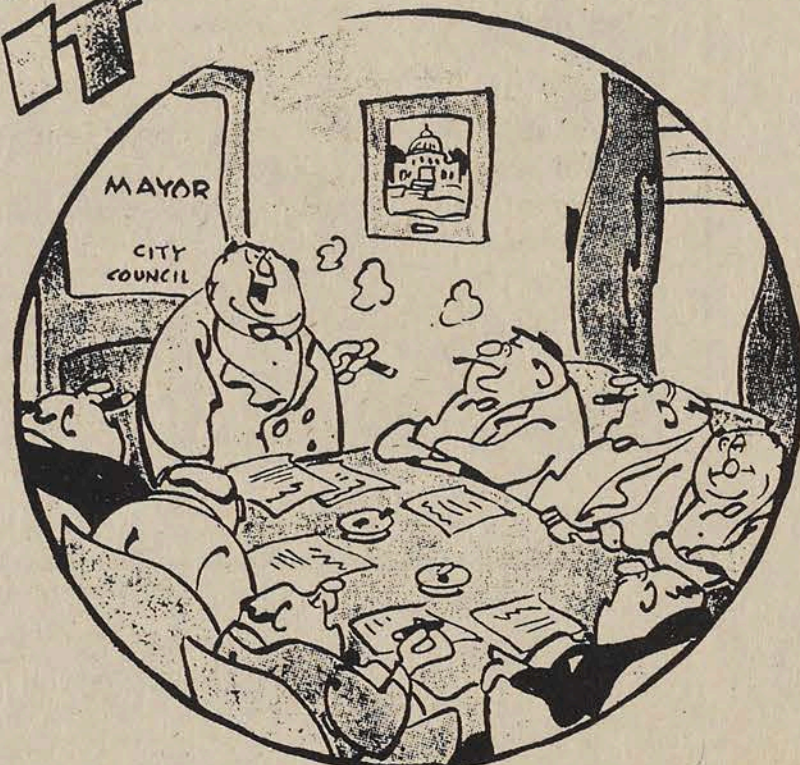


Telegram to Gordon Hansen, Legislative Assembly

We would like to state our unconditional support for the stand you are taking in speaking against Bill 3. We do not believe that the amendments to the bill substantially alter its effect. The bill still allows no contracted limitation on the reduction of staff, and no necessary adherence to the terms of a collective agreement in laying off staff. Employers may now use organizational changes as a means of laying off those people they choose to lay off. Seniority protections have not been restored. The bill also gives the Cabinet the option of giving management the power to relocate, reclassify or reassign any employee. This bill does not represent public sector restraint as it claims to. Restraint can be practiced without this kind of heavy-handed dictatorial legislation. We support you in your opposition to this bill.

AUCE LOCAL 1
Sept. 21, 1983

*No
Fights*
**GRIN And
BEAR IT**
© Paul Kesteven, Inc. 1983
8-24



"Due to the financial crisis, we must terminate some jobs... Which department has the weakest union?"



Province of
British Columbia

LEGISLATIVE ASSEMBLY

GORDON HANSON, M.L.A. (Victoria)

NDP CAUCUS, PARLIAMENT BUILDINGS, VICTORIA, B.C. V8V 1X4 - 387-3797

COMMUNITY OFFICE: 1020 BLANSHARD STREET, VICTORIA, B.C. V8W 2H5 - 382-9898

October 4th, 1983

Pat House,
Secretary-Treasurer,
Local #1,
Association of University & College Employees,
202 - 6383 Memorial Road,
Vancouver, British Columbia.

Dear Pat:

Thank you so much for your support. I want you to know it was appreciated very much by me and my NDP colleagues.

We will continue to fight to the best of our ability. It is the conscience of the community as a whole which will ultimately determine the outcome of this struggle for democracy in our beautiful province.

Thank you again.

Yours sincerely,

Gordon Hanson, MLA
Victoria

OPERATION SOLIDARITY REPORT

Operation Solidarity is now part of the larger Solidarity Coalition, a broadly based coalition including labour, community groups, and individuals. The current phase of their operations is a 7-week publicity campaign. Each of the weeks is devoted to a different sector of the population effected by the legislation: Sept. 5-, human rights; Sept. 12-, workers; Sept. 19-, women and children; Sept. 26-, tenants and co-ops; Oct. 3-, consumers and small business; Oct. 10-, social services, education; Oct. 17-, seniors and disabled. Each week will be marked by various events, demonstrations, public meetings, picketings, etc. One major focus of the campaign is the petition that is currently circulating. If you haven't signed it yet, do. If you haven't seen it, call the union office. Get your friends and neighbours to sign it. The petition calls for the withdrawal of the budget and legislation and will be read in the legislature (hence the archaic language). It can only succeed if there is an overwhelming number of signatures (ie. higher than the Sacred vote in the last election).

On campus, an anti-budget group called the Campus Community Alliance has been formed. The member groups include, AUCE, CUPE locals, OTEU, Nurses union, Operating Engineers, AMS, firemen, grad student society, AAPS (middle management). The faculty attended the first couple of meetings, but when the wording of Bill 3 was changed they decided all their problems had been solved (tenure was presumably rescued). They are still interested in the alliance, but not willing to belong. So far the group has issued several press releases and letters (to Pedersen, to Sacred ministers, and to Kwantlan College staff, students and faculty congratulating them on the stand they took), and is currently organizing a rally for Oct. 6 on campus. All AUCE members will be encouraged to attend this two hour rally. The alliance, together with the SFU budget coalition, has elected a delegate to the steering committee of the Lower Mainland Solidarity Coalition. This delegate (Ted Byrne, alternate John Shayler) represents universities on the committee. The two groups also decided to coordinate their activities for Social Services/Education week with the BCTF, and to publish a poster addressing the effect of the legislation on post-secondary education. UVIC has now also formed a similar group and will be meeting with us in the future.

