

AUCE Local 1
July, 1978
number seven

ACROSS

CAMPUS

IF UNDELIVERABLE PLEASE RETURN TO A.U.C.E. OFFICE
2162 Western Parkway, Campus Mail

GENERAL MEMBERSHIP MEETING:

agenda

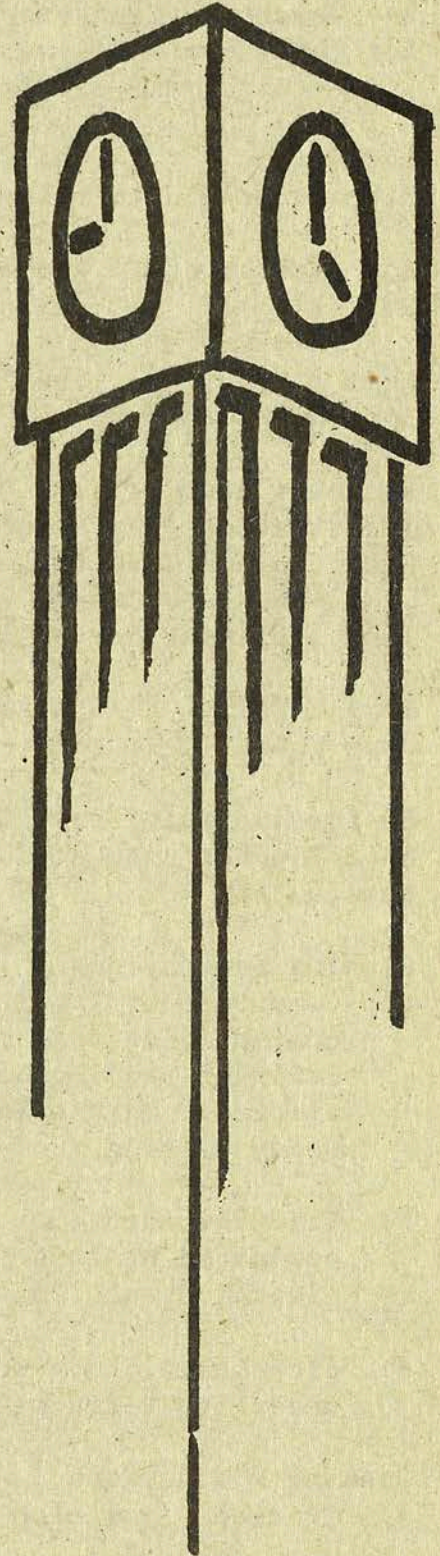
thursday, july 20th

12:30 - 2:30

irc 2

NO SMOKING

1. Adoption of Agenda
2. Adoption of Minutes (pages 2-3)
3. Business Arising from Correspondence
(summarized page 6)
4. SORWUC Motion (page 5)
5. Opening Nominations
Strike Committee at large (8)
Closing Nominations
Trustee (1)
6. Financial Report (page 7)
7. Contract Committee Report
8. Strike Committee Report (pages 8-9)
9. Grievance Committee Report
10. Union Organizer Report
Motion (pages 4-5)
11. Provincial Report
12. Other Business
13. Adjournment



Cobie Wennes to adopt the financial report.
Myra Christensen

CARRIED

6. Contract Committee Report - Michelle McCaughran

- the Committee received the University's package proposal today
- 12 proposals were identical to the original position
- 3 had been revised
- 2 were new
- 3 were dropped

A wage offer of \$13 across the board April 1 to September 30 and an additional \$26 October 1 to March 31, 1979.

This represents, in the University's calculations, a 4% increase over one year.

Ray spoke of the committee's disappointment, saying that their proposals are all of the take-away variety. The University calls them 'consolidation' or house-keeping' proposals. The Committee is planning to publish the package in a bulletin over the weekend and will be looking for discussion of a Strike Vote in the next months. We are now at the middle of June. If we are to utilize our crunch period of effectiveness, we must begin the next steps towards pressuring the University into negotiating a reasonable settlement.

Margie Wally that we reject the University's package proposal with disgust.
Lid Strand

CARRIED

7. Grievance Report

- no report.

8. Strike Committee

- is organizing a meeting of stewards to discuss Strike Votes, on June 27 after work. They are presently circulating information to stewards about this.
- the committee is down to 2 members at the moment, and urges members to join the committee as at-large members or to hold elections in their divisions.

9. Union Coordinator Report - Jeff Hoskins

- reported on difficulties with interpretation of 2nd Calendar Year clause.

10. Union Organizer Report - on vacation

11. Provincial Report - Richard Melanson

A new voting procedure in the provincial will include the choice of voting yes or no where there is only one nominee for a position, replacing the current practice of electing by acclamation.

An election is to be held for President. All other positions have one candidate and will be filled or not according to the yes-no vote results.

The Provincial is currently active in a number of province-wide issues, especially involving public sector workers and the provincial government attempts to undermine rights and contract gains.

The Provincial recently granted a \$10,000 unconditional loan to SORWUC.

Adjournment.

correction:

(re: item 2, minutes June 15, 1978)

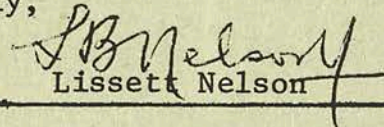
TO THE GENERAL MEMBERSHIP MEETING OF JUNE 15, 1978

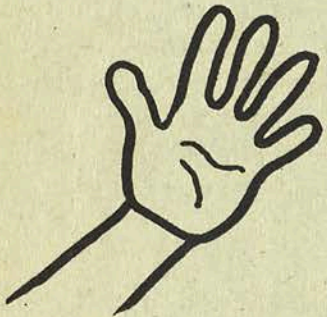
Dear AUCE Members:

Being unable to attend this meeting, I, hereby would like to move a correction in the minutes of our last membership meeting (Thursday, May 18): That Item 5 titled "Picket Policy - Discipline" be corrected to include information as to the fact that Ray was opposed in his request that those preferring charges withdraw them. That it be corrected to say that I spoke against such request and state the reasons I gave for such opposition.

MOTIVATION: I think that this correction is necessary because the meeting did not adopt Ray's request and opinions varied on the subject. The way the minutes are written gives the impression that his was the only or the prevailing opinion at that meeting, and this is false.

Sincerely,


Lissett Nelson



...MOTIONS

ADDRESSING MACHINE

I have been investigating the pros and cons of purchasing or renting an addressing machine which could be used in the Union Office to replace the system we currently use of asking the University to provide us with labels at the cost of \$25 per set.

