

AUCE Local One (UBC) NEWSLETTER

Association of University & College Employees

ACROSS CAMPUS

VOL. 2 NO. 4
APRIL, 1975

2162 Western Parkway - 224-5613

● Garbage! Garbage!

DON'T BLAME THE POOR SERVICE WORKER...READ ON...

The following letter was received from the President of C.U.P.E. Local 116 (U.B.C.), Ken Andrews. C.U.P.E. represents the custodial staff, or building service workers, who clean our buildings. Please read and heed:

February 12, 1975

President, A.U.C.E. #1
Western Parkway
U.B.C.

Dear Sister Murphy:

It has been brought to the attention of the Executive of Local 116 that some of the members of your union are not complaining about the cleaning and overflow of wastepaper baskets because Physical Plant cut down the cleaning schedules; the reason being that your members do not wish to get members of our Union into trouble.

We appreciate that very much but we feel that you could help our custodial staff if you advised your members to complain direct to the Physical Plant Department or to the Personnel Department about the lack of service in the buildings with regard to their (Physical Plant) cleaning schedules.

We have also been asked to make your Union aware of the service workers' position regarding the cleaning and work load. They feel that any complaints should be directed to management. It is our understanding that the people in the buildings have been complaining directly to the service worker who is not responsible for the scheduling in the Departments.

Your further cooperation would be appreciated.

Fraternally Yours,
Signed: K. Andrews
President

So...if you have a complaint about the fact that your garbage pail is being emptied every second night, instead of daily, please direct it to:

Mr. Neville Smith, Director, Physical Plant, Campus or
Mr. J.F. McLean, Director, Personnel, Campus

Union positions open...

Nominations are STILL open for the following positions in the Union:

- ** SECRETARY
- ** PENSION PLAN COMMITTEE (1 permanent; 1 alternate)
- ** JOB EVALUATION COMMITTEE (1 alternate)

Any nominations should be called into the Union Office at 224-5613.

As well, at the last membership meeting, nominations were formally opened for the position of UNION ORGANIZER. This is the only paid, full-time position we have in AUCE Local One. It is a 6-month term, and it is covered by Article 7, Section 2 of the contract. That is, the University must grant any person elected to this position a leave of absence. The person's seniority accumulates and after their term has expired as Organizer, the University must take them back in their position, or one of equal salary or more.

The job includes everything fathomable to do with the Union! So far, Judy Wright (Chemistry Reading Room) has been nominated.

Again, any further nominations or questions about the position, call the union office and talk to Jackie.

NOMINATIONS WILL CLOSE AT THE APRIL 10TH, 1975
GENERAL MEMBERSHIP MEETING.

On February 19th, 1975, the A.U.C.E. Local One Executive moved a motion of censure against the A.U.C.E. Provincial President, Sandra Lundy. There are two letters involved, which have been reprinted and inserted in this Newsletter.

As the Executive stated in its letter, it has the responsibility to bring this issue to the membership.

TWO-HOUR MEMBERSHIP MEETING

APRIL 10th

STRIKE COMMITTEE PROPOSALS

PLEASE READ THIS PAGE CAREFULLY AND THINK ABOUT IT BEFORE THE APRIL GENERAL MEETING.

For various reasons beyond our control, we have not yet dealt with the recommendations of last year's Strike Committee. It seems that just as the discussion got down to the nitty gritty, the clock won and the #*!@* motions had to be tabled once again. Since we need to resolve the matter in short order, and still ensure that there is plenty of discussion, the last general meeting decided that the Newsletter should feature a special report on the debate as it has developed so far - so that votes can be taken on the basis of clearly understood issues.

IF YOU WANT TO STUDY THE MATTER A LITTLE MORE DEEPLY, DROP BY THE UNION OFFICE AND PICK UP A COPY OF THE STRIKE COMMITTEE REPORT IF YOUR STEWARD DOESN'T HAVE ONE, OR CALL ONE OF THE PEOPLE RESPONSIBLE FOR THE FOLLOWING POSITIONS.

the motions:

Because the proposals involve changes to the Local One Constitution, they are worded as constitutional amendments:

- (1) Section F.5: Insert after "...serve on Communications Committee." the following:

"At the time of a positive strike vote of the union, or at any other time if approved by a majority vote at a membership meeting, each division shall elect an equal number of members to the Strike-Defence Committee. The number of members elected to the Strike-Defence Committee by each division shall be determined by a majority vote at a membership meeting. The Strike-Defence Committee shall stand until such a time as a new Strike-Defence Committee is elected."

- (2) Section G: Insert between paragraph 9 and 10:

"The Strike-Defence Committee shall be responsible for education of the membership about strike action, preparation for a union-wide discussion of strike strategy, and implementation of the adopted strategy, including the

building of support for a strike. The Strike Committee also shall be responsible for keeping the membership informed of any labour disputes which may affect the membership."

- (3) Section J.6: First sentence to read:

"General Division meetings, of all members within a Division, may be called at any time by written request to the Division Steward signed by any ten (10) members in a Division or by the Strike-Defence Committee."

- (4) Section J.2: Fifth sentence to read:

"Special membership meetings may be held at any time by the call of the President, or the Local Executive, or by the Strike-Defence Committee, by petition..."

