

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

Local 1 (UBC) Newsletter Box 11, SUB, UBC

VOLUME 2 ISSUE 7

MAY 21, 1974

AGENDA

SPECIAL MEMBERSHIP MEETING

Buchanan Rm. 100 May 23, 5:00 pm.
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Minutes

Contract Committee Report
Report on Stewards Seminar
Election of Secretary
Election of Representatives to
the Provincial Executive
Financial Report and Proposed
Expenditures

Report on Executive Decisions
re: the functioning of the
executive

Constitutional Amendment and
Discussion of Organization

- 1) Staff for the union
- 2) Steward structure &
Division Structure
- 3) Other constitutional
amendments?

NOTICE OF MOTION

The following is the proposed
amendment to Section J
Paragraph 7 of the by-laws of
Local No. 1 to staff the office:

"Not withstanding the fore-
going the local may hire an
organizer from amongst the
membership prior to the until the
regular January meeting and
she/he will be an office of At which
the local." The position would
be renewed at that time

HOW SHALL WE STAFF THE OFFICE ?

Jean Rands

Now that we are certified and col-
lecting dues, it is necessary to con-
front the issues which would normally
be dealt with at the annual fiscal
meeting of the Local in January. Also,
over the last few months we have
realized the necessity for re-examin-
ing our constitution.

The most pressing problem facing
the meeting is how to choose a full-
time organizer for the Local, as we
cannot run a union of over 700 mem-
bers without at least one person
working full-time. Melody, who has
been working full-time in the union
office (unpaid) is looking for a
regular job and will be leaving us
soon.

The decision to hire someone to
work for the Local involves a number
of important questions.

1. What kind of job should it be?

Whoever is in the office will be
expected to answer all kinds of en-
quiries about AUCE; to advise on
grievances and other problems; to
get information for us from lawyers,
government agencies and other trade
unionists, etc.

The feeling of the executive is
that this person must be a member of
AUCE, who knows the union and knows
the campus.

Continued on page 2

2. How should full-time staff be chosen?

There are basically two alternatives the executive could appoint someone, or we could hold an election.

If AUCE is to be the democratic union that we want, election of full-time union staff would seem to be essential. The person working for the union will have access to more information about day-to-day affairs of AUCE than any other individual member. In order to do an effective job, anyone working for AUCE must have the confidence of the membership as a whole. She or he should also be involved in making the decisions that they will have to carry out (i.e., the position should be an executive position) and, of course, executive members must be elected.

3. How much should union staff be paid?

There are several possibilities:

- a. Any member working for the union could be paid at their regular job rate, i.e., a Clerk I who was elected or appointed to work for the union would get a Clerk I wage; a Clerk III would get a Clerk III wage, etc.
- b. The person working for the union could be paid the average wage of the membership,
or
- c. We could "evaluate" the job as being similar to a Secretary III, Clerk IV or something and pay accordingly.
- d. Anyone working for the union could be paid the highest rate we get in the union contract.

4. How long should one person spend working for the union?

This isn't an immediate question, since any arrangement we make now is an "interim" measure and subject to approval of the change at the fiscal meeting in January.

Our provincial constitution says no one can be on staff of the union for no more than two years without going back to their regular job for a year.

But if we think people should be on staff for less than a year, we would need a constitutional change to allow for elections more often than once a year (if staff people are going to be elected).

* * *

The decisions we make on these questions could have an important affect on the future of our Local and how democratic and effective we will be as a union. Everyone's consideration and opinions will be needed. Also, we should all be thinking about who would be good for the job, and each member should consider whether she or he would be willing to do it.

We have signed a Letter of Agreement with the Administration providing for Leave of Absence for any member who is chosen to work full-time for the Union. Seniority will Accumulate during the leave to a maximum of one year, and all benefits will continue with the union and/or the employee paying the premiums.

