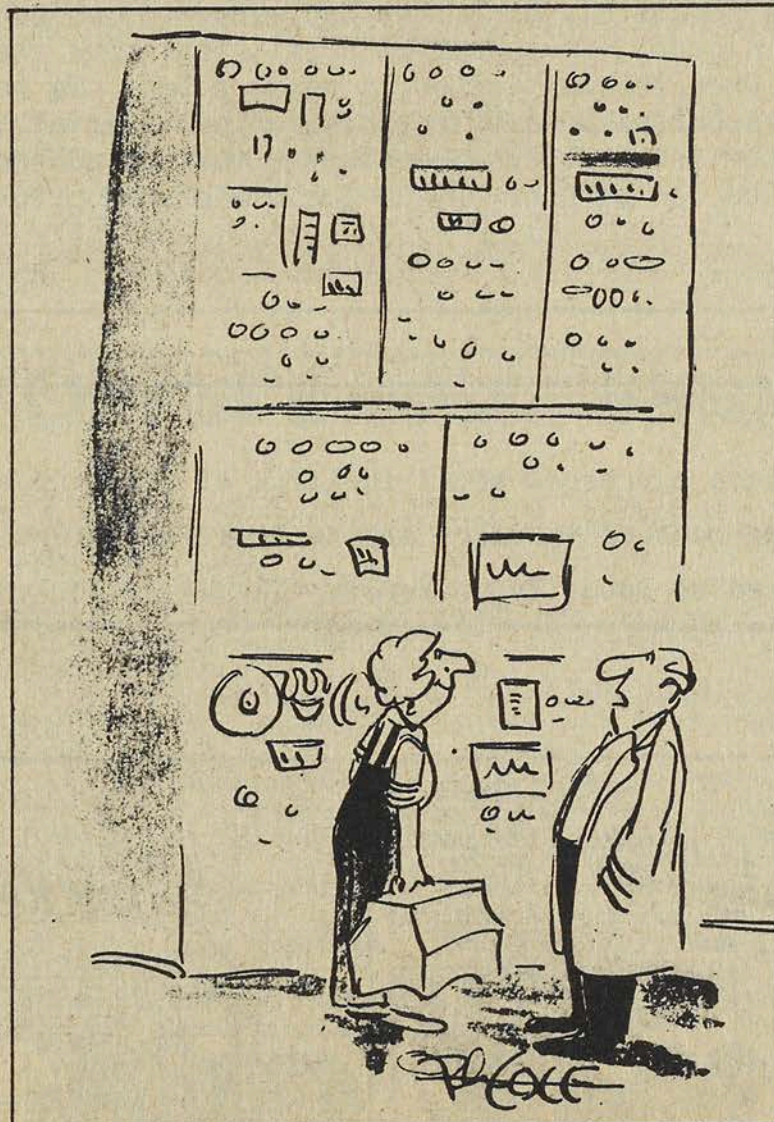




on campus

association of university and college employees

JUNE 1981



"What ever happened to that good old-fashioned girl who could fix anything with a hairpin?"

P.S.

1

COMMUNICATIONS COMMITTEE EDITORIAL

To date, the Communications Committee consists of Sheila Bennie, Jet Blake, Ray Galbraith, Wendy Lymer, and Joan Treleaven. Wendy Bice and Carole Cameron participate on a voluntary basis and when time permits. Lori Thicke of Woodward Library was forced to withdraw recently due to educational commitments.

As much as we love the work, we do need help. We would sincerely appreciate anyone who is willing to join our group. There are lots of things to do but there never seems to be enough time. Additional Committee members would certainly alleviate that problem. Therefore, if you would like to participate in the construction of the newsletter and, possibly, improve **its format**, please contribute a portion of your time for a very worthwhile cause. Wendy Lymer can provide more information **and she** can be contacted by calling the Union Office.

If you wish to have an article or letter published in the newsletter, it must be typewritten and signed. (Typewritten submissions save the Committee a great deal of time when the newsletter is constructed) We reserve the right to determine which submissions are suitable for publication. Please note that the deadline for submissions to the newsletter **must be adhered to** in order that this publication can be sent out to the membership prior to the monthly meeting.

A NOTE FROM THE TRUSTEES

Some concern has been expressed about the lack of security at Union meetings. We will be checking membership cards at the door for future meetings so please come prepared to identify yourself. Thank you for your co-operation.

2

FROM THE UNION OFFICE

The Union office staff feel it is necessary to make a complaint concerning our working situation. We are tired of receiving all of the blame, insults and abuse from AUCE members.

We are concerned because we foresee a tough time for all of us in the future. As problems arise, through job evaluation proposals, negotiations, budget cuts, etc., we do not intend to continue to be the punching bag for anyone who has a complaint over a decision of the membership, executive or any of the committees of AUCE. All too often for that matter, the Union office is not even informed of the activities of these committees!

The Union office staff are workers like yourself. However, we are on the receiving end of all complaints and often deluged with abuse. Calls are often received from members stating their objections and making references to "your contract", "you people", implying that the office staff are "the Union".

It is OUR UNION, and we are but 3 of approximately 1500 AUCE members. As employees, you are not expected to put up with such abuse. We would like to state that we do not expect to tolerate it either.

If an AUCE member has complaints there are several avenues available for expressing them in a constructive manner. General membership meetings are held every month and are an excellent forum where complaints can not only be discussed, but will be recorded in the minutes for future reference. Executive meetings are usually held every 2 weeks, and AUCE members are welcome to attend any of these meetings. You can call the Union office to ascertain time and place. Alternatively, you can direct your complaints to the respective committees of the Union. The AUCE office staff will be happy to direct you to the various committee members for this purpose.

Wendy Bice

Wendy Lymer

Carole Cameron

Life of a union official

Food for Thought

If he talks on a subject, he is trying to run things.

If he is silent, he has lost interest in the organization.

If he is seen at the office, why doesn't he get out?

If he can't be found, why doesn't he come around more often?

If he does not agree the boss is a skunk, he is a company man.

If he calls the boss a skunk, he is ignorant.

If he is not at home at night, he must be out drinking.

If he is at home, he is shirking his duty.

If he doesn't beat his chest and yell strike, he is a conservative.

If he does, he is a radical.

If he doesn't stop to talk, his job has gone to his head.

If he does, that's all he has to do anyway.

If he loses a discipline grievance, he's a poor agent.

If he wins, that's what he's paid for.

If he gives someone a short answer, we'll get him in the next election.

If he tries to explain something, he's playing politics.

If he gets a good contract, why didn't he ask for more?

If his clothes are pressed, he thinks he's a big shot, if they aren't he isn't fit for the job.

If he takes a vacation, he has had one all year anyway.

If he is on the job a short time, he is inexperienced.

If he's been on the job a long time, it's time for a change.

The Grievance Committee recently managed to settle a reclassification grievance at Step 3 of the grievance procedure. The reclassification was from Secretary 11 to Secretary 111.

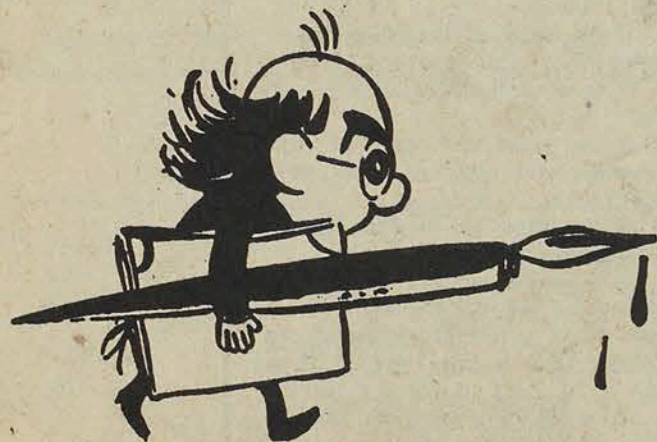
Another employee in the same department also had a grievance settled at Step 3. This grievance involved a situation where a Secretary 111 position was awarded to a person who was a temporary employee in the department, and who had considerably less seniority than the grievor.

Another reclassification grievance which had been sent to arbitration was settled the day before the arbitration was to convene. This was a move from Secretary 11 to Secretary 111.

Yet another arbitration concerning reclassification has been scheduled for the week of July 8th. This involves moving someone from a Secretary 11 position to that of a Clerk 111.

The Faculty of Education grievance/arbitration is set to reconvene on July 8th. We have already had two days of hearings in this matter.

As announced at the last union meeting, the Grievance Committee is planning to take action on an alarming situation that we feel is weakening the integrity of our union. It seems that the University is frequently taking advantage of vacancies in the bargaining unit in order to downgrade or exclude positions. A Clerk 111 position is vacated and then posted as a Clerk 11. An LA IV leaves and the University hires a librarian. Upon examination it turns out that there has been very little or no change in the duties required of the positions in question. This has already happened a number of times - that we know of, and such actions are being taken by the University without any consultation with, or even notification to the Union. If any member knows of such situations that may not have come to our attention, please inform the union office.



**NEXT ISSUE
DEADLINE:**

JULY 2, 1981

HELP WANTED

It is important that we have a functioning safety sub-committee in each building which is predominantly occupied by AUCE members. Such sub-committees can be formed under the Worker's Compensation Board regulations - Section 4.

At least 2 AUCE members would be needed to serve with at least 2 management representatives per sub-committee. These sub-committees would be responsible for conducting safety inspections in their work area, ensuring that thorough accident investigations are completed in their work area and making recommendations to the University Safety Committee on ways to reduce health hazards and to improve the level of safety in your building.