There are two ^{incl 2,000 cards} card system machines available: one with a category selector panel which costs \$5795 to buy or \$140/month to rent, and the other without the selection feature which costs \$2095 to buy or \$57/month to rent. For both machines the cost of the cards is additional.

We have been using 4 - 6 sets of labels each month; the few months that we are not involved in negotiations we would need half that number. At a cost of \$25 for each set, the monthly cost of labeling now is generally about \$100-\$150. Added to this is the time required for the Organizer and Co-ordinator to go through the labels that the University gives us and update it with our own membership list and the time and energy of approximately four people for four hours each time to stick the labels on the items to be mailed. I have typed thousands of labels for Division notices, for Stewards and for Committee members.

Having an addressing machine in the office would drastically reduce the amount of time required to do labeling. With the selection feature, a category of AUCE members could be separated from the rest of the membership; eg: the machine would print only the labels for Division A, only for all stewards, or only for all Committee representatives or for a combination of categories. The same set of membership cards could be used for any mailing.

The rent for the selector machine would cost roughly the same amount of money as we are currently spending on labels. The rent for the non-selecting machine is easily less than we spend on labels in any month. There is no 'rent with and option to buy' opportunity in the company which is selling these machines. If we were to pay rent on either machine for more than three and a half years we will have paid the full purchase price to the company and we would still not own the machine.

At the next General Membership meeting I will make the following motion:

that AUCE Local 1 lease and addressing machine for three months and that if after that time the Union Organizer and Union Co-ordinator feel that the machine is satisfactory (i.e. works well and saves time and money), it will be purchased by this Union.

Jean Priest
Union Organizer

(re: item 1a, minutes June 15, 1978)

SORWUC - Muckamuck Donation

MOTIVATION: As outlined in the minutes, Jean Rand (Sorwuc) and Ray George, spokesperson for Muckamuck Strikers addressed the membership requesting support during their strike. Following are excerpts from a recent information package:

...

George Manuel of the U.B.C.I.C. put our case very well in his press release of June 6th when he said:

"The problems being experienced here by our people are the same problems we have been experiencing all over B.C. for over one hundred years.

...We are sharing our Indian Culture and our Indian foods here at the Muckamuck yet the Indian workers are being oppressed.

The profits of this European-owned business come from resources that have been used by the Indians of B.C. since time has been counted. The owners of the Muckamuck exploit our resources - Indian workers, Indian culture, Indian foods, yet they refuse to treat our people fairly. Can we not share without being exploited..."

...

We are appealing to you, our brothers and sisters for assistance in any one or more of the following forms:

- * donations and/or loans to our strike fund (send them to the union office)
- * assistance with finding jobs for some of us who are on strike (call the union)
- * assistance with picketting (come down to the Muckamuck at 1724 Davie Street)

...

Your assistance is vital to us. For too long the fact that native workers in B.C. are badly treated has gone unnoticed. At the Muckamuck we are told by our management that we are slow, stunned, inexperienced and hard to train, rude, stupid and ungrateful for the beautiful place that they have built for us (the Indians) to work. As soon as we got together to ask for some respect and some rights, they fire us and hire expensive lawyers to fight us and break our union. We are doing our part to add to the renewed struggle by native people to gain the rights and respect that have been denied to us since Captain Cook landed here. We hope that you will support us. The Union address is 207 West Hastings, suite 1114 in Vancouver, and the phone number is 684-2834 or 681-2811.

Yes - 136 No - 104

MOTION: That we support the Strike of SORWUC Local 1 with a \$500 interest free loan.

correspondence received June 1 to June 30, 1978 in summary.

Wendy Massing June 1/78

- acceptance of nomination to Committee of Inquiry.

B.C. Federation of Labour Bulletin June 1/78

- announcing Len Guy's retirement and replacement by Dave MacIntyre as Secretary-Treasurer

Jay Hirabayashi June 2/78

- declining to stand as member of Committee of Inquiry.

Paula Brown June 1/78

- resignation from Strike Committee and Stewardship of Catalogue Products Division.

Valcu Insurance Agencies Ltd. June 2/78

- receipt of payment of office insurance.

B.C. Federation of Labour News Release June 8/78

- re: lockout at Gibraltar Mines

Canadian Labour Congress June 6/78

- List of publications available

CLC Labour Education & Studies Centre June 7/78

- Re: Occupational Health and Safety Conferences

Lissett Nelson June 12/78

- acceptance of nomination for Inquiry Committee

Judy Todhunter June 13/78

- acceptance of nomination to Committee of Inquiry

Rape Relief June 13/78

- offering their availability to speak to our members on Rape Relief

B.C. Federation of Labour June 22/78

- re: worker health and safety

Sandra Masai rec'd. June 22/78 (undated)

- expressing uncritical support of the Contract Committee's 'sane and reasonable approach... in the current contract negotiations.'

B.C. Federation of Labour News Release June 21/78

- re: Electoral Reform Commission's proposals to change provincial electoral boundaries.

SORWUC News Release June 25/78

- re: negotiations with banks and decision to conduct strike votes in CIBC branches.

Ruby Toren June 27/78

- resignation from Committee of Inquiry.

Fraser Valley College June 28/78

- asking us to consider offering scholarships or bursaries to university or college student

B.C. Federation of Labour News Release June 28/78

- re: Bill 40, eliminating pension bargaining rights for some B.C. Crown Corp. workers.

B.C. Federation of Labour News Release June 27/78

- re: George Johnston declining to run for re-election as President.

TREASURER'S STATEMENT

STATEMENT OF INCOME AND EXPENSES FOR THE PERIOD OF JUNE 1 - 30, 1978

EXPENSES

Salaries and Related Expense	\$ 2,368.49
Rent	300.00
Printing and Stationery	335.00
Telephone	92.19
Office Expenses	684.64
Provincial Assessment	2,566.50
Professional Services	252.00
Meetings & Conferences	23.00
	<u>\$ 6,621.82</u>

INCOME

Dues	\$ 8,638.00
Excess of Income over Expenses	\$ 2,016.18
Loan (Provincial, A.U.C.E.)	(\$ 6,000.00)
Cash on hand 30/6/78	\$ 35,862.56

Held as follows:

BCTCU Term Deposit	\$ 10,000.00
BCTCU Strike Fund	\$ 2,369.39
BCTCU Savings Account #100	\$ 23,493.17

FURTHER NOTE ON JUNE EXPENSES:

Printing and Stationery: College Printers	\$ 335.00
Office Expenses: Janitor	\$ 65.00
K. & H. Printers Despatch	\$ 5.12
U.B.C. Bookstore	\$ 119.27
Rex-Rotary: Mimeo Sheets	\$ 488.25
College Printers	\$ 200.27
Rec.General - Statistics	\$ 7.00
Professional Services: Baigent & Jackson	\$ 252.00
Strike pay: April -	\$ 1,693.67
May -	\$ 29,951.46
June -	\$ 718.37
	<u>\$ 32,363.50</u>

J. (Cobie) Wennes.

Another Strike at UBC ?

