

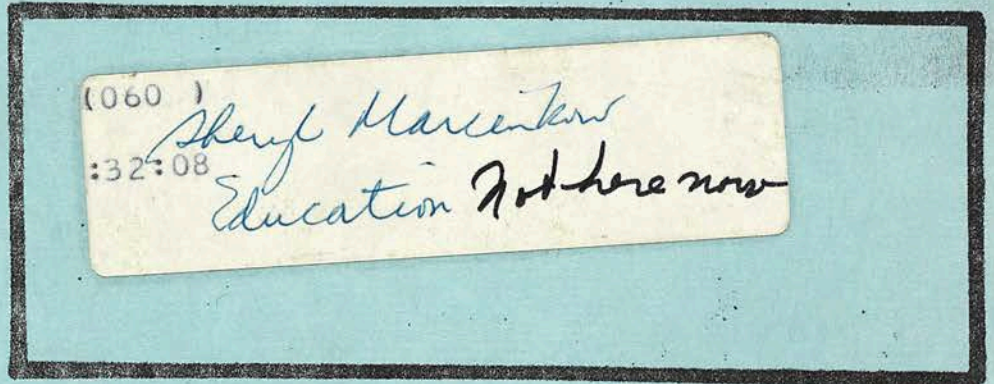
# ACROSS CAMPUS

## AUCE LOCAL ONE

IF UNDELIVERABLE PLEASE  
RETURN TO AUCE  
C/O CAMPUS MAIL

march 9/78

no. 3



### A SECOND UNION ORGANIZER?

Moved that:

- a) the by-laws be amended by adding to Section E, Local Association Executive: "and a full-time Union Coordinator who will also be ex-officio a member of the Contract Committee".
- b) the position that is presently called Union Organizer shall now be called Union Coordinator. The duties of this position shall include the general office work (i.e. correspondence, mail, filing, membership lists, etc.) and public relations. The person filling this position shall be a member of the Contract Committee, shall be involved in negotiations and shall do work related to that Committee.
- c) the position that is presently called Division Organizer shall now be called Union Organizer. The duties of this position shall include organizing the steward, division and committee structures. The person filling this position shall be ex-officio a member of the Grievance Committee and shall do work related to that Committee.
- d) nominations for the position of Union Organizer shall be opened at this meeting. The current Division Organizer shall remain in the position of Union Organizer until a successor is elected and takes office.

\*\*\* NOTE \*\*\*

This motion is an expanded and more specific version of the motion that was printed in the January newsletter and is intended to take its place. This change has been approved by both the Mover (myself) and the Seconder (Jay Hirabayashi) of the original motion.

MOTION

In support of this motion . . . . .

I must impress upon the membership the importance of passing this proposed motion. I have spent five months as Division Organizer and from the experience of working in the office I have drawn the inevitable conclusion that a second organizer is essential to keep the rekindling and gradual rebuilding process going within our Union. In the January 20, 1978 newsletter I examined this possibility thoroughly and now it is time for a recap of the situation.

I have received much feedback about how the Union is "out of touch" with its members and thus I have devoted the majority of my time to the following:

- attempting to orient new people coming onto campus to AUCE's history, philosophy, goals, etc.;
- recruiting stewards for each department on campus;
- doing follow-up work (as many areas still have no stewards):  
e.g., getting people union cards, passing on contract suggestions, getting information/interpretations on various contract duties;
- getting involved in grievances and generally filling the gaps.

There needs to be this continual organizing/educating drive within the Union because there is this continual influx of employees. Because of the amount of work involved and contacting of members must be done during working hours it is so vital that the person who does this work be employed full-time by the Union.

With only one person in the Union Office there is such a load of secretarial/administration work to be done that internal organizing has been neglected. This was why the position of Division Organizer was created. It was to be for a period of six months but having done the work for five months I know that to create a self-perpetuating structure will take much longer than the designated period of six months.

The job duties for the positions of two full-time paid people, as I previously stated, could be divided so that one person does internal work (e.g., steward and committee structure, grievance work) and the other person does external and secretarial work (e.g., general office tasks, any public relations work, and contract committee work). The exact details and job titles could be worked out on the basis of the past months when there have been two people in the office. The term in office could be staggered (one person's term end in the middle of the other person's term) so that there would be an orientation possible for new people.

Jean Priest  
Division Organizer



# MOTIVATION

THE UNIVERSITY OF BRITISH COLUMBIA

**DAYCARE**UNIVERSITY DAY CARE COUNCIL  
HUT 88, 2727 ACADIA ROAD  
VANCOUVER, B.C. V6T 1S1

Tel. 228 5343

January 30, 1978.

Ms. A. Hutchinson,  
President,  
A.U.C.E. Local 1,  
2162 Western Parkway,  
Vancouver, B.C.