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NOTRE DAME UNIVERSITY

You may not be aware that the first AUCE local to be certified by the Labour Relations Board was not Local #1 at UBC but Local #3 at Notre Dame University of Nelson. Having decided to unionize, the workers at Notre Dame wasted no time - their first organizing meeting took place February 16 and on February 28 an application for certification was submitted to the Labour Relations Board. When certification was granted April 3, Notre Dame became the first B.C. university to have both staff and faculty unionized.

Local #3 represents approximately 40 workers in the clerical, library food service and maintenance divisions of the university. Like Local #1 they are just beginning negotiations for their first contract.

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Negotiations

By Ray Galbraith

Progress of the Contract Negotiations
to Thursday, May 16, 1974

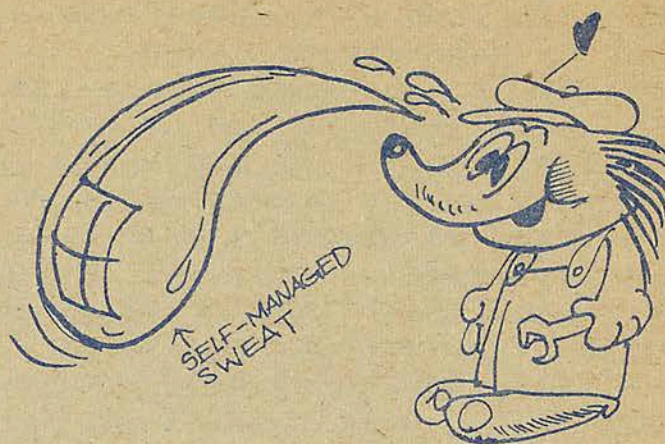
To measure, or better still to divine, the progress to date boggles the mind,. Six negotiating sessions, each one replete with alternating over tones overtones of boredom and excitement, coupled with an ever-present under-current of tension, have left us wiser and more learned as to the process of bargaining.

The first session served to smash the mystique of negotiating; the pieces will never fit together again as far as we are concerned. We expected more than we got. The "secret", a misnomer if ever there was one, to effective bargaining is a well-disciplined, imaginative negotiating unit setting forth researched arguments. But without the audience there isn't any show; our strength feeds from or is nourished by an informed and active membership.

Our first series of encounters with the University Administration has been confusing at times and tiring, but we have a brief respite in which to co-ordinate and consolidate our impressions and gains.

We have plodded, somewhat hap-hazardly, though the first seven pages of the contract. Some issues have been settled; others have been deferred for the moment. A graphic illustration of some of the "fuzziness" and unsureness of these early sessions is some of Mr. McLean's comments on various sections of the contract:

- 1) on the Sex Discrimination clause: "... in principle we agree...but could we return to it?"
- 2) on the Transfer, Promotion clause: "We can accept it in principle...but the wording may have to be changed."



- 3) on the Stewards' Recognition clause: "We don't disagree with this in principle."
- 4) on the contract as a whole: "We're not going to be final until near the end."

To date McLean and his committee have come back to the table with few counter-proposals.

On Thursday, May 16, McLean requested and received from us a postponement of Friday's (May 17) and Tuesday's (May 21) meetings. He claimed that his committee was being overworked as a result of these negotiations, but assured us that there would be many counter-proposals forthcoming at the next session. McLean stated that to this juncture in time they hadn't done their homework; "We haven't had time to get it done."

In return we set up meetings over the next two weeks all of which will begin at 10:00 am. The reason we say McLean and seldom mention any of his committee members is that he is their only spokesperson to date. One member of our contract committee asked Mr. McLean for the views of each member of his committee. The reply was: "You'll hear from my committee through me." Hardly a democratic sentiment; especially from a group which has based many of its arguments to date on the flexibility of University policies and the democratic and inviolable rights of the individual.