- (5) Section D. Local Association Executive: Second sentence to read:

"The Executive will also include the Chairperson of the Grievance Committee, Chairperson of the Contract Committee, Chairperson of the Communications Committee, Chairperson of the Strike-Defence Committee, and...."

one view...

Hopefully, this debate in Across Campus signals the final episode in the continuing saga of the "Strike Committee report". The proposals before you result from discussions by some of the people who served on the Strike Committee elected last August. The difficulties we faced in our attempt to plan and co-ordinate a strike are detailed in the Strike Committee Report (which you can get from your shop steward or from the Union Office) and these proposals constitute a way to alleviate problems encountered last summer and since.

The Strike-Defence Committee's tasks can be divided into two main areas:

- 1.) strike preparation and co-ordination,
- 2.) keeping tabs on, and keeping AUCE members informed of, developments in the labour scene which could affect us.

Strike preparation is crucial- ask anyone who worked on preparation last August. Besides the sheer volume of work involved organizing picket signs, cars, leaflets, non-AUCE support, etc., there is the task of keeping the membership informed of plans, contingency plans, and the always-to-be expected unexpected - this is precisely the "educational" function of the Strike-Defence Committee. It is as crucial for the membership to be informed of strike options as it is to be informed of the progress of negotiations when we must vote on an offer from the administration.

During the strike itself, the Strike-Defence Committee must do no less than keep the union together, propose tactics and co-ordinate their implementation, and do everything possible to ensure a good resolution of the strike- and for this we need a committee responsible to the entire membership and linked to the geographic areas into which the union is divided. This committee must ensure that very frequent meetings of the entire membership are held during the course of a strike to determine the union's next move.

Our first motion calls for the formation of a standing Strike-Defence Committee to be elected at the time of a positive strike vote (or at any other time necessary, such as a strike by another campus union) with equal representa-

...and another.

There has been considerable debate on the Strike Committee's motions to create a standing strike committee. At the last general membership meeting (March 13) it was recommended that articles be written for the newsletter presenting both sides of the question. Hopefully, this will help to clarify the issue so that it can be resolved at the next general membership meeting.

We would like to make it clear from the outset that we are in full agreement with the principle of an elected strike committee. Our main objection to the proposal is with the concept of a 'standing' strike committee. At the last membership meeting, an amendment was made to delete the word 'standing' from the motions. This was not voted on, therefore, the membership will be asked to vote on the amendment at the next 2-hour lunch meeting.

By definition, a 'standing' committee means that this committee will meet year round. We think this kind of committee is unnecessary and bureaucratic. Unlike other union committees, a strike committee has a specific and limited function. Its purpose is to deal with an immediate crisis situation and then disband when a settlement is reached. We have never heard of any union that has a standing strike committee.

We disagreed with the idea of early strike votes or standing strike committees because when we take a strike vote we want to show the University that we are serious about rejecting their last offer and that we are prepared to back our demands with a strike. A standing committee would undermine the credibility of a strike committee elected at the time of a positive strike vote. By electing our strike committee at the time of the strike vote last year it was made clear to the Administration that we were serious in our commitment to strike if an acceptable agreement was not reached.

Included in the second motion is "the strike committee also shall be responsible keeping the membership informed of any labour disputes which may affect the AUCE membership". It is our contention that the existing structure of the union is adequate to take care of communication with the membership and with other trade unions that may be necessary. For example, when AUCE must contact other unions

tion from each division. It is necessary for the committee to be standing so that strike preparation can begin early enough to ensure the best possible strike, to also handle emergency situations at unexpected times (what would we have done if the administration had refused to sign our letter of agreement on reclassification?), and to be able to anticipate events in the labour scene which affect us (see below).

It is around the "watchdog" function of the Strike-Defence Committee that most controversy seems to arise. It has been said that our union already has the machinery (the executive, the Communications Committee, the shop stewards) to deal with the task of keeping an eye on the labour situation - so why bother with yet another standing committee? The point, however, is that our executive and the various existing committees have fairly specifically defined (and time-consuming) functions. We have no use for all-seeing, all-knowing bureaucracies which miraculously manage to take care of everything. Committees with specific functions encourage participation by individuals in areas they find interesting or important. That the existing machinery is not quite adequate is illustrated by the situation of the impending (at the time of writing) CUPE strike on campus. As yet we have no plans in the offing for dealing with the situation. No one has looked into loans for AUCE members who lose pay. No one has compiled a list of phone numbers for AUCE members who need information such as when picket lines go up or come down. What about an OTEU strike (they just took a positive strike vote!)? All this and more should have been done. It is precisely these tasks that a Strike-Defence Committee would be charged with accomplishing. The importance of these tasks makes it imperative that all AUCE members democratically elect a Strike-Defence Committee.

In conclusion, there are three important features of the proposed Strike-Defence Committee:

- 1.) It is a standing committee- thus around when we need it! With five trade unions on campus, it is crucial that AUCE members be informed as far as possible in advance of impending labour disputes- and not only informed, but in possession of options for responding to the situation. The Communication Committee can tell us what's happening, but the Strike-Defence Committee digs up the information in the first place and starts to get the ball rolling on our response.
- 2.) Since the membership can, by a majority vote, decide to elect a new committee at any time, we need not be confronted with a stagnant Strike-Defence Committee.
- 3.) The committee, elected at the time of a positive strike vote or other crucial situation, will be composed of people who are most concerned about the issues at stake.

