Tuesday. A meeting was set at the Federation Office for 3:30 pm Monday. Russ Anton and Nancy Wiggs attended for AUCE. Present at the meeting were Len Guy and John Squires from the Federation (maybe more) as well as representatives of the affected affiliates on campus. Nancy Wiggs gave a brief account of the status of negotiations to date, the results of our strike vote, and of our intended method of carrying out the strike. The affiliates and the Federation Officers gave criticism of the irresponsible way in which AUCE had planned the strike without consulting with the Federation. She said they feared that AUCE's irresponsibility in this would have grave repercussions in the labour movement and the progressive attitude in British Columbia about picket lines, strikes and labour movements in general. They said that AUCE's irresponsibility would cause great confusion and resentment within the affiliated unions and that this dissension would reverberate throughout the entire labour movement. Nancy Wiggs

pointed out that it is the membership of AUCE alone who can decide the time and manner of strike for itself. She pointed out that AUCE felt that they were striking at a good time for their union, that the period before exams was a crucial time for the University. The Federation expressed its concern for the irresponsibility of allowing the membership make decisions such as this about things that they do not understand. Nancy Wiggs asked the Federation Officers if they thought that it was wrong to tell the membership the details of the strike, but that it was right to tell the Federation? The answer from the Federation was YES. They asked Nancy to recommend to the Tuesday Meeting of AUCE that AUCE postpone its picketing until a strategy meeting of the Federation affiliates could be held. Nancy invited a member of the Federation to attend that Meeting and explain their position to the membership of AUCE. They did not wish to attend the meeting. Nancy promised that she would make this recommendation to the membership.

Tuesday, 2 December 1975

Nancy Wiggs recommended to the AUCE Membership Meeting that it postpone its strike until a meeting of the affiliates could be held. The motion failed for lack of a seconder. At 7:30 pm she called Len Guy at his home (Margot Sherk was on the extension taking notes of the call). Mr. Guy was most upset at our decision and said that if our strike was threatening the labour movement as a whole our picket lines would be removed. Nancy asked him what he meant by "removing our pickets"? He did not answer, but said that our union was showing the grossest irresponsibility and lack of concern for the responsibility of the Federation of Labour. Nancy said that

she was sorry if AUCE did not understand the intent of the Federation's Picket Policy, but that AUCE had followed the policy to the letter and in good faith. She said that she really didn't know how to answer Mr. Guy's criticism's and was sorry that AUCE had misinterpreted the policy. She asked why the intent of the policy was not at all illustrated in the Picket Policy. Mr. Guy said that any trade union knows it must first check with the Federation before even planning a strike. Nancy said that she felt she had to terminate the call.

Wednesday, 3 December 1975

The Federation of Labour representatives asked that representatives of AUCE attend a 10am meeting at the Federation Offices. Ian Mackenzie, Russ Anton and Nancy Wiggs attended for AUCE. More criticism was given of AUCE's irresponsibility in striking. The Federation asked us to move our pickets so we were not blocking gates, but that we instead picket buildings. AUCE pointed out that we had only 1200 members who would have to picket over 500 buildings round the clock in order to protect fellow union members from being asked to come to work. This was an impossible task. The Federation was insistent that we had no right to divide all the unions on campus since some were working and some were not due to the location of our pickets. AUCE pointed out that the problems of some workers being at the job and some not would be compounded if we picketed buildings. If we picketed buildings, then about 1/3 of CUPE would be not working, and 2/3 would be at work. The Federation suggested that we should give serious and grave consideration to the matter.

Thursday, 4 December 1975

The Federation asked that AUCE attend a 10am meeting at the Federation Offices. Ian Mackenzie, Russ Anton and Nancy Wiggs attended. Present were the Federation Officers. The discussion was the same as the Wednesday meeting.

The Federation asked that the Executive and Contract Committee of AUCE attend a meeting at 3:30 pm to give the Federation our answer to their request that we move our picket lines to around buildings. Len Guy and John Squires were present for the Federation. What follows are the minutes of the meeting.