We adjourned Thursday's meeting (May 16) on the note that for us progress thus far had been slow and uneven. We said we were sure that they would come better prepared for future sessions. Continued page 4

What follows is a quasi-summary of what we have accomplished:

- 1) Letters of agreement on the use of campus mail, on the printing and distribution of the union contract to the members, and on the leave of absence (with continuing benefits paid for by the union and the accumulation of seniority), without pay up to one year, for union members to work in the union office on campus.
- 2) An interim grievance procedure to process grievances under present university policies and procedures.
- 3) Three month probationary period. This was accepted immediately by McLean who characterized it as "a great victory" for us.
- 4) Discussions and decisions on inclusions and exclusions from the bargaining unit.
- 5) Discussion on such issues as student assistants, bookings for union meetings via Systems Services, and, of course the contract.

For us the last two sessions have made it evident that to date McLean has been willing to concede some minor issues and to agree "in principle" with some of our contract proposals; but he has shown no willingness to accept proposals which would give any contract its strong base, i.e., the allowable actions and roles of the stewards and the union shop. Nor realistically can we expect him to without forceful arguments and continuing pressure from us. McLean continually informs us that he is of the opinion that much of what we want is too vague and outside the scope of any contract. He lauds the flexibility of university policy, often wondering aloud why we should question it and want it standardized.

In a nutshell, what we have negotiated to this juncture regarding the contract is lots of gum, but no teeth. Discussion on our standing committees article which would establish Job Retraining, Job Evaluation, and Safety Committees focuses on McLean's present position

with clarity. On the Job Evaluation Committee McLean said that: "We have tried to keep this out of the bargaining scope." Everything has been left to the University Classification Committee which has done a good job. On the Job Retraining Committee McLean further stated that: "We really don't see that this is required." Finally, on the issue of the union shop, part of McLean's counterproposal is as follows: "All employees, at the date of signing of the contract, whether they opt out or not, will have full voting privileges for election of officers of the union."

As far as we are concerned the preliminary sparring is over; concrete progress has to be made regarding the contract. By Wednesday's session (May 22) the Administration will have had a week to go over the contract (which we submitted) in its entirety. We expect well-written and argued counterproposals, and, of course, rapid progress.

Within the next two weeks we should have an accurate idea as to the longevity of the negotiations. After all, it was Mr. McLean who stated during our first session (May 2) that: "We're anxious to settle this contract now, we want to get it done now.", and, "We would like to get an adjustment in pay as soon as possible.", and, finally, "Our objectives are similar."

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MORE UBC WORKERS GO AUCE

UBC clerical and library staff who work off campus have organized into division eleven of AUCE Local No. 1. Their application is now before the Labour Relations Board and we are expecting a decision soon. Most of these people are located at the Vancouver General Hospital and are participating actively in our union including negotiations.

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Helpful Hints for Stewards

1) Shop Stewards are the communications link between the members they represent and the executive. They should be informed of up and coming meetings, distribute information, collect dues, and sign people up and collect grievances.

2) Familiarize yourself with the union constitution and by-laws and the collective agreement (when we have one). A knowledge of the Labour Code is also useful.

The Administration signed a letter of agreement with the contract committee effective May 9 which means that grievances WHICH ARE CONTRAVENTIONS OF PRESENT UNIVERSITY POLICY may be processed under the interim grievance procedure.

3) It is your DUTY as a shop steward to INVESTIGATE ALL GRIEVANCES. You are not a judge but a referee and EVERYONE has a right to a hearing. If after investigating you think there is no grievance; say so, don't raise false hopes. Don't be intimidated by an aggressive grievor. Seek out the timid ones who may have a grievance but are not forthcoming.

4) Write everything down. We are working on grievance forms and they will be distributed as soon as they are available. It is important that a written record is kept in order to establish precedents.

5) NEVER do anything by yourself. Always take another shop steward with you or the grievor. This will provide you with confirmation and verification of what is said, and protect you from any suspicion of "making a deal".