Heather Prittie Sara Diamond
Nancy Wiggs Jack Gegenberg
 Heather MacNeill

To the Newsletter:

I am writing to formally declare my displeasure with the manner in which support for my union is being sought. I wish to specifically object to the facetiousness, intolerance and childish name-calling indulged in by certain members. This will neither gain the respect of management nor will it further our cause for healthier workers rights. Being one of the silent majority I find this my only means of voicing my opinion. At general meetings, I am literally cowed into silence. The few people who are brave enough to face the microphone must also face public ridicule, abuse and hostility should they disagree with the 'popular' opinion. If this is a democratic union we must establish a freedom from fear of scorn. Until union members have the right to voice an opinion without fear of ridicule, we can hardly expect an interested general body or a responsible vote on issues that are important to the welfare of all the members.

I would also like to suggest that since we give the appearance of being a liberated organization, we might consider being less chauvinistically youth-oriented. This may inspire the older members of our union to take a more active position within the meetings and committees which could have the effect of sparking our meetings with a touch of tolerance I have found sadly lacking so far.

Signed: Mariascha Kalensky
Div. A., Registrar's Office
March 3rd, 1975

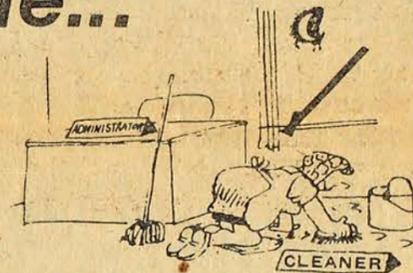
c.c. The Executive, AUCE Local One

for support of a strike, the Executive is the logical body to do this. When other unions wish to contact us they will assume that our Executive is the group they should contact. We have a Communications Committee, a steward structure, and the Union Office through which information can be channelled. The most recent case in point is the possible strike of CUPE 116 at UBC. The Communications Committee has put out a fact-sheet regarding the situation, the Executive invited Ken Andrews of the CUPE local to speak at the last membership meeting, there is an article in this newsletter about the possible strike and a membership meeting has been called for Wednesday March 26 to discuss what action AUCE should take in the event of a CUPE strike. There will have been discussion on this subject at the division level as well.

We are a new union. Very few of us have had previous union experience. We are all learning together what we need to know to create the kind of union we want. We learn this through active participation and through debate on specific issues. The debate on whether or not we have a standing committee is a perfect example of the kind of issue that generates discussion and makes us conscious of what direction we wish to take. Therefore we cannot see the point of creating a committee to 'educate' us on the issue of a strike. When we decide to strike or not, the union as a whole will be discussing the issues, and through this union-wide discussion, the implications of the action we choose to take will be clarified. We think that the suggestion that a group of our members should be elected to educate us on these issues is patronizing. If the issues are not clear, the onus should be on the Contract Committee to clarify them. It, after all, is the committee directly involved in negotiations.

Susanne Lester
Judy Wright
Jackie Ainsworth.

A day in the life...



...a series of daily happenings which, taken singly, are inconsequential things. But if you add all these up, it indicates pretty clearly the attitudes frequently displayed towards office workers!!

(1) Before Christmas, during the examinations, a student was bemoaning his fate with all the exams he had to take and the great work load he had. On hearing this, I, who was taking two evening University courses, said something to the effect of: "Well, you think you've got problems - I do a full day's work and have two courses to take at night too." The student replied completely innocently and seriously, "Oh, are you taking some more typing courses?"

(2) An 'important' person was visiting our Department recently. The other secretary and I sat in the office and watched as he walked back and forth past our door, meeting people, shaking hands, swapping pleasantries, and seeing the facilities of the Department. At the end of the visit he shook hands with the Chairman, walked down the hall and left.

Not such an extraordinary occurrence? No, not if you are a secretary - just one of those 'unimportant' people who do typing and other menial duties like that! Why on earth should anyone bother to introduce a visitor to people like us?

(3) We've just got a new prof in the Department. Today when he gave me some work to do, I noticed what seemed to be an error on his part in it. Naturally, I asked him if he'd meant to say what he'd written, and after studying the work closely, he looked up with eyes full of wonderment and said, "Yes, you're absolutely right. Good girl!" The amazement with which he realized that I, a simple secretary, could have found a mistake in his work, was something to see. Oh, it was nice that he was grateful to me, but the thing was that he was surprised that someone like me could have had the brains to work it out!

DJG

CONTRACT DISCUSSION

Merrily we roll along ...

Round #2 of AUCE Local One's contract negotiations are soon to begin. Last year the contract that was brought to the negotiating table was understood and backed up by the membership. Most of us had put a little of ourselves into the long process of figuring out what we needed and wanted and how to translate it into contract proposals. AUCE's health is based on maximum representation of what all of us as workers want to see happen at UBC. The vehicle is the contract. The process of developing our ideas on the contract is as important as our strength in backing it. They are different sides of the same coin.

