

# ACROSS CAMPUS

AUCE NEWSLETTER DEC. 3, 1976 NO. 13

## Ray Waxes on 'Haunted Talks'

There is little of substance to report at this point. Friday's Ubysey (November 26th) carried an article entitled - quite aptly - "AIB haunts AUCE talks" - an article featuring some quotes from Jean Lawrence, our Contract Committee Chairperson. The article correctly stated that two mediation sessions were held on Tuesday and Wednesday, November 23rd and 24th. Further meetings, under the auspices of mediator Jock Waterston, are scheduled to resume on Tuesday, December 7, "...four days after an AIB hearing in Ottawa when an AIB case worker will present AUCE's 1975-76 contract to the Board." Apparently we have been allocated all of four minutes to have our case presented. The article made reference to the administration's wage offer, to the status of temporary employees, and to the concept of equal pay for work of equal value. The final paragraph contained a quote from Jean: "We're interested in finding out why the University thinks we're worth less."

Three sets of contract negotiations - three sets of mediation. Ed Sims, who mediated the past two contract disputes, favoured having all parties meeting in the same room in order to hammer out an agreement. Jock Waterston's approach or style is different - the Union and the University are to be placed in separate rooms with the mediator acting as the go-between, relaying positions, compromises, and adding his own twists. Waterston indicated that he felt this method could facilitate the signing of an agreement.

During Tuesday's session all three parties were seated in the same room - a session which featured some lengthy discussion of various issues in the contract. An interesting exchange between Grant and the Contract Committee occurred when the Committee explained that McLean, the former head of the Personnel Dept., had stated during our first set of negotiations that he did not think a lay-off clause was necessary as there would never be any lay-offs. Apparently, at that point Grant leaned back in his chair and said that, obviously, McLean was not telling the truth.

During Wednesday's session Waterston met separately with both parties. He went over the outstanding Union proposals with the Contract Committee. As the discussion of various issues progressed it became crystal clear that a fourth party to these mediation sessions was hovering in the background - the AIB. Waterston made several references to the AIB; he also queried our past submission and the possibilities of a future submission. He spent the afternoon with the University reviewing their positions, proposals, and objections, after which he returned for what was the most informative part of the session.

He suggested adjourning until Tuesday, December 7, at which time he could come out to UBC - rather than remaining on the 7th floor of the B.C. Mediation Services Commission in Burnaby. Waterston felt that the interval would give UBC (and the Union) sufficient time to ponder the issues he presented. He intimated that this was going to be a difficult set of negotiations to conclude as there existed some distrust on both sides of the table. In the final analysis, both sides, he believed, would have to concede some of their points. Then, he discussed his role as mediator - it was primarily his job

to get both parties down close enough so that an agreement would be possible. As unions usually put forward more proposals he had to spend more time with management - this in turn would leave the Contract Committee sitting on their own. He said he did not see a formal agenda as being of much value. Waterston did not see that the route would be easy - the Union would eventually have to make some hard decisions. He then discussed the tenor of the times - all of which bore a striking similarity to the positions Grant espoused (as reported in the last Newsletter).

Waterston then made a request for "quasi-confidentiality". He said he would appreciate it very much if he were not quoted in our Newsletter. He did not want to limit the information the Contract Committee would be giving to the membership, but he did not like the idea of direct quotes - he felt he needed some freedom to talk off-the-cuff with both parties without jeopardizing his position and hence the success of the talks.

The Contract Committee can assure the mediator that the Union will do nothing to jeopardize his position (and the success of the talks). The Committee will proceed as it has during the last three months - a style which Grant, the head of the Dept. of Employee Relations, complimented in a recent issue of the 'UBC Reports'. The Committee is also aware of the hard bargaining that is to begin December 7th and is confident that an agreement is possible at this stage if the discussion of the issues is thorough and honest.

by Ray Galbraith  
Recording Secretary for  
Contract Committee

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## «LETTERS and OTHER NUMBERS»

ACROSS CAMPUS welcomes letters (and other numbers) from the membership. All submissions must be signed by their author (please include your department name and office local). However, if for whatever reason you should wish to remain anonymous, then state that your name should not be used. You must sign it nonetheless. Send all letters to: AUCE, Local One, Campus Mail (Attn: Communications Committee).

### Heartfelt Thanks

To AUCE Membership,

During the past few weeks a number of familiar faces have disappeared from the Executive and various committees of our local. As new people come forward to fill the vacancies, we should reflect for a moment on the tremendous contribution that the 'old guard' has made in AUCE's struggle for a truly democratic constitution and a progressive contract.

In singling out individuals, one runs the risk of omission of names of those who also have contributed significantly, however it does seem most appropriate

at this time to say thanks and appreciation to Francis Wasserlein, Maureen Gitta, Vicki Meynert, Shirley Chan, Heather Macneil, Margot Scherk, and Ian Mackenzie. Special thanks also to Nancy Wiggs, Marcel Dionne and Ray Galbraith who have accepted other responsibilities in the local.

These are but a few, whose example of energy, wisdom, and at times courage, is an inspiration for other members to take a more active role in AUCE local 1, than

they have in the past. NOW IS THE TIME TO BECOME VISIBLE.

From the folks at  
Main Library,

Neil Bennett, Brian Varty, Vicki Koda, Richard Melanson, Jim Livingston, Pat Gibson, Una Walsh, Rowan Upton, Cindy Riera, Louise Hamilton, Gary Phillips, Bonnie Solem and Soula Fotiou.

## Getting Down to Basics

President Kenny and his four vices each receive annual salaries in excess of \$54,500. President Kenny's is \$60,000. The \$2,400 increase (i.e. \$200 per month for a 12 month period) for these five people is considered by a member of the Board of Governors "required to equal the inflationary trend to meet their basic requirements". We're told the Administration didn't even want the increase but "the Board of Governors felt the only way we had of showing our appreciation for all they've done was to give them a raise". Another Board member felt "this administration team is doing a first class job. Performance should be rewarded".

On the other end of the spectrum, after more than 2 months of contract negotiations the University's wage offer to AUCE read:

"Wage rates - The wage rates will depend on the distribution of the 5% total compensation increase available in terms of our ability to pay and the A.I.B. guidelines" (a 5% increase to an LA I's salary of \$760 per mo. amounts to \$38.)

We library and clerical workers also have to contend with inflation. For many of us the struggle is simply for subsistence. Prices of essentials continue to rise, uncontrolled. But, we must eat and try to round up an extra 20¢ per day for bus fare to and from work.

The University's attitude concerning the performance and basic requirements of its support staff is clear.

by Ann Hutchison

## A Reply to Ms. Dick

I do not know why Ms. Dick, an AUCE member, felt compelled to request "Equal Time" when making a submission to the

Newsletter. To me this represents a distortion of AUCE's history - to the best of my recollection I cannot remember a time when all AUCE members were not able to contribute freely to the Newsletter. I feel that the myth should be dispelled before it gets off the ground. If Ms. Dick should be labouring under the impression that she could not be heard then she should express the reasons why. Vagueness can only serve to exacerbate many unfounded suspicions in regards to AUCE.

Ms. Dick says that she would like to "reserve the right to make up my own mind on political questions." How one defines politics is definitely a personal decision. But I would like to ask Ms. Dick whether or not she considered our unionizing UBCa "political act" (both in terms of the University and in terms of the labour movement).