Meeting of the representatives of AUCE local #1 with Len Guy and John Squire of the B.C. Federation of Labour - 3 Dec., 1975 - B.C. Fed. Office.

These minutes are not a complete transcript of all that was said. The statements attributed to each speaker are not always verbatim, but are close to being so. We hope that the completeness of these minutes will avoid anyone's statements being taken out of context.

Guy: The BC Fed is in business to hold up not hinder strike efforts, but we do get extremely concerned when the co-ordination of strike efforts is not planned with those people who are going to be asked to put their pay on the line for your settlement. Our affiliates expect us to co-ordinate efforts, including those of unaffiliated people. All unions in the province have dealt with and attempted to follow our policy on picketing. We must protect the weapon we have built. The sanctity of the picket line is stronger here in B. C. than anywhere else. We think your union used the atom bomb on day one of the strike and this has caused nothing but problems. We have had about 150 calls concerning this matter and this problem arose because of insufficient planning. You have a city out there and people normally picket their places of operation. You have created a total effort from day one which is an extreme danger. One of the biggest groups probably cannot hold their members beyond Sunday and we cannot have the picket line destroyed. We ask you to give really serious consideration to removing the picket line on Sunday and picket the way we say. We would use all the tools in our power to get you a settlement. We have told the university management they will be in trouble with the entire labour movement if a settlement is not reached. We can arrange meetings immediately for you and you must take a realistic position at these meetings. Don't maintain the kind of picket lines we cannot enforce. We cannot stop CUPE from crossing your picket lines unless it is done with us. We don't want you to destroy our tools, which we feel you are doing. Every union that goes on strike wants to beat back the whole world on the first day and we are liable to get hit with back-to-work legislation if their strikes are not successful.



Strike Committee members Judy Todhunter & Carol Pincock. - Peggy Smith Photo

Ian: I did recommend you point of view to the executive and we discussed picketing individual buildings.

Nancy: If we picket individual buildings we would pick out the most important buildings - those receiving the greatest use, i.e., the library. There is a concern that we shouldn't make any more trouble for CUPE than we are presently. With individual buildings being picketed, some of their people may get paid and others must honour the picket lines and not be paid.

Ian: Please clarify your objections to the present picketing.

Guy: You are going to have a maximum effort until Sunday night. After Sunday we have a problem as we don't want picket lines around the entire operation. Hopefully we may be able to avoid that by getting you back to the bargaining table.

Squire: Pickets would be at the actual place where your members are on strike next week - where employees are employed. Once you go beyond this area to picketing operations where you do not have any members it is more confused.

Guy: This way there would be no problem in us handling other unions.

Squire: The problem is where there are no striking members employed. This could go into next year if there is not an early settlement. We are going to have a problem in getting CUPE to honour the picket lines even under the terms we have suggested.

Guy: You have a legal and moral right to picket buildings where you work and if CUPE people work there as well, they are going to have to honour your lines but they want the right to share and plan the picketing. They have agreed reluctantly to go along until Sunday night only.

Russ: It was also CUPE's idea to picket pretty much in the same locations as we have now. He was saying there is a lot of problems internally in CUPE because of the passes being given to some people. We would be causing more problems if we picket individual buildings. We must live with these people long after this event.

Squire: CUPE came here requesting that you remove those lines so they could have a meeting and I have a strong feeling that some are going over the hill on it and we are going to have some real dog fights. Your position is stronger if you are just picketing areas where you have members.

Nancy: We looked at other unions when planning the strike and they picket their employers. The university employs us, not particular departments and we followed this example, picketing the University of British Columbia. This is another reason why we didn't picket individual buildings.

Guy: We understand this. This happens in every dispute. The alternative is that thousands of people are putting their pay check on the line to help your strike. That is why this organization is used as a co-ordinator. You don't have the moral right to ask people to sacrifice their money to get you a settlement on day one because you have

not tried other ways and if they don't respect your picket lines, your weapon is gone.

Squire: A very short time ago unions were crossing picket lines of other unions and 15 years ago this was par for the course. All kinds of deals had to be made before you could ensure a solid picket line.

Guy: With the pulp and forest workers we had to get involved in the picketing. The alternative is indiscriminate picketing and people crossing the lines, which is the situation in other provinces and in the states.