So...this is an attempt to work out (using both last year's methods of discussion and the existing contract as a jumping off point) a plan of action for the next few months.

There are two areas in the proposal: The first is an approach to content; the second a structure to discuss that content.

PART I: The contract discussion would be divided thematically (like last year). Some examples of themes are: economic demands (wages, COLA clauses), classification, working conditions (our control of our work conditions, safety, etc.), benefits, areas affecting women (daycare, behaviour codes, etc.), union rights (stewards, intimidation), mechanisms of enforcing the contract (joint committees, grievance procedures), and more.

The contract committee would call for sub-groups to be formed from volunteers interested in researching particular themes or areas. For example, we need a major discussion of wages, as well as other economic questions. The contract committee itself might want to divide up into particular areas or approach each area together, dividing up the research.

Why this approach? It allows for broader discussion than would happen if we just reviewed the existing contract. This way we can use both what we have now and develop new ideas.

PART II: I suggest we begin discussion as soon as possible, with divisional and special after-work membership meetings, as well as stewards' seminars. The contract committee would decide on the themes and the amount of time needed to deal with them (for example, we might want to spend two weeks on wages and two weeks on COLA clauses, under the theme of economic proposals). These are the initial discussions; obviously we will return to these questions when we vote on our contract proposals in June. Some divisions have already begun this process; this suggestion is made in the hopes of creating equality of involvement within the Local.

The first step would be for the contract committee to develop a schedule for the next three months so that the meetings will be well publicized and people encouraged to attend. This will allow us to think out our ideas on various areas well in advance, and for the communications committee to prepare information for the membership. The entire union would discuss the questions simultaneously, first divisionally and then en masse. The mass meetings would give us a chance to share ideas and sentiments coming out of other divisions. The schedule means we can keep track as we go along of what has been covered, where more work is needed. It will give us a sense of progress as the contract shapes up.

The basic format of the discussion would be this: First, divisions would talk about a question, take a vote to indicate their opinion, then, a week later, there would be a special after-work meeting on the same question, bringing together people from different divisions for more discussion. Again, an indicative vote would be taken.

This would give the contract committee a sense both of divisional sentiment and the feelings of the membership as a whole. It would also allow the discussion of a particular question to develop over a two week period.

After this, we would move on to the next theme, or key question.

At the same time there would be stewards' seminars; stewards are in a good position to understand the goods and bads of the present contract since they enforce it. Stewards need to be a part of the discussions so that they can pass on information to the people they represent. They should also be involved in formulating the upcoming contract.

It's also important to incorporate the other committees into the workings of the contract discussions. The standing committees would work with the contract committee in their particular area. The grievance committee is important because of its vantage point of a year in implementation of the contract. There should be regular representation from these committees at contract discussions. This will open as many avenues of communication as possible to the membership and also give a variety of perspectives in developing contract ideas. Hopefully, a real momentum will develop in this process of working together.

Before each thematic discussion, the communications committee would prepare a blurb to be distributed to the membership. It would contain fact sheets, ideas that the contract committee had come up with on a subject, contributions from any relevant committees and individuals. This is another reason why a schedule is important, so that the information can get to the membership in time to stimulate a good debate. We will come to divisional meetings, etc., well prepared with data and possible approaches. It would also relieve the contract reps of having to spend entire meetings providing people with facts; instead, they could concentrate on stimulating the discussion.

That's all, folks. Basically, this is suggested to ensure involvement on all levels in the Local and to make it possible to enter this year's negotiations with as excellent a set of contract demands as we did last year, and with as strong a sense of unity.

Sara Diamond

(P.S. Remember, elephants are afraid of mice)

Div. D - contract workshop

On Thursday, March 20, about 50 people in Division D attended a contract workshop chaired by Diane Green, the Contract Representative. The meeting was small enough so that people did not feel hesitant to express their views, and lively debate ensued.

The first subject under discussion was, of course, salary increases. There was contention over the question of percentage increases vs. across-the-board increases. It was felt by some that percentage increases would be better, in order to widen the very narrow gap between various job classifications.

The question of hours of work came up next. We were asked our opinions of a 32-hour work week (one of C.U.P.E.'s demands also), but the majority responded negatively. Arguments against reducing the work week from 35 hours to 32 were that 32 hours would not be sufficient time to complete work, and also that the University would use the shorter week as an excuse to lay off some employees, arguing that if the workload could be completed in fewer hours then fewer employees were required to do the same amount of work previously done in 35 hours.

We also discussed the idea of having a holiday between Christmas and New Year's Day, and there was unanimous support for this. Someone suggested that Mid-Term break in February is also a logical time for a staff holiday.

The question of the length of the probationary period brought many different opinions. Several people felt that a return to the 6 month period is necessary; however, the majority felt that 3 months is sufficient. The question of the 1 month training period also came up, and although some felt that this is insufficient time to train for a new position, most felt this period is also adequate.

The workshop was very successful in that people did not seem to be as intimidated voicing their opinions to a smaller group as they do before the larger general membership meetings. It is to be hoped that other divisions are conducting similar workshops in preparation for the opening of negotiations in June.

