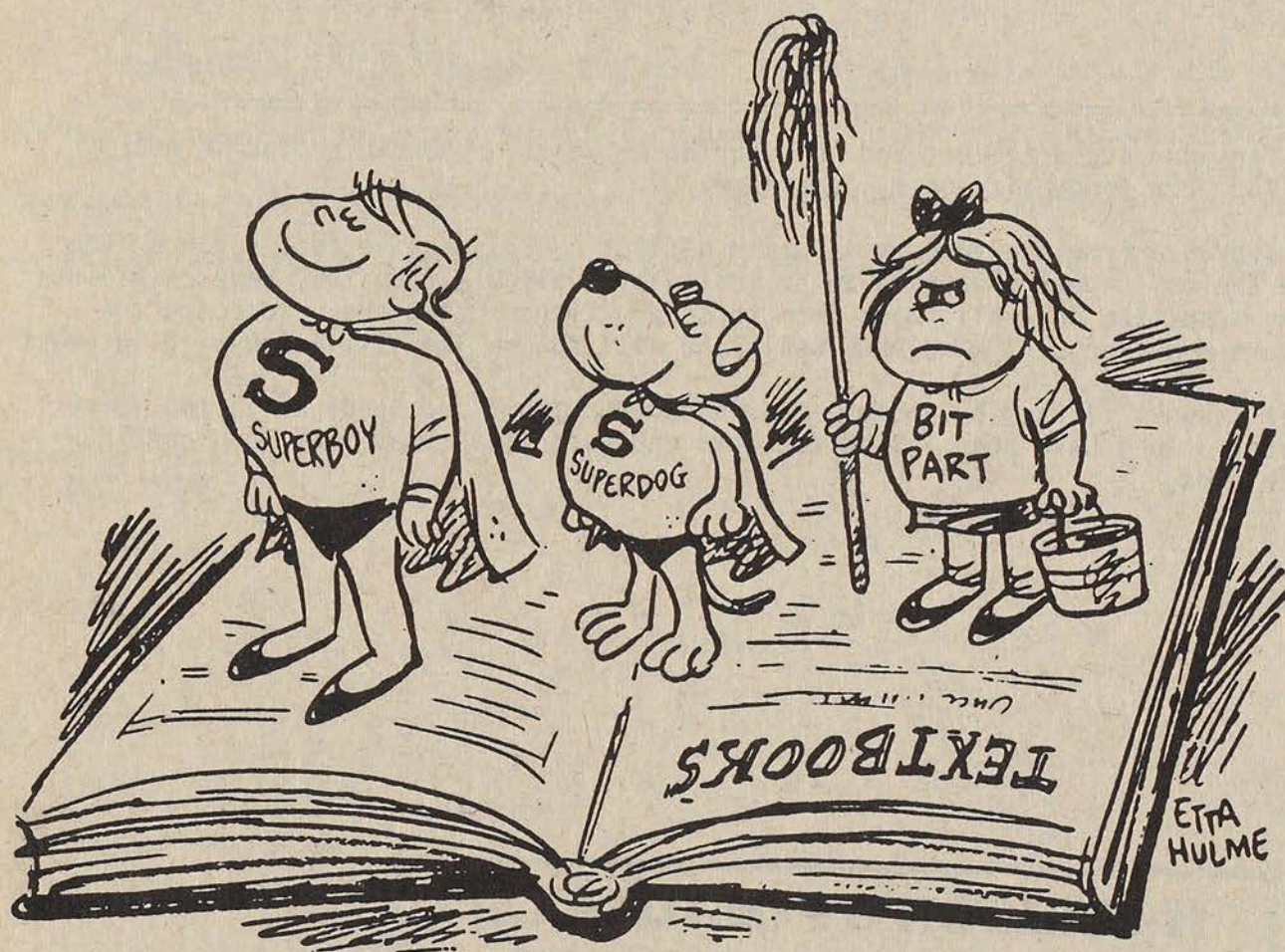


on campus

association of university and college employees

VOL 1, No 7

AUGUST 1982



ETTA
HULME

Letters

TO: The Executive
AUCE Local 1

FROM: Murray Adams

30 July 1982

Thank you all for your encouragement and help during my years of participation in AUCE, and thank you for your generosity on my departure.

I wish you deliverance from the twin evils which afflict AUCE: massive indifference from those who nevertheless expect the Union to be instantly available when they have complaints; and unrelenting suspicion and malignment from those who imagine that they alone are the guardians of pure democracy. I wish AUCE well, and will follow its activities with interest.

Finally, special thanks to Carole Cameron, the Union Organizer, and Wendy Bice, the former Union Coordinator. They have been valued teachers and associates; may they long continue to be valued friends.

✓cc: On Campus

HARRISON'S POSTULATE:

For every action, there is an equal and opposite criticism.

AUDITOR'S REPORT

TO: The Members of the Association of University and College Employees
Local No. 1.

We have examined the balance sheet of the Association of University and College Employees Local No. 1, as at December 31, 1981 and the Statement of Revenue, Expenditures and Unexpended Revenue for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the association as at December 31, 1981 and the results of its operations for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Vancouver, B.C.
July 20, 1982.

