



# on campus

association of university and college employees

V.2 N.2

MARCH, 1983

## AUCE PROVINCIAL CONVENTION

Saturday, April 30, 1983, 9 am

in

Faculty of Law, U.B.C., Room 178

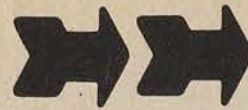
The deadline for Resolutions and Constitutional Amendments is Friday, April 8, 1983, so they must be voted on at the March 24 membership meeting.

All AUCE members are welcome to attend.

**Union members get more**





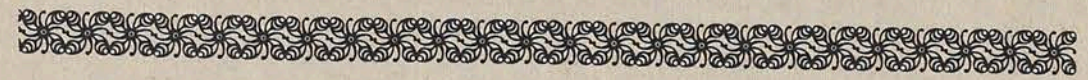


## RECLASSIFICATION APPEALS

Employees who appealed their classification assignments should have received the University's response by now. Employees who were not reclassified have TEN WORKING DAYS from receipt of the decision to appeal.

### HOW TO APPEAL

1. Send a letter or memorandum to Mrs. Rumsey at Employee Relations (with a copy to the Union) stating that you wish to appeal the decision of the Reference Committee. You do not have to state the reasons in that correspondence.
2. You will have to appear before the Appeals Committee and therefore should prepare to present your case and answer questions. If you require any help or advice, contact the Union Office.
3. You are entitled to and should have a Union representative with you at the Appeals hearing.



As everyone must now be aware, Carole Cameron has accepted a position off-campus and will be leaving AUCE.

### AN OPEN LETTER TO CAROLE CAMERON:

Thank you for your hard work and dedication on behalf of both AUCE and its individual members. You have earned our respect and admiration. Those of us who have worked with you have appreciated your sense of responsibility, your integrity and your sense of humour. Those of us who have been on the firing line and have received your help have especially appreciated your unflagging support, far beyond just doing a job. The extra effort, time and energy you have given to us has not gone unnoticed.

As your co-worker I am grateful for the assistance you have given me in the job, the days you have cheered me up with your singing in the office and your constant support as a colleague and as a friend.

We all wish you well in your new job and in your future.

Patricia House

DEAR AUCE MEMBERS:

Since we are in the process of making changes to the by-laws, it seems timely, especially in light of the fact that we are in the position of having to hold a referendum ballot to elect a Union Organizer, that we change the structure governing election of officers who are in leadership roles in this bargaining unit.

In all working strata, people who take on more responsible jobs do so through a graduated learning process such as education, or through experience acquired on the job and yet, we in AUCE, have no criteria or standards to be met when we are taking on responsible roles in the leadership or management of this Union. It would seem appropriate that a mechanism be established to ensure that those individuals about to undertake responsible positions within our bargaining unit are trained for their roles. This could happen in a step-by-step process such as the necessity of having to participate in the various standing committees such as the Shop Steward System, Division Representative, Grievance Committee Representative or Contract Committee Representative, and then after acquiring some background and expertise, and only then, be eligible for nomination for positions within the Union Office or as an elected Officer of this Union.

The idea of having some individual who is enthusiastic about the labour movement, but with no expertise or background whatsoever, in the position of having to handle a grievance, perhaps have to take it to arbitration and through their lack of expertise, however well meaning they may be, jeopardise a member's livelihood is abhorrent to me.

The other alternative is, if novices are to undertake responsible positions, they will need to receive expertise by seeking advice which obviously involves this membership having to pay exorbitant sums for expert opinions in order that they obtain the degree of knowledge necessary to ensure the protection that each member of this bargaining unit is entitled to.

Another issue which readily comes to mind being that when we nominate individuals for office within this Union, that we ensure that these people will truly reflect the views of the majority of our membership. In the past we have had an apathetic membership and from the comments it would seem that it is due to the fact that the members feel that they have no actual voice and that the leadership is run by a group with more radical opinions, who do not accurately reflect the views of the general membership.

It would certainly be refreshing to be able to see some progress forthcoming in having these and other issues properly addressed and open discussion take place regarding them so that our membership can feel they have a strong voice in the bargaining unit and that they have the type of leadership to which they are entitled for the dues they pay.

Yours sincerely,

Adrien Kiernan  
Dean's Office  
Faculty of Medicine, VGH





I would like to add my comments to the report from Nancy Wiggs which accompanied the financial package you all recently received.