INFLATION and WAGES

Have you noticed the preoccupation of the press these days with the question of the alleged responsibility of 'organized labour' and its wage demands in the face of a sour economy at home and starvation abroad?

"WAGE-SPIRAL" INFLATION ???

Glaring at us out of the sombre Vancouver Sun editorial pages and blaring out of radios, is the message that excessive wage increases bring not economic security, but only another round of 'wage-spiral' inflation, and further that the strikes accompanying such wage demands are disrupting Canadian life. The federal government, at the time of this writing, has refused adamantly to come anywhere near PSAC's wage demands (Public Service Alliance of Canada) and the resulting series of strikes has moved the media to call for compulsory arbitration and the proscription of strikes in the so-called public sector. Collective bargaining, so our public opinion molders would have us believe, has broken down in the 'service sector' because they claim, the unions refuse to recognize that even governments have limited funds.

All of this of course holds great portent for us in AUCE. We are members of a trade union (organized labour) and have jobs at a university (sector sector). It is not unreasonable to expect that in the coming round of contract negotiations the people across the table from us will launch their attack after filling the air with moralistic sentiments about our 'collective' economic and social responsibilities.

Our wage demands will be dubbed 'inflationary'. Our gain will be called the students' loss in higher tuition fees; the pensioners' loss because of the diversion to 'higher education' of funds which could have been used for social welfare. Onto our already overburdened shoulders will be heaped the blame for some of the major miseries which people in our society face today.

But there is something quite wrong with blaming AUCE workers or indeed the trade union movement in general for Canada's economic and social unravelling. Trade unions are organizations of people who work for a wage. The policies of the industries, the universities, government agencies for whom we work are set by the owners, managers, high level functionaries, cabinet ministers, etc. - not by the people who work there performing specific jobs, the nature of which is determined by 'management', who also determine economic policies. For example, if an automobile factory, the workers do not determine the type of car produced, materials to be used, organization of assembly lines, prices charged, etc. At UBC we do not determine how many people work in a faculty, office systems and equipment, admissions policy, tuition fees, which books are ordered by the Library, etc. Our contract accepts all this and then specifies 'secondary questions' such as wages and hours. In short, we do not control the concerns for which we work - unions are defensive organizations. And we surely don't control the economy as a whole.

The nature of our economic life, average prices for goods and services, what type of work is to be done and so forth, is determined by the (rather small) group of owners and large powerful investors - the private sector, and by high level government bureaucrats - the public sector. Not that these people 'plan' the economy. Each enterprise is organized unto itself to produce a profit for the owners and investors, or in the public sector to meet budgetary limitations (where we have no control over how much taxation is levied against private business, or how much is given back through 'development' loans). All the individual parts compete or cooperate as the case may be, and out of this vast, complex system comes a sort of 'average', which we experience as the state of the economy and our standard of living.

As workers, we can only respond. In times of rising prices, workers concerned about the erosion of their living standards have to demand wage increases not merely to compensate for higher prices now, but to provide some security for the immediate future.

A LITTLE STATISTICAL AMMUNITION:

According to Statistics Canada, the Consumer Price Index (supposedly reflecting the average Canadian consumption pattern) increased 5.8% in the first half of 1974, while the average weekly wage increase was 5.4%. Our standard of living dropped in the first half of 1974, despite wage increases.

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AND FOR WOMEN?

Our contract is unique and represents a step forward for the working women's movement. AUCE was consolidated by winning a first contract which not only rescued a good many members from the wrong side of the poverty line, but did so by fighting for recognition, in dollars and cents, of the work women do at UBC. This year's contract must be, in my view, a continuation of that concern for ourselves and for other working women.

Only if we continue to break new ground in addressing the problems which women specifically face, can AUCE continue to be a dynamic and aggressive union, one which can serve as a sort of model for other working women, both within and outside of the trade union movement.

A few things particularly concern me as we approach the 1975 contract negotiations.

Although the working conditions of most people in AUCE have changed for the better, a lot of women in small offices on campus are still subject every day to the whims of paternalistic bosses, both male and female, and tied to a whole set of characteristics which make up the role of a secretary. As office underlings, we are required to type, file, answer phones and also to be passive and provide an emotional crutch for the boss who might otherwise get ulcers if his secretary wasn't right there to cover for him (or her) and keep his veneer of self-importance intact. Even the toughest union member has to cope with this on a one-to-one level. The ultimate control over many matters which make the difference between a working life which is tolerable and one which is not, is still firmly in the hands of supervisors, department heads, etc. I am thinking of things like flexible hours, leaves of absence, and performing as part of the job certain tasks which really stretch the point of what is personal and what can be legitimately asked.

I heard about one office where in the process of renovations, the department head actually assigned a new seating arrangement for secretaries, without so much as a pretense at consultation. That, in my opinion, was none of his business, and I feel the contract should begin to take a few cracks at what are considered 'management rights'.

And, in passing, a couple of related things: It is still difficult for women with family commitments to be active in the union. Two suggestions on that score:

1. Let's tell the Administration that the 2-hour lunch meetings are working so well that we'd like one every month. The difference in attendance from one month's after-work meeting to the next 2-hour lunch is appalling. And it's not laziness or some lack of commitment. There are only so many hours in a day, and two of them cannot easily be spared by members who have children. The unevenness in meetings creates an undemocratic situation where the majority of members miss their chance to decide important questions and worse, often don't even realize what things have been decided.

