



association of university and college employees

Dear

I am forwarding you a copy of your severance notice. As you can see, the department has indicated your services were "unsatisfactory" and that they would "not rehire". As this severance notice will be placed in your employee file at Employee Relations, I believe it is important that you are aware of anything which could be detrimental to your future employment.

Yours truly,

AUCE Local One

Encl.

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

A U C E I N A N U T S H E L L

HISTORY AND PHILOSOPHY

Local 1 of the Association of University and College Employees was certified in 1974 as the union representing UBC's secretarial, clerical, and library workers, both on the Point Grey Campus and at VGH. Certification followed the organizing efforts of a group of UBC employees and a vote in which a large majority of workers voted for the union.

Subsequently locals of AUCE were formed at other post-secondary institutions in B.C., including SFU and Capilano College.

The original group of UBC employees had decided to create a new and independent organization rather than to go with an already established union. This was done because it was felt that traditional union structures often stifled democratic decision making by the membership and concentrate power in the hands of professional bureaucrats. AUCE's philosophy is that all major decisions should be taken by membership meetings and referenda, not by an executive; and that all paid union positions should be filled by members elected from the workplace who return to their jobs once their term is over.

Women constitute 92% of the membership of Local 1. Therefore a major concern of ours has been the status of women in the workforce in general and at UBC in particular. Most women are not in unions, and consequently earn only half to two-thirds as much as the average male worker. UBC was no exception, and in fact at the time of our certification wages were even lower than those paid in offices downtown. The \$250 across-the-board increase we won in our first contract did much to offset this, but still left AUCE (female-type) jobs significantly underpaid compared to male-type jobs on campus of similar skill and qualification levels. The roll-back of our wages under the AIB and subsequent small annual increases have been once again widening this gap. Our demand for equal pay for work of equal value is therefore more appropriate now than ever.

STRUCTURE

Local 1 with its approximately 1500 members is divided into 9 divisions, each of which consists of a number of office areas and/or buildings. Each division holds its own meetings

(over)

at which it informally discusses current union issues and elects a representative to the Executive, the Grievance Committee (responsible for enforcing the Agreement), the Contract Committee (responsible for negotiations), the Communications Committee (responsible for publishing the newsletter), and the Strike Committee (responsible for organizing any action the membership may decide to take during negotiations).

The President, Treasurer, and other Executive table officers are elected by the entire membership through a mail referendum.

Every office area should elect a steward, whose duty it is to help keep members informed of union activities and to ensure that all members receive their rights under the Agreement.

Any member is eligible to run for any of these positions. You might consider doing so after you have been here for a few months: there are always vacant positions to be filled, and you will probably find the experience interesting and rewarding.

General membership meetings are held monthly. Our Agreement with the University allows 9 meetings a year to be held from 12:30 to 2:30, with time off from work so that all members can attend.

COLLECTIVE AGREEMENT

Most of the energy of the Union is expended in negotiating improvements in the Collective Agreement and in ensuring that this agreement be abided by. You may find many of the rights and benefits we enjoy under it are significantly better than those found in non-union or even other unionized offices. However, it must be remembered that these rights were not granted through the generosity of the University but rather because of an oftentimes difficult fight on our part. And preventing erosion of some of these rights, much less expanding them, remains a perennial struggle.

Remember too that the Collective Agreement is your document, and will only benefit you to the extent it is enforced. It is therefore in your interest to know what it contains, and if you feel any of its provisions are being ignored at your workplace, you should bring the matter to the attention of the steward or the Union Office. You should not be afraid to do so: nobody can be penalized for asserting their rights under the Agreement.



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March 17, 1981

To All AUCE Members in the General Services and Administration Building

Dear Member,

As a result of the Telecommunication Workers Union picket action which involved the Administration Building on February 23 and 24, a motion was passed at an Executive meeting on March 5, 1981 to reimburse AUCE members who were affected by the labour dispute.

It has been our policy in the past to reimburse lost wages to AUCE members affected by such disputes. However, we have recently received a number of requests from GSAB members to approach the membership on this matter due to the amount of money involved. Therefore, this item will appear on the agenda for the April 23rd Membership meeting.

You may apply to the Union Office for lost wages if the Executive recommendation receives the support of the membership at that meeting. In the event of membership approval, you must present pay stubs from February 15 and March 15 to the Secretary-Treasurer, in person, after April 23, 1981.

If you have any further questions, please contact the Union Office.

Yours truly,

Wendy G. Lymer,
Secretary-Treasurer,
AUCE Local #1

NAME: _____

YEAR: _____

VACATION ENTITLEMENT AS OF JANUARY 1: _____

CARRIED OVER

SICK
LEAVE

VACATION
ENTITLE-
MENT

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	BAL.	BAL.	
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November																																		
December																																		

TYPE OF WEEK WORKED:

Five-day: _____

Fortnight: _____

Four-day: _____

NAME: _____

YEAR: _____

VACATION ENTITLEMENT AS OF JANUARY 1: _____

CARRIED OVER

SICK
LEAVE

VACATION
ENTITLE-
MENT

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	BAL.	BAL.			
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TYPE OF WEEK WORKED:

Five-day: _____

Fortnight: _____

Four-day: _____

NAME: _____

YEAR: _____ VACATION ENTITLEMENT AS OF JANUARY 1: _____

CARRIED OVER

SICK LEAVE

VACATION ENTITLEMENT

MONTH	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	BAL.	BAL.					
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TYPE OF WEEK WORKED:

Five-day: _____

Fortnight: _____

Four-day: _____

CODES: D/O = Day off from fortnight or four-day week
H = National holiday
O/T = Overtime used
S = Sick leave
V = Vacation entitlement used



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Dear

Many thanks for returning the membership application form to the Union Office. You did not include the \$1.00 initiation fee however, and until this is received your union card cannot be sent to you.

Please send the \$1.00 fee to us and your membership in the Union can be formalized. At that time your name will be added to our records and you will receive all information issued from this office including the monthly Newsletter and our new contract.

Thank you.

Yours truly,

Wendy G. Lymer,
Secretary-Treasurer,
AUCE Local One