S. M. Vandervoort
Auditor

EXECUTIVE REPORT -- AUGUST 1982

AUCE LOSES TWO ACTIVE UNION OFFICIALS!

Being an organization which is almost entirely dependent on its volunteer members to function, it is difficult to continuously submit pleas for volunteers to serve our various committees. It is almost painful when two of our members who have made a tremendous contribution to the advancement of this union leave us to take different paths. The Executive would like to acknowledge on your behalf the time, energy and effort given by two very active Union officials, Wendy Bice and Murray Adams. We will be extremely hard-pressed to make do without them!

In the beginning of July, Wendy Bice, our previous Union Co-ordinator for the past two years, assumed a staff representative position with the VMREU (Vancouver Municipal and Regional Employees Union). For the past two years, Wendy has been active on our Contract Committee and Grievance Committee, and was actively involved in the 1980 set of negotiations. The Executive would like to wish Wendy the best of luck in her job with the VMREU.

Murray Adams began his involvement with the union just over two years ago in serving as the Chair of the Job Evaluation Committee. His interests were extended to the Grievance Committee and the 1981/82 Contract Committee, where he also served as the Chairperson. Being primarily interested in law, Murray's legal insight into grievance issues and contract issues have provided an enlightened and valuable perspective for members of both committees. It will be sorely missed! It is appropriate that Murray has chosen to enter law school in September!!

The Executive would like to extend the deep appreciation and thank you of AUCE Local 1 to both Wendy and Murray for their services and contributions to the Union. Good luck to both of you in your chosen paths!

Suzan Zagar,
On behalf of

The Executive
AUCE Local 1



association of university and college employees

NOTICE OF MOTIONS

THAT AUCE LOCAL ONE TAKE THE SECRETARY II DISCHARGE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

This person was disciplined in the absence of a steward and discharged without just cause and in violation of the principle of progressive discipline.

THAT AUCE LOCAL ONE TAKE THE EMPLOYEE FILES/CHANGE OF EMPLOYMENT STATUS GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

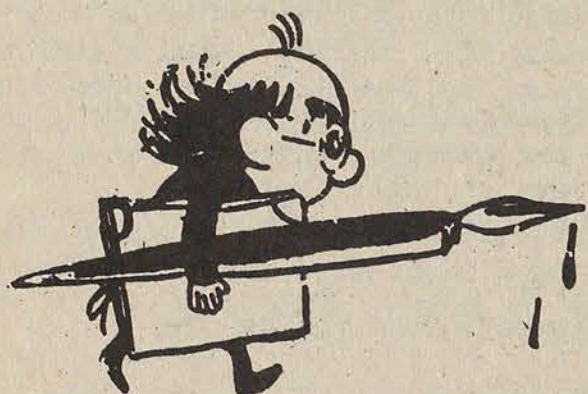
This person was moved from a permanent to temporary job and subsequently laid off. In addition a document was put in her file and it is also in dispute.

THAT THE MEMBERSHIP ENDORSE THE GRIEVANCE COMMITTEE POLICY ON HANDLING GRIEVANCES (as reprinted on the following page).

This policy was drawn up by the Grievance Committee after lengthy discussion within the committee. The Executive has endorsed but everyone involved in both the Executive and Grievance Committees felt very strongly that the membership should be aware and have the opportunity for discussion.

THAT THE MEMBERSHIP OF AUCE LOCAL ONE AUTHORIZE DESTRUCTION OF THE BALLOTS FROM THE REFERENDUM VOTE FOR UNION ORGANIZER.

Take vitamin pills to counteract ills of VDT use, health official advises



**NEXT ISSUE
DEADLINE:**

August 24 1982

GRIEVANCE COMMITTEE REPORT

Several months ago, the grievance committee began discussing the policy for handling grievances which is reprinted elsewhere in this newsletter. We were concerned at that time to develop a consistent practice in the disposition of grievance matters which reach step three of the grievance procedure. Until that time, none had existed in our local by-laws.

Once we began talking about this policy, we realized that we had in fact developed a set of guidelines for dealing with grievances. These guidelines had gradually evolved through the experience accumulated over several years. For example, we had learned (the hard way!!!) that effective communication with our grievors, stewards, lawyers, and Employee Relations was essential; it was not practical for a grievor to manage her arbitration independently of the grievance committee, leaving us to flounder for explanations when the University's lawyer telephoned to resolve practical details of an arbitration.

We realized, too, that through our collective experience of resolving grievances we had gleaned a broader view of how we must maintain the collective agreement. We realized the danger of arguing cases in ways which might prejudice rights guaranteed by our contract. There is the example of an employee who had been hired as a temp. to fill the position of a woman who was on maternity leave. She knew that her appointment had a finite term, and that she would have to find another position when the term ended. During this term, she became a continuing employee, since she worked at the University for longer than three months. Matters became a little confusing when the woman who was on maternity leave did not return to her job. The job was posted, and subsequently another woman was involuntarily transferred to the position. The temp. argued that the job was now hers, since she had become a continuing employee and was currently in the position. If the grievance committee had agreed with her, the transferred employee, who had more seniority, would have lost her rights under our involuntary transfer clause. More importantly, however, we might have prejudiced this clause for other employees in our bargaining unit whose jobs were disappearing! The grievance committee has taken the correct position that wherever there are conflicting interests in a grievance, it is our job to protect the interest of the union as a whole--not to sacrifice the contract to the interest of a single individual.