2. I don't have kids and I'm no authority on daycare, but I know there isn't much of it. Those facilities that do exist are very seldom what parents want for their children, let alone what they can afford. Let's formulate some good proposals on daycare.

In short, I am appealing for us not to take the approach of merely tying up loose ends and damming up loopholes in the present contract, but rather to use the opportunity to fight for some basics.

CONTINUED ON PAGE 8

Contract Committee 1975

The Committee normally meets on Monday evenings at 7:30 at 3159 W. 14th Avenue, but if you intend to go, please check with someone on the Committee to make sure that plans have not changed.

DIVISION	NAME	WORK LOCAL	HOME PHONE
A	Robert Gayton	3725	██████00
B	Dale MacAslan	2761	---
C	(not yet elected)	--	---
D	Diane Green	4384	██████61
E	Suzanne Lester	2406	██████97
F	(not yet elected)	--	---
G	Pat Le Vac	2275	██████72
H	Dick Martin	4191	██████
I	Mary Woodsworth	2438	██████89
Ex-Officio	Emerald Murphy (President)	6731	██████02

COMMITTEES, REPORTS, ETC.

financial

STATEMENT OF INCOME & EXPENSES

Period from Feb. 14/75 to March 13/75

Income

Application fees & donations	\$ 21.00
Dues	4,327.00
Other	125.00
	<u>\$4,473.00</u>

Expenses

Postage	---
Printing & Stationery	1,141.59
Telephone	64.28
Conferences & meetings	---
Rent & Utilities	305.27
Per Capita Tax	1,906.00
Office Expenses	---
Office Equipment	517.16
Library	8.15
Salary & Related Expenditures	687.65
Petty Cash	---
Misc. - Chartered Accountants' Fee	850.00
	<u>5,480.10</u>
Excess of revenue over expense	(1,007.10)
Cash on hand Feb. 13/75	<u>10,567.79</u>
Cash on hand March 13/75	<u>\$9,560.69</u>

Motions That a cheque be forwarded in the amount of \$1,013.00 to the Provincial Association of AUCE to cover the per capita tax owing to date (i.e. January 1975).

That the sum of \$750.00 be allocated to cover office equipment and expenses, and printing and stationery (until April membership meeting).

That the sum of \$254.40 be allocated for the purchase of stewards' kits. (12 cassettes at @\$4.95 = \$59.40, ie. 1 for each division; 100 booklets at @\$1.95 = \$195.00, ie. 1 for each steward; total \$254.40).

March mtg. report

The minutes of our general membership meeting of March 13, 1975, will be circulated with the agenda of the April 10, 1975 meeting. Here is a brief outline of some of the things discussed:

1. Ken Andrews, President of CUPE Local 116 spoke to us about their present position in negotiations and the possibility of a strike. A motion was carried that "AUCE support CUPE Local 116 in its negotiations with the University".
2. Jackie Ainsworth (██████) was elected to the Job Evaluation Committee. Jerry Andersen (2275) was elected Trustee. The positions of Secretary, alternate to the Job Evaluation Committee, Union Organizer, and delegates to the June Provincial convention are open. Judy Wright was nominated for the position of Union Organizer at the meeting.
3. The Strike Committee motions were discussed and it was decided to have the various viewpoints appear in this issue of Across Campus.
4. No Grievance Committee report was heard due to a lack of time, but " on March 12, 1975, the University signed the letter of agreement on reclassification which was ratified at the special 2 hour lunch on March 3. So, if you have applied for reclassification before March 12, 1975, you can expect an answer within 10 weeks and if you apply for reclassification after March 12, 1975, you should receive an answer within 16 weeks." In other words, WE DID IT. We stuck to our guns, backed our Grievance Committee, and now have reclassifications handled as stated in our contract.

TREASURER'S REPORT

By April's general membership meeting the financial records, including the ledger, will be current. There will also be available a breakdown of expenses and incomes of the projected budget priorities. These budget priorities were debated and approved at the regular membership meeting on September 12, 1974 and were to cover the period from October 1/74 to September 30/75.

Communications

The Communications Committee has been - in a word - busy. Work on the Newsletter has been very time-consuming. To make all this time and trouble worthwhile, we would like some feedback. Perhaps you might suggest a brief discussion at your next division meeting about the Newsletter and let us know what you think of the content and format.

Also there have been problems in some areas with the distribution. Most people realize that the Union's communication system (of stewards and divisions) does not work in some areas as well as others. One division called for individual distribution via campus mail. As it turned out, most members in that division were satisfied with the old system, so we shall continue with this.

It is very bothersome to spend time sticking labels on individual newsletters (and costs \$10 each time), and it also means we have to divide up copies based on the University's structure, not our own. It's a hassle and means we are not relying on our network. If ours works well, it is much faster and more dependable. So let's concentrate on making it as efficient as possible.

If there's a problem in your office with getting Newsletters, let your rep. know. If you don't have a Communications Committee rep. - elect one!