I would also like Ms. Dick to answer the question that arises from Dafoe's comment that "many unions are anxious to respond like lemmings, to any call to walk off the job." It's fine to repeat other people's words, but one should be prepared to substantiate them with examples. Who are these unions? When have they walked, lemming-like, off their jobs? Any form of a strike poses various degrees of hardship to the majority of union members involved. I don't think that Dafoe's comments can stand up to critical examination.

I resent the implications contained in Ms. Dick's sentence: "Perhaps I am more concerned with the welfare of our members than with blindly following some ineffective union philosophy." Contrary to what Ms. Dick may believe, there is no way, at least to my mind, that she can prove the following: firstly, that she is more concerned with the welfare of the membership than myself (who supported the Day of Protest), and, secondly, that by supporting the Protest, I "blindly" followed the lemmings, and finally, that the Day of Protest was some "ineffective union philosophy." General and sweeping claims, but no hard evidence.

As to the letter writing campaign - it is an interesting idea. But past practice has shown this to be an ineffective method of

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registering one's protest. I, along with in excess of 300,000 British Columbians, signed the ICBC protest petition. I signed daycare petitions and status of women petitions. I sent letters of protest. I signed myself into a lather. And, nothing happened.

Again I take exception to Ms. Dick's tone in relation to the idea of a letter campaign and how it would be a "far too simple and logical action to get through to the militants." Please define what you mean by a "militant". I supported the Day of Protest and I do not consider myself a militant, whatever that may be.

Ms. Dick spills over from opposition to the Day of Protest (which is her right) to strikes in general. I never favour the strike weapon as an end in itself, but in our social situation the strike is the last or final recourse or a necessary means to accomplishing some acceptable ends - keeping abreast of inflation, ending wage discrimination, maintaining the strength and effectiveness of the contract and of the Union, etc.

If Ms. Dick is so worried about being told by Union bosses what to do (and here again is vagueness - does Ms. Dick also include AUCE?), then perhaps she should involve herself more actively in our Local. This Union is wide open to membership participation. Vague, comfortable arm-chair criticism is fine, but action is more relevant.

I find Ms. Dick's position in regards to wage controls and the AIB ambivalent. If she supports them, I wish she would come out and say so. And, I wish she would supply facts to support her position. Perhaps I might change my position once Ms. Dick has clearly enunciated her views. Then again I may not. But at least there would be a sound basis for a debate and discussion of the issue.

Ms. Dick did take the time and expend the effort to write a letter to the Newsletter, and for this she must be commended.

Ray Galbraith

## An Offer of Help

If you have a child in Day Care or would like your child to be in some form of day care on campus, please call and leave your name and telephone number at the AUCE Union office (224-5613). We will then call you back.

A study of present needs (of Faculty, Staff and Students on campus) is being undertaken. It will include those who wish non-cooperative care (non-participation by parents) as well as co-operative day care. It does not preclude those who qualify for a subsidy. Comparative rates, hours, forms of care are all being included in the study.

For parents who have an interest in drop-in day care or after school or summer vacation - we would like to hear about these too.

We ask for your cooperation so that we can present our findings to the President's Committee on Day Care, as soon as possible. Mid-December is our target date to compile results. If you have further questions on our Survey/Study, please call Joyce Diggins at [REDACTED] 3, or Penny Heath-Eves at [REDACTED] 6, evenings.

It would be so much easier just to fold our hands and not make this

It would be so much easier just to fold our hands and not make this fight...to say, "I, one man, can do nothing."

I grow afraid only when I see people thinking and acting like this.

"We all know the story about the man who sat beside the trail too long, and then it grew over and he could never find his way again.

"We can never forget what has happened, but we cannot go back nor can we just sit beside the trail."

- Opeteca-hanawaywin  
Poundmaker, 1842-1886  
Cree Nation

# Resignation statement

-Ian Mackenzie

As many of you already know, I am stepping down from the position of president, Nominations have already been opened, and will close at the December membership meeting.

Although at the October meeting I stood for a second term, it was only with considerable reluctance and due to the fact that no one else was willing to stand for the position. I was concerned lest the position of president be vacant during negotiations.

However, since that meeting I learned of one person who is willing to stand after all. I am therefore stepping aside for her, especially as she is a highly capable person who I think will do a good job. At the same time, I would be very glad to see at least one other person willing to stand so that we may have an election.

From a strictly personal point of view, I will be very relieved to step down. I feel fortunate to have had the experience of serving in the position for a year. I've learned a great deal about a lot of things, and can only hope that the Union has benefited from my participation one-tenth as much as I feel I've benefited personally from what I've learned. But the other side of the coin is that it's often been a frustrating and thankless job, and, with three evening meetings a week and weekend meetings par for the course, one that has cut severely into my private life. I think for most ordinary mortals, including myself, a year with that kind of schedule coupled with a rather weighty responsibility is quite long enough. (I'm not going to totally vanish from the scene, by the way: I plan to help both the Grievance and Contract Committees on an ad-hoc basis.)

A major factor in my decision to step down is the number of men in the leadership of the Union. I think it essential that the proportion of women in our membership be more accurately reflected in our elected positions. One must

commend those men, as those women, who have selflessly given so much of their time and energy to the Union. But it is highly unfortunate to find, in a union that espouses the philosophy of working women organizing themselves, that more women aren't willing to participate in their own organization.

In conclusion, I'd like to give a few of my thoughts on the "state of the Union". In my election statement last year, I stressed my concern for maintaining the democratic structure of the Union. We've succeeded in doing that. Sure, at various times some of our committees have made mistakes and incurred the wrath of a lot of members: but I think it's important to remember that a) the mistakes have always been honest ones, a result of the over-work and pressure those involved have been under, and not motivated by malice or a desire to subvert the wishes of the membership; and b) the fact that the membership has known about mistakes and been able to respond is a symptom of our democracy.

But during the last year, I've come more and more to the conclusion that our major problem is not any threat to our democratic *structure*. Rather, it lies in members' failure to use the structure that is there. The facade of democracy with all its constitutional trimmings is meaningless unless you also have its substance: that is, the majority of members being meaningfully involved in and knowledgeable about the Union. To take the most relevant example: a membership meeting can be run strictly according to the book, with every procedural nicety observed, but if at the same time people haven't understood half of what's been going on and haven't been interested in the other half, and have gone away feeling alienated about the meeting rather than good about it - then there you have a meeting which, in practice, is most undemocratic.

I therefore think that a major focus of the Union in the near future should be education. Education about our structure, and about rules of order at meetings, so that every member knows how to make use of the forum which is freely available to them. Education about the history and purpose of AUCE, and how important the Union is for the

mere maintenance of our present conditions, much less their improvement. (How many new members, for example, really realize that the relatively good conditions out here compared to downtown are not due to the University's "benevolence", but rather due to our fighting for, and winning, contracts that have literally doubled our standard of living? And education of stewards - a steward structure is the backbone of any union. I think our all-day steward seminar scheduled for February is one of the most important things on our plate in the near future.

# Foolish Games

Kevin Grace/Chairperson  
Grievance Committee

Since last month's report a considerable amount of activity has taken place. Firstly, two new members have joined the committee; Theresa Fong from Division C, and Ann Hutchinson from Division H. This brings the total up to six, and while it is gratifying to have this number of people on the committee, there are still a number of divisions which do not have representation on the committee.