Through these and other experiences, it became evident that the grievance committee had to assume a great amount of responsibility for decision-making. But while we felt that a certain amount of centralized management of grievances was necessary, we did not wish to exclude the grievor or steward from the decision-making process. (This participation is vital and necessary for the successful resolution of disputes. Grievance committee meetings are open for any member of the local--and we would certainly welcome increased participation in this respect.) We also felt that the grievor must have some right of appeal if she disagreed with the grievance committee's disposition of her grievance. That is why we have included in our policy the right of appeal to the executive and to the membership. We have in the past disagreed with a grievor about whether we should take her case to arbitration. This person was informed that she had the absolute right to approach the membership and argue her reasons for continuing to process the grievance.

The grievance committee has drafted this policy only after long and deliberate consideration of its obligations to the membership as a whole. We wanted to make our practice known to the membership, to clarify our function and to ensure at the same time that the rights of the individual grievor are maintained. We welcome the opportunity to discuss this policy with the membership at the next membership meeting.

Helen Glavina
for the Grievance Committee

POLICY ON HANDLING OF GRIEVANCES BY THE GRIEVANCE COMMITTEE

1. One or more members of the Grievance Committee will be assigned to research and present each grievance.

2. The Committee will decide whether to take a grievance to the University's Labour Committee.

If the Grievance Committee decides not to take a grievance to the Labour Committee, it will:

- (1) provide the grievor and her/his steward with an opportunity to meet with the Grievance Committee,
- (2) undertake to reconsider its decision,
- (3) provide the grievor on request with written reasons for its final decision.

Where the grievor is still unsatisfied, she/he may appeal to the Executive.

3. (a) The Grievance Committee, subject to appeal to the Executive, shall have sole authority to decide:

- (1) whether to recommend that a grievance be taken to arbitration,
- (2) who shall represent the Union in arbitration,
- (3) who the Union will accept as an arbitrator,
- (4) who shall act as liaison among the Committee, the grievor, and the Union's representative.

- (b) If the Grievance Committee decides not to recommend that a grievance be taken to arbitration, it will:

- (1) provide the grievor and her/his steward with an opportunity to meet with the Grievance Committee,
- (2) undertake to reconsider its decision,
- (3) provide the grievor, on request, with written reasons for its final decision.

Where the grievor is still unsatisfied, she/he may appeal to the membership.

4. The grievor shall, by bringing a grievance before the Committee, agree:

- (1) to abide by the Committee's policies and procedures,
- (2) to accept the Committee's decisions on the conduct of a grievance, subject to the procedures for reconsideration set out above,
- (3) to keep the Committee, through its assigned representative, fully informed of the progress and potential resolution of the grievance.

5. The Committee, through its assigned representative, shall keep the grievor fully informed of the progress and potential resolution of the grievance.

6. Differences of opinion on any matter within the Grievance Committee will be resolved by a majority vote of a quorum of its members at a scheduled meeting.

Letter to: AUCE Local #1 Members

From: Lissette Nelson
Nancy Wiggs
Ann Hutchison

We are pleased that the Grievance Committee has decided to put its policies for handling grievances in writing and have the membership vote on them. This gives us all a chance to provide input on these policies (which should be of concern to us) and it gives us a better understanding of the workings of perhaps the most important committee in our union.

We have studied the Grievance Committee's presentation on policies (see "On Campus -- July 82 -- next to last page) and as experienced shop stewards of this Union make the following observations.

The policies presented by the Grievance Committee are well intentioned and fine as far as they go, but omit one very important concept -- the rights of the grievor in the process. The policies as they stand could be open to misinterpretation and possible misuse if left as is. We believe that not only the needs of the Grievance Committee to function must be met, but also that the policies should spell out clearly the participation of the grievor in the process. Making sure that grievors feel comfortable with our handling of grievances and that they come out of the experience with the knowledge that their rights have been fully taken into account is crucial. Also, this is one of the few, but one of the best ways to encourage members of our unit to enforce our contract and to resort to the grievance procedure when that contract is violated. It is through those members that step forward and fight that the Union enforces the contract on a daily basis.

Enclosed are proposals for amendments to the Grievance Committee's submission. Please consider it carefully.

Thank you.

+ See following page for proposed amendments

These regulations bind grievors, Grievance Committee and Union Office staff involved in the processing of grievances.

1. Research & Presentation of a Grievance

The grievor will ask or the Grievance Committee will assign, one or more members of the Grievance Committee to research and present each grievance. The grievor may want to help the Committee regarding this work and should be allowed to do so.