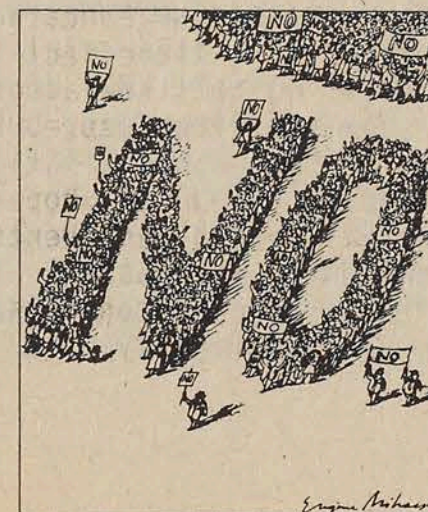
AUCE has also formed its own Solidarity Committee. They will hopefully be publishing a regular bulletin of Solidarity related events, and bringing information back to our membership from various Solidarity meetings and actions. Currently the committee consists of Judy Wright, Zoe Hills, Margie Walley and Marilyn Kennedy. Volunteers please contact the union office.

One of the union staff attended a meeting of the Public Sector Committee of Operation Solidarity. The plan of action for the current 7-week campaign was the main order of business. Also discussed were the complaint which has been lodged with the International Labour Organization (the legislation is in conflict with an international agreement signed by Canada), a report on a poll commissioned by Operation Solidarity (we have a copy of the full results in our office, and any one interested is welcome to see it — it's mostly favorable, but pretty well duplicates the Goldfarb survey published in the Province), a sub-committee of public sector negotiators (Fairleigh attended the first meeting), possible job action on the ferries, lobbying committees, and public sector speakers to address private sector union meetings. Also discussed were regional days of protest, the first being scheduled for Prince George.

More recently, we attended a Solidarity Coalition meeting last Tuesday evening. Most of the meeting concerned proposals for action coming from an all day workshop the Saturday before, which some AUCE people also attended. Most of the actions proposed and voted on will be announced to the AUCE membership during the next few weeks. A list of events was handed out at the last union meeting. Other than proposals for action, the following business was done: coordinating committees established for each of the theme weeks of the current campaign; arrangement for a full-time worker, hot-line and office space in the Provincial Solidarity Coalition office; working committees established; plans for a mass rally on Oct. 14 or 15 set in motion (coincides with Sacred Convention); weekly or monthly newspaper/letter now in the works; endorsement of Oct. 1st pro-choice rally; and report on the Provincial Solidarity Coalition, and the current petition blitz.

AUCE sends voting delegates to all Operation Solidarity and Solidarity Coalition meetings, but the Coalition meetings are also open to individuals, so anyone who wants to attend is welcome to do so (no vote, voice only, and only delegates can move motions).

Sept. 16, Ted Byrne





GRIEVANCE REPORT

Fairleigh Wettig
Union Organizer

An integral part of any given day in the Union office is the handling of grievances. Some people ask me "Do we really have that many?" and my answer is generally "enough to keep us hopping quite constantly". When most of us think of a grievance, we don't think beyond the dispute itself. From the moment the Union office is made aware of a grievance or potential grievance there are a number of things that happen. The grievor is contacted and arrangements are quickly made for that person to be interviewed by one of us in the office or a steward nearby. If the situation warrants it (and it often does) arrangements are also made to interview the grievor's co-workers. Meetings are scheduled, also within a day or so, with the department supervisor concerned and detailed notes are taken. The Union officer handling the case then writes up a report for presentation to the Grievance Committee and a file is created according to the article in the contract that is being violated. If the grievance is not resolved at the first two steps of the procedure a meeting is arranged with Employee Relations and a "Statement of Facts" is prepared by the Grievance Committee which is a detailed submission of the grievors background, work record, length of service in the department in question and a synopsis of the problem that precipitated the grievance. If a suitable resolution cannot be found at this point, the Grievance Committee must decide whether the issue should go to an arbitrator. If that is the course that is chosen, a lot of research is done on documenting "labour precedents" that would substantiate the Union's claim that the grievance is a clear violation of a provision in our contract. The procedure is quite like a court case in that you quote cases for reference, subpoena witnesses, prepare questions etc. Often there are cases that go to the Labour Relations Board (instead of to arbitration) and there again, the Union must submit well documented written presentations for the Board's consideration. Taking into account that at any given time the Union has several of these disputes and all at various stages in the procedure (with deadlines to be met) it is easy to see that grievances take a lot of our time.

Now to the disputes themselves. To start on a positive note, we managed to resolve a few things in our favour before they went to arbitration or to the LRB. In one instance the Union was successful in obtaining a full five months of backpay, seniority credit, vacation credit and benefit premium reimbursement (medical & dental) for an employee who was improperly laidoff. This amounted to a cheque for the employee in excess of \$3500.00. In another instance we were approached by a member who had been working for the University for seven years as a part time hourly employee. During that time she was ill approximately ten times and had not been fully paid - most of the time she was not paid at all. Each pay period the hours that the department submitted for her to payroll only covered those hours that she had been at work. The woman came to the Union office recently to query whether this was standard for hourly employees and asked if we might advise her of her rights. It was fortunate that the woman had saved all her pay stubs from 1976 to the present time. A total of all the hours she had ever worked was tallied and then the $1\frac{1}{2}$ days per month entitlement was prorated accordingly and the Union discovered that the woman had accrued 43 days of sick leave which were not on her file. Also, a closer scrutiny of her pay stubs revealed that she had not received any vacation pay for the year 1981. The Union was able to present the information to the University and now the woman has had her full sick leave entitlement credited to her records and she shall receive a cheque for \$350.00 for the vacation pay owed to her.

In still another dispute that actually went to arbitration, the arbitrator essentially decided to postpone decision until new hearing dates could be scheduled later in the year. This particular case had been haunting us for over 18 months as it was and we were quite upset at the decision. We requested that our lawyer try to "settle out of court" with the University's lawyer and discussion's took place between them as well as between our office and Employee Relations. We managed to secure a settlement that not only saw that the grievor was reimbursed the money that was owed to her but also that she be paid interest at 14% on that money. This was the first time that the Union has had a settlement with interest.