Secondly, there has been a significant restructuring of the committee; a formal division of labour on the committee, and especially, a definition of the role of the chairperson. Now that these reforms have been effected, it is now possible, in my opinion, to have a more efficient Grievance Committee than at any time in the past.

In the last Grievance Committee report, I expressed the hope that relations between the University and the Union would have improved by the time this report was written. Unfortunately, this has not been the case. In fact, relations have deteriorated to the point where I can safely say that they have reached a low point; relations have never been worse this year, and possibly, never worse in the history of Local #1.

The primary reason for this is both simple and fundamental; the University has in the past, and continues to refuse to properly implement the collective agreement. AUCE and the University have

been under contractual obligations for over two years. For these two years plus the University has been bound by a set of mutually agreed upon regulations. However, since the first contract was signed the University has never seriously attempted to instruct its departments or even its own Employee Relations Department on what a contract means, and how it should be properly and universally implemented. What this boils down to, is that for over two years the University has been continually violating the collective agreements.

Sometime last summer, Ray Galbraith stated his opinion that Robert Grant's appointment as Director of Employee Relations would usher a significantly different era of relations between the Union and the University. Indeed, during the first few months of Grant's tenure it appeared that definite progress was being made, at least insofar as the number of items on Labour Committee Meeting Agendas dropped considerably and, in that Grant was usually pretty consistent in giving quick answers to Union grievances and queries. Recently, it has become apparent that Grant is no longer responsible for dealing with the Grievance Committee. Wes Clark has been dealing exclusively with the Grievance Committee for the last number of months, and the committee finds itself faced with the same problems we faced earlier this year; floundering about in a sea of uncertainty, having cases dragged out to unspeakable lengths and attempting to deal with a state of affairs that seems to progressively grow more surreal.

An indication of the University's current method of dealing with the Union was shown during a meeting on the subject of misclassification held November 15. The Grievance Committee stated its views: misclassification grievances were being treated as though they were reclassification requests, they were taking an inordinate amount of time to resolve, and that the independent evaluations of such grievances were not taking place. Clark answered many of our queries by saying that we could take any of these cases to arbitration if we wished. Finally, I asked him, "Are you, in effect, daring us to take every misclassification to arbitration?" Clark replied, "That is your right." It becomes apparent what the Grievance Committee is dealing with; a

University that seemingly, has no intent or desire to reach amicable solutions to the problems that arise with the Union.

As a consequence of this attitude the Union now faces three arbitration cases already approved by the membership, five more that notice of motion is being given in this report, application to the LRB under Article 96.01 of the Labour Code for a matter of interpretation (this is free) and a handful of probable arbitrations in the near future.

The specific incident that produced my earlier comment about relations between the Union and the University occurred on November 8 and 9. Wes Clark informed the Grievance Committee by letter that six of the current grievances between the Union and the University were, in the University's opinion invalid. Clark attempted to justify this act by stating that the time limits on these grievances had expired. The Grievance Committee was shocked! Here was the University, who have in the past (as I detailed in the last Grievance Committee report), and who continue to break time limit rules with absolute impunity, attempting to punish the Union for what it considered to be the same thing. (And the University has no justification for any of these acts, refer to the Union's reply printed elsewhere in its entirety).

The Grievance Committee decided an immediate response was called for. The University's brazen disregard for the welfare of its employees had gone far enough. A letter by the Grievance Committee refuting the University's claim that time limits had expired in these cases and castigating the University for its actions was sent November 15. The letter was sent to Grant, for even though he has delegated responsibility for AUCE to Wes Clark, the final responsibility for the decisions of his department belongs to him. Besides that, the Grievance Committee felt that Grant may well have been ignorant of the actions taken by Clark, and that, upon hearing of them he might take measures to set things right.

Grant replied to the letter on November 17. He admitted the severity of the problems involved but then proposed a meeting between himself, Clark, Ian Mackenzie, and the Grievance Committee Chairperson. This meeting would be "without prejudice" to any subsequent

decisions taken by either side. Interestingly enough, Grant's reply was sent not to me, as Chairperson of the Grievance Committee but to Ian Mackenzie, as President of AUCE. Seemingly, the reasoning for this was that the Grievance Committee had gone over Clark's head by referring the matter to Grant, so Grant attempted to go over my head by sending the letter to Ian.

The Grievance Committee feels that in camera meetings between the Chairpersons and Directors achieve nothing, especially since the Chairperson of the Committee has but one vote on the Committee, and does not determine policy for the entire Committee. We informed Grant of this by letter on November 22, We also took an opportunity to remind him that the elected committee members and their chairpersons conduct their business in a considerably differently fashion than do the University's. The Grievance Committee proposed a meeting between ourselves and the Labour Committee *with Grant present* to discuss the matters raised in the letter of November 15. (This was our initial demand).

As of the date this was written (November 27) Grant has yet to reply to the letter of November 22. However, the Labour Committee will be meeting amongst themselves on November 29, and a reply from Grant on the proposed meeting should be forthcoming soon. The subsequent decisions on the above mentioned matter, taken by Grant and the Labour Committee will, to a large extent, determine the tenor of labour relations at this University for a long time to come.

The following Notices Of Motion are given for the membership meeting of December 9. Be it moved that the membership of AUCE Local #1 authorize:

1. Application to the Labour Relations Board of B.C. under Article 96.01 of the Labour Code, for an interpretation of the collective agreement re: Should grievances concerning discharge (Articles 33.03, 33.04, 33.05 of the collective agreement) commence at Step 1 or Step 4 of the Grievance Procedure, Article 35.02? (This is a non-monetary decision).

2. The Grievance Committee to take the reclassification grievances of Avron Hoffman, Louise Pinard and Young Ju Ahn to arbitration.

3. The Grievance Committee to take

the mass Stack Attendant demotion grievance to arbitration.

4. The Grievance Committee to take the grievance under Article 34.01 Job Postings, to arbitration.

An explanation of, motivation for, and discussion of these four motions will take place at the membership meeting of December 9. As the matters raised in this report are of the utmost importance to the Union I would strongly urge everyone to attend. A considerable amount of time has been set aside for the Grievance Committee Report and hopefully, all members of the Union with questions on the matters raised in this report (and I anticipate and hope there will be many) will have an opportunity to have their queries answered.

(See pages 13-14 for letter to Grant.)

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When a sensible person is wrong, he must eventually perceive and own it without much struggle; but a fool is never to be convinced, and, after all, not worth convincing.

- Lord Byron

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## Editor's Say (Part II)

As a new member of the Communications Committee I would like to respond to some of the issues raised by Robert Gaytan in the last Across Campus. I feel that Robert has initiated a crucial discussion on the state of the Union.

Instead of limiting our horizons we need to expand them. We have a great deal of re-organizing to carry out - we have to establish a Union presence in the myriad of smaller offices which dot the campus. Our steward structure needs re-vitalizing - the planned stewards' seminar in January is a step in this direction.

The momentum of the past few years is subsiding - we have reached a new plateau. We must turn to the basics of electing and educating stewards. We have as yet not tried the course of a well-organized steward structure knowledgeable in the workings and application of the contract - a steward structure meeting regularly to discuss common issues and problems. Until we have tried that route it is premature to discuss or consider limiting the Union's role or function.