2. Step III Level

At the grievor's request or at their own decision (if it is a policy grievance), the Committee shall take a grievance to the Labour Committee. If it is the opinion of the Grievance Committee that the Grievance should not be taken to the Labour Committee, the Grievance Committee shall inform the grievor of their opinion and the reasons for it, but the final decision rests with the grievor.

3. Step IV: Arbitration

At the grievor's request or at their own decision (if it is a policy grievance):

- The Grievance Committee shall prepare recommendations for grievances to be taken to arbitration. These recommendations shall be presented by a member of the Grievance Committee or by grievor her/himself.
- The grievor, her/his steward and the Grievance Committee shall decide on how to handle the arbitration process. They together shall decide -- who shall represent the Union in arbitration -- who the Union will accept as an arbitrator
- The Grievance Committee member who acts as liaison among the Committee, the grievor and the Union representative in the arbitration must be selected in agreement with the grievor. No one that does not meet the grievor's approval should serve as liaison.
- If the Grievance Committee has some exceptionally serious reasons which force it to conclude they should not recommend a grievance to be taken to arbitration, and the grievor still wishes to go ahead with it, the Committee must obtain the membership's approval to drop the grievance.

4. Consultation Throughout the Process

Once a grievor has taken her/his grievance to the Grievance Committee, she/he should endeavour to act in constant communication with the Committee; and the Committee should endeavour to keep the grievor constantly informed of the progress of the grievance.

5. Time is of the Essence

Grievance Committee members or Union Office staff who are required by a member of the Union to obtain information from Employee Relations or from any other source, regarding a potential or actual grievance should fulfill the request with speed or delegate the task to a shop steward who can fulfill it.

"I wouldn't joint a club that would have me as a member"
Marx (Groucho, that is)

This report is not intended to provide a blow-by-blow account to you of all of the activities of the Provincial Executive over the past year, but to reflect upon the more striking events, and, more importantly, to point out our failings and the changes the Executive feels are necessary as a result of our year's experience.

SECTION I: THE CRISIS IN AUCE

AUCE is in crisis and has been for several years. Our two smallest locals -- Locals 4 and 5 -- are in the midst of secession from AUCE, and Local 1, the largest, will likely consider secession upon conclusion of its current set of contract negotiations. AUCE Local 2 is split between its (majority) clerical and (minority) technical components, with the latter sabotaging efforts to restore financial and organizational solvency to that Local.

But these centrifugal tendencies in the Provincial Association are not the crisis. The crisis is the increasing inability of AUCE locals to respond to the economic, political and social changes that have taken place since AUCE was founded in the early 1970's. At that time the economy was (relatively) stable, the NDP was in power provincially, and the women's liberation movement was at its zenith. Today, the economy -- both world-wide and locally -- is in a shambles, a right-wing government is scapegoating both labour and the public sector, and a reaction against feminism is growing in strength and public acceptance.

Under these conditions, AUCE has not fared well -- most notably in that our wages have not kept up with increases in the cost of living, and our working conditions and job security have been eroded. To many AUCE members, the blame for this state of affairs can be laid upon the structure of our Union and its isolation from the trade-union mainstream. They see the size, financial and technical resources, and alleged clout of unions like CUPE and BCGEU as the solution to our problems. But the mainstream labour unions, in particular those just mentioned, have fared little better, in spite of (or perhaps because of) their supposed advantages.

In spite of the wishes of the vast majority of AUCE members, the leadership of Locals 1, 4, 5 and, until recently, of Local 2, have been opposed to AUCE joining the CLC intact as AUCE. In their attempts to persuade their members to abandon AUCE and join another union, the aforementioned leaderships have relied mainly on the tact of "Provincial bashing". Provincial, in particular the Provincial Executive, has been charged with becoming a rather gloomy bureaucracy, insensitive to the needs of the locals, absorbing vast amounts of per capita tax and returning nothing in the way of services or aid. [In fairness to ourselves, it should be said that these leaderships speak eloquently from both sides of their collective mouths -- coupled with the charge of creeping bureaucracy, is the demand that AUCE "centralize" so as to more efficiently provide the services demanded!]

Unfortunately, the charge of creeping bureaucracy is well founded. In the next section, the emerging bureaucratic nature of AUCE will be discussed.

SECTION II: THE EMERGING BUREAUCRACY IN THE PROVINCIAL ASSOCIATION

Bureaucracies are everywhere, they permeate our lives -- as university and college employees and students we have lots of hands-on experience with them. But it is hard to define them very precisely, and even harder to pinpoint exactly when, and for what reasons, an organization becomes a bureaucracy. Our characterization of the AUCE Provincial Association -- in particular the Provincial Executive -- as a bureaucracy is based upon the following facts:

1. Our budget has grown faster than that of any AUCE local.
2. There are more people being paid to do Provincial work all the time with no corresponding increase in the services provided.
3. Provincial Executive meets frequently with most discussion centering around internal matters.
4. Most people who serve on the Provincial Executive now have been doing so for years, or have come back after a break. Many of us are rather odd birds -- at odds with our local's policies or personnel, or dilettantes who can't or won't bring ourselves to do work in respective locals.*
5. Provincial Executive treats requests for aid from locals in a rather tight-assed way: we demand documentation, require that it be done "by the book", and, in the glorious tradition of welfare bureaucracies, extract promises that the aid is absolutely necessary and will be used only for its stated purpose.
6. We always cover our collective ass. Often we make decisions in order to take the heat off of us for past boo-boos, and try not to offend anyone -- thus offending everyone.