Now we get to the stuff that leaves a bad taste in the mouth. I have now been in the office $3\frac{1}{2}$ months and in that short time the Union has had to handle four disputes involving women approaching or just beyond age 60. My co-workers have advised me that their have been a few others earlier in the year. In each of the instances, these women have had good letters of reference from previous campus or off campus employers and have suddenly found themselves being subject to various forms of discipline and some have, unfortunately been dismissed. These are very sad situations.

In most of these cases the women had been involuntarily transferred to new jobs for various reasons and had received very cool welcomes. Some were criticized within the first two weeks of orientation in the new jobs and from there the process of discipline went like machine gun fire. It is difficult for the Union to understand that people are suppose to learn the ins and outs of a new position in so short a period of time. It appears to us that in many instances the depts. decide ahead of time that the new person in is not welcome and will not be given a fair shake. The fact that so many disputes arising involve the older women in our unit gives rise to suspicions of age discrimination. This is something the Union is giving a great deal of thought to.

There is another very critical issue with which we want all of you to be aware - the issue of medical certificates and medical releases. In the last few months the University has repeatedly raised this issue and has stated that it will be of great concern to them during the next set of negotiations - indeed CUPE 116 has faced similar contract demands in recent weeks. The short of it is that the University wants to bird dog absenteeism by requesting that people bring in medical certificates to substantiate illness. In May, one of our members was suspended for a day for failure to produce a medical certificate for a single day of absence. In another case, one of our members was in a car accident and received severe back and neck injuries ... her supervisor came to her home one night and requested that she sign a medical release allowing her to communicate with the woman's doctor. In the same vein, one of our members was literally taken off the job and ordered not to come back into his office or the building until he saw a 'medical professional'. The University has PUT HIM ON a medical leave until they decide if he can come back to work. This man has now been off the job 11 weeks and has only recently received some UIC payments owing. It is interesting to note that the same department that imposed this, later put a memo in a female employee's file saying that either she agree to take a medical leave or she may face discipline measures. Can you believe it?! The woman produced a glowing letter from her physician which stated she is in extraordinary health (physiologically and psychologically) and the department still maintained that the memo was to remain in her file. The Union took the dispute to Step 3 of the grievance procedure and was successful in having it removed.

Does everybody remember the SEP program (salary equity program) which introduced the new "Wordprocessing" job standards - well we are in the midst of handling a number of grievances by those secretaries that should have been upgraded when we signed the contract. A number of these will likely go to arbitration and we have had a professional job analyst look at them and he feels confident that we will be successful.

It is interesting to note that a few short weeks ago the University called us to a meeting to discuss the Wordprocessing Operator job standard and have stated that they don't like it - that they were wrong to have initiated it in the first place and would we consider dropping the standards and having the wordprocessing duties simply incorporated into the Secretary III and IV job standards? The Union is not even going to consider the proposal as it simply buys the University time until we fall under the new provincial legislation or are back into negotiations again. We will proceed with our cases to arbitration and we feel confident that we will get most of the people upgraded.

I think that most people will remember that a mass layoff situation was to occur within the Library system as a result of the discontinuation of the RECON project. Ten Library Assistant III's received notice of layoff to be effective August 31st. Ultimately that was reduced to nine layoffs and out of those nine people, six have been successful in securing jobs on the campus at other classifications. A great deal of negotiation went into an agreement to govern the displacement of the employees and the situation of the RECON employees in the various jobs that were being vacated. The Union was able to secure some minor recall provisions in excess of those that are provided under the contract as well as an added modification to the Salary Adjustment clause in the contract - for the period of recall.

There have been a few other disputes--someone who was suspended for a day for arriving to work at 8:31am instead of 8:30am as well as a policy dispute over departments requiring Secretary IV's & V's to be present at discipline meetings involving other AUCE members. All in all we have been kept busy. I think that I have managed to hi-light the major issues that occupied our summer, there were some others but I'll stop here.

If at any time you have questions or suggestions please feel free to call the office or drop by (Armoury #202)... it is good for the people in the office to keep in touch with you.

MEMBERSHIP MEETING
MINUTES

September 15, 1983

CHAIRPERSON: Marcel Dionne

Minutes taken by: Fairleigh Wettig

1. Motion: that the agenda be altered to introduce a guest speaker, Ms. Frances Wasserlein and that she be placed as item 1 a) on the agenda.

Moved by: Richard Melanson
CARRIED.

Seconded by: Joy Korman

Motion: That the agenda as amended be adopted.

Moved by: Ann Hutchison

Seconded by: Judy Wright

1a) Women Against the Budget

Frances Wasserlein stated that WAB was formed shortly after the July 7th budget was introduced. The first meeting was called by the Vancouver Status of Women and had an attendance of about 250 women. Since that time weekly meetings have been held at First United Church on Thursday evenings from 7:30 - 9:45pm. Onsite child care is available to all who wish to attend. WAB is broad based and currently involves 45 - 50 women's groups. There are various subcommittees within WAB such as the leafletting ctte., media ctte., research ctte., publicity etc. There is truly a place for everyone and all individuals are most encouraged to participate.

To comment on the various coalitions is a tricky business. There is the Solidarity Coalition which is regionally and provincially based. There is Operation Solidarity which is the trade union component which was started by the FED. There is the Lower Mainland Solidarity Coalition which is an amalgamation of the Lower Mainland Budget Coalition and the Regional Solidarity Coalition which is composed of groups and concerned individuals. Everyone is welcome to participate.