An active and aware steward structure can help to ensure that there is a consistent and just application of the contract across campus. There are probably many offices where employees are not exercising their rights, either because they do not know about them or because they are hesitant to do so. Perhaps the Executive should formalize elections of stewards in all Divisions. In the past the process of electing stewards has been vague, and this could account for the haphazard way in which one becomes a steward.

There are several AUCE members still on campus who have trade union skills but who are no longer involved, at least actively. In the past our problem has been that those involved have "burned out" quickly. What we have to do is to re-involve those members with experience and to attract new members to participate, but not at the break-neck speed of the past.

Part of the problem has been the "lack" of leadership - a "lack" in the sense that many decisions - both good and well-reasoned ones - have been made at the Executive and Grievance Committee levels in a vacuum. A good decision loses much of its effectiveness when its rationale is not passed on to the membership.

Robert, I cannot agree with your statement: "I wonder if this doesn't call for a real reassessment of our expectations as a trade union." (I suspect that you were floating the idea in order to initiate a discussion on AUCE's future).

Other than becoming a staff association, with management's best interests at heart, the only alternative, as I have indicated above, is to expand our horizons. At a time when Grievance Committee agendas contain 15 to 20 grievances for a single meeting with the University's Labour Committee, at a time when we are confronted with the AIB, at a time when we should be concerned with re-vitalizing our union to get more participation, I cannot agree that we should reduce our expectations to some unspecified degree.

The problems of membership participation are not particular to AUCE. "Apathy", a



tenuous term at the best of times, is widespread in the trade union movement (there are a plethora of reasons, but they will have to be discussed in future newsletters). Family and outside pressures are not the sole preserve of women.

For me this Union has provided an education - an education more valuable than the formal one I received at university. I have witnessed the creation of a democratic and responsive union - an historical feat accomplished mainly by women. I know we will be equal to the challenge before us.

Prior to organizing, and prior to negotiating a more just wage and progressive benefits, I had believed that democracy was limited to the ballot box every few years. My opinion has changed. I now believe that democracy begins at the workplace, and this realization has re-directed my energies. As for what goes on in our offices in regards to working conditions, terms of employment, and wages - on a day-to-day basis - are all important. For me, the continuation and the growth of this Union are important. And, it should not necessarily mean limiting our horizons - something which is difficult at the best of times. We have the members and their energies, and we should make use of them. To what ends - that is for those involved and for the membership to decide.

Ray Galbraith  
Communications Committee Rep.  
Division H

# Dec. 9th

## Membership Meeting

### I.R.C. Hall 2

### 12:30-2:30 P.M.

## Agenda

1. No Smoking
2. MOTION: That there be a two minute time limit on all speakers for this General Membership Meeting only.  
Moved: Fairleigh Funston  
Seconded: Pat Gibson
3. Adoption of Agenda
4. Adoption of previous minutes
5. Business arising from the minutes
  - a. Closing of Nominations:
    - 1) President
    - 2) Recording Secretary
    - 3) Strike Committee
6. Correspondance
7. Financial Report - Jeff Hoskins
  - a. That the membership authorize \$750 for office expenses for the month of November.
  - b. That the membership authorize the payment of \$25.01 to Judy Todhunter (Rep. for the Grievance Committee) to reimburse her for the remainder of the conference fees (Current Issues in Grievance Arbitration Seminar). We also request that the membership authorize the payment of Judy Todhunter's salary for the 26th of Nov. for the attendance of the above seminar.
8. Contract Report  
MOTION:  
Article 31.03 - Job Evaluation Committee - The Union Job Evaluation Committee, consisting of three (3) members, shall meet with the University Job Evaluation Committee, consisting of three (3) members, to continue to study and recommend development and implementation of a revised Job Evaluation System.  
The University agrees to provide the Union with all statistical and other relevant information pertaining to Job Evaluation and Job Classification.  
Moved: Emerald Murphy  
Seconded: Rayleen Nash
9. Grievance Report - Please refer to motions printed in newsletter.
10. AIB Report
11. MOTION: Be it moved that for the month of January 1977 we hold two one-hour noon General Membership Meetings to replace the Thursday evening Membership Meeting and that one agenda be prepared to be covered in those two

meetings.

(N.B. - This motion is being presented as an experiment to see if the afterwork meetings might be discontinued and replaced by noon meetings to make it easier for a larger percentage of the membership to be present for decision-making.)

Moved: Pat Gibson

Seconded: Fairleigh Funston

## 12. Quorum Issue

### MOTIONS:

- A) That the quorum, presently 25 (1.9%), be increased to 130 (10%) with immediate effect.
- B) That all business requiring a vote be conducted at daytime meetings only, in order that a quorum may be present when matters of importance are discussed.
- C) That the agenda for each daytime meeting be restricted largely to motions and other items requiring a vote, and be strictly time-limited to ensure that all the items are dealt with during the meeting called, and not overflow to the next (evening) meeting.

Moved: Gayle Neille

- 13. Guest speaker Jean Rands, Representative from SORWUC, will speak on the bank organizing drive.

## 14. Other Business

# The John Hrubes' Case

This arbitration, approved by the membership several months ago, concerned John Hrubes, a Clerk II in the Faculty of Education. John's duties as a Clerk II closely approximate those of an Assistant Mail Clerk, a position currently contained within the Pay Grade III level. However John, who has been incumbent in the position for a number of years, has always been classified as a Clerk II, and been paid at the Pay Grade II level.

The case is complicated by the fact that the University has to this date refused to supply a Standard Job Description for the position referred to as Mail Room Attendant. This proposed Mail Room Attendant job description covers not only John's position but also the three Asst. Mail Clerks currently paid at the Pay Grade III level, one other position currently classified as a Clerk II and prob-

ably several positions classified at the Clerk I level. This job description is promised within Article 31.01 (b) of the collective agreement and was to have been presented to the Union for approval within three months after the signing of the current collective agreement. The collective agreement was signed December 23, 1975.

On April 21 of this year, Mr. Wes Clark, Assistant Director of Employee Relations, promised, in writing, that the Union would be provided the Standard Job Description for Mail Room Attendants by May 15. As stated earlier, the Union has yet to receive this contractual requirement.

When it became apparent that John's grievance was a probable arbitration case and that a number of other positions' ultimate classification were dependant upon the resolution of John's grievance, the University took the position (which they maintain to this day) that the Mail Room Attendant position does not exist. That is, all employees performing mail room duties are merely Clerks.

This was followed by the extraordinary step taken in September of reclassification of the three positions of Assistant Mail Clerk currently at the Pay Grade III level to the Clerk II level. The incumbents in the positions are to be paid at the III level until they resign; this is known in Employee Relations jargon as "red-circling".

Clearly, these demotions (though not yet approved by the Union, and therefore not yet legal) as far as John's case was concerned, were an attempt by the University to "head 'em off at the pass", so to speak.

The Grievance Committee's strategy vis-a-vis the University's actions was decided upon: the committee would attempt to have an arbitrator rule that John should be correctly classified as a Mail Room Attendant; Pay Grade III. Then a mass grievance would follow from all other employees currently performing mail room duties and incorrectly classified.

After many delays the arbitration was set for November 24. The Union was represented by Marcel Dionne. The University was represented by Wes Clark, and by Keith Mitcell (a lawyer). The arbitrator was Allan Spragge.