Provincial has become, and under the structure we have, will always be, an organ separate from the rest of the body, with interest distinct from, and often at odds with, the interests of the individual locals of AUCE. Provincial has become a classic bureaucracy, and is by its nature profoundly different from the locals in AUCE.

* In planning this report, Jack and I have found that it is people like Jack and I who make us quite ill because we are the very type that has helped cause the problem. We are involved in Provincial year after year often because we don't like what is happening in our own locals, or because we're too lazy to get involved in the local, but we have too inflated an image of ourselves to keep our fingers out of the pie altogether. We find at Provincial others who fit in with us, other feminists, soul-mates. Then we go to convention each year and get terribly puzzled and upset when the rest of the members kick the shit out of our "correct" ideas.

Some of us who have served on Provincial for a long period of time have begun to see our own interests as inexorably linked to the interests of Provincial and therefore to its survival as a bureaucracy. We will fight any change that threatens this set up. It has gone so far as to mean for some that the survival of "Provincial" is synonymous with the survival of AUCE.

So, we are left with the sad situation that locals see Provincial as a potentially threatening body OVER them; a body with its own interests which may well not coincide with the getting and protecting of good contracts, but which is more interested in keeping itself going at any cost. We doubt very much that this is what the founding mothers of AUCE had in mind when they drew up the original constitution.

It would be wonderful if the blame for this development could be laid squarely at the feet of those who have served on Provincial over the years, but this would be a dangerously simplistic view (and every bit as self-serving as the actions of Provincial may appear). In some ways, this role has been thrust upon the Provincial by the locals. It was the locals who thrust Provincial into the role of a policy-making body for all of AUCE. It was the locals who demanded an affiliation policy, it was the locals who wanted more "servicing". By the same token, it is the locals who resent the Provincial stepping in and trying to "service". [And who can blame a person working hard in their local resenting being asked to give up weekends to attend seminars at other locals, when the needs of their own local seem so great.] It is the locals who asked for a level of (available) services that necessitated dues increases, and necessitated a second full-time paid officer. It is the locals who now complain about the money which is "down the drain" in per capita tax.

Well, the fruits of our labour have been that two locals are leaving and the rest hate our guts (perhaps I should say "the Provincial's guts"). It is no longer good enough to moan that the locals are wrong, crazy, unprincipled or that we are taking the "correct political line". None of that matters worth a damn if our precious little organization is going to simply fall down or be torn down around us. So the question arises, how do we best insure the survival of the only thing that matters in AUCE, its locals?

SECTION III: ONE STEP FORWARD AND TEN STEPS BACK? ... AGAIN?

What does Provincial Actually Do Now?

- It supports all sorts of outside organizations and causes.
- It hears local reports. These should be the most important role of the Provincial -- to facilitate the sharing of information about what is happening in and to other locals. In reality, this item is quite often carping about what is going on in one's local, while the rest of the Provincial Executive makes appropriate clucking noises.

- We talk a lot about our own financial situation (which, when the dues are in on time and when the books are kept up is not too bad).
- We plan convention.
- We spend hours and hours planning structures (of our next meeting -- when it will be, how it will be run, what will be discussed).
- We oversee the Strike Fund which is a joke in itself. With the size of our locals and with the cost of strikes, it is ludicrous to assume that the \$10,000 we have traditionally held would be of anything but symbolic use. So, for the most part, the strike fund is used as a slush fund for when locals don't pay their per capita tax, or don't pay on time.
- We spend most of our time dealing with whatever crisis has just arisen (usually these are complaints about Provincial, or locals not paying their per capita tax, although this year we had the Petitions for Secession).

What allows Provincial to be the slow, huge bureaucracy that it is, wasting time at meeting after meeting? Well, it has a lot of money to do it with, it doesn't really have a clear job -- regardless of the pages and pages of policy and procedure. What can we do?

We can stop the Provincial from being an organ with separate interests (whether real or only perceived) from the rest of AUCE (the locals). We can stop the Provincial from having a huge budget to do nothing with. We can stop the Provincial from having two salaried positions with ill-defined duties. We can stop the Provincial from performing vague services for locals who don't want them.

But enough of this philosophic drivel. To the point comrades: we should be facilitating the sharing of information. We ourselves (contrary to our past view) have no information to share.

Instead of having a Provincial Executive which consists mainly of Table Officers (who, although technically responsible to the membership are in fact responsible only to the rest of the Executive) we should eliminate those Table Officer positions and make the local representatives truly that -- people who are elected in their own locals (in other words, just have the Provincial Local Representatives). We should get rid of the Newsletter and instead put all of the local newsletters together every two months, have them reduced and printed, and ship them to each local to distribute to their memberships. We should stop the sham of bearing the responsibility of putting on cross-local seminars. Instead, when a local wants a seminar and would like people from other locals to participate, they could contact the appropriate local representative, who would be able to provide names and numbers of knowledgeable people in their local. If a budget is still in existence, financial assistance could be given at the discretion of the local representatives.