As to the legislation, some of the dynamic bills that cause the greatest concern are the changes to the Employment Standards Act, Bill 3, Colleges & University's Act, the Public Education Bill, Bill 27, Cuts in Health Care and Social services etc.. Employment Standards use to enforce the payment of minimum wage under the terms of the proposed changes those protections will no longer be enforceable and it will be the unorganized people who will most directly be affected. Bill 3 if passed in its present form would permit employees to be fired without cause. If certain changes that have been proposed are implemented, employers would have to demonstrate lack of funds as cause for dismissal. The Education Bill dictates that control of school budgets, curriculum, programs offered and not offered now rests solely with the Education Minister. There have been severe cuts in Family Support Group Workers and Special Teachers for the school system. Bill 27 makes it impossible to file a sexual harassment complaint under the changes to the Human Rights legislation.

Health Care in B.C. will see some real changes. The minister now has the right to obtain personal medical information on citizens thought to be over using the system. There will no longer be privacy of one's health history. The three tiered system of payment could theoretically allow Doctors to opt out of the medical plans, thereby diminishing the quality of good medical care in the province. Also the gov't has proposed to implement a doctor/populous ratio in an attempt to cut down on medical costs.

In summary it is important to remind people that the petition campaign is very important - we need all the signatures possible. The Fed posters are very much on the mark when they state "Restraint is no excuse for repression".

2. Motion: That the minutes be adopted as circulated.

Moved by: Kittii Byrne
CARRIED.

Seconded by: Judy Smith

3. Business Arising From the Minutes: None raised.

4. Nominations were opened for various committees and official positions. Sherry Challonor volunteered for the Grievance Ctte. and Donella Oliver agreed to act as a shop steward in the Housing Department. Nominations will remain open.

5. By-law Amendment: "AUCE Local 1 shall pay the medical and dental plan premiums and the group life and total disability plan premiums for those AUCE employees whose sick leave credits have run out, until such time as they are collecting benefits under the group total disability plan OR FOR A MAXIMUM PERIOD OF TIME OF SIX (6) MONTHS."

M. Denise Field
Irene Langston

Motion was tabled as Denise Field and Irene Langston were not present to motivate it. Also the Secretary/ Treasurer was on holidays and could not provide the annual figures for expenditure on this item. Motion to table to next meeting at which financial figures are to be made available.

Moved by: Suzan Zagar

Seconded by: Kittii Byrne

By-law Amendment: "that Section J(5) of the Local Association By-laws be amended to include the following statement: Motions must be printed in the newsletter and distributed to the membership at least a week prior to the membership meeting AND ANY SUCH MOTIONS DULY PRINTED AND SUBSEQUENTLY DISCUSSED AT THE FOLLOWING MEMBERSHIP MEETING BE VOTED ON EITHER BY BALLOT OR BY SHOW OF HANDS AT THAT MEETING AND NOT BE REFERRED TO MAIL REFERENDUM BALLOT, WITH THE EXCEPTION OF VOTES THAT MUST BE CONDUCTED ACCORDING TO THE LABOUR CODE OF B.C. REGULATIONS.

Judi Wolch
Shari Altman

Richard Melanson stated that even though the movers of the motion were not present that the issue was straight forward and should be voted on. The motion had been printed in a previous newsletter and people had had time to consider it. Richard stated that he felt this motion didn't serve anyone's purpose by restricting mail referendums to only certain issues.

Marcel Dionne spoke against the motion as he stated that not everyone could come to all membership meetings as they may be required to stay on the job - particularly in public service areas.

Judy Wright stated that she understood what the motion was trying to accomplish and could sympathize with some of the points raised but that she really worried that we may do some disservice by passing it.

Suzan Zagar stated that the point was well raised as only a few people ever come regularly to meetings but that the wording of the motion bothered her. She stated that we didn't have time to discuss rewording it and would therefore vote against it.

The By-law amendment was defeated.

By-law Amendment: As printed in the minutes circulated re: the addition of Section (G 13) to the By-laws titled OMBUDS-COMMITTEE.

Fairleigh Wettig motivated the need for such a committee and stated that the office staff saw the necessity for staying accountable to the membership. The motion resulted from the recognition that it is possible that the officers of the Union do make mistakes from time to time and that the by-laws have no forum for discussion of infractions other than the major infractions covered under sections I or O. She also stated that since the idea surfaced, the office staff had decided to broaden the terms of reference to allow officers to discuss dissatisfaction with individual members that present problems to other members. Fairleigh went further to change the wording of the motion as follows: (the proposed changes are italicized)

NOTICE OF MOTION:

Moved and seconded by the Union Office Staff

THAT THE FOLLOWING SECTION (G 13) BE ADDED TO THE BY-LAWS OF AUCE LOCAL ONE:

13. OMBUDS COMMITTEE

If any Local Association member wishes to discuss his/her dissatisfaction with *the actions of a member or* the representation provided by an officer or steward of the Local Association, such a complaint shall be referred to the Local Association's Ombuds Committee for investigation.

The Ombuds Committee shall be comprised of:

- one member of the Local Association Grievance Committee and
- one member of the Local Association elected at large and
- one full-time paid officer of the Local Association.

The committee members shall be elected and serve for a period of one year.

Such complaints shall be processed in the following manner and the accused shall have the opportunity to advocate his/her case at all stages of the procedure:

- a. The member preferring the complaint shall outline it in writing to the Ombuds Committee with a copy to the *accused*.
- b. Within ten (10) days the accused will respond in writing to the complaint with a copy to the Ombuds Committee.
- c. The Ombuds Committee will investigate and attempt to resolve the complaint within two (2) weeks.
- d. Failing resolution at Step (c), the complaint shall be presented by the Ombuds Committee at the next scheduled Executive meeting for resolution.
- e. If the Executive determines that the nature of the complaint warrants that formal charges be laid under Sections I (Recall) or O (Discipline), the matter shall follow the procedures outlined in those sections. If the complaint is not of a nature addressed by either Section I or O of the Local Association By-laws and cannot be resolved by the Executive, the matter shall be referred to the next scheduled *(2)hour membership meeting* for a determination by majority vote.