- 1) The \$6000 deposited to the Strike Fund was money we borrowed from it in January/82 and repaid in August/82
- 2) We were unable to deposit any money to the Strike Fund during 1982. The by-laws direct us to deposit 10% of our dues, the interest from all accounts and a \$5.00 per member annual assessment to the Strike Fund. We could not afford to do this in 1982.
- 3) In studying the financial records in detail the Executive has come to the conclusion that the money has not been spent carelessly. We have met our legal obligations as well as negotiated a new contract but have had to sacrifice building the Strike Fund.
- 4) Our financial obligation to the Provincial has been cut in half (hopefully more)
- 5) In 1983 we won't have the expense of negotiations. However, there is no sign of grievance problems declining and we must also allow for the possibility of our membership decreasing in number.
- 6) We purchased a new stencil cutter, 4 new chairs, 2 bookcases, a large amount of letterhead and paid the moving expenses of acquiring equipment from the Provincial office. These are expenses that will not recur in 1983. However, there are other pieces of equipment that we may want to upgrade or purchase.
- 7) Streamlining office work via technology such as a small computer would be a more efficient use of our money.
- 8) An active membership willing to volunteer their time would help keep costs down.

The financial statements are a bit misleading in that they do not reflect the outstanding bills or what our commitment to the Strike Fund should have been. I felt during the year that it would be irresponsible to spend the money before we received it. Each month I paid as many bills as I could and each month we ran out of money before everything was paid. This meant that there was always a backlog of unpaid bills as well as no money deposited to the Strike Fund. If we had paid everything we owed (including to the Strike Fund), we would have been thousands of dollars overdrawn.

It is apparent that to continue the operation of the Union at a satisfactory level, we either have to abolish the Strike Fund or have a dues increase.

If you have any questions or comments, please don't hesitate to call me or drop a note to the Union Office.

Patricia House

VOLUNTEERS (YOU) ARE NEEDED!!!

As you are no doubt aware, the work in the Union Office is such that the full-time staff cannot keep up with the work (such as sending out mailings) and at the same time carry out their regular tasks (i.e., handling grievances, being available to us to give advice either over the telephone or personally when needed, getting out financial statements, and the myriad of other daily jobs also outlined in their job descriptions).

It was suggested, as a mechanism for more participation by the members, that all of us submit our work and home telephone numbers in order to develop a phone list. In this way, one person can undertake the responsibility of telephoning members to volunteer for specific, extraordinary tasks that may come on line.

By doing this, it will cut down expenses for additional part-time help in the Union Office, members will become involved with their union, and the way it functions, and more importantly, MANY HANDS WILL MAKE LIGHT WORK.

There are many charitable organizations which function very well in this manner.

I, or another member of the Executive, will be calling on you from time to time in the future, and any small contributions of your time and efforts that you you make will help the union as a whole, yourself as a member, and me too!!!

Adrien Kiernan

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TEAR OUT, FILL IN, AND SEND TO UNION OFFICE

NAME: \_\_\_\_\_

DEPARTMENT: \_\_\_\_\_

TELEPHONE: HOME: \_\_\_\_\_  
WORK: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

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Chair: Nancy Wiggs

Secretary: Patricia House

1. Adoption of the agenda

Moved by Suzan Zagar

Seconded by Richard Melanson

THAT THE AGENDA BE ADOPTED AS CIRCULATED. The motion was CARRIED.

2. Adoption of the minutes

Moved by Donna Brock

Seconded by Sheilagh Penty

THAT THE MINUTES OF THE AUGUST 19, 1982 MEETING BE ADOPTED AS CIRCULATED.  
The motion was CARRIED.

Moved by Georgina Smith

Seconded by Dorothy Kiernan

THAT THE MINUTES OF THE SEPTEMBER 23, 1982 MEETING BE ADOPTED AS CIRCULATED.  
The motion was CARRIED.

Moved by Suzan Zagar

Seconded by Dorothy Kiernan

THAT THE MINUTES OF THE NOVEMBER 25, 1982 MEETING BE ADOPTED AS CIRCULATED.  
The motion was CARRIED.3. Business arising from the minutes

There was none.

4. Business arising from the correspondence

Moved by Karen Shaw

Seconded by Elizabeth Whittam

THAT AUCE LOCAL 1 WRITE A LETTER OF PROTEST TO THE CRIC RE: THE PROPOSED  
PLAYBOY PROGRAMMING.

The motion was CARRIED.

5. Nominations:

Closing:

Secretary-Treasurer -- Patricia House was elected.

Vice-President -- Kittie Cheema was elected.