Now to the nitty-gritty -- do we in fact want a budget at all? Yes, we think that we must have one. But, not resembling anything like we have now. What do

we really need money for? Let us have a look. We think that we do need an office which is not located at any local (consider, please that every local now has an office on their campus -- what happens if there is a strike). So, the office (without full-time paid person, of course) would be located at no local, and would have a typewriter, photocopier and a gestetner. That way, there is a place for the local representatives to meet, equipment in the unlikely event that they should want to mail anything to anyone or for ballots, and an office outside the picketted area for locals to use when on strike. What else do we need money for? We need money in case the representatives ever want to loan money to any local for any reason, be it for organizing new locals, or for strikes. We need money in case the representatives want to lend their support to outside groups. (It seems that although our ordinary members resent this activity a lot, elected reps. cannot resist this and feel it is essential.). Do we need money to maintain the "library" of Provincial? Although we had some trouble with this question, we feel it is of more importance to rid ourselves of the superstructure, and it is simply impractical to assume that the local representatives can fulfill this function. At the same time, this duty would not go towards justifying a full-time paid person. So, this money should be used to help locals set up their own libraries. We no longer need much money for travelling expenses (we do not feel that the local representatives from Local #7 will cost that much). We no longer will need money for salaries (except perhaps before and immediately after convention).

We feel that we could reduce the per capital tax to \$2.50 per month per member (at least to this level), which represents around \$55,000 per year (assuming that Locals 4 and 5 are no longer with us). We expect that "production costs" will be around \$30,000 per year, leaving \$25,000 to go into a strike fund. We estimate that our cost figures are in fact quite high.

How do we stop the old problem of having so much money to play with and this leading to a self-serving bureaucracy? Simple, get rid of all of the useless duties that cause this.

Maybe in the future there will come a time when there is not always an internal crisis around every corner, when part of our membership stops dedicating itself to destroying the organization and calms down to fighting for the workers who are members. At that time, we can perhaps rebuild -- for now we must do our best to protect the thing from totally disintegrating.

We recognize that this is a radical job to say the least, and will not merely involve editing the existing Constitution, but will mean culling what we want to retain and totally re-writing the rest. Given this, it is unreasonable to assume that this can be accomplished at this Convention.

So, what can we realistically accomplish this year towards our goal? We can get rid of one paid position -- the Co-ordinator. We can eliminate as many Provin-

cial duties as possible. Our specific suggestions are: the newsletter, the Provincial responsibility for cross-local seminars and committees (which only the same old provincially active people attend -- a little like preaching to the converted; we all get together, tell each other things we already know, nod sagely and go home), the responsibility for maintaining a library or clipping file, limiting meetings to every other month, eliminating over-time.

Jack Gegenberg
Nancy Wiggs

COHN'S FIRST LAW:

In any bureaucracy, paperwork increases as you spend more and more time reporting on the less and less you are doing.

COHN'S SECOND LAW:

In any bureaucracy, stability is achieved when you spend all of your time reporting on the nothing you are doing.

Coffee Linked to Pancreatic Cancer

Researchers from the Harvard School of Public Health have recently found a link between the consumption of coffee and the incidence of pancreatic cancer. Pancreatic cancer is the most common cancer after that of the colon, lung, breast and prostate.

No association was found between pancreatic cancer and the use of cigars, cigarettes, pipe tobacco, alcoholic beverages or tea. But the amount of coffee consumed increased the risk of cancer. For instance, two cups of coffee doubled the risk, while the use of three or more cups increased the risk threefold.

Researchers pointed out that there is a low incidence of pancreatic cancer amongst Mormons and Seventh Day Adventists who do not use coffee. Conversely, there was found simultaneous cancer in a husband and wife who added coffee syrup to the coffee before percolating it.

It has not yet been proven what active ingredient in the coffee is responsible for the cancer. Caffeine does not appear to be the villain as it also is present in tea which is not cancerous. In fact extremely heavy tea drinkers have no where near the incidence of even light coffee drinkers.

Those people who used decaffeinated coffee in association with other factors had even greater risk to themselves. For instance, women who used decaffeinated coffee, smoked cigarettes and drank wine regularly had a six-fold incident of pancreatic cancer. Decaffeinated coffee will be further studied by the National Cancer Institute but please be informed that these substances may not be good for your health.

by Richard Melanson

Source: Internal Medicine Alert, March 1981.



association of university and college employees

JULY 6, 1982

PRESS RELEASE #1

The University of British Columbia and the Association of University and College Employees have been negotiating since the expiry of the collective agreement on March 31, 1982. To date, there has been no discussion of wages, although negotiations have stretched over three months. The University has not yet provided the Union with information required to assess some of the University's proposals, although the Union has repeatedly asked for this information. Both the Union and the University agreed to exchange their full packages of monetary items by June 21. The Union did provide the University with its monetary package on that day. The University did not on that date provide a monetary package. Rather, it presented a job reclassification plan. The plan was lacking in specifics. No indication was given on how many employees were to be in each pay grade and what the remuneration would be. Nor was a cost estimate provided. Since June 21, the Union has on several occasions requested this information. Each request has been met by a refusal. In the absence of the specific information requested by the Union it is not possible for the Union's bargaining committee to respond to the University's reclassification plan. It is the Union's view that the University's failure to provide a wage offer is a tactic to delay an agreement until more stringent wage controls are in place.