In the event that charges are preferred against any member of the Ombuds Committee, the membership shall elect an interim replacement for that member to serve on the Committee. The replacement member shall be recruited within the framework of the Ombuds Committee as follows: a member from the Grievance Committee charged shall be replaced by another Grievance Committee member; a member-at-large charged shall be replaced by a member-at-large; a full-time paid officer shall be replaced by a full-time paid officer.

Moved by: Ted Byrne

Seconded by: Judy Smith

That since the by-law amendment has been broadened to include disciplining members, the motion be reprinted in the newsletter for further consideration and tabled until the next two hour membership meeting.

CARRIED

RESOLUTIONS ON THE BUDGET AND LEGISLATION - as this motion involves eight resolutions, the chairperson, Marcel Dionne suggested that instead of voting on the resolution package as a whole, that we vote on each of the resolutions separately.

Having already endorsed Operation Solidarity of the BC Federation of Labour, and feeling that participation in broader coalitions would also be appropriate, we would like to move the following resolutions as a general statement of AUCE Local 1's opposition to the legislation:

1. That AUCE Local 1 endorse the Solidarity Coalition, and will send two delegates to meetings of that Coalition. Further, that AUCE donate \$250 to the Lower Mainland Solidarity Coalition.
CARRIED.

2. That AUCE Local 1 send two representatives to participate in Women Against the Budget, and will actively take part in organizing, and publicizing events and actions undertaken by Women Against the Budget. Moved that we amend to include \$100 donation.

Moved by: Joan Treleaven
CARRIED AS AMENDED.

Seconded by: Carol Baisley

3. That AUCE Local 1 shall participate in the UBC Campus Community Alliance, a cross-campus anti-budget coalition. Moved that we amend to include \$100 donation.

Moved by: Fairleigh Wettig

Seconded by: Suzan Zagar

CARRIED AS AMENDED.

4. That AUCE Local 1 shall form a committee to coordinate our involvement in Operation Solidarity and other groups opposed to the legislation. This committee shall also be charged with keeping our membership informed of all developments concerning the legislation and actions taken against it, with writing letters, press releases, etc., with lobbying our MLAs, and with forming a local phone committee.

CARRIED

5. That AUCE Local 1 shall give full support to any person or group who is discriminated against as a result of this legislation. Moved that we insert the words "within the confines of the Local by-laws" after the word shall.

Moved by: Carol Baisley

Seconded by: J. Treleaven

CARRIED AS AMENDED

6. That AUCE Local 1 recognizes any picket line set up by any other union, laid off workers, or community group which opposes any of the budget legislation as a bona fide picket line.

Moved that the words "until the LRB rules on the dispute" be added to the end of the motion. DEFEATED Moved by: M. DIONNE
Seconded: J. Treleavr

Motion CARRIED as originally printed.

7. That the AUCE Local 1 executive shall call an immediate special membership meeting when any member of the local is discriminated against as a result of this legislation, at which meeting we will consider further job action.

Moved that the word "job" be ommitted from the motion.
Moved by: J. Treleaven
Seconded by : Ted Byrne

Motion CARRIED as amended.

8. Our ultimate goal is to have all of the offensive legislation removed.

CARRIED:

MEETING ADJOURNED 2:25pm.

Notes on an informal meeting with Bert Michell, OTEU Staff Rep

-if AUCE merged with OTEU we would probably form a separate local
-there are already two locals of OTEU in BC: Local 15 with 180 bargaining units, mostly small, including several trade unions (eg. clerical workers at BCGEU); and Local 378 which includes BC Hydro, ICBC and several smaller units (both of these locals also have bargaining units in Alberta)
-dues are 1 1/2 per cent of gross monthly wage; there is also a one time only entrance fee of \$25 per member, which is transferable to other BC Fed/CLC unions (ie. if a member transferred to a job in BCGEU, eg., they would not have to pay an entrance fee to BCGEU)
-Local 15 has an executive board consisting of officers elected by the entire membership and representatives one each from the different trade groups (eg. 1 rep from all the taxi companies which are OTEU). Above the executive board is the General Council which is elected on an area basis. This last level of organization, which exists in Local 15, would not exist for us as long as we consisted of only one local. Supposedly, AUCE if it became an OTEU local would have an executive structure much like the one it has now. The next organizational level in the hierarchy would be the Canadian directorate.
-the governing body of the union is the Convention, which is convened every three years, except for special conventions which may be called by the directors. The Canadian Convention is held for two days before the International Convention, and is attended by the Canadian delegates to the International. Delegates to the Convention are elected by the locals (Local 15, eg. has 5 delegates). The Canadian directors meet quarterly (usually in Ottawa). This directorship usually consists of the presidents of the various locals. Special Canadian conventions can also be called.
-OTEU is the 6th largest union in the AFL/CIO in terms of number of members. It is also 90 per cent women.
-at one time the Canadian locals had very little autonomy, but apparently now the degree of autonomy is considerable (funds kept in Canada, Canadian directorship, Canadian Convention).
-a resolution coming from a local, or a bargaining unit within a local, if passed by the local executive and membership would go directly to the Canadian directorship. All resolutions and their place of origin are published in a resolutions booklet. The Resolutions Committee (of the directorship) tries to amalgamate resolutions if there are several on the same topic (ie. they present composite resolutions to the Convention). If the Resolutions Committee decides not to bring a resolution to the floor of the Convention, then the only avenue open to those who proposed the resolution is to drop it, or challenge that committee from the floor.
-participation of women at executive levels: Local 15 exec. council, 4 women out of 9; Local 15 General Council, about 60 people, majority women; Canadian directorship, 10 members, 2 women.