FROM THE STRIKE COMMITTEE

As you know, the University has presented its first "package offer". Or perhaps "package withdrawal" would be a more appropriate phrase. After three months of negotiations they would have us sign away many of our existing benefits and Strudwick has given a big "NO" to the majority of our new proposals. The wage offer of \$13.00 or 8¢ per hour would represent a \$6.00 a month increase after taxes and the overall wage offer taken over the twelve months represents a 2.6% wage increase. In view of the inflation rate of 9.5%, the University's offer can hardly be taken realistically.

The contract committee's next move has been to apply for mediation. For the strike committee it is time to think of possible further steps. With this in mind and in collaboration with the contract committee, we have started organizing informational meetings for stewards and contact people. In this way the stewards can act as catalysts in promoting discussion in their offices in preparation of our next moves. The stewards can come back to subsequent meetings with the needed feedback for the committees.

So far we have had two meetings. If your steward was unable to attend either meetings, ask that he or she attend the next or send an alternate. If your office is not represented by a steward, please call J. Priest at the union office or Mary Tainsh at 4381 for information as to the date and location of the next meeting. Anyone else who wants to come is more than-welcome.

What kind of actions can we take without passing a strike vote referendum?

Some of the actions, such as, a work slow down, work to rule, information pickets and phoning in sick leave the Union in an uncertain position since the University has the option of applying to the L.R.B. on our breaking the collective agreement or the labour code. One real action we can take and are taking is stepping up our publicity campaign (recent contract committee news releases). Other ways of increasing campus awareness are as follows: wearing a union button, leafleting and noon hour demonstrations on our lunch breaks.

If we decide to take a strike vote, then WHEN?

The timing of a strike vote is very important. It should take place after the membership has allowed sufficient time for negotiations to take place. Within a reasonable time frame all the proposals can be thoroughly discussed and priorities established, and if no acceptable offers are forthcoming, and mediation does not succeed, then a strike vote should be considered. It should be timed to precede a period when a strike would have the most clout. After a positive strike vote, a strike can be authorized by the membership during the three months immediately following the date on which the vote was taken.

Let us look at the calendar dates this year to see how far we have progressed:

February 28	Our proposals were handed to the University
March 29	The University proposals were received by AUCE and the first meeting took place
March 31	AUCE contract expired
April 4	Second meeting: the union negotiating team proposed that the next meeting should take place on April 6, 7 or 11. No meeting was set.
May 17	Resumption of meetings
June 15	9th meeting with the University and their first 'offer'
July	Mediation??
August	
September	University term begins/registration/classes

WHAT is a strike vote?

Basically it is a vote taken by all employees in the bargaining unit (whether they are members of the union or not). By law every ballot must pose the following question: Are you in favour of a strike? This is an awfully weighted question--who ever really wants to go on strike? All ballots are secret and are filled in at a government supervised polling station, in our case presumably this would be a central location on campus. We would have to have another at VGH.

WHY should we put ourselves through this again?

Generally a positive strike vote has had the effect of speeding up negotiations by showing the employer that the membership supports their contract demands, contract committee and desire a quick settlement. If a strike vote is negative then obviously the employer will be in no hurry to sign any contract, let alone maintain what was previously fought for and won over the years.

One must remember that while getting a positive strike vote increases our chances of settling a contract (last year after taking a positive strike vote, the University came up with an offer that we settled for). If an employer's further offers are not acceptable to the membership, then they must be prepared to support their contract demands by going on strike.

OUR DILEMMA: We don't want to go on strike. Ultimately it means monetary losses that can never be recouped and many uncomfortable disruptions, yet we don't want to see the slow erosion of our hard fought for previous contracts.



letters



22 June 1978

AUCE Local 1
✓ Contract Committee
Newsletter

About wage proposals in general ... This is a strong protest against including the annual step increment in any calculation of pay increases.

There are a number of people on campus, although not a majority, who will not receive the \$20 step increase as they have worked in the same position for more than five years. Using the university's proposal as an example, they would be denied almost half the increase other members of the bargaining unit would receive. In fact, a person at step 6 of pay grade III would receive only a 2.4% increase for the entire year, or in dollar terms they would receive \$312 compared to \$552 which includes the extra \$20 per month. No matter what the actual pay increase, they would not receive either \$240 or if the increment difference is increased to \$30, \$360 over the year which the majority of the bargaining unit would receive.

The Anti Inflation Board initiated a practice that is unworkable using our present wage schedule. This practice or the schedule must change. This is an issue which must be strongly supported in negotiations in order to protect the minority in our bargaining unit.

B. Schoenberger
Bonnie Schoenberger
Community & Regional Planning

AUCE
c/o Campus Mail Room
UBC

Department of Surgery
VGH
June 16, 1978

Ladies/Gentlemen:

I started work as a secretary for UBC on May 23. I was disappointed to see that my paycheck on May 31 (for 7 days of work out of a 23-work day month) had been deducted by \$6.50 - a full month of union dues. Why not a percentage, as is done for income tax, UIC, and other deductions?

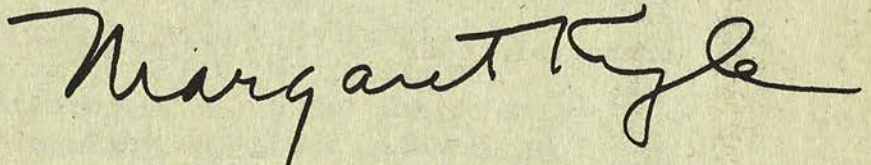
I can see the low wage earner is penalized in the AUCE setup. How about dues of .66% of the monthly salary and hit the higher earners proportionately?