S. Irvine

Shirley Irvine, Co-ordinator
A.U.C.E. Local 1



association of university and college employees

July 26, 1982

PRESS RELEASE #2

CONTRACT NEGOTIATIONS

At a general meeting on Thursday, June 22, 1982, the membership of the Association of University and College Employees (A.U.C.E.), Local One unanimously rejected a non-monetary package of proposals offered by the employer, the University of British Columbia.

The Association of University and College Employees has been without a contract since March 31, 1982. Although negotiations between the Union and the University have taken place for nearly four months, there is still no settlement in sight. To date only non-monetary issues have been discussed. In the package rejected by the members at the general meeting were proposals involving erosions of benefits won by A.U.C.E. in the past, such as leave of absence without pay and paid maternity leave. The employer also would like to change the suspension article so that an employee could be suspended for an unlimited time and demoted after suspension.

After nearly four months of negotiations, the University has not yet seen fit to put forth a monetary offer.

FOR FURTHER INFORMATION, PLEASE CONTACT SHIRLEY IRVINE, CO-ORDINATOR, A.U.C.E. LOCAL ONE

June 29 Letter from AUCE Provincial indicating the results of the June 21, 1982 referendum on secession from AUCE

June 29 Letter from AUCE Provincial dated June 22, 1982 indicating the vote for secession resulted in less than the majority of the membership of AUCE Local 1.

June 30 Letter from the Dept. of Paediatrics, Dr. Robert H. Hill assuring AUCE Local 1 that duplicating machines at the New Children's Hospital will be moved.

July 2 Press release from the B.C. Federation of Labour commenting on the federal budget.

July 5 Memo from Sheila Rowsell enclosing the 1982 Convention docket and amended AUCE constitution

July 6 Letter from The Labour Scene - Reminder - AUCE Local 1's subscription to The Labour Scene has not expired

July 9 Letter from Labour Canada referring to a recent application for a labour education grant for 1982/83.

July 12 Press release from the B.C. Federation of Labour indicating they are prepared to meet with the provincial government regarding the economy

July 12 Letter from Robert Chapman enquiring about employment for a Research Officer in occupational health and safety with AUCE.

July 13 Press release from the B.C. Federation of Labour indicating they are not surprised by the extremely high unemployment statistics

July 13 Memo from Mr. S.C. Potter, Director of Purchasing at UBC indicating that Mrs. Leslie Birch has requested three months maternity leave

July 15 Letter from Labour Relations Board of B.C. regarding certification of HSCH and HEU and CUPE

July 16 Letter from R.A. Grant, Director of Employee Relations Dept. regarding the University meeting with the Union's Job Evaluation Committee

July 19 Letter from R.A. Grant to Ms. Carole Cameron regarding a request from the Union's Grievance Committee for a Labour Committee Meeting.

July 19 Letter from the Labour Relations Board of B.C. advising AUCE Local 1 that the Office and Technical Employees' Union, Local No. 15 has applied to be certified for the unit of Thunderbird Winter Sports Centre - office, clerical and technical employees.

July 19 Letter from Katie Young, McGrady and Young, Barristers and Solicitors regarding pay grade package and Wage Controls

July 19 News from COPE publication

July 19 Letter from COPE regarding their annual Garden Party

July 19 Nomination from L. Strand indicating her position to stand as an at large member of the Contract Committee.

July 22 Letter from the Minister Responsible for The Status of Women thanking the Union for their views of the maternity benefits

July 21 Letter from the Retail Wholesale Union indicating that Local 580 has concluded a first Collective Agreement with Malkin and Pinton Industrial Supplies in Prince George

July 27 Press release from the B.C. Federation of Labour attacking the provincial government for making unnecessary changes to the Labour Code

July 28 Adrien Kiernan indicated she will stand on the Contract Committee

NOTICE WITH REGARD TO ADDRESS CHANGES:

In order to keep our records up to date so that we are able to contact members, please submit any address changes in writing to the Union Office. We are interested in your home address as well as your work address.

AUCE MEMBERS AT VGH & THE HOSPITALS:

There is considerable confusion since some of the departments have moved. Please notify the Union Office if we have your address incorrect. I am not sure where any of you are now working.....
HELP!

Patricia House
Union Office

AUCE WILL REIMBUSE TAXI CHARGES FOR MEMBERS TO ATTEND GENERAL MEMBERSHIP MEETINGS, FOR THOSE PEOPLE WHO WORK AT THE HOSPITALS. Please contact Patricia in the Union Office for details.

Chair: Marcel Dionne

Secretary: Patricia House

1. Adoption of the agenda

Moved by Lid Strand

Seconded by Carole Cameron

THAT THE AGENDA BE ADOPTED AS CIRCULATED. CARRIED.