Ted Byrne

THE UNIVERSITY OF BRITISH COLUMBIA INTERDEPARTMENTAL MEMORANDUM

TO PATRICIA AUCE LOCAL 1 FROM MITCH MILLS U.B.C. PRESS DATE 9/30/83 PHONE

Getting issues on the agenda of a general membership meeting

The best way to get an issue on the agenda of a membership meeting would be to approach the executive with it. You could ask a member of the executive to take it to an executive meeting and have it put on the agenda of the next membership meeting (the executive prepares this agenda). If you do not know anyone on the executive, you could do this through your shop steward, or simply call the union office and ask one of the staff people to do it. You could also bring the issue to an executive meeting yourself. If the agenda has already been prepared, or if the executive decides not to put your issue on the agenda, you would then have to try to get it on the agenda at the beginning of the membership meeting, at the time when the agenda is being approved (adoption of the agenda is the first item on all agendas). Just stand up and say that you want it on the agenda, and say also where on the agenda you want it to be. This would then have to be voted on as an ammendment to the agenda. Such an ammendment could be ruled out of order on the basis that the issue is too important, controversial, etc., to be discussed at a membership meeting without having first been published with the agenda in advance of the meeting. This might be necessary in order that everyone know it is going to be discussed and have a chance to be present. If your issue involves a motion -- and this is often the best way to present an issue -- it is required to be published at least a week in advance of the meeting anyway. The best place to publish it is in the newsletter, but it could be done in another way, as long as every member got a chance to see it. One further word of advice: try to get the issue as high on the agenda as possible, just in case we don't get through the whole agenda. Since we rarely seem to get to the end of our agendas, it would not be advisable to save your issue for Other Business, which is usually the last item on the agenda.

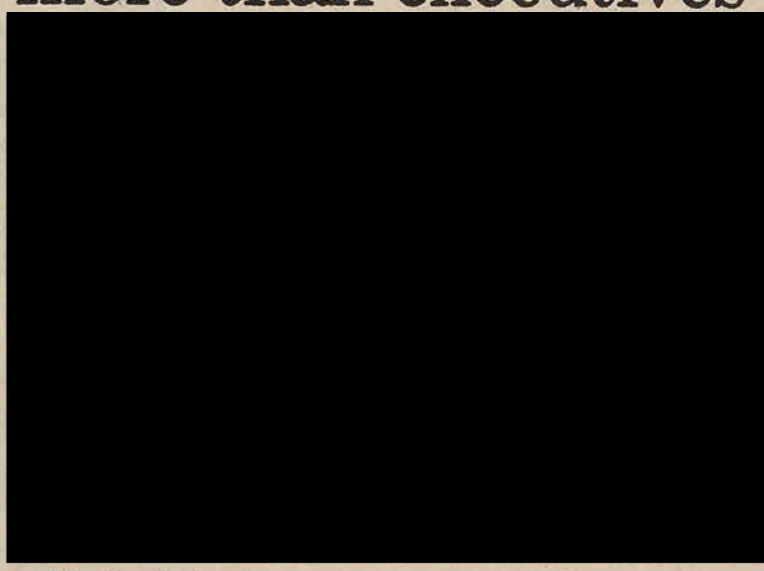
TB

I would like to question the \$5.00 assessment on our Aug. 31, 1983 cheque. As I understand, this \$5.00 annual assesment usually goes to the strike fund. I have been told that this year the membership decided to contribute this money to OPERATION SOLIDARITY. I'm not objecting to the deduction, but to the way members of AUCE came to such a decision. Unless I skipped a page of the last newsletter, I did not see any mention of contributing to O.S. Personally, I feel our strike fund is more important. With our existing contract nearing an end next April, I would like to know that we will (hopefully) be ready in the event of a strike. I am interested in knowing how other members feel about this.

Thank you.