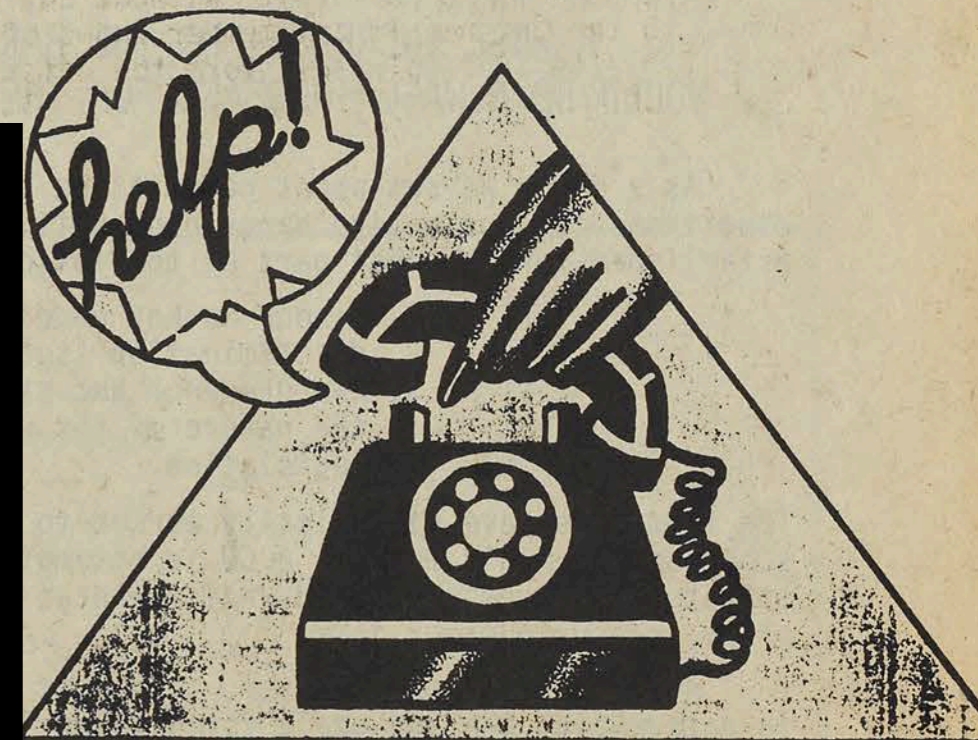
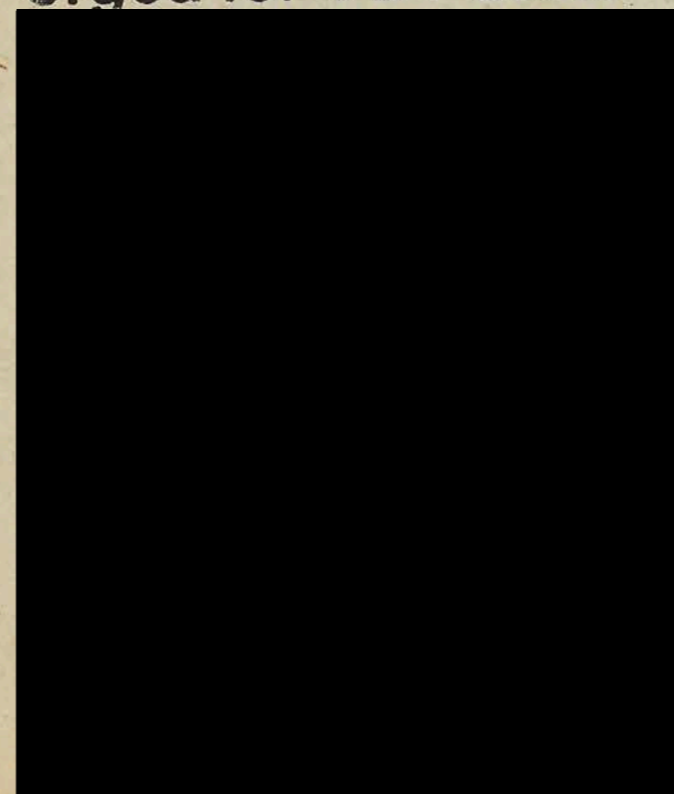
Accidents affect everyone and only you can help prevent them. we NEED people to form these sub-committees!

If you have any questions regarding the safety program or our plans to improve the safety and health program at UBC please call me at 228-2924 during the day and after 5:30 p.m. [REDACTED].

DARLENE BAILEY
AUCE safety representative

VANCOUVER SUN: SAT., MAY 9, 1981

Rests and eye tests urged for VDT users



JOB EVALUATION

5

31.03 Job Evaluation Committee

The Union shall establish a Job Evaluation Committee and inform the University of its members. The University shall recognize this Committee and shall communicate with it in regard to any problems and proposals concerning job evaluation and classification that the Committee wishes to draw to the University's attention.

Upon request, the University will provide the Union with all information relevant to the review of a classification and its evaluation.

...that the membership reaffirms its position taken during our last set of negotiations by rejecting any piecemeal upgrading by the University.

BACK TO SQUARE ONE ?

The computer operators are asking for a vote 'to reconsider the motion' which was passed by a two to one majority at the May 21 1981 Union meeting. The Job Evaluation Committee wishes to re-present the notions of equal pay for work of equal value and the need to bargain collectively rather than allow the University to split the bargaining unit into easily managed small groups.

A WAGE INCREASE FOR THE BARGAINING UNIT WOULD BE A WAGE INCREASE FOR THE COMPUTER OPERATORS

As a union we set about negotiating better wages and working conditions for our entire bargaining unit. A worker's pay is established for the most part by the following factors:

1. labour market conditions (marketability)
2. discrimination (such as sexism and racism)
3. the presence and strength of a union
4. the nature of the work being performed
5. legislation

The first two have historically worked to lower women's, and subsequently men's wages. AUCE is attempting to base the classification structure on work performed, not marketability. We know the market place undervalues our jobs.

According to Robert Laxer, "the most important single factor in determining the pay scale for a given job is the workers' sex."¹ The majority of our members are on the lower end of the pay scale. The majority of our members are women. Let's not ignore the facts: they need upgrading. How likely is the University to offer to move sec. II's up one pay grade? We must use the tools we have to achieve our aims. Piecemeal upgrading will not benefit those who most need it.

6

..."Unions are extremely important to women workers - probably even more important than they are to men, because unions have the power to fix wages according to factors other than the labour market. In fact, one could say that from the point of view of women's work a union is good or bad according to the degree in which it removes a woman's wage from total dependence on labour market conditions. ²

By accepting the University's rationale of the labour market forces, and agreeing to move the computer operator's jobs up a pay grade, we would be accepting the forces which have worked to undervalue all our jobs. We all need to bargain for pay which reflects the complexities of our jobs.

According to a study done by the Canadian University Services Overseas the differences in salary of the male staff could be accounted for by the varying degrees of difficulty and complexity of work. There was no logical reason for the differences in salary received by the women. Their job content did not seem to be a factor in determining their pay. ²

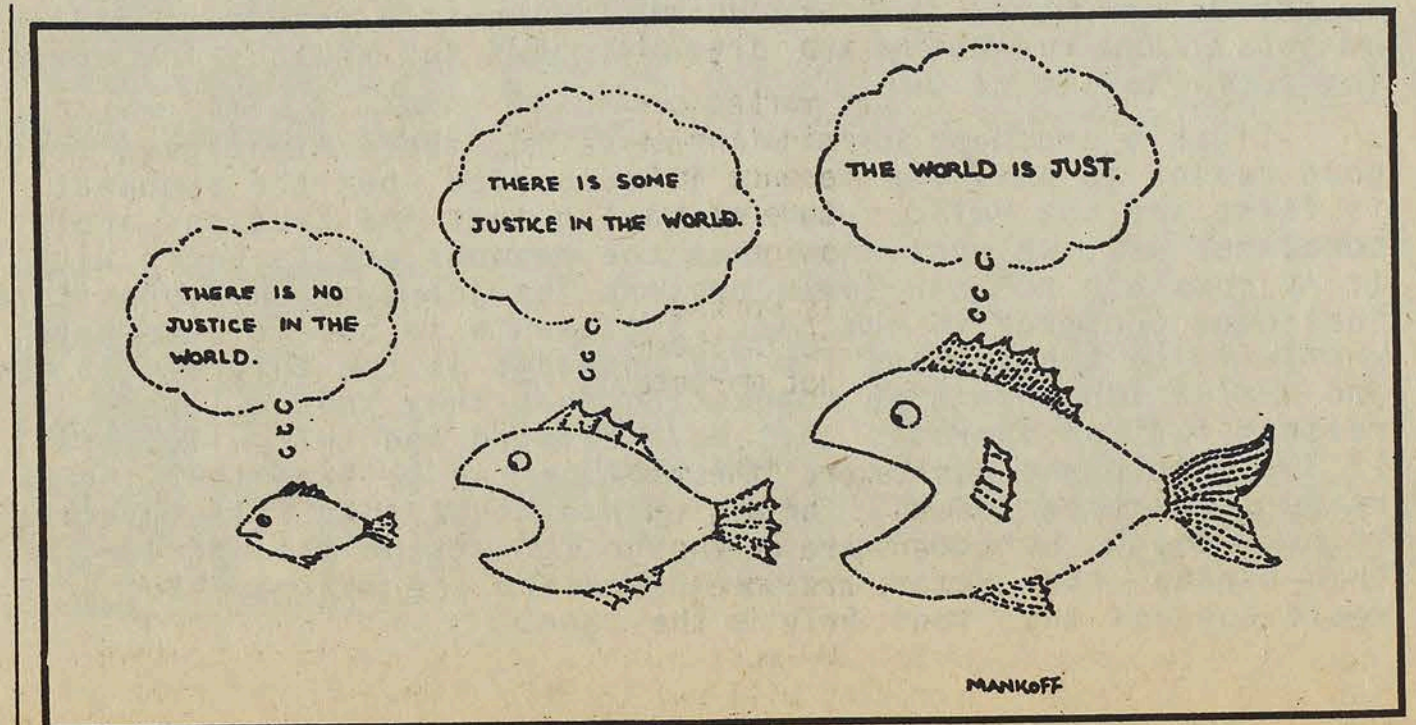
In conclusion - the labour market discriminates against most of our membership - to use it as a pay guide would be discriminatory. Most of our bargaining unit is discriminated against, even before the content of their job is evaluated, on the basis of sex.

The presence and willingness of the union to bargain for the entire membership is our strongest possible redress.

The nature of the work done on campus is of course evolving with the times. Tech. change is a major factor on the white collar work scene. The computer operators are not an exception.

Job Evaluation Committee

1. Laxer, Robert "Canada's Unions" Toronto: J. Lorimer & Co., 1972
2. Trevelyan, Margot "The concept of equal pay for work of equal value."



Letters

May 29, 1981

7

Why would a union, any union, want to reject the upgrading of jobs? What is the inherent threat or danger in upgrading jobs that has caused certain individuals to put forth and push through a motion which arbitrarily rejects all job upgrade proposals, without even listening to them?

I would suggest that there is no danger in job upgrades, but in refusing to listen to people who wish to be upgraded, in refusing to acknowledge or even consider an upgrade proposal, therein lies a serious threat to the union and its members.