Squire: Even picketing does not win a settlement sometimes anyway.

Guy: We plan them together and that is why the picket line means something. The people in other provinces do not win strikes.

Squire: In some areas it is considered a win just to get back to work and in some places people take a loss to get back to work and it is because they failed to get the support of the other workers. The most effective time in any bargaining is the 11th and 12th hours prior to a strike. There is no such thing as a short strike any more. There are very few employers who are taking short strikes. When you depend on other unions to support your strike for a long time you must work with them. There are criticisms from affiliates of your organization in not responding to our suggestions. I would suggest that you use them to the best of your ability to win the dispute.

Ian: This has to be a short strike. Our membership will not go out on strike through December as there would be no reason for a settlement during the Christmas break. This has to be settled in the next week, one way or the other.

Guy: That is so erroneous. If management realizes that there could be only a short strike they would have no pressure to settle.

Ian: Our membership will have to go back.

Guy: If you are going to involve the whole labour movement in this you must stay out and not play games. You made

a decision to have everyone make a sacrifice.

Dick: You are criticizing us for our picketing policy. We have laid the sancity of our whole union on the line. The university knows what position we are in. They are negotiating in bad faith and we must do everything we can at this time to force a settlement.

Guy: The only time the university is going to move realistically is when they are involved in a real war.

Squire: No one is being critical of what you are attempting to do. Obviously the university was not going to bargain with you until it got down to the nitty gritty. The only incentive you can give them is the withdrawal of your services. When you go into a strike which involves other trade unionists and other labour organizations, this requires a certain amount of consideration for the problems they have and that is not that they should have the right to work and cross your picket lines. It is commonsense because if this support is not attained, they will cross your lines.

Dale: It was my understanding that the Fed was dedicated to opposing the federal wage and price controls. This dispute is not so much with the university as it is with the federal government. The university believes it is illegal to settle above the guidelines and it is time to get together over this.

Squire: It is a fair chance that you are going to be hit with the controls.

Dale: The federal government cannot enact legislation to cover provincial institutions.

Guy: Don't hide behind that. That is just a matter of making the moves. It will be done. The name of the game is negotiate the best contract you can and not say anything to check whether they are monitoring the settlement.

Frances: The problem there is that the university's proposal is contingent on prior application to the Board.

Cont'd on pg 12



Harried co-ordinators at strike headquarters.

- Peggy Smith Photo

Continued from pg 11

Squire: That is going on everywhere right now. You cannot sign a contract anywhere in the country. For a union to go out on strike after the legislation was introduced is questionable.

Dale: The university is working on Declarations of Intent and there is no basis in fact for them to take this stance.

Guy: We understand that we are getting screwed as a labour movement, but we must face the practical problems. You are not going to take them on legally because they just put through legislation.

Squire: - or terminate your strike, such as was done with the food workers.

Joan: If we do call it off on Sunday night how are you going to help us?

Guy: We will start accelerating the strike until the entire labour movement is behind you. We are trying to get it back to square one. You must slowly involve all the affiliates. Tomorrow, if you are willing, I think the Fed is prepared to approach both groups to get bargaining going again through the mediator. Are you willing to start bargaining?

Nancy: (emphatically) Yes. We have sent a brief to the Board of Governors illustrating our eagerness to meet with the Board. This also outlines the articles left outstanding and reasons for each. We have not heard from them yet about a meeting. We know some of the members of the Board are anxious to meet with us.

(There ensued a discussion of the practicability of resuming negotiations, of no direct bearing on the picketing policy. After this, AUCE held a short caucus to determine exactly what position to take).

Ian: At the meeting on Sunday we will have to recommend that the strike continue on the same basis or stop at that point. If we were to take the position of picketing just buildings it would be weakening the strike so much we might as well call it off. We could win this strike this way only if it is a prolonged strike. Our membership will be forced to go back to work before Christmas, either winning or losing. We cannot recommend that the strike be reduced as you suggest. This would ensure just as many problems as presently because approximately 1/3 of the workers in another union would have to honour our picket lines and not get paid while the rest would work and be paid.