Also, I was looking forward to my June 15 pay as being my first full amount only to be informed that \$10 was deducted from it for something in the past.* Here again, the low wage earner is penalized.

I think your methods of financial deductions are grossly unfair.

Yours truly,

* There have been several calls to the office regarding this matter. It will be discussed at the next executive meeting, July 25th.

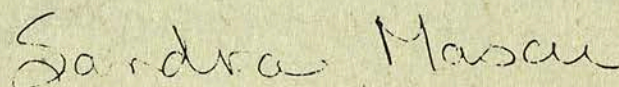


To the Contract Committee:

I would like to congratulate the Contract Committee on the sane and reasonable approach which they have taken in the current contract negotiations. Our demands are more than fair; the wage demand is not inflationary: it is the university who is to blame if things bog down. (Actually, I think it is their intent to bog things down to get us to the crucial date of late August with virtually nothing accomplished - thus forcing us to conduct a strike vote and perhaps ultimately a strike with many unresolved issues on the table - making the job of the Contract Committee that much more difficult).

As a union member who has questioned some of our tactics in the past, I wish to give my uncritical support of what has transpired thus far.

Sincerely,



CC: Across Campus ✓

ACROSS CAMPUS: please do not "improve" this - there is a point to its errors!

I have, I really have tried to read our contract, but... may I submit

A PERSONAL PLEA.

I does find our contract irritate me as to persons.
We is offended by his/her constant change from singulars to plural.

YOU MIGHT BE CONSISTENT - PLURALS ARE NEUTER, BUT DO REFER TO MORE THAN ONE PERSON - CONSISTENTLY "THEY" & "THEIR" REFER TO AN EMPLOYEE!!!

Maureen Douglas

Maureen Douglas.

I hereby volunteer to correct the grammatical errors to which I refer.

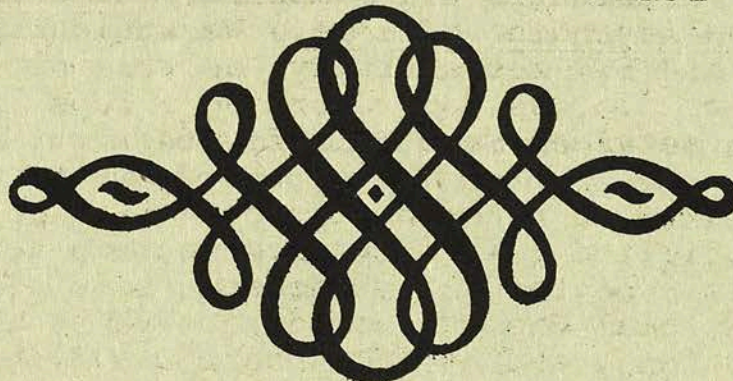
* * * * *

Maureen,

It seems that any changes (grammatical included) must be dealt with in contract negotiations. I was cited and instance in a past contract where 'i.e.' was substituted for 'e.g.' and caused problems until that was straightened out.

Your offer to correct the errors will have to come in the form of a package suggestion for next year's contract... or better still, filling a position on the committee.

Myra



RAPE RELIEF
4-45 Kingsway
Vancouver, B.C., Canada
business: 872-8212

13 June 1978

RECEIVED
JUN 14 1978

AUCE Local One
Executive Committee
2162 Western Parkway
Vancouver, B.C.

A. U. C. E.

We are four women, working with Vancouver Rape Relief, on a summer project. Part of the work we are doing is preventive education, research into community organizing projects, and outreach work in schools and communities of various kinds. Our project runs until the first week in September 1978.

We would like to propose to you that we speak to the membership of AUCE Local One about issues concerning rape, ways in which support might be organized among women working at UBC --within the union, within buildings, etc.. There has been much concern at UBC about rape in recent years (see the report from the AMS Women's Committee entitled, 'Brief on Rape and Related Problems of Safety at UBC-February 1978).

We have two proposals. Our first choice would be to have one hour of a two-hour lunch meeting. We would show a film, "This Film is About Rape," and then spend half an hour on discussion. We see this as an opportunity to increase awareness of the issues surrounding rape, and would hope that this would encourage discussion in work areas.

Our second proposal is that a meeting/workshop be organized for after work for those interested, where the film would be shown and discussion taken up. Perhaps some people would be interested in their older children attending. We would be willing to do either one or both of these meetings/workshops, the same day, or one after the other. Both these workshops would be open to men and women.

Rape Relief also distributes two pamphlets, Breaking the Hold and Towards an Understanding of Rape. We would bring both these pamphlets (\$1.00 and 50¢ respectively) as well as a free leaflet which describes the process for reporting a rape and gives some information on the services Rape Relief offers.

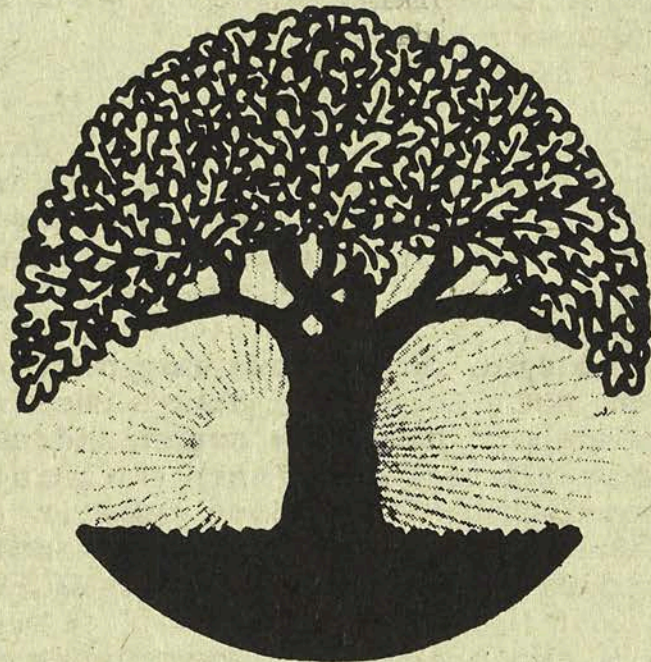
Vancouver Rape Relief is a non-profit organization and our funding is extremely limited. We rely on donations to a large extent. If our proposal is accepted and we do some sort of speaking engagement for AUCE Local One, we would like to be able to 'pass the hat' for donations, and/or AUCE Local One might wish to make a donation.

...2

We would appreciate a response to this proposal as soon as possible. Should more information be required before you take a decision please call me at 872-8212 (10-5 Monday to Friday).