At the last membership meeting a motion was passed to reject "any piecemeal upgrading of jobs by the University". Those supporting the motion did so by stating "that the arguments presented in favour of increased pay apply to all of us". Upon closer inspection of the motion and this argument, it is clear that the motion denies the membership the right to decide whether or not a job upgrade is justifiable and that this right has been denied through the use of a persuasive and fallacious argument. Fortunately, the Rules of Order which govern the conduct of our meetings allow for motions to be rescinded. A motion of Intention to rescind shall be presented at the June meeting.

Consider the motion:

That the membership reaffirm its position taken during our last set of negotiations by rejecting any piecemeal upgrading of jobs by the University.

The key words are "rejecting any piecemeal upgrading of jobs by the University". Why would a Union want to reject upgrading of jobs? One reason we are given is that the reasons for upgrading apply to all of us.

If this argument were true or valid, there might have been good reason to pass the motion it supported, but the argument is false and not valid. Before saying that the "reasons apply to all of us", we must know what the reasons are to begin with. It is possible to know these reasons for job upgrade propositions that have occurred in the past, but how is it possible to know what will be the reasons for job upgrades in the future? Is the job evaluation committee suggesting that they know all the reasons for job upgrades that have existed and that will exist? If the people who supported this motion can be sure that the reasons for upgrades will never change, that they will never be strong enough, nor conclusive enough to warrant the upgrade, then perhaps they acted wisely in passing the motion. But I would suggest that such is not the case.

8

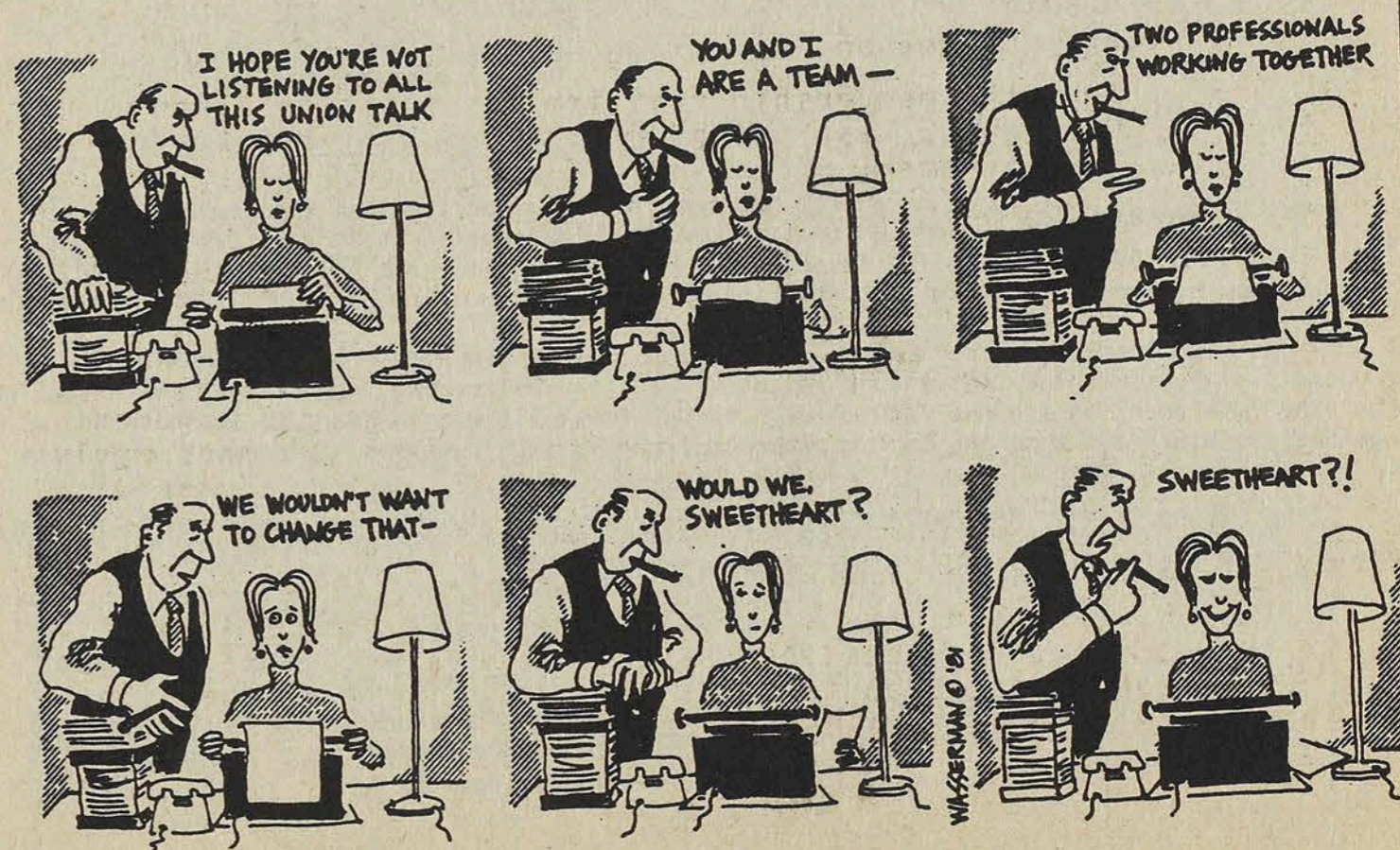
It is impossible for us to know today what will be the reasons for upgrades in the future. If we decide today that we will always reject job upgrades, no matter how justifiable they may be, disregarding all future situations and circumstances where they may be needed, we are doing a disservice to the membership and we are discrediting its intelligence.

The very idea behind job upgrades is exceptional circumstances where duties have drastically changed. How can we be doing anyone any good if we refuse to even listen, to even consider the arguments for a job upgrade?

A union in times of change needs to be flexible; it needs to be willing to adapt, and perhaps, most important, it needs to be willing to listen to and consider propositions such as job upgrades. To dismiss, out of hand, all present and future reasons for job upgrades, without letting them be voiced, benefits no one, and disgraces all who believe in the freedoms of speech and choice.

R. Selinger

R. Selinger



SOUTHERN AFRICA ACTION COALITION

210-1811 W. 16th Ave., Vancouver, B.C. V6J 2M3



Letters

April 8, 1981.

Dear Friends,

Last November we informed you about our campaign to have South African wines and liquors removed from the British Columbia liquor stores.

We have since then recieved co-operation and support from many individuals and organizations throughout the province. Now we are preparing to address the Social Credit Caucus and would like to appeal to you to support us once again in the form of an endorsation. A short note or a phone call is sufficient.

Our office is open daily from 10 am to 12 noon.

We thank you in anticipation.

Sincerely,

Kerensa Lai
for SAAC

letter to Peter Hyndman, Minister of Consumer & Corporate Affairs
June 4, 1981.

Dear Sir:

It has come to our attention that the Southern Africa Action Coalition will be addressing the Social Credit Caucus with respect to their campaign to have South African wines and liquors removed from the British Columbia liquor stores.

We wish to express to you, our endorsation of this campaign. We would ask you to respond positively to the Coalition's requests. It is unbelievably inconsistent to this union that the government on the one hand condemn the actions of the government of South Africa against its black citizens and on the other continue to sell this same government's products in our stores.

We trust you will see this inconsistency and have all South African wines and liquors removed from the shelves of B.C. liquor stores. Thank you.

Yours truly,

Carole Cameron
Union Organizer
AUCE Local 1

10 NOTICE OF MOTION of proposed By-Law change:

E. Local Association Executive

The Local Association Executive shall include the following:

President
Vice-President
Secretary-Treasurer
Membership Secretary
Union Organizer
Union Co-ordinator
2 Trustees
2 Provincial Representatives
Chairperson of the Grievance Committee
Chairperson of the Contract Committee
Chairperson of the Communications Committee
Chairperson of the Action and Publicity Committee
Chairperson of the Job Evaluation Committee
Chairperson of the Working Conditions Committee
1 Division Executive Representative from each Division

May 29, 1981

NOTICE OF MOTION

This Notice, hereby informs the membership that a motion to rescind the motion:

That the membership reaffirm its position taken during the last set of negotiations by rejecting any piecemeal upgrading of jobs by the University.

will be introduced at the next meeting.

R. Selinger

STRATEGY COMMITTEE

The Strategy Committee which had its beginning at the last Membership Meeting met for the first time on May 28th. There were eight people in attendance. Elizabeth Brock was chosen acting chairperson. Discussion centered mainly around the objectives of the Committee. If anyone has any suggestions to contribute or wishes to attend, please contact the Union Office for the next meeting.

Minutes

Minutes

Membership Meeting - Thursday, May 21st, 1981
IRC #6
12:30-2:20 pm.

The meeting was chaired by Marcel Dionne and the minutes were recorded by Wendy Bice.

Before the agenda was adopted, several changes were made.
Moved by Ann Hutchison THAT ITEM 8 EXECUTIVE REPORT BECOME
Seconded by Irene McIntyre JOB EVALUATION REPORT AND EXECUTIVE REPORT
 BECOME ITEM 8A

The motion was carried.

Moved by Nancy Wiggs THAT WE TABLE ITEMS 2,3,4,9
Seconded by Pat House

The motion was carried

1. Adoption of Agenda

Moved by Ann Hutchison THAT THE AGENDA BE ADOPTED AS AMENDED
Seconded by Nancy Wiggs

The motion was carried

5. Nominations: Opening Union Co-ordinator: Wendy Bice was nominated

Closing

1. Alternate Provincial Representative - Elizabeth Brock had been nominated. Elizabeth Brock was elected by acclamation.

2. Alternate University Health and Safety Committee Representative Shirley Irvine had been nominated. Shirley Irvine was elected by acclamation.

3. Union Organizer - Lid Strand had been nominated and would not stand. Carole Cameron had been nominated and would stand. Helen Glavina had been nominated and would not stand. Carole Cameron was elected by acclamation.

4. Provincial Education Committee - there were no nominations. nominations will remain open until the meeting next month.

5. Communication Committee - Lori Thicke had been nominated and had given her assent. One position remains open. There were no further nominations.

6. Secretary-Treasurer Report

Carole Cameron asked if there were any questions pertaining to the Financial Statement which had been distributed to the membership at the meeting. There were none. Carole Cameron stated that half of the people who had been locked out due to the GVRD and TWU picketing had been reimbursed for lost wages. Carole requested the remaining people to do likewise as soon as possible.

Moved by Carole Cameron THAT THE AUCE LOCAL I MEMBERSHIP APPROVE THE
Seconded by Larry Thiessen FINANCIAL STATEMENT FOR THE MONTH ENDED APRIL
 30th, 1981.

The Motion was Carried

7. Grievance Committee report -

Carole referred to page 6 of the newsletter, and motivated the 1st motion.