Jerry Andersen, our former Treasurer and at present a member on the University Day Care Committee, requested that the following letter be reprinted in the next Newsletter. He has indicated his willingness to attend an Executive meeting in order to explain the daycare situation on campus and he feels that a donation might be an appropriate way that AUCE can lend support to daycare. As this month's meeting is a noon-hour meeting, Jerry plans to move a motion to that effect.

Dear Ms. Hutchinson,

The University has turned over to the University Day Care Council a hut on Acadia Road for use as a recreational centre or "gym". I am writing to you to ask if your organisation could make a contribution to the funds required to renovate the hut as a gym.

There are presently 170 plus children in the nine cooperative day care centres, (the attached table lists these centres and gives a breakdown of the parents involved). All of these centres badly need a large internal space that can be used by the children during the months of the year when it is too wet and cold to be outside for extended periods. At present the only opportunity for this kind of activity is during the occasional periods of the year when the Centres have access to the U.B.C. Thunderbird Gym. This has proved so popular with the children that the Council has been looking for ways to provide a more permanent children's gym.

In response to the rapidly growing demands for day care, the President's Advisory Committee on Day Care has been established and is considering the variety of services needed to meet the varied demands of students and people employed by the University. Consideration is being given to complementing the present cooperative day care centres with non-cooperative and/or partial cooperative models; an infant centre for children under 18 months; a short-stay centre and further development of the family day care services available on the campus. As these facilities are developed, the need for a children's gym will become even greater.

It is proposed that the facility will also be available for use as a community recreational facility for families living in the adjacent area.

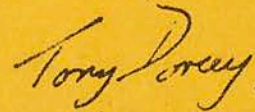
Attached is a plan of the hut and the renovations that are proposed. The interior of the hut has suffered some fire damage making it necessary to refurbish the inner surfaces and replace the wiring and heating radiators. The renovations envisaged are the bare minimum to make the space functional and safe for use by very young children. Assuming that the parents strip down the old interior, the Department of Physical Plant has estimated the renovations would cost about \$31,000.00.

A Foundation has indicated that it would consider a request for support if half the funds are raised from other sources. The Council has \$5,000.00 from its own funds. I am writing to you now to ask if you can assist us in raising the other \$10,000.00.

We will be most grateful for any assistance that you can offer us. Please do not hesitate to contact me (home, 224 0692; office, 228 5725), or Mrs. Kirstie Shoolbraid, Day Care Coordinator (228 5343) if you require any further information.

I am,

Yours sincerely,



Tony Dorsey,  
Gym Hut Chairman.

DAY CARE CENTRES ON U.B.C. CAMPUS

Under-threes:

- Campus Co-op Nursery, Unit 1 Day Care
- Campus Day Care, Unit 2 Day Care
- Canada Goose Day Care
- Summer of 73 Under Three Day Care

Over-threes:

- Acadia Day Care
- University Kindercare Day Care
- Tillicum Day Care
- Summer of 73 Over Three Day Care
- Pentacare Day Care

Statistics:

There are 284 parents, and they breakdown into the following categories:

<u>Students:</u>	136	47.8%
<u>Faculty:</u>	42	14.9%
<u>Work at U.B.C.:</u>	26	9.2%
<u>Work off-campus:</u>	70	23.9%
<u>At home:</u>	10	3.5%

# STATISTICS

1. Ann Hutchison explained the procedure to be followed for the meeting.

2. Contract Committee Report - Ray Galbraith

a) Ray outlined the committee's approach to negotiations viz. placing responsibility for determining our proposals on the membership.

He then explained the committee's recommendation for voting on each proposal on its own merit as opposed to a quota system which would arbitrarily limit the number of proposals to be taken to negotiations.

b) It was queried whether the ballot could be in the mail Monday, Feb. 20/78 preceding the polling station vote on Tuesday and Wednesday. Arguments against this procedure cited time and workforce considerations, as well as concern over control of the balloting procedure.

Neil Boucher              that we distribute the ballot by mail before the polling station vote, provided that a work party can be organized at this meeting.

DEFEATED

3. Amendments proposed by Contract Committee - Jeff Hoskins

The Committee moves:

- a) to delete Definition of Employee
  - add definition of positions CARRIED
- b) to delete Rights of Probationary Employee
  - eliminate "except where specifically stated otherwise" CARRIED
- c) to delete Court Duty
  - Change to include arbitration cases CARRIED
- d) to delete Job Postings
  - add specific wording to ensure the posting of all positions of three months or more duration CARRIED
- e) to delete Vacations
  - add that employees shall be allowed to take all of their vacation entitlement within an unbroken period CARRIED
- f) to delete Hours of Work
  - change so that employees shall be allowed a minimum flexibility of working 9 days per two week period. Department approval shall not be withheld