Guy: We are not going to allow you to destroy the picket line. Before we are going to allow a wholesale crossing of the picket line we will remove them. We are not going to have people crossing picket lines.

Squire: You had CUPE's position this morning. It is very difficult to impose your position on another organization. The meeting with the affiliates came out as we have said.

Guy: I would suggest that if you are going to live in this labour movement you must grow up and stop behaving like children. We are not going to let you destroy the weapon we have build up over many years and in which you have little to do with the building. If those picket lines aren't down by Sunday night, we're going to take them down.

Ian: How do you propose to do that.

Guy: We'll cross that bridge when we come to it.

COMMENT

We were not blameless: our various mistakes are examined in previous articles. We made some tactical errors. But it was not unreasonable, nor irresponsible, to picket the campus as a whole. The campus as a whole is our place of work: it is no coincidence that CUPE 116 had adopted an identical picketing plan for their narrowly averted strike last April.

Inevitably, the strike had to be a short one. The Christmas break was coming. It was not unreasonable to expect a short strike: our position, in pure monetary terms, was very close to the University's at that point. We had to put maximum pressure on immediately.

The B.C. Fed. was allegedly concerned with "preserving the sanctity of the picket line": it was predicting a mass crossing of the lines on

the sixth day of the strike. The fact that this did not occur shows how little faith Len Guy and company have in their membership.

No, "preserving the sanctity of the picket line" was not the real reason they wanted us to remove ours. The real reason is the B.C. Fed.'s desire to dictate the actions of not only its affiliates, but also of independent unions like ourselves.

The very existence of an independent, democratic clerical union like AUCE - representing previously "un-organizable" workers - is an embarrassment to the Established House of Labour. The last concern of the B.C. Fed. was the success of our strike: after all, the removal of our picket lines would have broken it.

-Ian Mackenzie

Cont'd from pg 2

Tuesday, October 7th...I received a phone call in the a.m. from one of the University reps. saying that they were prepared to meet with us again on Wednesday. He was informed of the contract committee's decision to take Wednesday off for the above reasons... but that we would like to meet with tjem on the Friday.

In the p.m., I received another call from the same University rep. saying that since the Union wasn't willing to meet with them anymore, they would have to apply for a mediator.

I said I didn't think it was necessary and re-stated our reasons for deciding not to meet on the Wednesday. I was then told that if we didn't meet with them on the Wednesday, they would go ahead and apply for a mediator.

WE SAID WE'D MEET ON WEDNESDAY.

Wednesday, October 8th...AUCE goes to the meeting with the University. We sit down at the table and the University informs us:

"Well, we've applied for the mediator...just like I told you on the phone."

Union: "You didn't say that. You said that if we didn't meet, you would apply for a mediator!"

University: "I never said that."

So, we told them that "because we were unprepared for this most recent development, we would like to adjourn", that "we would be in touch with them about further meetings", and that "all future communication will be in writing."

We left the meeting and tried to sort out what was happening. We telephoned Mediation Services to see whether or not they had received the application yet... and DAMN-IT, the application had been submitted on the Monday!!! the application had already been processed, and our mediator appointed!

When our president, Emerald Murphy, went to Connaghan to complain about this premature application for mediation, Connaghan told her that his "informants" had told him that we were planning to strike.

Up until this point, we had seen no serious attempt by the University to actually negotiate. We felt that the University's application for mediation services was a premature action; however, with the help of the mediator (Mr. Ed Sims), we did begin to make some progress...eg., settling those proposals dealing with Union Shop, Stewards Rights, Layoff and Recall procedures.

But no progress was being made as far as the "money" issues went. The mediator was proposing that we accept the University's 19% offer, because he believed we were covered by the guidelines. The University had been in touch with both Ottawa and Victoria and had received communications to the effect that we were covered (or were to be covered).

This attitude meant that no progress would be made towards the restructuring of the wage scale (our major concern) while we were in mediation.

We believed that both the University and the mediator were operating on declarations of intent - and that, in fact, there had been no parallel provincial legislation enacted and we were specifically excluded from the Federal Legislation. Also, our legal advice was to bargain as though the guidelines did not exist.