Moved by Carole Cameron THAT AUCE LOCAL I TAKE THE CLERK III
Seconded by Nancy Wiggs RECLASSIFICATION GRIEVANCE TO ARBITRATION AND
 PAY ALL RELATED EXPENSES.

The motion was Carried

Carole Cameron motivated the 2nd motion. There were no question.

Moved by Carole Cameron THAT AUCE LOCAL I TAKE THE PROBATIONARY EMPLOYEE
Seconded by Nancy Wiggs DISMISSAL GRIEVANCE TO ARBITRATION AND PAY ALL
 RELATED EXPENSES.

The motion was Carried

Carole Cameron stated that a policy grievance was in process regarding reduction in the bargaining unit. Jobs are being posted and then filled at a lower classification; jobs are being posted and filled by professionals.

8. Job Evaluation Committee Report - Reclassification of certain groups in the bargaining unit.

Ann Hutchison spoke regarding the two motions on page 2 of the newsletter. She spoke to the arguments on the pink leaflet moved and seconded by some of the members of the Job Evaluation Committee. She referred to the last set of negotiations, where the University wanted to upgrade the Computer operators in order to keep them. The Contract Committee recommended rejection of the University package. Now the University calls this upgrading a reclassification. The University has taken them as a group and moved them from 1 step to another. They propose doing this to the Word Processors. In this case the University has written up job specifications and may move them to nonexistent paygrades. Do we allow the University to do this for their convenience or do we ask them to upgrade all? Nancy Wiggs cited the history of AUCE - jobs established on levels based on complexity, skills, responsibility required. The sense behind the structure is sound. Marketability is now thrown in. If we change our system, it shouldn't be on the basis of marketability. Pat Gibson stated we must be aware of changes in the workforce in the 21st century and must take each issue which arises separately. Must look at entire aspect. The problems with supply and demand must be considered. He would prefer to fit the new aspects into the present system - maybe reclassify to a higher paygrade if the new aspect demands more training. Further, we must look at the paygrade structure. The increments are too small. Promotional increases do not inspire incentive to seek promotion. Our 9.5% increase is poor. Our base rate is low, as is our top rate. Supply and demand should not determine salaries. Roberta Crosby stated that the Sec. II Work Processors' jobs are changing too. The University is unable to fill jobs. We could use this for leverage to bring all rates up. Helen Glavina said the University is changing the paygrade for Computer Operators not their job descriptions. The Jobs are not more complex. Why the piecemeal upgrading? To divide the Union? We are all not competitively paid. Gary Sawchuck disagreed, saying that the Computer Operators Job descriptions have changed, reorganization has taken place. GSAB & Computing Centre have merged and the operators are doing both jobs. The job is changing also with the advent

of new equipment. Upgrading is not based on marketability. The jobs have changed drastically. The operators applied for reclassification, wanting a pay upgrade due to increasing complexity of their job. The money is available for the Computing Centre only, and could not be applied to other AUCE members in the form of general raising of salaries. The money is part of the Computing Centre budget, allocated for equipment which would not be purchased if the operators were granted this increase. Lid Strand was against the University's proposal. He reiterated that lots of jobs are changing, all are underpaid. Increment steps should be removed, people with less than 6 years seniority are underpaid. Lid supports a wage reopener. Larry Thiessen was in favour of the proposal. He felt that if the Operators aren't replaced when they leave, their jobs may disappear. Also, since the money to be paid these operators is not coming out of the University's budget, the operators should get their increase. He felt that the wage reopener was a good idea but that the University wouldn't go for it. Lid Strand stated that the Computer Operators have pointed out how low we're all paid. The University is adding duties to jobs now, and although they may not consider a wage reopener now, it is worth a try as they considered the Computer Operators in the first place. Carole Cameron pointed out that 50% of the bargaining unit are on step 5 & 6 of the paygrades. Carole Cameron and Wendy Bice had gone to VGH Wednesday, where AUCE members are making \$200/month less than HEU members working side by side with them. CUPE is going for more than 9.5% and will thus be better paid than AUCE members as well. Carole stated that although she was in favour of the first motion, she was against the second motion. Why would the University listen to us if we reopened the contract? The University hasn't been impressed to date, even though we were on strike. She felt it to be misleading to imply that we could negotiate at this time. At this point, Ann Hutchison challenged the chair, saying that Carole should not have been discussing the second motion. Marcel ruled against Ann as all of the previous speakers had been speaking very generally and it would be unfair to forbid it at this point. Lid Strand conducted the vote, and the chair was upheld. Carole then continued, stating that she had worked at UBC since May 14/79 and the University had not yet demonstrated to her that they are a fair employer. If they were, they would have come to the Union to reopen the contract. They would only agree to do this if they wanted something from AUCE. She further stated that wage reopeners have to be mutually agreed to by both parties if there is no provision for this in the collective agreement. We have to consider their proposals should we reopen the contract, otherwise we will be bargaining in bad faith. We could be opening all items in the contract. We would have to perhaps go on strike and be prepared to take a strike vote. Carole expressed concern that a small core would have initiated a strike, and then later have it overturned. If we decide to do this we must be prepared for the consequences. Richard Melanson stated that he thought A&P staff should be in our bargaining unit. Elizabeth Brock then preported that marketability doesn't exist for women and our objective should be to fight for fair wages for everyone. We shouldn't help the University change our system. Nancy Wiggs stated that she agreed with Carole Cameron on the problem with contract reopeners. She further stated that she did support the 1st motion on the committee. She suggested that several committees inform the University of how we feel about piecemeal upgrading in the bargaining unit. Marcel Dionne passed the chair to Wendy Bice. He then stated that 95% of the people answering the questionnaires were dissatisfied with their classification. They want changes in the structure. Changes need to be made and how do you do this without changing the payscale? Irene McIntyre referred to page 4 of the newsletter in which Marcel Dionne stated his opinion on the subject of job evaluation. She felt that Marcel shouldn't be able

to speak at the meeting as he has a vested interest in the reclassification of the Computer Operators. Pat Gibson stated that if the President wishes to speak at a meeting he must turn the chair over to someone else when he expresses his opinion. When it was ascertained that Marcel had done this, Pat continued, stating that the Chairperson has the right to his opinion, as does everyone else, but that when he states his opinion in the newsletter he should not use his title along with his name. The question was called on the first motion:

Moved and Seconded by the
Job Evaluation Committee

THAT THE MEMBERSHIP REAFFIRMS ITS POSITION
TAKEN DURING OUR LAST SET OF NEGOTIATIONS
BY REJECTING ANY PIECEMEAL UPGRADING BY THE
UNIVERSITY.

The vote was taken and counted by the trustees. The response was 99 YES and 40 NO.

The motion was carried

Ann Hutchison stated that she was disturbed by Carole Cameron's negativity. She suggested that the reason the last strike was unsuccessful was due to money, and that it was tactically incorrect. We should have to face reality of a long drawn out strike. This could happen next time. Ann referred to the CUPE/GVRD strike. Larry Thiessen stated that we shouldn't go to the University re: wage reopeners, but let them come to us. The issue is whether to ask for the money for all of us, and whether they come to us or we go to them. Lid Strand was in favour of the motion #2. He stated that we must prepare for negotiations, and that we need more than 6-8 months at least to prepare. Irene McIntyre was in favour of the motion. She stated that it was unrealistic perhaps to think the University would give us all more money now. Judy Wright said that the University had recognized a group was underpaid. We had passed the first motion, are all underpaid, and should try to gain more money for everyone. Pat Gibson was in favour of the motion, stating that we should try and if we fail, we can try again later. Aneka Mair brought a point to Carole Cameron concerning the repercussions of contract reopeners. A discussion ensued, whereby Carole pointed out the necessity of negotiating the term of the agreement and any other items to be discussed upon reopening the contract. The question was called.

Moved and Seconded by the
Job Evaluation Committee

THAT A STRATEGY COMMITTEE BE SET UP AT THIS
MEETING TO NEGOTIATE A WAGE REOPENER FOR OUR
MEMBERS.

The motion was carried.

A discussion ensued regarding the strategy committee, who it would compose, what authority it would have. It was determined that the strategy committee would be an ad hoc committee which would meet and report their suggestions back to the membership. Lid Strand moved that nominations for the strike committee be opened. The motion was dropped.

Moved by Judy Wright
Seconded by Margie Wally

THAT THE JOB EVALUATION COMMITTEE BE IN
CHARGE OF STRATEGY, ALONG WITH INTERESTED
AUCE MEMBERS.

The Motion was Carried

Gary Sawchuk stated that he had been led to believe that a ballot would go out to all the membership on such an important matter. He was concerned that such a decision had been made by 150 people. A discussion ensued as to how he may have gained this impression. Nancy Wiggs explained that no procedural motion was made, therefore the decision did not have to go to referendum ballot.

10. Other Business: Provincial By-laws (Proposed Changes)

Nancy Wiggs referred the membership to page 3 of the handout "Constitutional amendments to be considered at the 1981 convention, from local 1" Nancy Wiggs proposed we consider item 2 at the bottom of the page first.

Moved by Nancy Wiggs
Seconded by Carole Cameron

THAT AUCE LOCAL I REITERATES THE POSITION TAKEN AT OUR FEBRUARY 19, 1981 UNION MEETING WITH RESPECT TO THE PAYMENT OF BACK PER CAPITA TAX. THE MOTION AT THAT MEETING READ "THAT AUCE LOCAL I NOT PAY TO THE PROVINCIAL ASSOCIATION THE OUTSTANDING ARREARS IN THE PER CAPITA TAX FOR THE PERIOD AUGUST 1980 TO DECEMBER 1980."

Lid Strand spoke against the motion, stating it was our constitutional obligation to pay dues. Carole and Nancy gave a brief history of the situation, ending with the principle that as the membership has passed this motion before it was the duty of the delegates of Local I to reiterate this position.

The motion was carried.

Item #1 was then discussed and motivated by Nancy Wiggs who stated that the AUCE Provincial membership had voted to affiliate to the CLC, therefore the Convention should abide by this decision.