In struggle,

Frances J. Wasserlein
Frances J. Wasserlein
for VANCOUVER RAPE RELIEF



The preceding letter was reviewed at the June 28th executive meeting. It was felt that although the topic would be of considerable interest to our membership, we could not devote part of our own meeting at this crucial time to this organization. Therefore, we are following Frances' second suggestion of an after work meeting. By completing the form below you will be notified as to the time and place of the film and discussion when a date is determined.

IF INTERESTED PLEASE RETURN TO AUCE OFFICE BY JULY 25

NAME

DEPARTMENT LOCAL

GREATER VANCOUVER UNION OF THE UNEMPLOYED

STATEMENT OF PURPOSE

March 1978

Unemployment is the most pressing economic and social problem facing millions of Canadians. Combined with rapid price increases for consumer goods, and government cutbacks in social services and education, working people and youth are experiencing a real attack on their standard of living.

The Greater Vancouver Union of the Unemployed has been formed to organize and provide a voice for the tens of thousands of jobless in the Greater Vancouver area.

We understand that it is only by uniting together and actually defending the unemployed--of all ages, of all ethnic and national backgrounds, men and women--that we will be able to strongly voice their problems, their concerns, and their solutions to the problem.

Some GVUU members have worked for 20 years and now find themselves unemployed. Others are young people who have never had a full time job. But all of us consider ourselves a part of the labour movement. We are past and future workers. We are out of work now--not through laziness, but because there are very few available jobs.

GVUU will work closely with our sisters and brothers who still have jobs and with the organized union movement. The support we have already gotten from unions, the BC Federation of Labour and the Labour Council shows this view is mutual.

GVUU will investigate and do educational work regarding the scope and causes of unemployment and research historical solutions to the problems of unemployment.

OUR SOLUTIONS TO THE PROBLEM OF UNEMPLOYMENT

It is our belief that there is more than enough work to be done to help create a better world. Should construction workers be out of jobs when our cities are filled with inadequate housing? You only have to look at our befouled environment to see that there is work to be done. The problem is that there are not enough jobs.

The solutions we advocate are of two sorts. The first ones--real solutions to the problems of high unemployment. The second address the immediate problems faced by the jobless.

I. FOR FULL EMPLOYMENT...JOBS ARE A RIGHT

1. We are opposed to all layoffs, all plant shutdowns and all reduction of the work force through attrition. We do not feel that working people should suffer because of the short-term, economic interests of a company. If a company cannot keep operating the enterprise should be placed under public ownership and democratic control of the community and the workers involved.

2. Socially valuable public works projects must be initiated. Inexpensive, high quality housing, daycare centres, an urban transit program and recreation facilities are some examples. These programs should be expanded in summer months to create employment for students.

3. Cutbacks in education and social services increase unemployment and add to the hardships of those out of work and those still working. We oppose these cutbacks. Instead corporate giveaways and massive arms spending should end.
4. Employment should be spread around by reducing the work week or work day of all employees in the public and private sectors without a reduction in take home pay.
5. Affirmative action plans for women, natives and ethnic minorities should be instituted to help bring these people into jobs that have traditionally been denied to them.
6. All jobs should be at union rates.
7. We oppose all forms of wage controls.

II. IMMEDIATE HELP FOR THE JOBLESS

1. Full unemployment benefits should be given to all people not working during the complete period they are out of work. An estimated 1/3 of the jobless do not receive any benefits.
2. There should be a moratorium on mortgages and debts for the unemployed, as well as a ban on the eviction of tenants.
3. Pensions should be immediately increased.

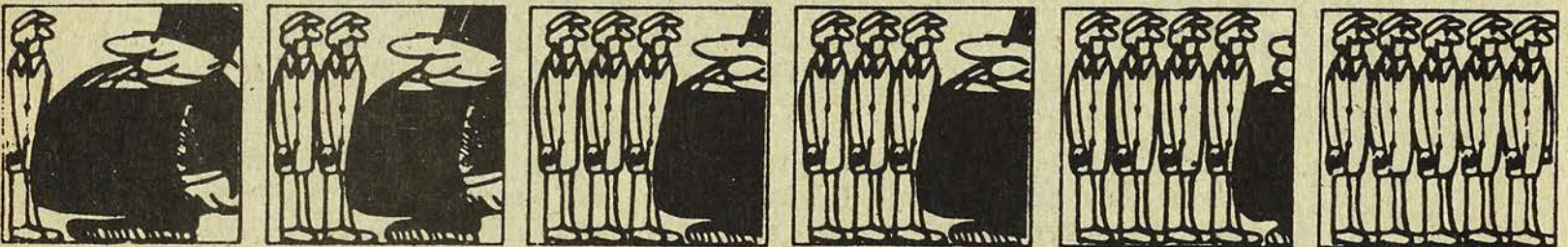
WHO CAN JOIN GVUU?

Government statistics show one million people out of work. But even this staggering figure hides the true level of unemployment. For every two people in the statistics, there is another jobless. There are people, such as women in the home, who have given up looking for work. Then there are those working parttime or temporarily. There are students looking for summer work.

All these people are eligible to join GVUU, regardless of their political beliefs. We are open to the unemployed, underemployed, temporarily employed and young people looking for summer work or a first job.

We are a democratic organization run by its members. Because the jobless are so hard pressed for money, there are no membership dues.

We are funded by contributions from labour and community groups and individual donations.



Update ~ U.I.C. Payback Requests

Six women at UBC have now been asked by the Unemployment Insurance Commission to repay the money which they received from UBC when they returned to work after their maternity leave. The amount of money involved in each case is between \$1200 and \$2000.

As I said in the last ACROSS CAMPUS, if you have received the Maternity Leave benefits and U.I.C. sends you a request for repayment, do not send the money to them. Local 1 (UBC) and Local 2 (SFU) have combined forces and hired a lawyer to fight this case. Any payback requests from U.I.C. should be referred to Jean Priest at the Union Office (224-2308).



MOVING? CHANGING YOUR NAME? OR DEPT? OR WHATEVER?

LET YOUR MEMBERSHIP SECRETARY KNOW!