6) NEVER let a union member go to management with a problem about another union member. This is a difficult situation and is best dealt with on the "union floor". First take this up within the Union, consult the division steward and the Grievance Committee.

7) If in doubt consult. Remember we're all new to this so don't panic if you don't know the answer. The Grievance Committee meets weekly, your division steward will tell you when and where.



STEWARDS SEMINAR

The stewards seminar began with a film loaned by the National Film Board illustrating the fighting of a grievance by a shop steward in an industrial situation.

Kathy Walker of the Canadian Association of Industrial Mechanical and Allied Workers spoke on the duties of a shop steward and Ray Koob of the Pulp and Paper Workers of Canada outlined procedures and problems likely to arise in the handling of grievances.

A sheet with pre-set grievances was then distributed to everyone present. Kathy and Ray enacted the first grievance, and then half the shop-stewards present were split into groups in order to enact the second grievance. Ray briefed the shop-stewards and grievors and Kathy briefed management. The observers were then given copies of the workpoints for both stewards and management. Each team was then called in one by one to enact the grievance. The process proved to

be both entertaining and constructive. Every enactment was different and provided practical insight into what can happen under the terms of the grievance procedure.

After lunch Shelagh Day, a human Rights Officer, co-author of the Report on the Status of Woman and ex-UBC Lecturer talked about some of the differences between the old and new Human Rights Codes and the way they might affect us. A discussion period followed and then the mornings grievance was taken to arbitration. Emerald Murphy enacted Management and Pat Gibson was the Union representative, whilst Shelagh Day was the arbitrator. Shelagh Day weighed the arguments and found in favor of the complainant (the grievor). This was followed by another role enactment session of a different grievance by the shop stewards who had not been able to take the stage in the morning.

The seminar illustrated the vital role the shop steward has in protecting our individual and collective rights on the job and provided valuable insights into the handling of grievances.

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SOFTBALL

If you could enjoy playing softball with some people at work just for the fun of it phone:

Linda Burkhardt Library loc. 2519
or,
Aileen Balfour Library loc. 2854

The organizing of AUCE Local No. 2 at Simon Fraser University has been in operation for just three months. During this time the drive has had varying success. It started with the normal influx of interested people, evening out to a steady flow of about 10 members per week. With the combined effect of postal and airline strikes, and a change in the executive of Local No. 2 the drive lost a lot of momentum in April.

The situation however picked up again in late April and early May. There was discussion of the possibility of applying for certification of the Library. The idea of being close to an application caught the imagination of many staff members and about 30 people were signed up in one week. This brought the membership of the local to about 120, which is approximately 28% of all eligible staff.

The local has decided to not apply for certification of the Library. The decision was taken after hearing the opinion of the Labour Relations Board against breaking off small sections of employees that could be represented together as part of the whole campus. The local at SFU has decided to continue on an all out drive for the whole campus.

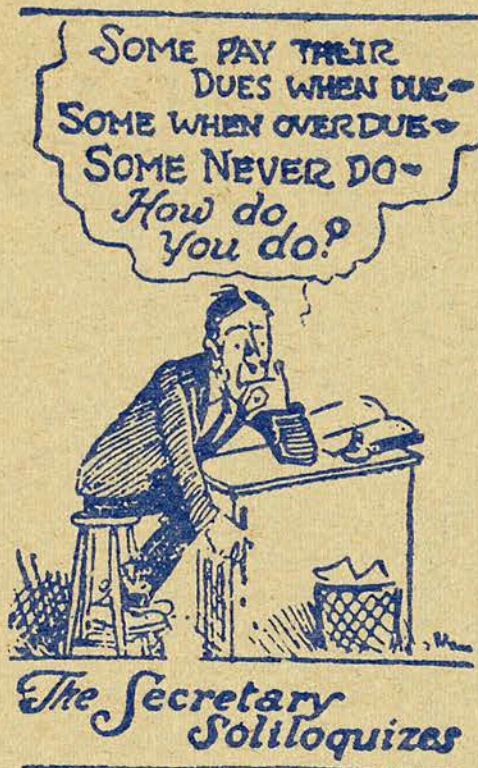
Any applications for SFU will be postponed until July 1st regardless of the percentage signed up. This will insure that the announced wage increase of \$90.00 across-the-board will not be frozen by the university after any such application.