Moved by Nancy Wiggs
Seconded by Carole Cameron

WHEREAS THE PROVINCIAL CONVENTION HAS RECOMMENDED THAT THE PROVINCIAL ASSOCIATION ATTEMPT TO AFFILIATE TO THE CLC, AND WHEREAS THE PROVINCIAL ASSOCIATION HAS VOTED, THROUGH REFERENDUM BALLOT TO LOBBY TO AFFILIATE DIRECTLY TO THE CLC, THEREFORE BE IT RESOLVED, THAT THE CONVENTION TAKE A STAND THAT THE POLICY DECISIONS OF THE CONVENTION BE BINDING ON ALL LOCALS AND THAT DECISIONS OF INDIVIDUAL LOCALS MUST BE IN ACCORD WITH THE CONSTITUTION AND BY-LAWS OF AUCE, AND THAT ANY LOCAL OF THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES WILL CEASE TO BE A MEMBER OF THE PROVINCIAL ASSOCIATION WHEN THEY AFFILIATE TO ANOTHER LABOUR BODY EXCEPT WHERE THE ENTIRE PROVINCIAL ASSOCIATION VOTES TO AFFILIATE TO ANOTHER LABOUR BODY.

Suzan Zagar stated that the issue was to determine whether Local 5 could remain in the Provincial. Sheila Rowsell said that the lawyer of the Provincial has said that there was nothing in the constitution preventing a local from

affiliating with another labour organization, although it is against the policy or principles of the association. Therefore, the Provincial executive wishes to bring the issue to the convention delegates. It is further hoped that the CLC will be more concerned about our desire to lobby to affiliate with them due to what has happened at local 5 with the CCU. The provincial has written to the CLC and requested a response by June 6th, to reconsider their refusal to grant the Association of University and College Employees affiliate status. Lid Strand spoke against the motion. A discussion ensued as to the constitutional validity of the behavior of local 5 in joining the CCU. It appeared to be a matter of interpretation. Carole Cameron called the question.

The motion was carried.

Page 2, section 15 was referred to by Richard Melanson. Richard moved an amendment to be added, and motivated this motion. Lid Strand wanted to amend the motion to change the work "conducted" to "concluded" in the first paragraph. The amendment made by Lid Strand was incorporated into the motion.

Moved by Richard Melanson
Seconded by Carole Cameron

THAT AN AMENDMENT BE ADDED TO SECTION 15 (REVENUE AND FINANCES) A. TO READ:
AN INCREASE IN PER CAPITA TAX SHALL BE EFFECTIVE THE THIRD MONTH FOLLOWING THE MONTH IN WHICH THE REFERENDUM WAS CONCLUDED TO ALLOW LOCALS ADEQUATE TIME TO OBTAIN ANY LOCAL DUES INCREASES WHICH MAY BE NECESSARY TO ACCOMMODATE THE PER CAPITA TAX INCREASE.
ANY LOCAL ON STRIKE OR LOCKED OUT SHALL NOT BE REQUIRED TO PAY THE PROVINCIAL PER CAPITA TAX REQUIREMENTS FOR THE DURATION OF THE STRIKE PER CAPITA TAX SHALL BE WAIVED WHEN ANY MEMBER OF THE BARGAINING UNIT IS ON STRIKE, LOCKED OUT OR AFFECTED BY SECONDARY PICKETING FOR MORE THAN TWO(2) WEEKS. AT ALL TIMES, THE ARTICLES OF THE CONSTITUTION DEALING WITH STRIKES SHALL BE ADHERED TO. IN ALL INSTANCES, THE PER CAPITA TAX IS PAYABLE FOR MEMBERS OF THE BARGAINING UNIT NOT AFFECTED BY THE STRIKE, LOCKOUT OR SECONDARY PICKETING.

The motion was carried.

The meeting was adjourned at 2:20 pm.

Ms.

GAZETTE

MAKING CHANGE

(SAVE THESE PAGES)

TAKING CHARGE IN THE OFFICE OF THE FUTURE

How To Control the New Technology Before It Controls You

BY JAN ZIMMERMAN

The Vancouver Sun - May 13, 1981

Witnesses clash on VDT hazards

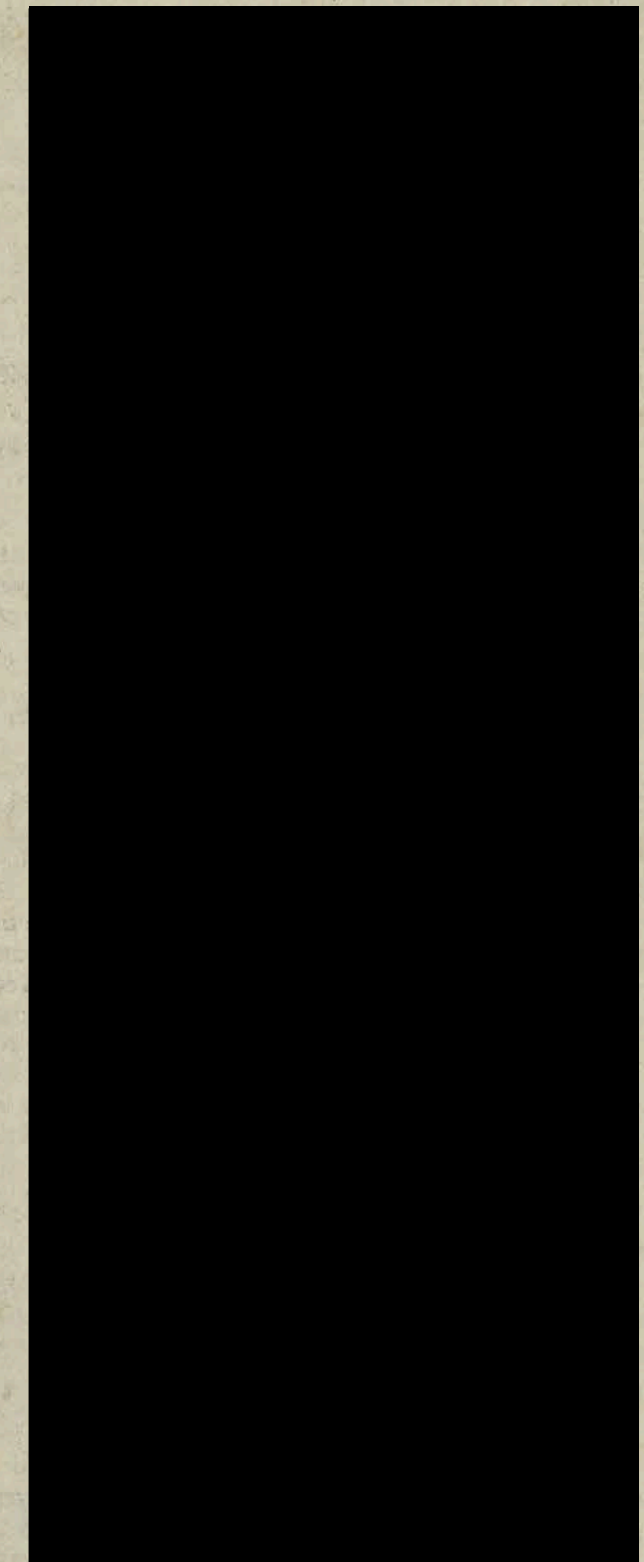


Fred Wright, Union Cartoons

"I say that labor and management must cooperate. Management gives the orders and labor cooperates by obeying them..."

Jan Zimmerman owns her own management and communications consulting firm, Athena Communications, based in California. She has a degree in physics from the University of California at Berkeley, and a degree in film and video from the California Institute of the Arts. Zimmerman was assisted in the research for this article by Catarina Martinez.

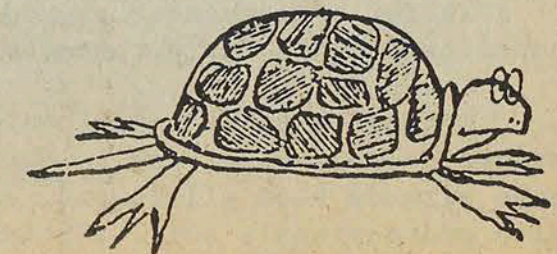
NAC policies support working women



Quotable Quote

The disclosure this week that the multinational oil companies and their Canadian subsidiaries ripped off Canadian consumers to the tune of \$12-billion over a 15-year period means that every man, woman and child in the country was bilked of \$500. Since we've paid for the companies, how come we don't own them?

The Provincial, March/April, 1981



It has been a rather confused and turmoiled year at Local 1. In June 1980, we signed a 2-year contract with the University, our membership having voted to accept a general wage increase of 10 and 9.5% over 2 years, after a month of selective strike action. No other significant gains were obtained in this set of negotiations, other than very strong wording in an article providing job security for our members serving salaried positions in the union. Strategical errors in strike action became evident --selective strike action did nothing to instill a strong sense of participation in our membership, the vast majority not being affected by the strike. Only 200-300 out of approximately 1400 members regularly showed up at union meetings to make the all-important decisions governing the strike. A pivotal meeting of over 900 members at the end of May ended strike action, and we went back to work. There was no mistaking the colour to be of our new contract: it has a black cover, with white lettering. The single consolation of an additional year's respite, provided by a 2-year contract, has been quickly shattered: already, we are going about 5% behind the current rate of inflation; the recurring problems of our totally inadequate pay-grade/classification system can no longer be ignored, and a growing dispute of marketability vs. "equal pay for work of equal value" corrently rages; a trend towards the rapid attrition of our bargaining unit is becoming frustrating, as more and more of our positions are either eliminated outright, or as our higher-level positions are replaced with professional, management-level staff. Membership dissatisfaction is becoming keen: at our May monthly general meeting, a significantly higher than usual number of members turned out and voted to strike a strategy committee to negotiate a wage reopener....

The trauma of the brief, bitter strike action was felt immediately. We began by battling a strike bill in the area of \$40,000. The Executive was aware of a need for a dues increase, and began to discuss ways of getting both a dues increase and a special assessment to retire strike-related debts passed by the membership. The ongoing affiliation referendum was not out of sight in the background. By August, we were faced with an additional financial burden due to a barely-passed increase in the Provincial per capita tax requirements, although Local 1 had in fact rejected the increase. By Sept., the Executive knew that the Provincial Executive did not intend to delay the effective date of the per capita increase, although they knew the financial instability of several locals; the Local 1 Executive, however, prioritized the stability of the local, and pushed the dues increase and the special assessment to the membership, informing the Provincial Executive that we could only afford to pay the old per capita rate until such time as the dues increase referendum passed. The referendum was conducted in November, having been delayed due to a lack of time at our October membership meeting to discuss the issue of a dues increase, and a series of precedents relating to the amount of vacation pay the union owed the University for picketers. On Dec. 16, the referendum was counted, and both the dues increase (\$9 to \$12) and the special assessment passed. The dues increase was implemented in Jan. 1981, at which point we began paying the full amount of the new per capita rate.