The Union proposed the following question for the arbitrator to rule on:

"Is the position held by John Hrubes, presently classified as Clerk II, correct, or should it be reclassified to the classification level of Assistant Mail Clerk; Pay Grade III."

The University objected to this question and the arbitrator upheld their objection. He ruled that he would not rule on whether John should be an Assistant Mail Room Clerk, or a Mail Room Attendant. The arbitrator justified his decision on the grounds that neither of these two suggested job titles and classifications had an approved Standard Job Description. He stated that reclassifying John to either of these positions would constitute an amendment to the collective agreement; a ruling that the collective agreement specifically forbids. The arbitrator ruled further that he could only rule on whether John should be a Clerk II or a Clerk III.

The arbitrator's ruling put the Grievance Committee in a terrible quandry. The Union's entire case was based on the assumption that the arbitrator would rule on whether John should be an Assistant Mail Clerk (Mail Room Attendant). Should we press on with the case, postpone it, or drop it and start anew? After nearly two hours of discussion the Grievance Committee decided that it stood a better chance of having John reclassified to the Pay Grade III level if the arbitration was postponed until the Union received a Standard Job Description for the Mail Room Attendant position.

The Union proposed this postponement to Spragge. The University and Spragge both agreed to the postponement, and to retain Spragge as arbitrator, to rule on this case after a Mail Room Attendant job description becomes official. All sides agreed that the grievance would, in fact, have to be reinitiated, and that the required procedure would have to be followed. Mr. Spragge graciously announced that there would be no bill for the meeting of the 24th, if all parties met again to resolve John's grievance.

In retrospect, it can be stated that the Union's strategy on this case was misconceived. The delay was bitterly disappointing to John, who has been attempting to have his job classification changed for a many years. However, when considered in the light of

the consequences that may have occurred if the Union had gone ahead with the case as it stood, and noting that nothing was, in fact, lost by the postponement except time, the Grievance Committee feels that the best was made of a bad situation.

The Grievance Committee will now have to force the University to provide the Mail Room Attendant job description promised eleven months ago. When this document is received, then the Grievance Committee can proceed to have John and all the other employees currently performing mail room duties reclassified to their rightful places.

by Kevin Grace/Chairperson  
Grievance Committee

## Minutes of the last Meeting

Following are the minutes of the Nov. 4th, 1976, Membership Meeting; Buchanan, Room 106, 5:00P.M.; Ian Mackenzie, Chairperson; Pat Gibson took the minutes.

MOTION: That a time limit of two minutes per speaker be imposed for this meeting.

Moved: Jerry Anderson  
Seconded: Shirley Dick  
CARRIED

Adoption of the Agenda.

CARRIED

Adoption of Minutes.

CARRIED

Business Arising from the Minutes. NONE.

Correspondence:

1.) Letter from UBC Employee Relations to the Labour Relations Board re: request to exempt two positions from the bargaining unit.

We sent a letter in reply to the Labour Relations Board.

We held a meeting with UBC Employee Relations re: Presidents Office exemptions.

2.) Letter from the Institute of Animal Resource Ecology re: UBC Endowment Lands Development.

3.) Letter from Fraser Valley College re: Information for their AIB submission.

4.) Letter from Alan Williams, Minister of Labour re: Mediation.

5.) Letter from Mediation Services Branch re: Mediation.

6.) Letter from UBC Employee Relations re: Committee for Parking needs at UBC.

Ian Mackenzie resigns as President effective on electing a new President. Nominations for President opened. Nominations were: Judy Todhunter  
Pat Gibson  
Ann Hutchison

Carole Cameron elected by acclamation for Membership Secretary.

Nominations for Recording Secretary remains open.

Grievance Report given by Kevin Grace.  
MOTION: That the membership authorize the Grievance Committee to take the grievance of Kevin Grace to arbitration.

Moved: Kevin Grace  
Seconded: Doreen Nicholson  
CARRIED

Financial Report given by Jeff Hoskins.  
MOTION: That we accept the September Financial Statement.

Moved: Jeff Hoskins  
Seconded: Robert Gaytan  
CARRIED

MOTION: That we accept September & October office expenses for \$750 each month for a total of \$1500.

Moved: Jeff Hoskins  
Seconded: Marcel Dionne  
CARRIED

MOTION: That we pay the per capita tax to the Provincial for September and October.

Moved: Jeff Hoskins  
Seconded: Fairleigh Funston  
CARRIED

MOTION: That we pay for labelling service to date not paid for.

Moved: Jeff Hoskins  
Seconded: Vicky McNeil  
CARRIED

MOTION: That we put labelling service under Other Business for discussion.

Moved: Robert Gaytan  
Seconded: Fairleigh Funston  
CARRIED

MOTION: That the intent of the Dues Referendum be as follows: Do you approve a dues increase? YES      NO      ABSTENTION     

That regardless of how you voted on the above motion please indicate your preference of the following by placing an X beside only one of the spaces provided.

A.      That the dues assessment for AUCE Local #1 shall be .75% of each members gross wages.

B.      That the dues assessment for AUCE Local #1 shall be as follows: \$6.50 per month for those members working more than 20 hours per week, and \$3.00 per month for those members working 20 hours or less per week.

C.      Abstention.

Moved: Pat Gibson  
Seconded: Vicky McNeil  
CARRIED

Contract Committee Report given by Jean Lawrence.

AIB Report given by Fairleigh Funston.  
Petition from Division D null and void due to present developments related in report given by Fairleigh on the AIB Report.

Communications Committee Report given by Robert Gaytan.

Provincial Report given by Judy Wright.  
Parking Committee:

MOTION: That we send one member as an observer to an Informational Meeting on Parking at UBC to be reported back to Union.

Moved: Robert Gaytan  
Seconded: Fairleigh Funston  
CARRIED

Marcel Dionne is to be that observer.  
Labelling Service:

MOTION: We use the mailing service when no volunteers are available.

Moved: Jeff Hoskins  
Seconded: Shirley Dick  
CARRIED

Meeting adjourned and continued informally with a half-hour discussion of a wide range of topics best described as "Let's Talk About What's Bothering Us".

## FOOLISH GAMES (cont)

Mr. Robert Grant  
 Director of Employee Relations  
 Mary Bollert Annex  
 Campus

November 15, 1976

Dear Sir,

This letter is in regard to correspondence from Mr. Wes Clark received by the Grievance Committee last week and dated November 8th and 9th. This correspondence relates specifically to the grievances of Ahn, Hoffman, and Pinard, Stack Attendants, Doris Warkentin and Careers' 76. The gist of all these letters is that the time limits have expired and that the University no longer considers them to be valid. Since such momentous decisions as these must originate from a higher authority than Mr. Clark, this letter is addressed to you as Director of the Department of Employee Relations.

The Grievance Committee considers these acts by the University to be very grave. Indeed, they can be seen as nothing less than a frontal attack on the Grievance Committee, the Union and all of its members therein. Your decision to arbitrarily refuse extensions to the time limits, especially when viewed in the light of the very dubious reasons given, which will be discussed below, make an absolute mockery of your oft repeated statements concerning improving labour relations at this University. Indeed, these acts and other recent decisions by the Labour Committee have precipitated what perhaps can be considered as the very nadir of labour-management relations since the conception of A.U.C.E. nearly three years ago.