Please fill in the blanks and send to AUCE, Local #1,
Campus Mail, Attention - Membership Secretary

NAME _____

NEW NAME _____

ADDRESS _____

NEW ADDRESS _____

PHONE: HOME _____ NEW _____

OFFICE _____ NEW _____

SOCIAL INSURANCE NUMBER _____

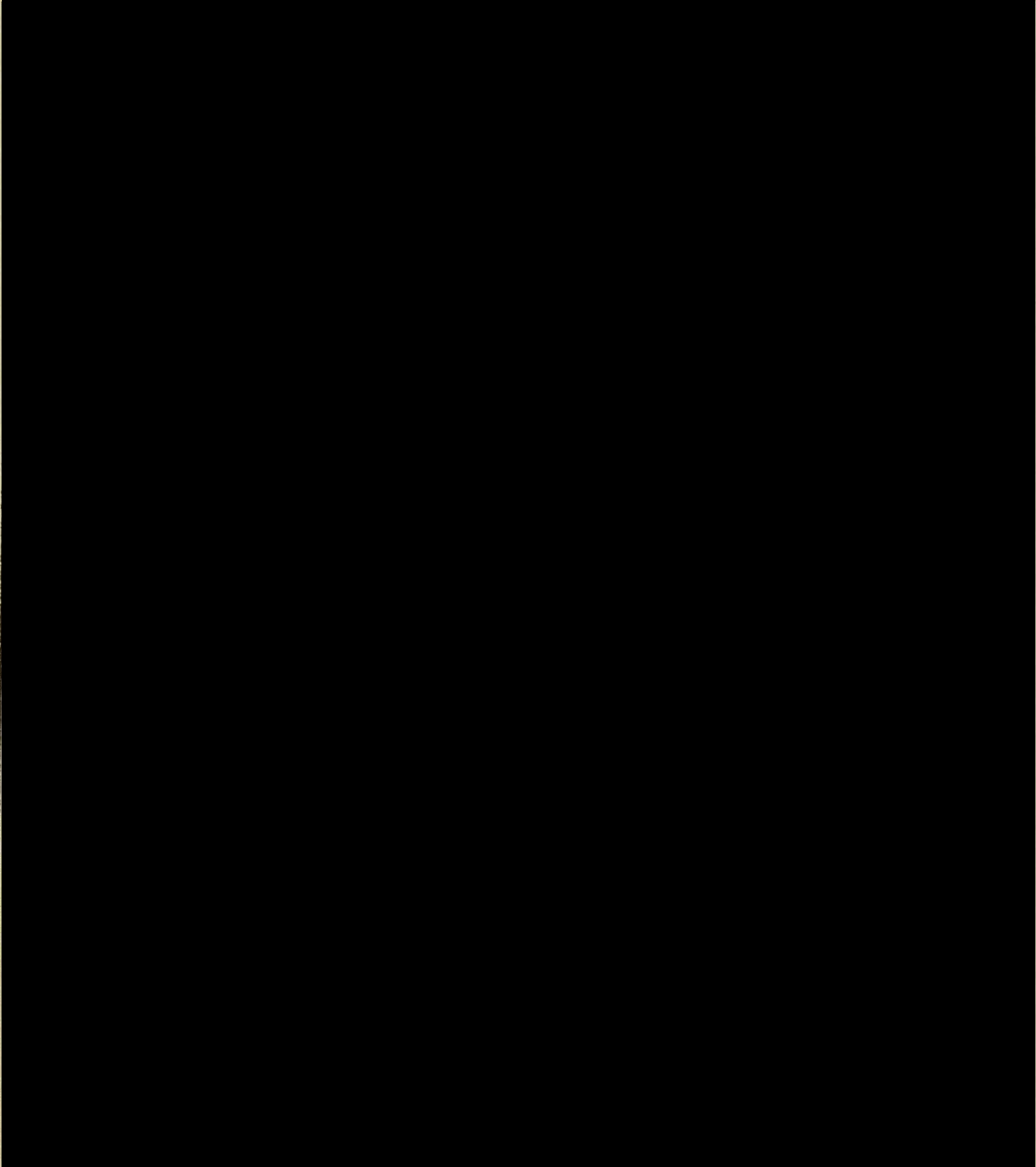
DATE EFFECTIVE _____

REPRINTS
REPRINTS

The A.I.B.

('This' Magazine, Oct/77 - excerpts)

A Setback for Women





AIB denies its employees to get favored wage boost

Province June 17/78



BANKS

Officers named

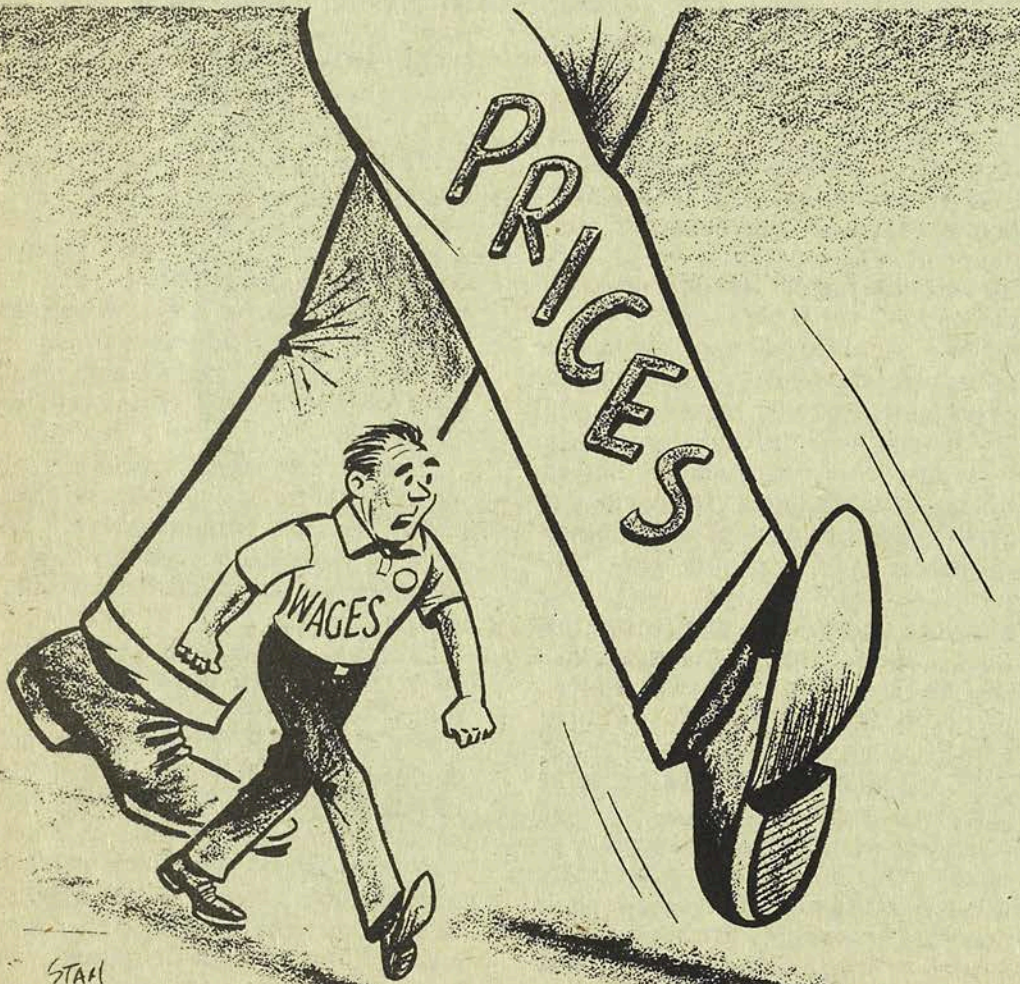
The federal ministry of labor has appointed three conciliation officers to take part in negotiations by the Service, Office and Retail Workers Union of Canada to secure collective agreements for their unionized bank employees, a union spokesman said Monday.