The fall season was busy. The Executive began a project of planning badly needed revisions to our local by-laws to take to the membership. The first by-law change, which made the two local representatives to the Provincial voting members of the local Executive, was passed at our December meeting. A Benefits Committee, struck as a result of a letter of agreement signed in negotiations, began the task of obtaining an improved benefits package for our membership.

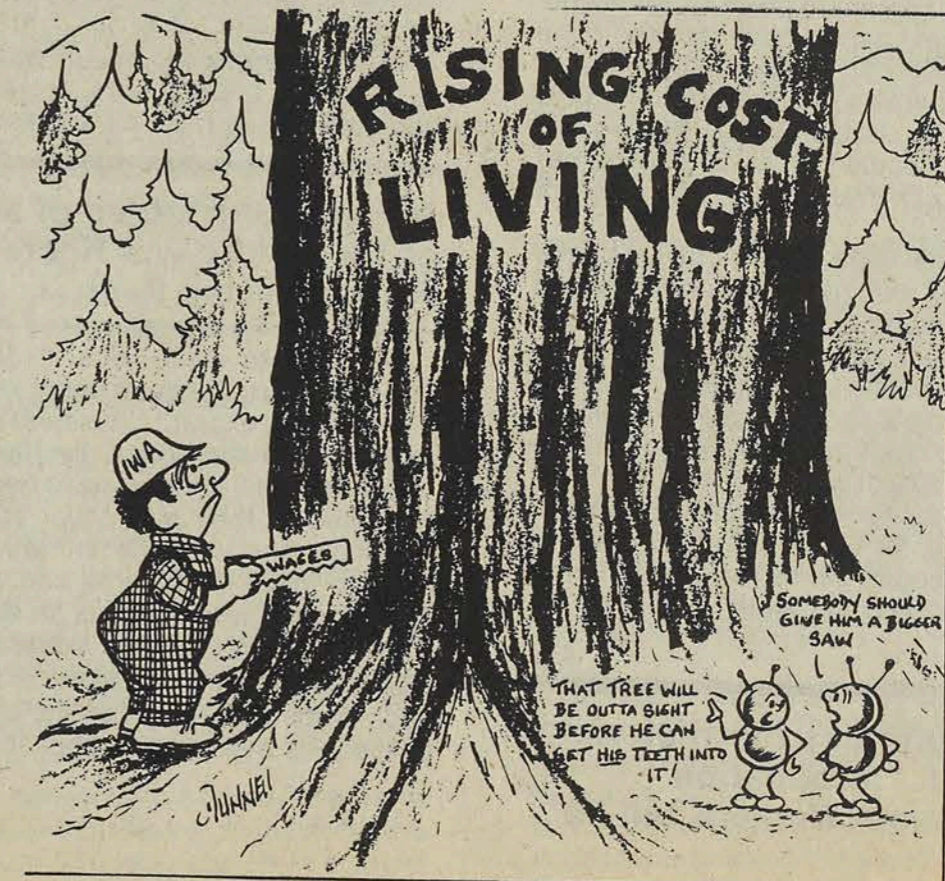
October brought announced budget cutbacks, and 1.7% of the University's salary budget, campus-wide, was to be pared away. Numerous positions in our bargaining unit have already been eliminated, and the trend of replacing our higher paid positions with professionals still continues. It somehow feels like such unjust and unfair

punishment for such a mediocre wage settlement. It not only looks like the University Administration is attempting to whittle away our wage gains, but it would appear that the University is (at least!) very true to their word: we were nicely informed in 1980 negotiations that for every 1% obtained over 9% offered in a wage settlement, at least 12 AUCE positions must go ... So ended 1980.

So began 1981 with some heartwarming improvements. The Local 1 union office was moved to the Armory building on campus, as per an agreement with the University. We are right next door to the new CUPE Teaching Assistants' local, and the rent is a nominal fee of \$1.00 per year, which will mean a considerable savings in rent. In February a by-law amendment was passed changing the pay of our three salaried officers to a single rate of Pay Grade 4, Step 6 (the former rate was the same as the officer's previous job). A step up for equal pay!! A further by-law amendment deleted a 2-year limitation on the term of office in a salaried position. A similar move was taken by the 1980 convention for the Provincial salaried officer position.

Still looming in the air was an \$8000 debt to the Provincial due to the unpaid portion of the increased per capita tax from Aug. to Dec. 1980. To pay off this debt would have required yet another special assessment, which was unlikely to pass. It was hoped that the Provincial Executive would waive this debt, however, the Provincial Executive maintained a position of offering a loan. At our February meeting, the membership voted not to pay the \$8000 owing, a position which has recently been reiterated to the Local 1 Delegation to the 1981 Convention.

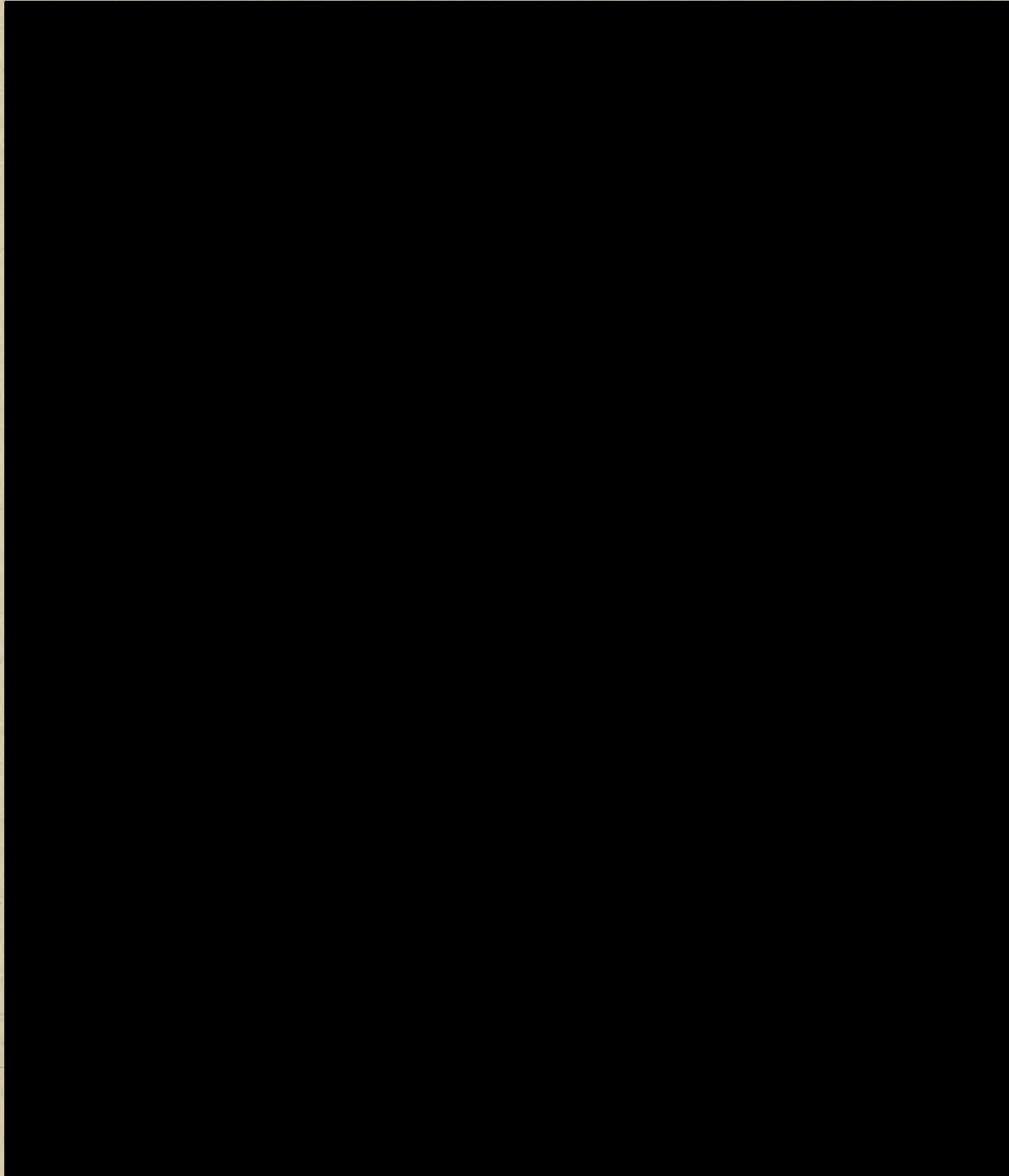
What does the future hold? Many things will be happening ... our Strategy Committee has already had its first meeting to plan a course of action for obtaining a wage reopener. CUPE 116 is still negotiating, and we can't rule out the possibility of a future strike. We should shortly be getting together our 1982 Contract Committee. Cutbacks will continue. Inflation will continue. Our bargaining unit will become smaller and smaller. And then, and then, and then ...