The Labour Committee's shocking disregard of the rights and sensibilities of its employees and the resultant increase of mutual antagonism between the Union and the University can only be seen as representing extreme bad faith on the part of the University. One wonders if the Employee Relations Department has any concern at all for the best interests of AUCE's members or whether the University is merely content to use cheap tactics and ploys in an effort to dissuade Local #1 employees from exercising their full rights under the collective agreement.

On October 15, 1976 the Labour Committee received a letter from the Grievance Committee on the subject of time limits. While admitting that strict adherence to the time limits specified in the collective agreement is obviously not possible, the Grievance Committee chastised the University for its procrastination and time wasting on a number of grievances. Evidently, the University was so piqued by this letter, that it has attempted to teach the Union a lesson. The Grievance Committee would like to remind the Labour Committee that it is they that schedule joint meetings and that the University's practise of scheduling joint meetings close to the end of time limit dates has precipitated much of the problem on this matter.

Mr. Clark's statement of November 8, 1976, that the University's reply on the Ahn, Hoffman and Pinard grievances was given within the time limits, is manifestly absurd. It is also an outright lie. These grievances were first initiated in February, 1975 and the University's Step four reply was not received by the Union until October 22, 1976.

Concerning the Stack Attendants grievances, it should be noted that Mr. Clark's undated Step four reply of late October, 1976, in the opinion of the Grievance Committee, was given past the expiration of the time limits. Secondly, this grievance will not become invalid until the expiration five working days past the Step four expiration date as stated in Article 35.02 (c). The University is now officially notified, under the provisions of the above mentioned article, that the Union is invoking arbitration in this matter. Finally, it should be noted that the University's refusal to answer

a written request for an extension of this grievance until a date at which the University considered the grievance to have expired, constitutes considerable bad faith on your part.

In the matter of the grievance of Doris Warkentin, the Grievance Committee does not consider this grievance to have reached Step four. It has been a long established practise in dealings between the Union and the University that Step four does not commence until such time as a meeting between the Union and the University, in regard to the grievance in question, is held. In any event, as in the Stack Attendants grievance mentioned above, the expiry of the grievance does not occur until five working days from the expiration of Step four. The Grievance Committee, at this time, would like to inform the University that it is invoking arbitration in this matter.

In the matter of the Careers' 76 grievance, what was intended to be an examination of what you, yourself, considered to be an important problem, the Union has met with only bureaucratic niggling and obfuscation on the University's part. The Union's attempt to get to the bottom of this problem has been repeatedly stymied by the University's refusal to supply job descriptions for the positions in question, and by the University's bald assertion that since the Careers' 76 programme no longer exists, that, therefore, Careers' 76 is no longer a problem.

In light of the University's actions of last week, their effect on the Grievance Committee, and the Union as a whole, and the statements made in this letter, the Grievance Committee demands a meeting between yourself, the members of your committee and the Grievance Committee, to deal solely with this problem, immediately.

Yours truly,

Kevin Grace  
Chairperson, Grievance Committee

# Our Brief to the AIB

Prepared by Fairleigh Funston  
and Pat Gibson

Mr. Allen Horner  
Anti-Inflation Board  
Compensation Branch Ottawa  
Rm. 826 219 Laurier Ave. West  
Ottawa, Ontario  
K1P 6B1

October 27, 1976

Dear Sir,

Re: The University of British Columbia's Anti-Inflation Board  
Submission of August 3, 1976 covering the Non-Professional  
Clerical, Office and Library workers' Unit on campus.

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Pursuant to Mr. R.B. Weir's letter dated September 2, 1976 in which he stated that

a detailed review of the above is required by the Compensation Branch; and with reference to the letter sent to you by the University of British Columbia dated September 29, 1976, the Union submits the following brief for your perusal.

### Historical Relationship

The Union feels that there is indeed evidence to substantiate that our group has an historical relationship with other corresponding groups at various post-secondary institutions in the Province of British Columbia. For the purposes of this submission we have chosen for comparison the clerical units at Simon Fraser University, the University of Victoria and Capilano College. We have provided statistical data on salaries and percentage increases for the period July 1973 - August 1976 and have made adjustments and comparisons with regard to classification systems within the respective units.

Studies made by ourselves and the University of British Columbia show that the nature of the services rendered by each of the groups mentioned are more than similar and in fact, in many cases entail the same duties. Appendices 1,2,3, and 4 indicate the monthly salaries of each of the units for the above mentioned period. You will note that the classification systems within each of the groups vary to a degree (ie. The classification 'Clerk IV exists in both the University of British Columbia and Simon Fraser University groups. With respect to Capilano College the most senior clerical classification is that of Accounting Clerk III and similarly in the case of the University of Victoria the corresponding classification is that of Administrative Clerk). In order to compare the salaries within differing classification schemes, it was necessary to investigate the aggregate qualifications and skills required by each. In consultation with the University of British Columbia we discovered that some of the necessary comparisons had been done previously by their office and we combined these with our own to formulate Appendix 5.

Having completed the comparative analysis of the classification systems we then chose eight comparable positions for the purpose of studying salary rates and increases. These classifications represent entry level, median level and senior level positions. Appendix 6 notes the base salary rates of each group and the percentage by which they differ from the salaries earned by our group.

Appendix 7 outlines the monetary and the percentage gains within each of the eight classifications over the two year period July 1, 1973 - April 1, 1975 and the three year period July 1, 1973 - August 1, 1976. These calculations were done for each of the four groups and show that while the monetary gains for the period July 1, 1973 - April 1, 1975 were demonstrably similar (ie. the University of British Columbia and Capilano College received an increase of \$225.00 across the board, Simon Fraser University received a \$265.00 increase and the University of Victoria an average of \$253.00) any existing disparity was augmented considerably during guideline year 1.

The Union feels confident that Appendices 6 and 7 will show that salaries and rates of increase in compensation of the employees in each group has borne a demonstrable relationship for the two year period prior to October 14, 1975.

Further, the August 1976 rates shown for Simon Fraser University and Capilano College are not subject to review by your office as their collective agreements were signed June 4, 1975 and August 26, 1975 respectively. Conversely the lesser rates shown for the University of Victoria and the University of British Columbia are subject to the guidelines.

Simon Fraser University's present contract will expire November 21, 1976 at which time they will negotiate a new collective agreement. Similarly Capilano College is presently

negotiating as their collective agreement expired September 30, 1976. Currently, there exists a notable disparity between our base rates and those of Simon Fraser University and Capilano College. In our Appendix 5 we listed the comparable positions within all four groups. These positions are extremely similar and the level of responsibility required in many cases the same. However the salaries paid by Simon Fraser University and Capilano College exceed those of our group by 1.6% - 11.9%. We feel that our present rates are easily justified and that should they be in some way recessively adjusted, our group would be at an unfair disadvantage in our attempt to achieve parity.

### Sex Discrimination

The Anti-Inflation programme provides for exemption of pay increases that eliminate sex discrimination in pay practices. It is our conviction that the most pervasive and generalized sex discrimination in pay practices is that which dictates that "female-type" jobs shall be paid less than "male-type" jobs. That is to say, jobs that require clerical and secretarial skills and largely held by women are rewarded far less than jobs requiring labour or "technical" skills, even though in any given instance the aggregate skills, responsibilities and qualifications may be the same or greater in the "female-type" job than in the "male-type" job.

