

NEGOTIATIONS

"ACROSS CAMPUS"

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

BULLETIN NO. 2, OCTOBER 1, 1975

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

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

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

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

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

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

Dick Martin, Division "H"

GENERAL MEMBERSHIP MEETING

THURSDAY, OCTOBER 9, 1975

12 noon - 2 p.m.

LOCATION TO BE ANNOUNCED IN FORTHCOMING
AGENDA

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

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

Dick Martin, Division "H"

LARGE TURNOUT TO SPECIAL MEETING

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

NOMINATIONS FOR DELEGATES

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

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

AND, SPEAKING OF NOMINATIONS...

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

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

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

- | | |
|-------------|------------|
| Louise 4959 | Jean 2871 |
| Jack 3894 | Peggy 3276 |
| Karen 2761 | Nancy 5214 |

THURSDAY, OCTOBER 9, 1975
12:00 P.M. - 2:00 P.M.
LOCATION TO BE ANNOUNCED IN FORTHCOMING AGENDA

AUCE GENERAL MEMBERSHIP MEETING
 I. R. C. LECTURE THEATRE #2.
 OCT. 9, 1975 - 12:00 - 2:00 P.M.

A G E N D A

1. There is no smoking at AUCE Membership Meetings.
2. Approval of Agenda.
3. Approval of Minutes of September 11 General Membership Meeting Minutes.
4. Financial Report
 - (a) That the financial statement be adopted by the Membership.
 - (b) That a cheque be forwarded in the amount of \$1,196.00 to the Provincial Association to cover the per capita tax owing to date (i.e., August, 1975.)
 - (c) That the sum of \$750.00 be allocated to cover office and equipment, and printing and stationery expenses (until the next membership meeting in November, 1975.)
 - (d) That necessary funds be approved by the Membership to cover the cost of a second-hand collator for the Union Office from the Faculty Association.
5. Nominations for the following positions:
 - (a) Delegates to the Provincial Association
 - (b) Members of the Job Evaluation Committee.
 - (c) A recording secretary is required for the Contract Committee.
6.
 - (a) Close nominations for Table Officers
 - (b) Statements from Presidential Nominees.
7. REPORT AND EMERGENCY RESOLUTIONS FROM THE CONTRACT COMMITTEE*
8. CALL FOR STRIKE COMMITTEE.

* Because of the unstable nature of negotiations, motions to be presented by the Contract Committee cannot be determined at this time. Emergency motions and resolutions will therefore be entertained by the Chair.

NOMINEES FOR TABLE OFFICERS

President:	-- Pat Gibson	Trustee	-- Judy Wright
	-- Ian MacKenzie		-- Sharon Newman
			-- Robert Gaytan
Vice President	-- Nancy Wiggs	Membership Secretary	-- Louise Hamilton
Secretary	-- Bonnie Schonberger		
	-- Vicki Maynert	Union Organizer	-- Peggy Smith
Treasurer	-- Russ Anton		
	-- Frances Donaldson		

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES LOCAL NO. 1

Statement of Income & Expenses

Period from September 12, 1975 to October 9, 1975

Income

Application fees and donations	71.00
Dues	4807.00
Other [Per capita tax]	<u>1.00</u>
	4879.00

Expenses

Postage	-----
Printing & Stationery	100.16
Telephone	29.70
Conferences & Meetings	94.50
Rent & Utilities	250.00
Per Capita Tax	1163.00
Office Equipment & Expenses	120.00
Library	3.00
Salary & Related Expenditures	618.10
Petty Cash	-----
Miscellaneous	-----
	<u>2378.46</u>
Excess of revenue over expenses	2500.54
Cash on hand September 11, 1975	17603.00
Cash on hand October 9, 1975	<u><u>\$20103.54</u></u>

Motion: That the financial statement be adopted by the membership.

Motion: That a cheque be forwarded in the amount of \$1,196.00 to the Provincial Association to cover the per capita tax owing to date (i.e., August, 1975).

Motion: That the sum of \$750.00 be allocated to cover office and equipment, and printing and stationery expenses (until the next membership meeting in November, 1975).

MINUTES OF GENERAL MEMBERSHIP MEETING, September 11, 1975, Buchanan Room 102.

Ray Galbraith was in the Chair.

Nancy Wiggs) That the Agenda be adopted as read.
Jack Gegenberg) CARRIED.

Pat Gibson) That the adoption of the minutes of the Special Member-
Margot Scherk) ship Meeting of August 28, 1975 be postponed to the
next General Membership Meeting. CARRIED.

Jack Gegenberg) That the Minutes be adopted as circulated.
Russ Anton) CARRIED.

Nominations of Table Officers

Nominations for the following positions were received:

President -

- 1. Vicki Meynert
- 2. Pat Gibson
- 3. Ian McKenzie

Vice-President -

- 1. Nancy Wiggs

Membership Secretary -

- 1. Louise Hamilton

Financial Report

A copy of the financial report is attached.

Ray Galbraith) That the Financial Statement be adopted as given.
Jack Gegenberg) CARRIED.

Ray Galbraith) That a cheque in the amount of \$1,163.00 be forwarded
Nancy Wiggs) to the AUCE Provincial Association to cover the per
capita tax owing to date (i.e. July 1975). CARRIED.

Ray Galbraith) That the sum of \$750.00 be allocated to cover office and
Jack Gegenberg) equipment, printing and stationery expenses (until the
next General Membership Meeting in October 1975).
CARRIED.

Nominations to the Pension Plan Committee

- 1. Bonnie Scholenberger

Report from the Committee to Study The Union Organizer's Position

Joyce Diggon) That the report be postponed until the next
Dale McAslan) General Membership Meeting CARRIED.

Nominations for two Alternates to the AUCE Provincial Organization:
Margot Scherk.

Nancy Wiggs and Margot Scherk were declared Alternate Delegates by acclamation.

Nominations for Union Organizer:

- 1. Peggy Smith.

Judy Wright) That the Union pay the salaries for one Union member
Robert Gaytan) at a time to work in the Union office on short-term
leaves of absence to assist the Union Organizer.

Joyce Diggons) That the motion be ammended to read: Until such time as
Joy Coleman) someone is available on leave of absence, that a union
member working part-time work in the office of the Organ-
izer by the hour, and be paid by the hour. DEFEATED.

The Motion as originally presented was CARRIED.

Nancy Wiggs) That the Correspondence be tabled to the next meeting.
Pat Gibson) CARRIED.

Communications Committee Report:

A regular newsletter will not be printed until the next contract is signed. Instead, there will be a bulletin twice a month to keep us informed about how negotiations are progressing.

Contract Committee Report:

A wage proposal has been received from the University. A report will be sent out soon by the Contract Committee. The University is very emphatic about Management Rights. There was a suggestion that an ad-hoc strike committee be set up.

Provincial Association Report:

On September 20 there will be a seminar on Strikes, with a lawyer and people involved in the S.F.U. Strike as resource people.

Pat Gibson) That a Union Strategy Committee be set up to back up
Nancy Wiggs) contract negotiations. CARRIED.

Pat Gibson) That the meeting be adjourned.
Frances Donaldson) CARRIED.