Pat Gibson

Rosalyn Turner   that the Hours of Work proposals concerning flexible work week be dealt with as a preferential ballot with three choices, including "no proposal". CARRIED

- g) to delete Hours of Work
  - change to provide the option of working a 30 hour week. CARRIED

# MINUTES

# cont'd

h) to delete Sick Leave  
 - add that sick leave not taken during an employee's time of employment accumulate and then at the time that she/he quits or retires the sick leave be "given back" either as vacation or money  
 CARRIED

i) to amend Sick Leave  
 - add "sick leave banking" such as AUCE Local 4 at Capilano College has  
 to read - add "sick leave banking" so that employees with extended illnesses can borrow against the banked sick leave of the whole union  
 DEFEATED

Neil Boucher that the Sick Leave proposal be based on the SFU Sick  
 Cathy Agnew Leave plan  
 CARRIED

The SFU Sick Leave plan is to be printed on the ballot.

j) to delete Increment Policy  
 - Steps: 

<u>1-2</u>	<u>2-3</u>	<u>3-4</u>	<u>4-5</u>	<u>5-6</u>
\$20	\$25	\$30	\$35	\$40

Pat Gibson

Mary-Anne Brown that the Increment Policy proposals be concerning amount of increments be dealt with as a preferential ballot with three choices, including "no change from present contract"  
 CARRIED

Jay Hirabayashi amend to include "no increment increases to be  
 Jeff Hoskins paid" as a choice on the ballot  
 CARRIED

k) to delete Wages  
 - Increase wages by 5% and increase the number of staff employed at UBC  
 CARRIED  
 to include a summary of Wage Costing explanations, with appropriate adjustments for the AIB guidelines on the preferential Wage Ballot  
 CARRIED

4. Pat Gibson to include a proposal that employees have the right  
 Lid Strand to work past age 65  
 CARRIED

Margot Scherk to delete Increment Policy  
 Jeff Hoskins - change so that experienced personnel are placed on an appropriate salary step when hired  
 CARRIED

Pat Gibson  
 Lid Strand that we use our present salary scale as an example and demonstrate what the effect would be of implementing the Increment Policies as per proposals on preferential ballot  
 CARRIED

5. Moved by the Contract Committee that the proposed ballot as circulated as amended at this meeting be adopted  
 CARRIED

6. Adjournment

# MINUTES

7

Minutes of the General Membership Meeting Thursday, February 23, 1978, Buch. 100

1. Agenda adopted as amended.
2. Minutes adopted as published.
- 2a. Treasurer's Report

- that we pay the increase of office rent as of February 1, 1978 CARRIED

Pat Gibson that the Treasurer be authorized to try to negotiate a two  
Lid Strand year lease. CARRIED

Financial statement adopted as published.

3. Business Arising from Minutes

- a. SORWUC Referendum - Lid Strand

Referendum date has been extended by one week due to the Contract Preparation Referendum.

- b. Leave of Absence grievance motion

- that the membership authorize the Grievance Committee to take this grievance to arbitration and pay all related expenses.

Ann summarized the history of the grievance as there was confusion about this when it was defeated at the last meeting, resulting in a motion to reconsider the motion at this meeting.

CARRIED

4. Correspondence - Jeff Hoskins

R.A. Grant to Ann Hutchison Feb. 9, 1978  
re: increase in Group Life Insurance premiums.

All other correspondence received between January 30 and Feb. 23 is to be summarized and published in the Newsletter.

5. Nominatings Closing

Strike Committee  
Diane Dyck - elected by acclamation  
Nominations reopened for six positions.

Grievance Committee  
Valerie Siegel - elected by acclamation  
Michelle McCaughran - not available to respond

Assistant Division Organizer  
Rick Lymer

Quorum broken at 6:04 p.m. Remain der of agenda deferred to next meeting.

General Membership Meeting  
 March 16, 1978 / Thursday  
 12:30 - 2:30 pm.  
 IRC 2

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Division Organizer Report:
  - (a) 2nd Organizer By-Law amendment
  - (b) Steward Seminar
4. Closing nominations:
  - Assistant Division Organizer (2)
  - Provincial Alternates (1)
  - Sick Leave Study Committee
  - Working Conditions Committee
  - Provincial Convention Delegates (10)
  - Membership Secretary
  - Strike Committee (6)
5. Provincial Report
6. Grievance Report:
  - Motions
7. Contract Committee Report
8. Executive recommendation: that action be taken against employees in the bargaining unit refusing to pay dues and assessments as of March 1, 1978.
9. Correspondence
10. Financial Report
11. Other Business:
  - (a) Campus day care donation
12. Adjournment

# AGENDA MEMBERSHIP MEETING

This edition of Across Campus has been printed in the Union Office as the new Communications Committee has not been phased in. The next edition - for which the deadline is Friday, March 17th - will contain much more information, reports, and letters.