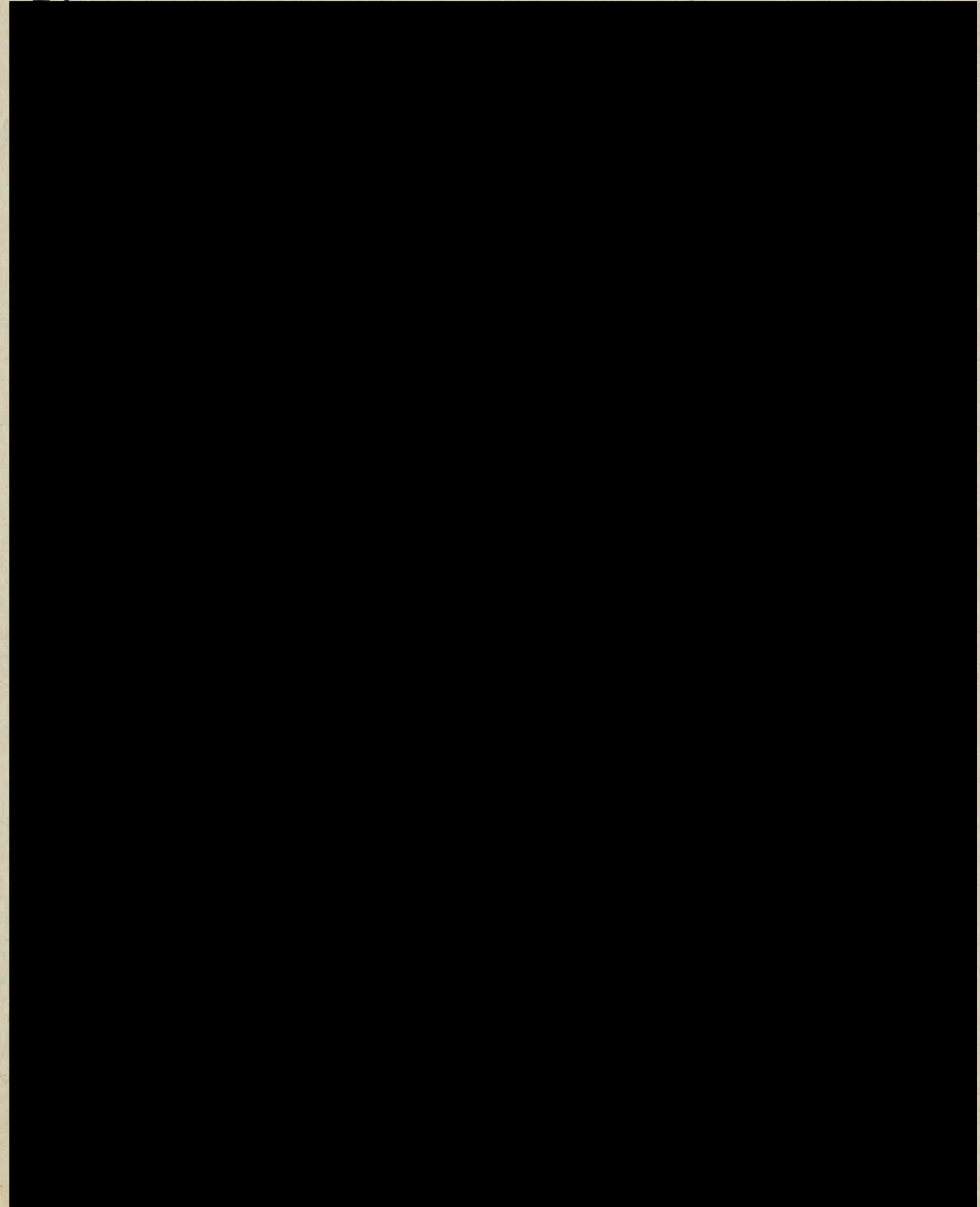
RACE AGAINST TIME:
An Overview of Office Automation

23

Published by WORKING WOMEN, National Association of Office Workers, 1224 Huron Road, Cleveland, Ohio 44115

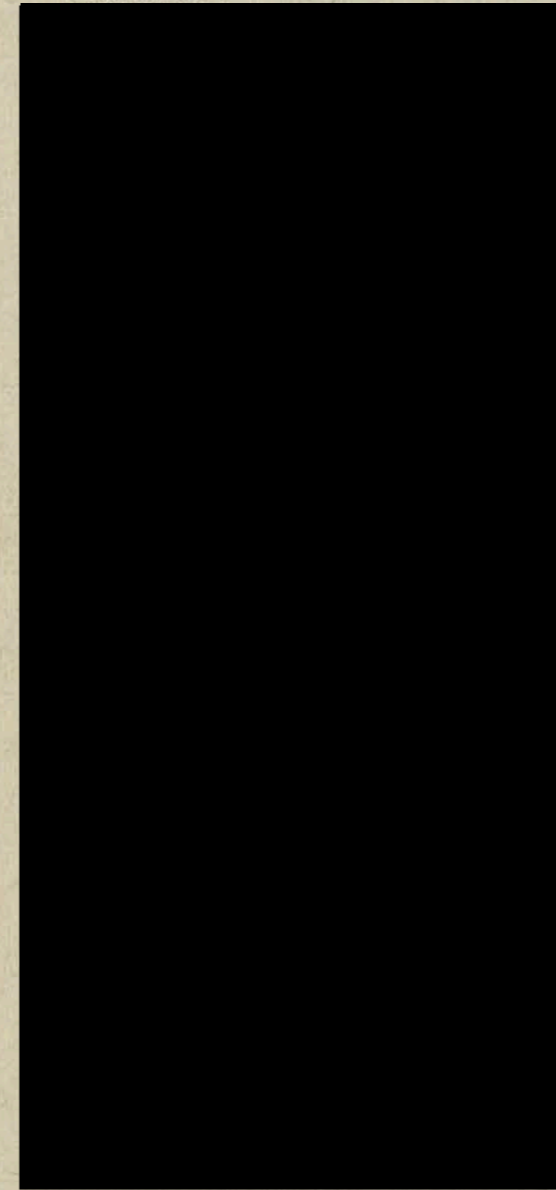


24



FIGHTING FOR OUR RIGHTS

Sexual Harassment Clause



"Mr. Edwards, this is your secretary, Melissa. When you have a moment, would you run down and get me a regular coffee and a pineapple Danish?"

Lazy Bones

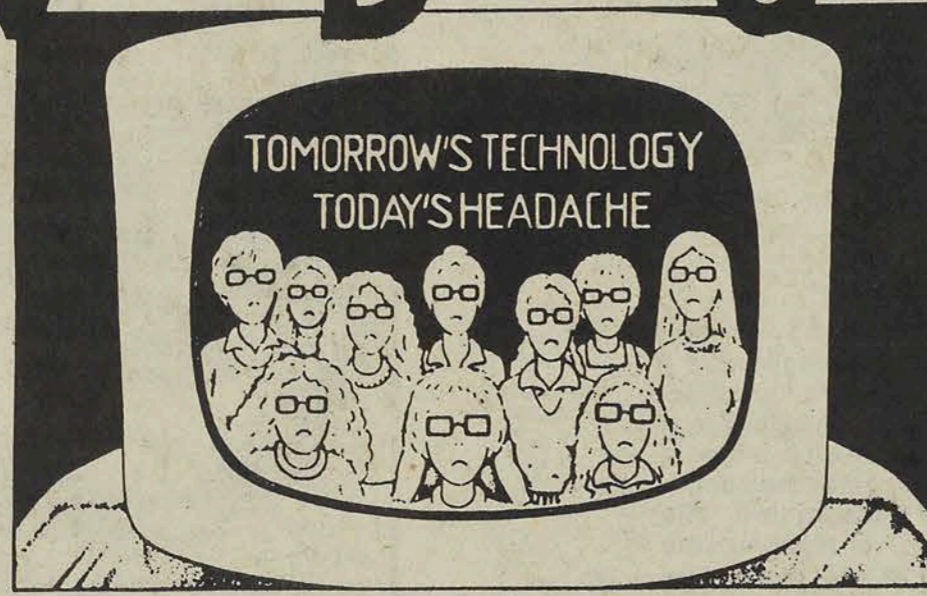
In a London churchyard, the grave of what must have been an overworked housewife bears this epitaph:

Weep not for me, friends,
Though death do us sever,
I am going to do nothing
Forever and ever.

— *Ripley's Believe It Or Not*
(Ripley International)

HEALTH AND SAFETY

VISUAL DISPLAY UNITS



WATCH THEM CAREFULLY!

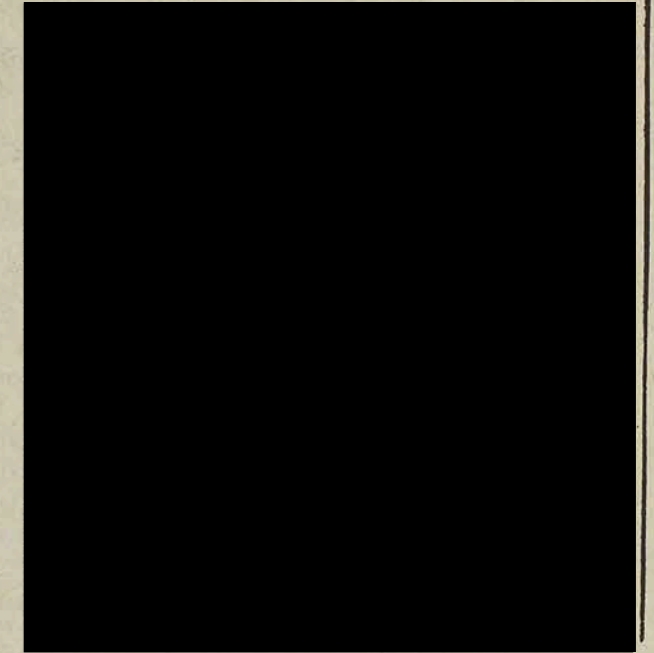
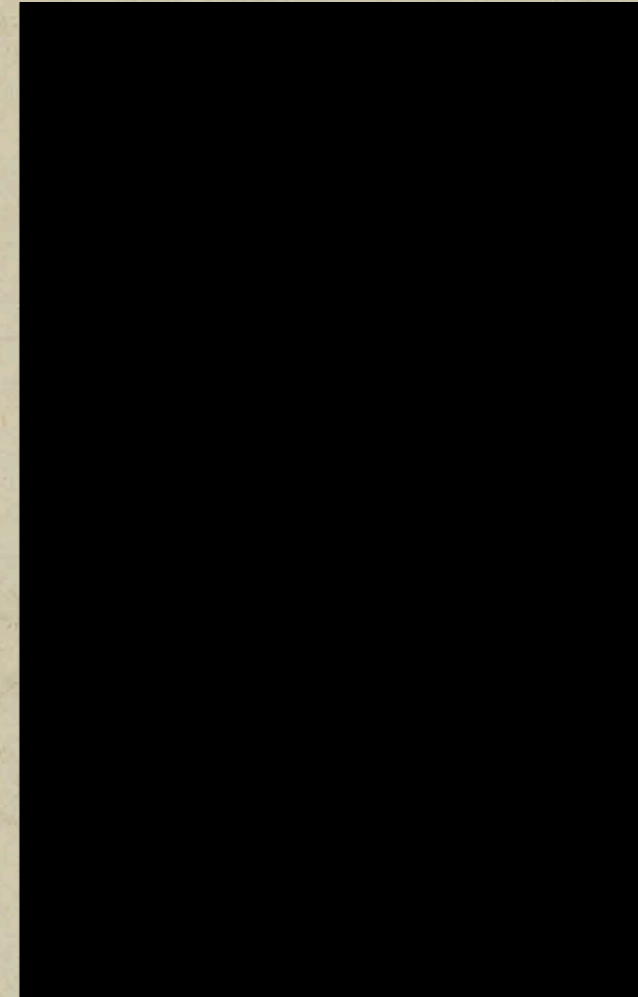
Woman who used VDT denied cataracts claim