New figures out for COLA payment

The cost of living in B.C. jumped a total of 6.2 per cent during the second COLA reference period, a figure that will result in a 4.2 per cent wage increase with proportionate application of the COLA clause in March.

For the months July to December, the Consumer Price Index (CPI) for B.C. translates into a 6.2 per cent increase.

The monthly breakdown: July 0.8 per cent; August 2.2; September 2.9; October 3.8; November 4.9; December 6.2.

The two per cent hurdle defined in the collective agreement nets the 4.2 per cent adjustment.

Total for the year 1974 is a staggering 13.6 per cent rise in British Columbia's cost of living.

from THE HOSPITAL GUARDIAN, newsletter of Hospital Employees Union Local 180



provincial report

A RESEARCH OFFICER FOR THE A.U.C.E. PROVINCIAL ASSOCIATION

BY: Deborah Udy, Local 1 representative to AUCE Provincial Association

The very important question of having a paid person working for the AUCE Provincial Association unfortunately has not been discussed at either an Executive or a general membership meeting.

This question has been discussed at the Provincial meetings and Heather MacNeill and I have discussed it in the newsletter, but the time has come for AUCE Local 1 to decide what it wants in the way of service from the Provincial.

To start, letters have been written to all the executive, and to the committees asking for feedback on their individual needs. To date, we haven't received any information. The membership should also be aware of the pros and cons of having someone working for the Provincial in addition to our Local 1 organizer.

First, we need to define our needs as far as how much research each individual committee wants to do itself. Do we want a good basic library? i.e. Labour Relations Board decisions, labour arbitration cases, and other labour related material. If so, we need someone to read, index and annotate these materials if they are to be of maximum use. If the Provincial had this information all locals could use it, and one co-ordinator would be most useful.

Secondly, the other locals are smaller and do not have the human power to share the work among many as we do. A central person working for the Provincial Association would help them considerably doing the running around research necessary. This person would also be able to do this type of work for Local 1, allowing our union organizer to spend more time in our union office.

Whatever we decide now will only be temporary, until the June convention, when our Provincial Constitution might be revised or amended. Presently, Section 7(B) reads: "There shall be no full-time paid officers of the Provincial Association unless proposed at a Convention and approved by the Provincial Association membership in referendum". One of the resolutions referred back to the local from the last convention was

a proposed amendment to change that sentence to read: "There shall be no full-time paid officers of the Provincial Association unless proposed and approved by a delegates' convention."

As you can see, there is more to this than just deciding to hire someone. We have to look seriously at this and other sections of the constitution, and make resolutions to the convention in June.

But, let's get back to the problem. At present, if AUCE Local 1 decides to recommend to the Provincial Association to hire a research person, it must also recommend whether this person should be from an AUCE bargaining unit, what pay they should receive, should it be as a leave of absence, decided by referendum ballot, or by authorization from the Provincial Association (other locals feel someone is needed now, and referendum ballots take at least a month).

All these questions and implications have to be discussed and decided as soon as possible so the Provincial Association will have some direction. We tried to have this discussed at the last two general membership meetings, but unfortunately, time did not permit. There is a Provincial Association meeting Saturday and Sunday, April 5 and 6. Heather and I will present all the information we receive from you, and we hope that people will contact us and give us their opinions as soon as possible.

A summing up of the positions of the other Locals as of February 22 is given below by Sandy Lundy, Provincial Association President:

"Staffing: U.B.C. and N.D.U. are in general agreement that if staff is to be hired it should be a Union member, and N.D.U. feels the need exists now for service to the Locals. However, S.F.U. was not present to express an opinion; Cap. College definitely feels there is need for a research and service function but expressed no firm view on February 22nd as to how this would best be provided"

NOTICE OF MOTION - JOYCE DIGGINS

"That A.U.C.E. Local 1 conduct an overall study for the establishment of a co-ordinating committee of U.B.C. campus unions on the following bases:

1. items in common
2. to reinforce goals
3. for liaison "

newsletter

You may have noticed in passing that the Newsletter has changed a little - the Communications Committee thought that a format worked around various themes, with wider information and opinions, would better serve our needs - rather than simply pasting up one long report after another.

In this issue, we have begun to provide some background for the union-wide discussion of the contract. This will continue to be an important focus, so any submissions are welcome. With the upcoming Provincial Convention of AUCE we are going to do a special report on the Provincial Association in the next issue. Ideas and articles are most emphatically welcome.

THE DEADLINE FOR THE NEXT ISSUE IS: **thursday, april 17th**



But, according to the Vancouver Sun editorials, wage increases provide no real security for workers vis-a-vis inflation, because higher wages in a given institution mean higher prices for goods and services produced by that concern - thus more inflation. Incredibly, what is ignored is that the price of a product or service is not just determined by the sum of the labour and materials going into it, but includes the profit to be made.

In the period from 1972 to the 3rd quarter of 1974, (again according to Statistics Canada) the total wages paid to Canadian workers increased 8.6% while corporation profits increased in the same period by 10.7%. Thus increased prices could just as easily have been caused by the owners' greed for profit.

The mighty pens of the press call for workers to be more 'responsible', to think of the future and thus to tighten their belts, do without that new car (!) and be content with a smaller share of the social product. The owners, investors and managers are not included in this new austerity programme upon which we are being urged to embark.