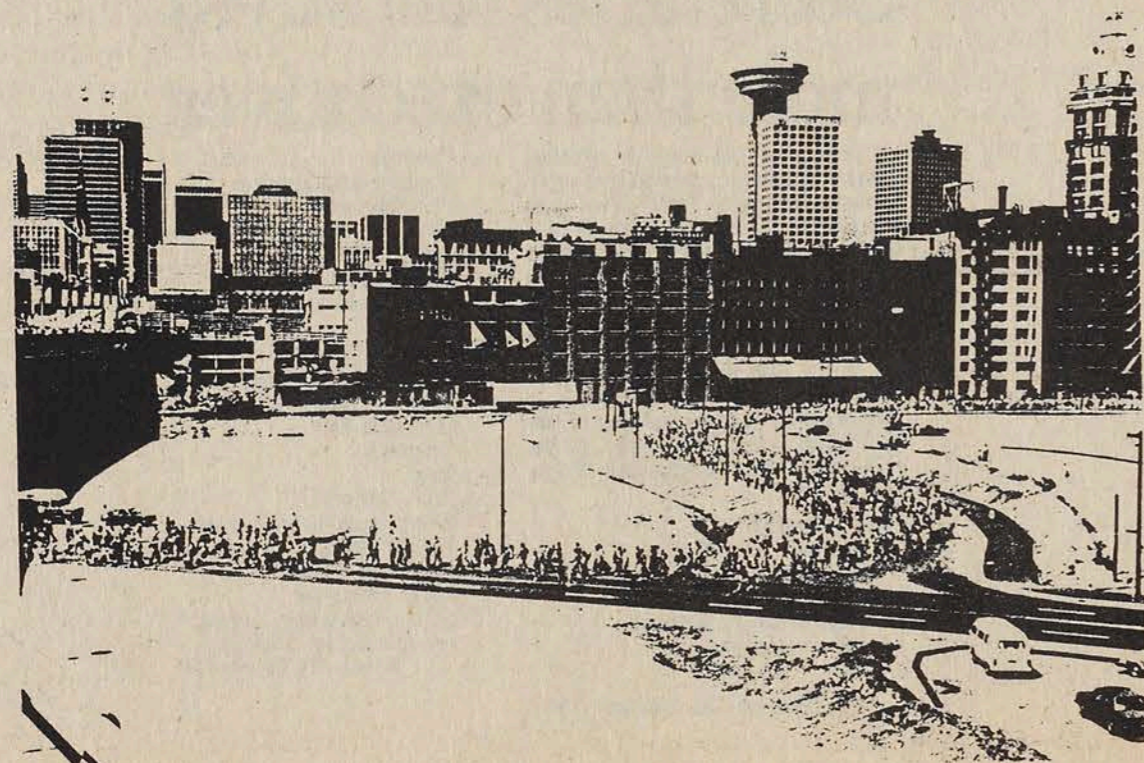
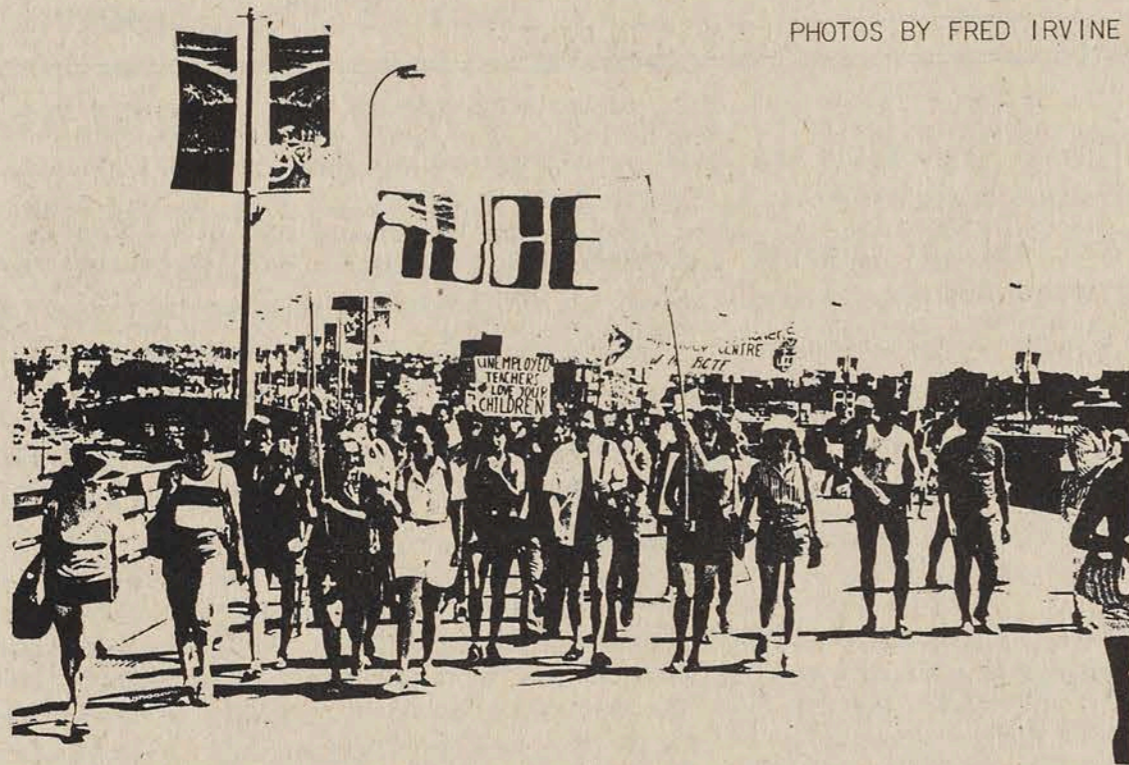
Mitchell Mills Mitchell Mills Clerk 2 U.B.C. Press

Secretaries feel stress more than executives



JULY 23RD SOLIDARITY RALLY

PHOTOS BY FRED IRVINE



association of university and college employees

AUCE NEWS IN BRIEF

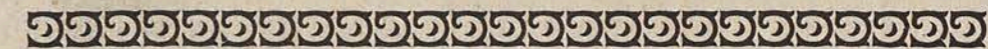
*****The Union Office is delighted to announce the successful delivery of a son to Ted Byrne and Elizabeth Brock. They have named him André and yes he is a beautiful little guy. (Yes, we did give Ted paternity leave!)

*****The CONTRACT COMMITTEE would like to thank everyone who took the time to answer their questionnaire. There were a lot returned. It is not too late to make suggestions. If you would like to help the Committee in any way or have any ideas for their consideration please drop a note to the Union Office.

***** We have been informed that the HIRING FREEZE will be continuing indefinitely. However, apparently departments can appeal to the Vice President's Office when they feel they have to have a position filled. We will keep you advised as information becomes available to us.

*****The Union Office Staff have started a new policy of leaving the answering machine on the office phone in the evenings. We hope that members will call the office and leave messages if they have to get a message to us outside of regular office hours. We promise to check the messages first thing each morning. We do understand that sometimes it is necessary to get hold of us but it is not very satisfactory to us to receive calls at home in the evenings. We would appreciate your co-operation in this matter and so would our families.

*****THE EXECUTIVE encourages all members to participate in the OCTOBER 15 RALLY organized by the Solidarity Coalition. For more information please contact the Union Office.



Next newsletter deadline:
October 25, 1983



association of university and college employees

UNION OFFICE REPORT

The Union Office Staff would like to advise you of some of the goings on in the last few months with regard to managing the work load. It became apparent to the Executive that the maintenance of the membership files was too large a job to reasonably expect the Membership Secretary to do on their own time. We tried several different approaches.

First, the Union Office staff tried to keep up with it. That turned out to be impossible. We tried it with volunteer help, which also didn't work very well as it became apparent there was a need for a more consistent approach. Then we tried hiring someone part time. This was certainly a help but proved to be inadequate. Then the work was backlogged for several months until we hired a full time temporary person. She was able to clear the backlog and has been maintaining the work.

In addition she has taken some of the other secretarial load off the office staff. As well, the office staff have taken their vacations during the 4 months she has been employed. We have had a large volume of reclassification cases (still as a result of the SEP program from the last contract) and a lot of extra work from the Operation Solidarity activities.