In the 'Final Report of the President's Ad Hoc Committee which considered "A Report on the Status of Women at The University of British Columbia" with particular reference to Employed Staff - October 1973' the following was published.

pg. 12

#### B. Sex-typed Female Jobs

The major thrust of the Status Report is that sex-typed female jobs have lower average salaries than job categories which are sex-typed male.

The Committee finds overwhelming evidence that societal customs have classified many jobs into sex-related categories, particularly in the trades, and in clerical and secretarial areas. ...

pg. 14

#### C. Lower Salary Scales for Sex-Typed Female Jobs

The Committee notes that the Personnel Office attempts to apply a consistent system of weights to every job when evaluating it for salary classification. The Committee also notes the influence of community practice and of supply and demand upon these various weights and concludes that the job salary does not necessarily reflect the value of the work performed. There is indeed a significant and questionable difference between salaries of some categories of sex-typed female jobs and some categories of sex-typed male jobs which require comparable educational qualifications and experience. For instance, technicians and secretaries with comparable educational qualifications and years of experience usually do not receive comparable salaries.

There seems little doubt that society rewards muscle more than mental effort in certain occupational categories. The University follows suit by relating its salary scales to community norms.

The Committee concludes from its investigation that this particular principle of paying a greater premium for physical effort forms the basis for a significant portion of the feelings of discrimination on the part of women employed at this University. Coupled with this issue is the tendency to lump



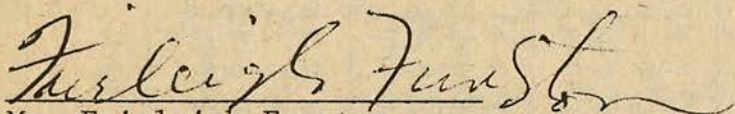
together a broad range of required qualifications under a single narrow classification such as "secretary". The Committee suggests that the University undertake a study to determine the appropriate and fair balance to be given physical and mental effort in determining salary scales, and to provide additional reward for special abilities required by the job; e.g. additional language requirement or the requirement of a university degree.

As the Union pointed out in its submission to you of August 19, 1976 it has always been our practice to negotiate with the intent of attempting to eliminate such disparities in pay practices as exist between sex-typed jobs on campus. This has been our goal since the conception of our organization. Our wage settlement succeeded in partially eliminating the existing disparity as well as correcting the inconsistencies that existed within our own salary scale.

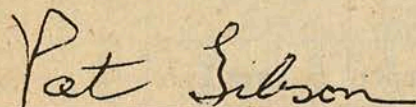
In our previous submission to you we compared the Job Description of our Library Assistant 1 and Clerk 1 to that of the Assistant Technician of C.U.P.E. Local 116. We would have been entirely justified in seeking parity with the Labourer 1 position (\$960.00 per month), Truck Driver (\$1023.00 per month), or Gardener (\$1038.00 per month), or any one of a number of similar positions at the University of British Columbia (April 1, 1975 rates). All are examples of jobs with the same or less aggregate skills, responsibility, and qualifications as our Clerk or Library Assistant entry positions.

Should you require such job descriptions as are listed above we will be only too glad to provide them along with a detailed comparison of our own positions.

Sincerely,



Ms. Fairleigh Funston  
Union Organizer, on behalf  
of the Executive, A.U.C.E. Local #1



Mr. Pat Gibson  
Vice President

(THE TWO MOST PERTINENT APPENDICES FOLLOW. THE OTHERS WERE DELETED FOR SPACE REQUIREMENTS ONLY, BUT MAY BE EXAMINED AT THE UNION OFFICE.)

## COMPARATIVE SALARY FIGURES AND PERCENTILE DIFFERENTIALS

Grade Scale	Institution	Effective dates, Base Salary Rates and Percentile Differentials	July 1, 1973	April 1, 1974	April 1, 1975	August 1, 1976
CGS 1	U.B.C.	\$408.00 (Base)	\$458.00 (Base)	\$633.00 (Base)	\$760.00 (Base)	\$850.00 (+11.8%)
	S.F.U.	410.00 (+ 0.5%)	500.00 (+ 9.2%)	675.00 (+ 6.6%)	850.00 (+11.8%)	678.00 (-10.8%)
	U.VIC. CAPILANO C.	407.00 (- 0.2%) 408.00 (Same)	447.00 (- 2.4%) 478.00 (+ 4.4%)	627.00 (- 0.9%) 633.00 (Same)	823.00 (+ 8.3%)	
CGS 2	U.B.C.	\$418.00 (Base)	\$468.00 (Base)	\$643.00 (Base)	\$760.00 (Base)	\$850.00 (+11.8%)
	S.F.U.	410.00 (- 1.9%)	500.00 (+ 6.8%)	675.00 (+ 4.9%)	850.00 (+11.8%)	705.00 (- 7.2%)
	U.VIC. CAPILANO C.	427.00 (+ 2.2%) 436.00 (+ 4.3%)	468.00 (Same) 506.00 (+ 8.1%)	652.00 (+ 1.4%) 661.00 (+ 2.8%)	851.00 (+11.9%)	
CGS 4	U.B.C.	\$469.00 (Base)	\$519.00 (Base)	\$694.00 (Base)	\$840.00 (Base)	\$869.00 (+ 3.4%)
	S.F.U.	425.00 (- 9.4%)	515.00 (- 0.8%)	690.00 (- 0.6%)	869.00 (+ 3.4%)	763.00 (- 9.2%)
	U.VIC. CAPILANO C.	468.00 (- 0.2%) 470.00 (+ 0.2%)	511.00 (- 1.5%) 540.00 (+ 4.0%)	706.00 (+ 1.7%) 695.00 (+ 0.1%)	885.00 (+ 5.4%)	
CGS 5	U.B.C.	\$482.00 (Base)	\$532.00 (Base)	\$707.00 (Base)	\$840.00 (Base)	\$901.00 (+ 7.3%)
	S.F.U.	450.00 (- 6.6%)	540.00 (+ 1.5%)	715.00 (+ 1.1%)	901.00 (+ 7.3%)	794.00 (- 5.5%)
	U.VIC. CAPILANO C.	491.00 (+ 1.9%) 503.00 (+ 4.4%)	535.00 (+ 0.5%) 573.00 (+ 7.7%)	734.00 (+ 3.8%) 728.00 (+ 2.9%)	918.00 (+ 9.3%)	
CGS 7	U.B.C.	\$523.00 (Base)	\$573.00 (Base)	\$748.00 (Base)	\$940.00 (Base)	\$955.00 (+ 1.6%)
	S.F.U.	493.00 (- 5.7%)	583.00 (+ 1.7%)	758.00 (+ 1.3%)	955.00 (+ 1.6%)	892.00 (- 5.1%)
	U.VIC. CAPILANO C.	565.00 (+ 8.0%) 552.00 (+ 5.5%)	613.00 (+ 6.9%) 622.00 (+ 8.5%)	825.00 (+10.3%) 777.00 (+ 3.9%)	967.00 (+ 2.9%)	
CGS 9	U.B.C.	\$572.00 (Base)	\$622.00 (Base)	\$797.00 (Base)	\$940.00 (Base)	\$1008.00 (+ 7.2%)
	S.F.U.	535.00 (- 6.5%)	625.00 (+ 0.5%)	800.00 (+ 0.4%)	1008.00 (+ 7.2%)	966.00 (+ 2.7%)
	U.VIC. CAPILANO C.	620.00 (+ 8.4%) 574.00 (+ 0.3%)	670.00 (+ 7.7%) 644.00 (+ 3.5%)	893.00 (+12.0%) 799.00 (+ 0.2%)	989.00 (+ 5.2%)	
CGS 11	U.B.C.	\$663.00 (Base)	\$713.00 (Base)	\$888.00 (Base)	\$1040.00 (Base)	\$1082.00 (+ 4.0%)
	S.F.U.	594.00 (-10.4%)	684.00 (- 4.1%)	859.00 (- 3.3%)	1082.00 (+ 4.0%)	1047.00 (+ 0.7%)
	U.VIC. CAPILANO C.	681.00 (+ 2.7%) 685.00 (+ 3.3%)	733.00 (+ 2.8%) 767.00 (+ 7.5%)	968.00 (+ 9.0%) 922.00 (+ 3.8%)	1114.00 (+ 7.1%)	
CGS 12	U.B.C.	\$669.00 (Base)	\$719.00 (Base)	\$894.00 (Base)	\$1040.00 (Base)	\$1082.00 (+ 4.0%)
	S.F.U.	594.00 (-11.2%)	684.00 (- 4.9%)	859.00 (- 3.9%)	1082.00 (+ 4.0%)	1006.00 (- 3.3%)
	U.VIC. CAPILANO C.	651.00 (- 2.7%) 685.00 (+ 2.4%)	701.00 (- 2.5%) 767.00 (+ 6.6%)	930.00 (+ 4.0%) 922.00 (- 3.1%)	1114.00 (+ 7.1%)	