2. Adoption of the minutes of the June 17, 1982 meeting

Lissett Nelson pointed out that it was her intent that the press release that was to be sent out by the Contract Committee was to be circulated to the membership. The minutes were corrected to reflect that and the Contract Committee suggested they would publish it in the next newsletter and distribute any future press releases to the membership.

Ann Hutchison asked that any future press releases be distributed the fastest way possible, either in the newsletter or through Contract Committee bulletins whichever was the first communication with the membership. This was agreeable to everyone concerned.

Moved by Bev Wesbrook

Seconded by Joan Treleaven

THAT THE MINUTES BE ADOPTED AS CORRECTED.

The motion was CARRIED.

3. Business arising from the minutes

There was none.

4. Business arising from the correspondence

There was none.

5. Nominations

Grievance Committee (2 positions) -- Jet Blake was nominated. Nominations will remain open.

Provincial Representatives (2 positions) -- There were no nominations.

Delegates to the Special Convention -- It was explained that a special convention will be held in September to radically overhaul the structure of the Provincial Association. There were no nominations.

Contract Committee -- Lid Strand, Adrien Kiernan, June Simpson were nominated. Nominations will remain open until the next meeting.

Job Evaluation Committee -- Kittti Cheema, Suzan Zagar, Shirley Irvine, Carole Cameron, Marcel Dionne, Nancy Wiggs, Ann Hutchison were nominated.

Nominations will remain open until the next membership meeting for all of these positions.

6. Contract Committee report

Murray Adams gave his final report as chairperson of the committee. Both he and Susan Horner have resigned from the committee. He extended a motion of thanks to Susan on behalf of the committee. He explained he was leaving the committee because he had resigned from the University.

Murray reported that on July 16 the Contract Committee had presented a package to the University as our final offer. It included the clauses the Contract Committee has left on the table minus the clauses they felt they could drop, minus the University's proposals plus the clauses that had been signed.

6. Contract Committee report cont.

Carole Cameron presented a motion of thanks from the Contract Committee to Murray Adams for all his hard work on AUCE's behalf.

Carole reported on the meeting held earlier in the week with the Provincial Government, the Universities Council and representatives of various unions representing workers of the universities in the province. She attended on behalf of AUCE Local 1. The government did not really announce anything concrete except to say that the economy and government finances were in dire straits. There were many hints that the restraint program would be revised to be more in line with the Federal Government guidelines.

Kittti Cheema, the new chairperson of the Contract Committee, then reported on the package the University had presented to us that morning. They have signed 1.01, 4.01 and 5.05. There will be a letter of agreement re: sexual harassment and the Main Library staff room attendant. The University has agreed to our proposal on 23.01. They are close to agreement on the unsafe working conditions and the University Health & Safety Committee clauses. Kittti further outlined where we are with respect to a number of other items:

+Leave of absence--the University has moved slightly but we are still totally opposed to their changes

+Sick leave -- in contention over whether sick leave should be given as a lump at the beginning of the year

+Benefits -- we want it as a package -- they are close on the life insurance but have problems with the disability plan

+Maternity leave -- the University has revised their proposal to say eligible for benefits after one year rather than three -- we have not agreed.

+Suspension -- The University wants to have no time limit on how long they can suspend someone and that they would not necessarily return to the same job

+Involuntary transfer -- both parties are working on a list of very specialized positions that would be exempt from this clause -- positions such as some of the cataloguing jobs in the library where a specialized language is required and not many people would have that skill

+Notice -- discussion of giving more notice to longer term employees

+Grievance procedure -- the University wants to put time limits on so that you could only file a grievance within 14 days of the incident -- we are very opposed to this

There are a number of housekeeping items that have been signed.

The floor was then opened for questions and discussion. There was discussion on the exclusions from involuntary transfer, maternity leave and probationary employees. There was considerable discussion of why the committee felt it should agree to extensions for probationary employees.

Moved by Ann Hutchison

Seconded by Lissett Nelson

THAT THE CONTRACT COMMITTEE CHANGE THE PROBATIONARY EMPLOYEE CLAUSE TO SAY: IF AN EMPLOYEE IS ILL FOR MORE THAN ONE MONTH DURING THE PROBATIONARY PERIOD, THE PROBATION MAY BE EXTENDED BY THE DURATION OF THE ILLNESS.

Further discussion.

The question was called. There was a vote on whether to call the question. The vote carried. Then the motion was DEFEATED.

The membership felt that the leave of absence, disability, maternity and suspension clauses as proposed by the University are completely unacceptable.

Moved by Joyce Diggins

Seconded by Lid Strand

THAT AUCE LOCAL ONE REJECT THE UNIVERSITY'S PACKAGE THAT WAS PRESENTED THIS MORNING.

The motion was CARRIED UNANIMOUSLY.

The meeting was adjourned.



association of university and college employees

Membership Meeting

Thursday, August 19, 1982
- IRC 2

12:30 - 2:30 p.m.

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations
6. Contract Committee report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Executive report
10. Provincial report
11. Other business