There is the possibility of a strike by the presently organized staff on campus. It is hard to gauge what effect this will have on the drive but barring unforeseen circumstances, it is hoped that SFU will well clear the 35 percent needed for an application by July 1st and certification will follow.

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DUES ARE DUE

The dues collection has started and at press time the Local had banked over \$600. So far every division, with one exception, has turned in dues for some of their members. The stewards are doing a great job collecting -- keep them rolling in folks!



Note to stewards: special forms for reporting dues collection will be available the week of May 20th. In the meantime, please be sure to include the receipt number on each member's receipt when reporting.

The glorious workers in the Main Library Circulation Dept. have over come all obstacles for a union shop and now have 100% union membership!

When the Labour Relations Board decided to hold a representation vote for AUCE some unfortunate things happened. The vote was being conducted by the Department of Labour and they refused to give a copy of the voters list to the union. We did not know exactly who was on the voters list and did not know for sure who was eligible to vote. As it turned out the voters list contained many more than those who we thought were eligible.

After complaining to the Labour Relations Board about this we have received a letter from them stating their change of policy which consists of the three points as quoted below.

- 1) "after an application for certification has been received and the Industrial Relations Officer obtains the names of employees from the Employer's payroll records then, upon the request of the Union, the Officer is to inform the Union of the names of the employees and their positions."
 - 2) "If the Board orders a representation vote, the Officer should give the list of eligible voters to the Union or the scrutineer named by the Union as early as possible prior to the vote."
 - 3) "In either of these cases, the Union may retain the list of persons considered to be in the unit."
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AUCE Provincial Convention

The AUCE Provincial Convention will take place in Vancouver on September 28 and 29. There will be delegates from all three locals and all members of AUCE are invited to attend.

SOME NOTES ON THE OFFICE
BY Dick Martin

On May 23 the question of hiring staff for the union office will be brought before the membership meeting. As it is shaping up it appears that the job shall be a full-time position. Just as the original purpose of the office was presented as being selfevident so now too the question of staff for the office also appears. There

There is no concrete evaluation of what the necessity of the job is nor a clear idea of the actual functions to be performed. As such there can be no concrete evaluation of the proposal. The union executive have already decided and now must we approve? We must never forget that we organized this union as something a bit different, as a union that is run not by professional staff or even full-time staff for that matter. The union draws its strength from the freedom of its members to participate in all the functions of the union as a collective.

Let us argue that we really need full-time staff for the office, let us argue that such staff must work in the office for a year because there would be no continuity in the union if the position was rotated.

I see a big difference between filling a position in the office to perform various duties and creating a collective spirit where

members can contribute their enthusiasm and imagination.

Why should we see the office as a job to fill? We are running a union dealing with people not a factory to maximize production. If so the work load at the office should be shared among all the divisions. Let's suggest that the position in the office be rotated once a month between all the division stewards. This solves all the problems of elections, being on the executive, making decisions etc. Every division steward must have a knowledge of the total functions of the union; that can only be learned through participation.

To fill this position on the basis of a general election would be equivalent to running a political popularity contest and not relevant to proper organization of the union.

May I also point out that Section J. Paragraph 7. of the Local by-laws already says "Any officer or steward temporarily working on the legitimate business of the Local Association shall be paid at her/his regular job rate for any time lost from her/his job." If the job in the office was rotated equally and fairly there would be no need for a constitutional amendment. In view of already existing provisions and the nature of the proposal I question the real motives of the proposition.

