

# NEGOTIATIONS

"ACROSS CAMPUS"

A.U.C.E. - Local 1  
U.B.C.

BULLETIN NO. 2, OCTOBER 1, 1975

THERE WILL BE SIMILAR BULLETINS WEEKLY UNTIL THE NEW  
CONTRACT IS SIGNED.

As I write this, the first contract negotiated by AUCE has expired. A good contract it was too; negotiated by workers who came directly from the job and by a union that was organized without professional guidance. If we have proved anything by forming our own union, we have shown that self organization is the most effective means to bring about the liberation of the place of work from one-sided control by an unresponsive management.

The last week of negotiations has shown some progress, albeit slow. It is completely understandable that it should be this way. With the coming of the end of the present collective agreement, we arrive at the maximum bargaining strength of our union. Dealing with the University administration is like a tale from Dr. Jeckyll and Mr. Hyde. When the Union membership is passive, Mr. Hyde appears, and says that the Contract Committee is asking too much. When the membership becomes actively concerned with the issues and shows discontent, Dr. Jeckyll surfaces and concedes, which was intended all along. The entire Union must not shirk from taking full advantage of every opportunity to extend negotiations out to the University community, and beyond.

The Contract Committee has been meeting with the University, or in caucus, every working day over the last week and a half. The most important issues, namely: Definition of Employees, Union Security, Sick Leave, Wages, Grievance Procedure, and many others remain as far from being settled as when we started. The progress of negotiations is directed toward clearing the smaller issues at this time. We will have to deal with the remaining and most important parts of the contract last and the outcome will be either on their terms, or ours. This is when we will have to decide if this is the push that comes to shove. In the mean time, progress can be made. This week the University has presented us with alternative proposals on General Purpose, One Hour Explanation, Taxi Vouchers, Art. 24, Sec. 2 Working Conditions, Vacation Scheduling, Make Up Time, Meal Periods, Shift Work Scheduling Provisions, Compassionate Leave, Art. 31, Sec. 2 Job Descriptions, Job Evaluation, and Reclassification, Salary for Recalled Employees, and a second proposal on Vacations. These are being taken into consideration by the Contract Committee and some are in the reality of agreement.

Some of the issues settled are One Hour Explanation, Compassionate Leave, List of Statutory Holidays, Art. 28 Sec. 2 Regular Work Day (except 12 hour day), Overtime for Shift Workers, Paid Meal Period, Art. 32 Sec. 4 Cessation of Work at the University. The University's second proposal on vacations has been discussed and they are going to give it further reconsideration with respect to improving the wording. Most of these clauses have been settled on the basis of our proposals.

The Contract Committee is caucusing all day today (Wednesday, October 1, 1975) to rework certain sections in the hope that the University will find that these changes are more acceptable.

Dick Martin, Division "H"

GENERAL MEMBERSHIP MEETING

THURSDAY, OCTOBER 9, 1975

12 noon - 2 p.m.

LOCATION TO BE ANNOUNCED IN FORTHCOMING  
AGENDA

WAGES were discussed Tuesday, September 30th. The University has made no indication of an increase beyond their first proposal [14%, or \$100. (whichever is greater) on October 1, 1975, plus 5% April 1, 1976]. The most important part of our wage proposal is the adjustment which the University Labour Committee is opposed to, although their reasons are unclear. The question has been asked many times across the negotiating table if the regrouping of the wage classifications is supported by our membership. Their continual insistence on asking if the Union membership supports the wage proposal likely means they are considering it; although to convince them of our seriousness, the Union will have to actually demonstrate the reality of support.

Mr. Clark has said they would review the Union wage scale in view of their proposed wage increase. Also, the University wants to include all money benefits (e.g. vacations, sick leave, medical and dental plans, overtime, university courses, etc.) in a "wage package".

Dick Martin, Division "E"

LARGE TURNOUT TO SPECIAL MEETING

Our AUCE contract expired Tuesday, September 30th. A special general membership meeting was held that day during the lunch hour periods. The members of the Contract Committee each gave an updated report on various sections of the negotiations. Between 400 and 500 AUCE members reaffirmed their strong support of our Contract Committee as an expression of solidarity. With this kind of support, we look forward to an early settlement of our contract.

NOMINATIONS FOR DELEGATES

ANNOUNCEMENT: Nominations for Delegates to the Provincial Convention, Nov. 15 & 16, 1975.

Please submit nominations in writing to the Union Office with the written acceptance of the nominee. UBC (local 1) is entitled to send 10 delegates. Due to time constraints, a ballot will be taken at the November membership

AND, SPEAKING OF NOMINATIONS...

Many nominations have been received in the Union Office for the positions of table officers for Local 1. If you would like to run, or can think of someone who would be interested in contributing to the Union in one of the positions, please submit the name to the Union Office, c/o Campus Mail, before Thursday, October 9, 1975. Nominations will be closed officially at our General Membership Meeting that day. The positions open are: President, Vice-President, Secretary, Treasurer, Membership Secretary, and 2 trustees. The term of office is 1 year, beginning in November.

OR... Division elections will be held soon, so if you'd like to help in your division, as a steward, representative to the Communications, Contract, or Executive Committees, talk to your Executive Rep., or give the Union Organizer a call, 224-5613.

Communications people to get in touch with about any problems relating to distribution:

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|-------------|------------|
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