



association of university and college employees

April 3, 1981

Ruth Mirza
History
Campus Mail

Dear Ruth:

Although I have stated previously that I appreciate your position as Secretary IV in the History department, there seems to be some confusion over the role of the Union and your position as an AUCE member on this campus.

First of all, as an officer of AUCE, I am a shop steward. As Ms. Glavina stated in our meeting with Dr. Kubicek, at which you were present, I attended with Ms. Glavina as a reference person. As an employee in a union shop you will of course appreciate the importance of correct interpretation of the collective agreement. We were not aware that there had been a problem in the department of History until this time. Had the collective agreement been adhered to, this would not have been the case.

Further, at the meeting at which you were in attendance, Ms. Glavina and myself stated our desire to come to a solution which would satisfy everyone, including Ms. Scott. We asked Dr. Kubicek if he would prefer to see Ms. Scott transferred to another department, rather than that she be dismissed. We requested he mention this preference to Employee Relations. Transferring had not been tried. Ms. Scott had applied for 6 transfers since June 1979, but had been turned down because the University had initiated a new "policy" whereby employees undergoing discipline cannot be transferred. The Union does not agree with this interpretation. I do not consider this as inflexibility on the Union's part.

I recognize the difficulty of your position in the department of History and the possibility that you should not be in the bargaining unit. However, if this is the case, it is up to the University administration, not the Union, to rectify this. As an AUCE member you are not management. You do not assume the responsibilities of the financial restrictions of the department. As long as you are prepared to do this, your untenable situation will not change. Your position as a bargaining unit employee was clearly delineated in my letter of February 24th. In the meeting with Dr. Kubicek and Ms. Scott, you indicated by your demeanor, strong emotional involvement which went well beyond documentation of facts. It was for this reason that I advised you to consider your behavior.

Perhaps you do not understand the obligation of this Union. We are bound to protect employees through the enforcement of the collective agreement. If this agreement has been breached, we are obligated to step in. If we did not do so, the agreement would be useless, and the work of those you mention, who first formed this Union, would have certainly been in vain.

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Finally, although I appreciate your comments and concerns with the way you perceive the Union representatives conduct their battles with the administration, I can only assume that you have not been fully cognisant of the situation. I would like to remind you as well, that all AUCE members are encouraged to participate actively in this Union.

Yours truly,

Wendy Bice
Union Co-ordinator
AUCE Local I