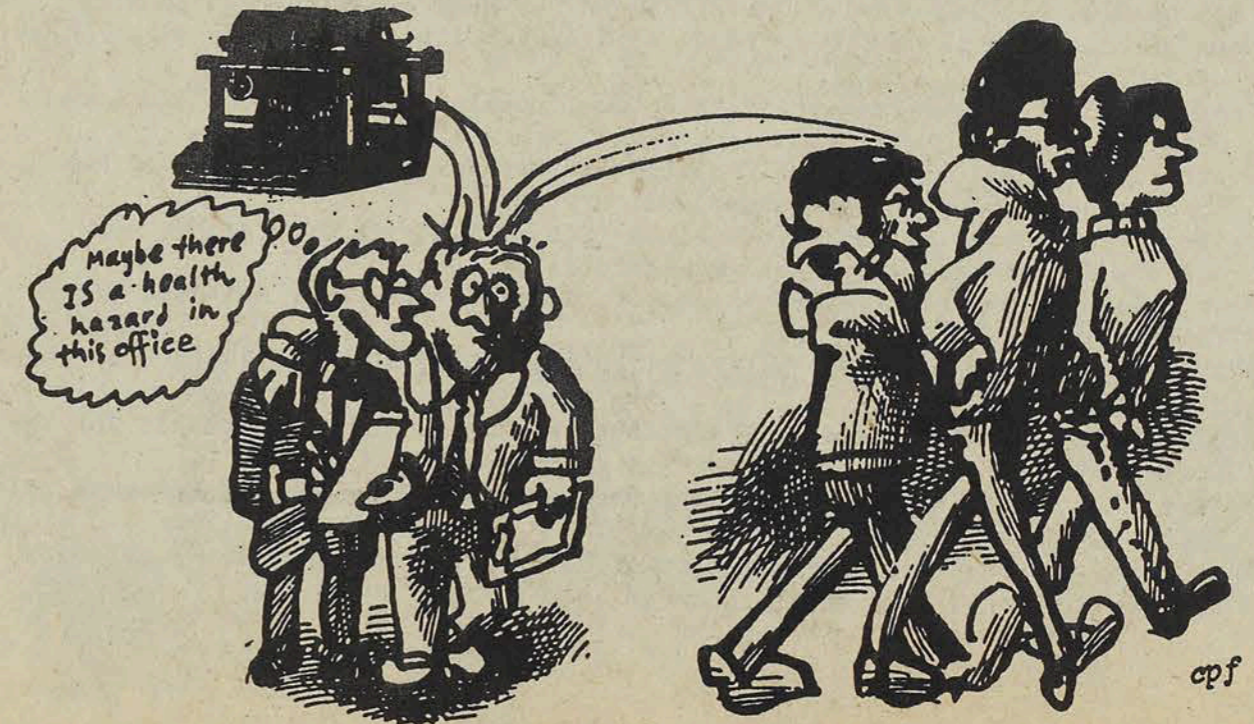
11 April 1981 The Globe & Mail p. 1

"Silicon Valley" workers suffer reproductive problems

Office workers call for VDT moratorium



HEALTH AND SAFETY



cpf

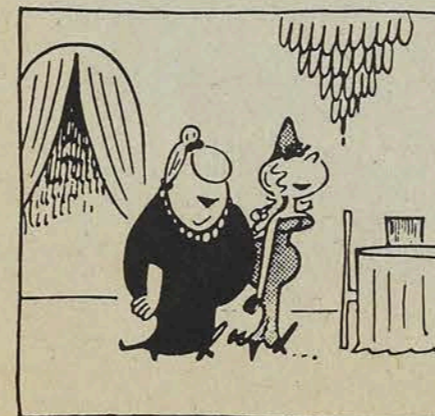
GENERAL CORRESPONDENCE RECEIVED FROM APRIL 30, 1981 TO JUNE 2, 1981

- Apr. 30/81 Letter from Stephanie Ross and Patricia Ross clarifying their positions at U.B.C.
- May 1/81 Copy of letter from Sheila Perret to the Executive of the CCU re AUCE Local 5's affiliation
- May 6/81 Notice of meeting with guest speaker Fatima Fallahi at the Socialist Forum
- May 7/81 Copy of letter from the Labour Relations Board of B.C. re the Abigail Unruh appeal
- May 7/81 Letter from Sheila Blace, Provincial trustee, re the election of delegates for the annual Convention
- May 8/81 Letter from Catherine Martell re an outline for a meeting with AUCE members at VGH
- May 11/81 News release from the B.C. Federation of Labour re "HOT" declaration against ICBC operations, facilities, premises and materials
- May 11/81 Copy of news release received May 11, 1981
- May 13/81 Letter from the Constitution Express Committee explaining their fund-raising plans and requesting a donation
- May 13/81 BCGEU news release indicating support for the "HOT" edict against I.C.B.C.
- May 13/81 Statement from the Constitution Express Committee re the patriation of the constitution and its effect on Indian Nations in Canada
- May 12/81 Letter from Samia Fadl, Occupational Health Resource Service, SFU re estimated costs of a health hazard analysis of video display terminals (VDT) operations
- May 12/81 Original letter to the Canadian Information Processing Society requesting payment for a copy of the review paper, "A Special Issue on the Impact of Technology on Employment."
- May 14/81 News release from the B.C. Federation of Labour concerning the government's role in the Medicare dispute
- May 14/81 News release from the B.C. Federation of Labour re "HOT" declaration against Stowe-Woodward Co. Ltd. products and services
- May 12/81 Letter from Janice Manchee, Women's Programme, Secretary of State, thanking Carole Cameron for her participation in the Conferences held in Ottawa in March and April
- May 15/81 Letter from Sheila Perret and Sheila Blace re time lines for submissions of resolutions and constitutional amendments
- May 19/81 News release from the B.C. Federation of Labour (Copy) received May 14/81
- May 19/81 Copy of news release received May 14/81 on the Medicare situation in B.C.
- May 20/81 News release from the BCGEU re Local 66 dispute with the Legal Services Society of B.C.
- May 20/81 Copy of a list of the Provincial Executive, Local Representatives and Local Offices
- May 20/81 Letter from School District of Coquitlam re Carole Cameron's letter of May 1 concerning changes in the educational system
- May 20/81 Letter from Pauline Weinstein, Vancouver School District Trustee, re our concern for changes in present educational systems
- May 21/81 News release from the B.C. Federation of Labour re the Lower Mainland Fire-fighters negotiations
- May 22/81 Copy of telegramme from the Provincial to the CCU re AUCE affiliation to the CLC application
- May 22/81 Reminder of Provincial Executive meetings re 1981-82 Budget proposals for the Convention
- May 22/81 Notice of a public meeting with guest speakers Fahd Qawasmeh and Mohammed Milhem, two Palestinian mayors
- May 22/81 News release from the B.C. Federation of Labour re a meeting with provincial Housing Minister, Jack Heinrich on an inquiry into the W.C.B.

CORRESPONDENCE CONTINUED

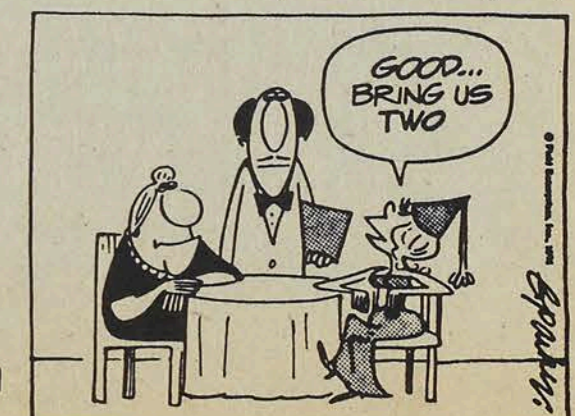
- May 25/81 Letter from A. Hanslep, Rex-Rotary Canada Ltd., announcing their distributor for Rex-Rotary products
- May 25/81 Original letter from Lillian McClanaghan re membership status
- May 25/81 Response to job evaluation questionnaire
- May 25/81 Copy of letter sent to the Board of Governors, UBC, re parking fee increases
- May 26/81 News release from the B.C. Federation of Labour re interest rates set by the Bank of Canada
- May 26/81 News release from the B.C. Federation of Labour re co-ordination of the strike by NABET members at CBC
- May 26/81 Letter and newspaper article from Sheila Perret on the safety concerns of video display terminals
- May 27/81 Letter from Concerned Citizens for Choice on Abortion requesting support for motions related to their activities and requesting a donation
- May 27/81 Letter from Sheila Blace requesting local by-law amendments for the approval of the Provincial Executive
- May 28/81 Letter from Wendy Bice accepting the nomination for Union Co-ordinator
- May 28/81 Letter from Wendy Bice nominating Elizabeth Brock, Andreana Phillips and Gary Sawchuk to the Job Evaluation Committee
- May 29/81 News release from the B.C. Federation of Labour re Deputy Labour Minister Doug Cameron and the Boards of Review for Workers Compensation Board appeals
- May 29/81 News releases from the B.C. Federation of Labour on Bank of Canada interest rates and the strike at CBC by NABET workers
- May 29/81 Letter from Labour Canada's A.R. Gibbons, regarding a meeting to discuss the Labour Canada grant application
- June 1/81 Reminder from the AUCE Provincial re annual reports to be presented at the Convention
- June 1/81 Copy of AUCE Provincial note received June 1/81
- June 1/81 Letter from the Rape Relief House requesting support and a donation
- June 1/81 Letter from the Board of School Trustees of School District No. 45 (West Vancouver) re the Career Awareness Programme and technological change
- June 1/81 Copy of news release received May 29/81 re Deputy Labour Minister Doug Cameron
- June 2/81 Newsletter from the Chile B.C. Committee reporting on activities and events in Chile
- June 2/81 Memo from Veronica Oxtoby, Animal Care Centre, re job duties
- June 2/81 Letter from Sandy Hancock, Housing, re shop steward manual

THE WIZARD OF ID



12-11

by Brant Parker and Johnny Hart





association of university and college employees

#202-6383 Memorial Road, U. B. C. V6T 1W5

Membership Meeting

MEMBERSHIP MEETING
THURSDAY, JUNE 18, 1981
IRC 6
12:30 - 2:30 PM.

AGENDA

No SMOKING

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations: Opening
 - Job Evaluation Committee (3)
 - Trustee (1)

 - Closing
 - Communication Committee (2)
 - Provincial Education Committee
 - Union Co-ordinator (Wendy Bice)
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Executive report - CUPE negotiations
9. Job Evaluation Committee report
10. Provincial report
11. Other Business

BICE, WENDY
ACE LOCAL 1
UNION OFFICE