We cannot foresee this work load decreasing in the immediate future as we are now also gearing up for the next set of negotiations. The need is clear for a word processor/computer set up but until such decisions are made, we still face this impossibly heavy work load.

For these reasons Fairleigh, Ted and I would like to continue the temporary person until January with the hope that by then we will have made our decisions re: affiliation/secession and that we will again be looking closely at our equipment needs and making financial decisions.

MOVED AND SECONDED BY THE UNION OFFICE STAFF

THAT AUCE LOCAL ONE CONTINUE THE TEMPORARY APPOINTMENT OF ROSEMARY RISING (SECRETARY II) UNTIL JANUARY 31, 1984. THE UNION OFFICE STAFF SHALL REPORT BACK TO THE JANUARY MEMBERSHIP MEETING ON THE STATE OF THE UNION OFFICE WORK LOAD.

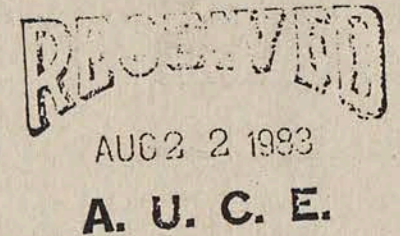
Financial data

Total spent on salaries for extra help to date 1983.....	\$7364.27
Total spent on salaries for extra help 1982.....	6200.00
Cost in salary of extending the help a further 3 mon.....	4785.00
Overtime salaries paid to Union Office staff....1983.....	1480.20
1982.....	3500.00 (approx.)

You can see that the extra help has enabled us to keep the overtime costs down this year, as well as provide employment to a laid off AUCE person and get the necessary paperwork accomplished. I feel we are able to afford this extra help as we haven't had to make any financial contribution to AUCE Provincial this year; an expense which cost us in excess of \$44,000.00 in 1982.

Patricia Howe

Vancouver Women's Health Collective ♀ La Collective de Santé des Femmes de Vancouver
1501 West Broadway
Vancouver, B.C.
Canada
V6J 1W6



August 12, 1983

Dear Friends and Associates,

We are writing to let you know that our funding has been completely cut off by the Ministry of Health, provincial government of B.C., effective September 8. We were notified August 5.

The Vancouver Women's Health Collective has been working for 12 years to improve women's health care. During that time we have put emphasis on preventative and educational services as well as on increasing the strength and power of women in the health care system and in the rest of our lives. Our program has many aspects to it:

- a resource centre (library, files, and health practitioner directory, available in person and by phone)
- contraceptive information and counselling
- diaphragm and cervical cap fitting
- free pregnancy testing
- pregnancy and abortion counselling and referral
- educational groups
- public speaking and workshops - throughout the province and occasionally outside
- teaching of breast self-exam and cervical self-exam
- continuing expansion of efforts to reach more and different groups of women, eg. information program for native women in conjunction with Carnegie Centre

We work in association with Women's Action on Occupational Health and the Vancouver Women's Health Research Collective.

This work has been funded since 1976 by a yearly grant from the provincial Ministry of Health. Last year's grant was \$119,000. Out of that amount of money we maintained our resource centre, paid administrative costs, and seven salaries (some part time). One reason we have been able to develop and maintain our program at its present level is that around 40 women are involved on an unpaid basis. Our estimate is that 10,000 women make use of our services annually. Ours is a very inexpensive preventative program. Cutting it off doesn't save money; ill health is more expensive to treat than to prevent.

As you are aware this cut is not an isolated one. The Social Credit government has been drastically cutting funds and jobs, especially in the

...2

areas of social services and human rights. Health care services are also being affected. Hospital budgets have been cut and they are proposing a huge increase in user fees and encouraging doctors to extra bill and opt out of the medicare program. We are working together with other groups to protest this budget and legislation. We urge you to join this protest.

As well as joining with others we are organizing to continue and develop our own work. We have always considered it to be vital and the proposed threats only make it more so. We need help in a variety of ways:

1. Protesting to the provincial government the cut in our funding. Letters to newspapers and/or letters or phone calls to Jim Nielson, Minister of Health, Legislative Buildings, Victoria, B.C. V8V 1X4; to your M.L.A.'s, with copies to us would be helpful. If you are outside the province, letters of this nature would still be helpful.

2. We need money (all donations are tax deductible). We will be mounting a fundraising campaign, so suggestions for this would also be helpful.

3. Telling others of the work of the Health Collective, of the importance of our work, and of the adverse effects of these government policies is also important.

We are determined to fight this cut in funding and keep going. We would greatly appreciate your support.

Sincerely,

Beth Hutchinson

Beth Hutchinson

Isobel Kiborn

on behalf of the Vancouver
Women's Health Collective

'Bennett restraints will raise costs'

Province Sept 12/83



association of university and college employees

MEMBERSHIP MEETING

THURSDAY, OCTOBER 20, 1983

IRC 5

12:30 - 1:30 P.M.

1. Adoption of agenda
2. Adoption of minutes of the September meeting
3. Proposed wording of the Affiliation/Secession ballot
4. Opening Nominations for the Executive
5. Report on the Operation Solidarity activities
6. Secretary-Treasurer's report
7. Executive report

SORKIN, MICHAEL
STUDENT HOUSING

NOTICE OF MOTION:

MOVED AND SECONDED BY THE EXECUTIVE

BY-LAW ADDITION

G.
13. Technological Change Committee

Shall be responsible for researching the effects of technological change on the bargaining unit and the collective agreement, and for educating the membership about technological change. Shall be responsible for submitting proposals on technological change to the contract committee for negotiations and to the Executive in the context of contract administration. The chairperson of the committee shall serve on the Executive or a member from the committee shall serve as an Executive Representative on a rotational basis.

ALSO SEE PAGE THREE OF THE
SEPTEMBER 15 MINUTES
& THE UNION OFFICE STAFF REPORT

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