At the beginning of November, we learned that our negotiations were to be further complicated (and perhaps further stalled) by the calling of a provincial election. The legislation was prorogued until sometime in the new year - and there had, so far, been no provincial legislation announced.

We told the University that we wanted a settlement by the end of the month, and to that end we met with them almost every day. But it just wasn't working!

It was of great importance that we reach a settlement with the University, as we feared they would stall us (again) into the new year, when perhaps there would be provincial wage and price controls legislation announced.

We were also anxious to settle because our previous agreement had expired two months earlier.

The "money" issues (i.e. vacations, overtime pay, shift differential, most benefits, and, most important, the restructuring of the wage scale) remained outstanding.

We wanted the darn thing settled -- We were tired and totally frustrated. We asked the mediator to report out -- and we went on strike.

Meetings continued, off campus, during the strike. The University had proposed a form of restructuring to the wage scale which was totally unacceptable. We were meeting at the Plaza 500 and the situation there was truly bizarre! We had Connaghan's absent presence to deal with. (He was in another room one floor below.)

It was clear that it was Connaghan who was running the show; the University reps. received their directives from the man in the room downstairs. There was much running up and down for the University reps. between our meeting room and Connaghan's room. The University reps. did much talking about their "friends on the picket line"... yet, no progress was being made towards a restructuring of the wage scale based on the "Equal Pay for Work of Equal Value" principle.

We told the University that we would be prepared to remain within the cost (to the University) of the 19% wage offer...if only this amount would be applied to our proposed restructuring. We asked them to give us the total cost figure, and we would work it out ourselves. THEY SAID NO.

Finally, in desperation (knowing that we could no longer remain on strike) we asked the University to put their 19% wage offer back on the table. We were prepared to take this back to the membership again. This particular proposal answered none of the questions we put to the University, but it did not violate the principle of the restructuring as their latest proposal did.

THE UNIVERSITY SAID NO.

Well, we were forced to come back to work without a contract, as we couldn't accept the University's proposed restructuring...

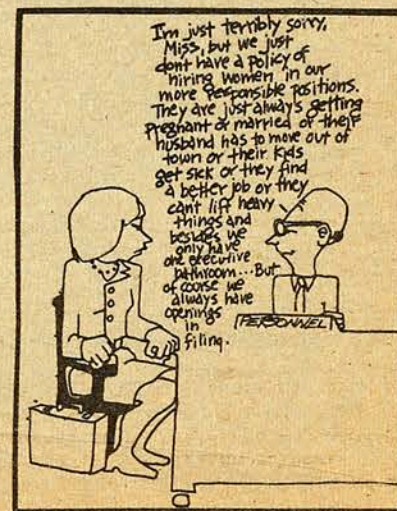
At this point, I went on holidays, but meetings continued, and the University came up with another offer.

While it was not really what we had wanted, the contract committee felt that we could live with it and brought it back to the membership where we voted to accept the offer.

We never expected to have so much trouble with this round of negotiations, because our proposals this year were really quite moderate when contrasted against the radical changes brought about by our first round of negotiations, over which there was considerably less fuss.

BUT THERE WAS ONE FACTOR PRESENT THIS YEAR, WHICH DIDN'T EXIST LAST TIME AROUNDMR. CHUCK CONNAGHAN.....SINCE HIS ARRIVAL, CONTRACT NEGOTIATIONS ARE GOING TO BE A LOT DIFFERENT.

- Dale McAslan



WANTED:

Good home or acreage for used university. Well maintained and in good running order. Added features include a small browsing library of one million volumes, assorted stone buildings and wooded huts - some heated. One olympic size swimming pool under construction.

Added luxury; Efficient library and clerical workers - already organized.

Optional extras include Power Plant, Physical Plant and Traffic and Security.

Must sell quickly. Next payment due February 29, 1976. New owner must be able to afford to maintain it in the manner to which it has become accustomed. No good offer refused.

Apply BOX 1. This Paper.



These few notwithstanding, student support was sadly lacking.

- Ian Mackenzie Photo