Membership Secretary -- no one was willing to stand, nominations will remain  
open

Opening:

Contract Committee, Grievance Committee, Communications Committee and  
Provincial Council Representatives -- no one was nominated, nominations  
will remain open6. Secretary-Treasurer's reportPatricia House reported on what our bank balances were and gave a brief  
summary of our present financial situation. She said a financial package  
which would include all the statements would be sent out in the next newsletter.7. Executive reportNancy Wiggs and Carole Cameron reported on the situation in Copy & Duplicating  
where some members of AUCE want to withdraw from our local. They answered  
questions from the floor.Nancy Wiggs reported on the continuing problems of the workload of the Union  
Office staff. The Executive is wrestling with various solutions and will  
be reporting back at future membership meetings.

Moved and Seconded by the Executive

THAT AUCE LOCAL ONE MAKE A DONATION OF ONE THOUSAND DOLLARS TO THE DAY CARE  
FACILITIES ON CAMPUS.

The motion was CARRIED.

Moved and Seconded by the Executive

THAT AUCE LOCAL 1 PARTICIPATE IN THE AUCE PROVINCIAL COUNCIL UNTIL DECEMBER,  
1983 AT WHICH TIME THIS LOCAL WILL CONSIDER CONTINUED PARTICIPATION IN THE  
COUNCIL.The Chairperson ruled this motion out of order because of a motion previously  
tabled at a membership meeting several months ago. She will look into the  
proper procedure and report back to the membership.8. Grievance Committee reportHelen Glavina reported that the committee had dropped two arbitrations  
because the grievors had asked us to and because after considerable  
research it was felt that they were not the best of cases.

Helen reported that the Shop Stewards Seminar was a resounding success.

There was a lengthy discussion of the problem of members having meetings  
with the University (any member of management) without a steward present.  
There was also some mention of members receiving harassment and ignoring  
the advice they receive from the Union. Often when the Union's advice  
is not followed the member ends up in an even more difficult situation  
to resolve.9. Provincial CouncilNancy Wiggs reported on the wine and cheese meeting that the Provincial  
Council held as their first meeting. It was very successful. Helen Glavina  
had attended and reported on the types of problems AUCE Local 1 Grievance  
Committee had been facing. There was a lengthy and valuable discussion.  
Local 7 is hoping to go for their certification in February. They are having  
a Contract Seminar and Carole Cameron will be speaking at it as well as  
representatives from Local 6 and the TA Union at UBC.10. Other businessThere was a question from the floor about when the new contracts will be  
out. The Union Office staff predicted it would take about a month for  
them to be printed and sent out to the membership.

Moved by Alex Whittam

Seconded by Patricia House

THAT THE MEETING BE ADJOURNED.

**VDT QUESTIONNAIRE**

In 1982, A.U.C.E. hired the Institute for Human Performance at Simon Fraser University to conduct a VDT survey by means of a questionnaire. The questionnaire was designed to provide information about health-related problems encountered by A.U.C.E. employees as a result of working with VDTs. Data from the completed questionnaires was sent to a central data pool in the United States for a computer analysis and comparison with data from other groups who had used the same questionnaire.

A.U.C.E. is waiting from the completion of the analysis and will make the results available when they are received. It should be noted that only a small portion of the bargaining unit participated in the survey.





# association of university and college employees

MEMBERSHIP MEETING

THURSDAY, MARCH 24, 1983

12:30-2:30 p.m.

IRC 6

1. Adoption of the agenda
2. Adoption of the minutes of January and February meetings (February minutes will be distributed at the meeting)
3. Business arising from the minutes
  - a) By-Law amendments.....there will be a report on their status
  - b) Report on the motion passed at the last meeting re: leaving AUCE and referendums on this issue
4. Nominations:  
Closing:  
Union Organizer -- Helen Glavina, Kitti Cheema, Cathy Davis, Fairleigh Wettig  
Contract Committee -- Suzan Zagar, Kitti Cheema  
Membership Secretary  
Provincial Council Representatives  
Provincial Council Convention Delegates-- Suzan Zagar, Kitti Cheema  
Grievance Committee
5. Secretary-Treasurer's report  
MOTION: THAT THE MEMBERSHIP RECEIVE THE 1982 FINANCIAL STATEMENTS.  
There will be a discussion of all financial matters including the 1983 budget, the Strike Fund (should we continue it?), dues increase (should we have one?)
6. Executive report
7. Grievance Committee report
8. Health & Safety report
10. Other business



COPIES OF NEW IMPROVED PROVINCIAL COUNCIL CONSTITUTION  
ARE AVAILABLE UPON REQUEST TO PATRICIA HOUSE IN THE  
UNION OFFICE.



224-2308