But the union will go ahead with a meeting this Sunday to plan a strike in the B.C. banking industry in the event conciliation efforts end in failure, Jackie Ainsworth, first vice-president of the union's United Bankworkers section, said.

She said the conciliators appointed by the federal government are: Archie MacDonald to the Bank of Montreal, Mike Collins to the Bank of Commerce and Don Crabbe to the Bank of Nova Scotia.

The union had applied to the ministry of labor in May for conciliation officers to the three banks where the union is certified.

Ainsworth said the union has also received help in its drive to unionize banks with a \$10,000 loan from the Association of University and College Employees, an independent union composed of about 2,000 clerical workers.



STAFF
FOR
AFL-CIO
NEWS

'I'm Just Trying to Catch Up!'

UBC



FACULTY ASSOCIATION NEWSLETTER

VOLUME 11 No.3

June 20, 1978

1977-78 SALARIES.....THE OUTSTANDING 1%

The salary increases for 1977-78, ratified by the membership, consisted of:

1. a general increase
2. 1% of salary budget for merit and anomalies identified by heads and deans
3. 1% of salary budget for inequities identified on the basis of general salary policy and scale

Items 1 and 2 were implemented on July 1, 1977.

On November 17, 1977, agreement was reached on item 3. This agreement was announced at a general meeting on November 24, 1977 and it was thought that the increase could be included in the December payroll. A few days later, the University requested a delay in implementation of the agreement.

The Association sent out a detailed Newsletter (Volume 10 No. 7, February 28, 1978) concerning the distribution of the 1% and also the salary brief for 1978-79 and a report from the Association representatives on the Joint Salary Policy Committee. The University informed the Association Executive that they had only agreed to "test" a salary scale (the set of figures of November 17, 1977 shown on pages 13 and 14 of Newsletter 10-7). The University also claimed that they hadn't agreed to the career point experience measurement, a rather unusual claim given that they presented it as a proposal on November 16, 1977 (page 12 of Newsletter 10-7).

The Association has tried to discover where the alleged problems were and has informed the University that changes in figures would be considered if evidence indicated that changes were warranted. However, the University refuses to give the Association any data or evidence to substantiate claims of "problems".

To summarize, the Association and the University disagree on the extent to which agreement was reached in November and the whole matter is being submitted to arbitration before Miss Mary Southin, Q. C.

D. A. Balzarini,
Chairman,
Faculty Association Salary
Negotiating Team 1977-78.

1978-79 SALARY NEGOTIATIONS

As a result of pre-budget negotiations last summer the University agreed to ask the Universities Council of B. C. (UCBC) for an increase of 9% in salaries and 0.5% in fringe benefits. In due course, on May 18, we received notification from President Kenny that the UCBC had issued its Allocation Report for 1978-79 and that since the total grant to UBC was now known we should enter into collective bargaining with the representatives of the University on the subject of 1978-79 salary increases for members of the bargaining unit (Faculty Members, Professional Librarians and Program Directors in the Centre for Continuing Education). We accordingly entered into negotiations on Wednesday, May 24, 1978.

We mutually agreed at the first meeting that the late notice of the operating grant created a great degree of urgency because of the need for the University, and our members, to prepare their annual budgets. We therefore met on May 24 (9:00 a.m.), May 25 (8:00 p.m.), June 1 (9:00 a.m.), June 2 (8:00 a.m.), June 6 (10:00 a.m.), June 8 (11:00 a.m.) and finally on Saturday June 10 at 1:00 p.m. At the end of this

last meeting both sides agreed to proceed to arbitration, the date for which has now been set as June 29th, with Mr. Hugh Ladner as Arbitrator. Four days later, in addition to the Allocation Report, all faculty members were sent a copy of the UCBC Funding Recommendations - Information that was not made available to our negotiating team.

Because this matter will be submitted to the Arbitrator we cannot discuss the position taken by the University's representatives and this report will be confined to a brief statement of the position taken by the Association. The following paragraph, which is an excerpt from the Allocation Report for 1978-79 issued by the UCBC, played a central role during negotiations.

"Having regard to the universities' internal allocation of the 1978-79 operating grant, and being mindful of university autonomy in the internal allocation of funds, it is Council's perception that The University of British Columbia's recent operating fund allocations have been overweighted on the side of academic salaries expense, with a consequent impairment of funding for library resources, maintenance of plant and equipment and other non-salary expenditure items. Therefore, in reviewing university operating needs in 1979-80, Council will observe with close interest the extent to which this internal imbalance has been redressed in the University of British Columbia's 1978-79 internal funding allocations."

With regard to the UCBC statement, it should be noted that it does not state that individual salaries are too high, nor that there are too many members of faculty; it seems rather to be a criticism of UBC administrative policy rather than faculty salaries. It seemed to us that what was criticized was either the price of academic excellence, or the means of achieving it as an item of budget control; this is a matter over which we have concern but not control. We are in complete support of the President in his fight for a high standard of academic excellence and the high quality faculty members needed for its achievement. The basic problem concerns the one-year horizon of university budgeting and the suggestion that only responses by the University that can be measured within a one-year time frame will be understood by the UCBC as appropriate. We have offered to accompany the President, or his representatives, to the Universities Council to defend his present and past budget decisions on the basis that new programs, new approaches and a high standard of academic excellence are not inexpensive and that the way to achievement of these goals does not and should not depend on the further erosion of faculty salaries (by comparison with other groups in the community, particularly those in the West - where we live and shop!)