If, in our next contract, we demand higher wages in order to bring us closer to parity with male-typed jobs on campus, we can expect accusations of selfishness. This must not deter us. If inflation is a social and economic problem, the continued wage discrimination against women workers is a deeper one. Not only must we resist efforts to force us to bear the burden of a sick economy, but we must also attempt to foresee economic trends which affect us. If inflation is to continue, perhaps we should go for COLA clauses (automatic Cost of Living Adjustments every few months). If the recession resulting from overproduction of goods on a world scale results in less government funds and/or lower enrollment of students at UBC, endangering many of our jobs, we must demand provision in our contract to protect job security.

These are some questions for AUCE members to consider in preparing for negotiating our next contract.

- Jack Gegenberg.

Whose Turn to Change?

Having fought a long battle with the Administration for our first contract, I feel it is about time we made some more changes of our own - changes which cannot be controlled by the Administration, the Union, or contracts, but only by our own positive thinking.

All right, so we fought one battle but we certainly have not yet won the whole war. Secretaries and all clerical workers have been put down for so many years - well, ever since the occupation first began - and, although we achieved a great deal with our first contract, we should not consider this such an incredible miracle. After all, our jobs are just as important as everyone else's, and a good example of how vital we really are in the community was displayed when we seriously threatened strike action last year. For the first time the Administration (and I include about 90% of the other people on this campus too), really had to sit up and take notice of us.

However, our particular problem cannot be solved simply by increasing our money each month - as much as that would please our purses! Part (a great part, actually) of the problem with the general attitude towards clerical workers is caused by our own negative thinking. It is true that if an employer keeps treating you as an inferior being, you soon begin to believe it yourself and will act like an inferior being. However, our Association should have woken us up to the power we have as a group, and should have instilled in us the respect which our jobs deserve to receive. If we don't earn the respect of the rest of the University community, of course, we will not get it, but in most cases we earn the respect - and still don't get it!

We form the vital link between the academic side of the University and the administrative side. Neither side could function without the other, and here we are, sitting right in the middle and basically holding all the strings. The chaos which can be caused by a poor secretary is evident, and similarly, a good worker runs the whole organization with a smoothness which her "boss" could never achieve without her aid and knowledge. However, how much is needed to make us aware of our position? We do a damn good job

Like wages. Yes, they are relatively good compared to other clerical workers. But compared to male-typed jobs on campus? Still not up to the mark. Compared to faculty? Lousy. (Are faculty, etc. really so much more useful to the functioning of the University?)

So, once we have arrived at a good set of demands, I think we should figure out ways of publicizing them, such as contacting women in other unions who may start to raise similar demands where they work, or pressure their trade unions to take up the challenge of pushing issues which affect women.

Last year, in the heat of the fight to win certification and a contract, everyone was keen to spread the word about AUCE to other women workers, most of whom are not 'lucky' enough to be employed at a university - which is a whole lot easier to organize than, say, an insurance company. There were some good ideas, like leafletting downtown office workers to publicize our situation, and perhaps a social call by several hundreds of us on the Legislature in Victoria. The idea was not only to tip the balance in our favour but to let other women know what we were trying to accomplish.

A lot of that excitement has diminished which is unavoidable to some extent. But we can do some of these things to get the ball rolling again, as it were.

This is no religious crusade. It is quite in line with our interests. The stronger women become as organized workers, the better their wages and conditions - and the less vulnerable we all are to the vagaries of this society.

- Heather Prittie

UBC's Budget \$... any info?

You may remember that one of the arguments that was raised by the U.B.C. administration during contract negotiations over wages last year was that there was simply no money available in their budget for salary increases beyond their small offer. An appeal by AUCE to the provincial government for extra funding was turned down, and in the end U.B.C. found the money (presumably from that fiscal year's budget) for at least \$150 a month more for all members of the bargaining unit.

We think that our contract committee ought to go into contract negotiations this year armed with as clear a picture as possible of the way university financing operates. We want to know how flexible UBC in fact can be with the funds they have.

As far as we know this kind of information is not made public, but there must be AUCE members who have a pretty good idea how the university operates, at least in their own offices. What we'd like to do is consolidate these bits and pieces of information. If you think you could help, please leave a message at the Union Office (224-5613). All sources will naturally be kept confidential.

and WE should be the first people to know it. I get tired of that simpering, tiny-minded creature which some clerical workers seem to turn into. It is more than time that we started acting like the important people we are. We have nothing to be ashamed of because we do the kind of work we do!

One aspect of this "inferior" image which we seem to wish to perpetuate is the use of our initials in lower case on a letter or memo, etc. How ridiculous this is! This practice is not carried out in other countries in which I've worked - like Great Britain for instance - and no one considers the secretaries there to be "acting above their stations" just because they use the same capital letters for their own initials as they use for their "bosses'" initials!

How about all of us making a start at respecting our jobs and ourselves? This business of using upper case initials is certainly just a small step, but it's still a step in the right direction towards what we should all want to achieve - proper recognition of our important roles. In our office we all use upper case initials and the roof is still on the building! Try it - you may like it (and yourselves) a lot more!