(A) Period July 1973 - April 1975

Comparative Grade Scale	Institution				Year
	U.B.C.	S.F.U.	U.VIC.	Capilano College	
CGS 1	633	675	627	633	1975
	<u>-408</u>	<u>-410</u>	<u>-407</u>	<u>-408</u>	1973
	225 (55.14%)	265 (64.63%)	220 (54.05%)	225 (55.14%)	
CGS 2	643	675	652	661	1975
	<u>-418</u>	<u>-410</u>	<u>-427</u>	<u>-436</u>	1973
	225 (53.82%)	265 (64.63%)	225 (52.69%)	225 (51.60%)	
CGS 4	694	690	706	695	1975
	<u>-469</u>	<u>-425</u>	<u>-468</u>	<u>-470</u>	1973
	225 (47.97%)	265 (62.35%)	238 (50.85%)	225 (47.87%)	
CGS 5	707	715	734	728	1975
	<u>-482</u>	<u>-450</u>	<u>-491</u>	<u>-503</u>	1973
	225 (46.68%)	265 (58.88%)	243 (49.49%)	225 (44.73%)	
CGS 7	748	758	825	777	1975
	<u>-523</u>	<u>-493</u>	<u>-565</u>	<u>-552</u>	1973
	225 (43.02%)	265 (53.75%)	260 (46.01%)	225 (40.76%)	
CGS 9	797	800	893	799	1975
	<u>-572</u>	<u>-535</u>	<u>-620</u>	<u>-574</u>	1973
	225 (39.33%)	265 (49.53%)	273 (44.03%)	225 (39.19%)	
CGS 11	888	859	968	922	1975
	<u>-663</u>	<u>-594</u>	<u>-681</u>	<u>-685</u>	1973
	225 (33.93%)	265 (44.61%)	287 (42.14%)	237 (34.59%)	
CGS 12	894	859	930	922	1975
	<u>-669</u>	<u>-594</u>	<u>-651</u>	<u>-685</u>	1973
	225 (33.63%)	265 (44.61%)	279 (42.85%)	237 (34.59%)	

(B) Period July 1973 - August 1976

(using the same formula as above the following figures are correct)

CGS 1	760	850	678	823	1976
	352 (86.2%)	440 (107.3%)	271 (66.6%)	415 (101.7%)	
CGS 2	760	850	705	851	1976
	342 (81.8%)	440 (107.3%)	278 (65.1%)	415 (95.1%)	
CGS 4	840	869	763	885	1976
	371 (79.1%)	444 (104.4%)	295 (63.0%)	415 (88.2%)	
CGS 5	840	901	794	918	1976
	358 (74.2%)	451 (100.2%)	303 (61.7%)	415 (82.5%)	
CGS 7	940	955	892	967	1976
	417 (79.7%)	462 (93.7%)	327 (57.9%)	415 (75.1%)	
CGS 9	940	1008	966	989	1976
	368 (64.3%)	473 (88.4%)	346 (55.8%)	415 (72.2%)	
CGS 11	1040	1082	1047	1114	1976
	337 (56.8%)	488 (82.1%)	366 (53.7%)	429 (62.6%)	
CGS 12	1040	1082	1006	1114	1976
	371 (55.4%)	488 (82.1%)	355 (54.5%)	429 (62.6%)	

## Editor's Say

Elsewhere in this issue you will find an article by Ray Galbraith entitled "Editor's Say, Part II". It's Ray's reply to an editorial I wrote in the last issue of the Newsletter. In it I wrote that I wondered if it wasn't time that we reassessed our expectations of AUCE as a typical trade union. That is not a very clear statement and Ray has interpreted it to mean something a bit different than what I had actually intended, which is not his fault. (His article makes interesting reading anyway.) The article was in response to the fact that Local 1 seems to be having trouble getting the women in its membership to represent themselves in the proportions that might be expected.

Since I wrote that, however, it has come about that we seem about to elect ourselves a woman President again, as most of you probably know. And not only that, but more women seem to be filling positions as they are being vacated by the men who have been filling them.

This is fortunate, I feel, because what we're about is the breaking of certain old moulds which have constrained women for a long time. But if we were always led by men we could never ever have fulfilled that original goal - and as I was beginning to see it, we were opting for the line of least resistance and becoming a "typical trade union" with typical trade union policies and responses - rather than the vehicle made to examine the role of women in the work-place and in the work-force. Only women can lead us to that end because it will surely only reveal itself through women in action and not women simply voting yes or no.

So many of us are still disturbed about our being unionized. That's interesting to me. Where is the fear coming from? Or is it something else? Maybe not fear at all. I do know that the thought crosses my mind often enough, "Isn't there something else that unions can do beyond the usual."

Obviously there is. But what? When you put out feelers you usually get your hand slapped for, it would seem, putting us all in jeopardy. That is fear! We each have our own desires and needs where our particular professions are concerned, but the union is one thing we all hold in common. It should be as adaptable and responsive as we can be individually. But if power politics is the name of the game, there plainly can't be much room for any action but group action.

I don't wish it to be construed that I am against group action. I'm not. I do believe, however, that individuals make a group what it is and what it can be.

There are ideas floating around. There are points of view on our unionism that are being attacked or discouraged before being investigated. At a recent membership meeting a new member suggested courses of action that we might take which were a bit hard for many present to take and the only reaction was defensiveness. No interest in examining the reasons why that particular member felt as she did, or what she might know or feel or want. Just defensiveness.

The narrower the field of interest becomes, the less there is to protect, as far as I'm concerned. Let's start to investigate beyond the obvious. And try to give each other a little more respect at the same time. It's sad to see people who are afraid to make a mistake; their education becomes a very slow process.

by Robert Gaytan/Chairperson  
Communication Committee

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