We have maintained throughout the discussions that all of our members have failed to keep pace with changing economic conditions over the recent past. Because during this period, by comparison with similar socio-economic groups, we have failed to maintain a reasonable economic position we have also sacrificed status both in society generally and within the University community. We have shown that by comparison with BC teachers, senior and middle management (in all major sectors of the business and industrial community), the BC Industrial Composite wage, and with non-academic staff on campus, we are economically worse off today than we were in 1968. The disparity between us and these groups was shown to be between 10.3% (at best) and 69.6% (at worst). This position was presented as being even more serious from the viewpoint of junior members of faculty.

It was not suggested that UBC could, or even should, correct all these apparent imbalances. They did, however, certainly provide strong reasons for your negotiators not to agree to a percentage increase which would fail even to compensate for the current increase in the cost of living - to have done so would have further eroded your already quite serious economic position in society, both for this year and for future years.

C. F. A. Culling,
Chairman,
Faculty Association Salary
Negotiating Team 1978-79.

THE ASSOCIATION POSITION IN ARBITRATION

The outstanding 1%

The Association argument will essentially be for the compromise position that was announced as agreed upon last November, as detailed in Newsletter 10-7.

1978-79 Salaries

The Association will argue for the main elements of the position outlined in pages 7-10 of Newsletter 10-7.

Any comments, questions or suggestions on these two sets of negotiations should be addressed to the President of the Faculty Association, 112 West Mall Annex.

CAN THE MAN WEAR TWO HATS ?

(Faculty Association Newsletter, v.11 #2, June 8/78)

COLLECTIVE BARGAINING COMMITTEE

The newly appointed Collective Bargaining Committee held an initial meeting on May 18. Research Sub-Committees were established (indicated in brackets after the names of members which follow):

AGRICULTURAL SCIENCES

Alan Carter Soil Science (Conditions of Appointment)

APPLIED SCIENCE

Paul Watkinson Chem. Eng.
Donald Anderson Civil Eng.
Patricia Valentine Nursing
Gunther Schrack Elec. Eng. (Salaries)

ARTS

Silvia Bergersen French (Part-time Employees)
Carlo Chiarenza Hispanic & It.
Ira B. Nadel English
G. Joy Parr History
Don Paterson Economics (Econ. Benefits)
Anthony Podlecki Classics
Helen M.C. Purkis French (Salaries)
Richard W. Unger History (Part-time Employees)

Clemens F.J. Boonekamp Economics

3 vacancies

COMMERCE

C. Lindsey Mitchell
David C. McPhillips

DENTISTRY

William W. Wood Restorative Dentistry

EDUCATION

Ian David Beattie (Conditions of Appointment)
William A. Bruneau (Pensions)
Frank A. Carre
Donald Fisher
Doris Livingstone
Stanley A. Perkins

FORESTRY

David Haley

GRADUATE STUDIES

Beverley Green Botany
Thomas R. Osborn Oceanography (Salaries)

LAW

Vacancy

MEDICINE

Susan E. Fife Rehab. Med.
Lila Quastel Rehab. Med.
Peter C. Vaughan Physiology
Charles F.A. Culling Pathology (Pensions)
Philip E. Reid Pathology

PHARMACEUTICAL SCIENCES

Sidney Katz

SCIENCE

Barbara Moon Zoology (Part-time Employees)
David Balzarini Physics (Salaries)
Fred. R. Ganders Botany
Priscilla Greenwood Mathematics
Lionel G. Harrison Chemistry
F. Geoffrey Herring Chemistry
Jack R. Maze Botany
John R. Scheffer Chemistry

LIBRARY

J. Erik deBruijn ←
Patrick Dunn

CONTINUING EDUCATION

Eileen M. H. Hendry

Nominations for the existing vacancies should be addressed to the Secretary, The Faculty Association, West Mall Annex.

Members of the Association are urged to convey to their faculty representatives on the Collective Bargaining Committee any matters concerning salary policy, economic benefits, items that might be negotiated with the University and, in particular at this time, comments on the Framework Agreement and suggestions as to its amendment and improvement. The following members of the CBC are sitting as a sub-committee to consider amendments to the Framework Agreement: Geoffrey Herring, Lionel Harrison, Stanley Perkins.



NEWS

June 22, 1978

FOR IMMEDIATE RELEASE

The B.C. Federation of Labour today released two briefs at a press conference, which were intended to be submitted to the Minister of Labour. One brief, written by the Occupational Health and Safety Committee of the Federation, is over 20 pages long, has appended another 50-page study, and is the result of over a year's work on a wide range of matters of concern regarding the health and safety of workers in this province. The second brief, also directed at the Minister of Labour, focuses on Human Rights issues.

"These briefs are submitted to you today," Dave MacIntyre, Secretary-Treasurer of the Federation said, "because we have tried for an inordinate length of time to set meetings with the Minister of Labour on each of these issues, but the Minister continues to be unavailable to discuss these concerns with us. After this length of time, we have had enough. The public of this province has a right to hear what the concerns and complaints of workers are on these matters and we shall not maintain our silence on these issues in anticipation of a meeting with the Minister, any longer," stated MacIntyre.

The Federation's Occupational Health and Safety Committee first requested a meeting with the Minister in a letter dated February 16, 1978. The Minister of Labour was first requested to meet with the Federation on matters concerning the lack of enforcement of the Human Rights code, on April 2, 1978. Repeated requests by letter and by telephone in May and June for meeting dates failed to illicit any response from the Minister.

"The Federation has exhausted the normal avenues of communication with the Minister," MacIntyre said. "We find the Minister's attitude shocking. The Minister is to be denounced for displaying such total unresponsiveness to the concerns of the workers of this province. It is, after all, the specific responsibility of the Minister of Labour to legislate and administer matters dealing with Human Rights, and Occupational Health and Safety. We are therefore releasing these documents to the press and the public to ensure that such arrogant unconcern by the Minister of Labour is not tolerated."

(1) Occupational Health and Safety

Some of the major recommendations are:

- that the right to refuse to work due to unsafe conditions, in either union or non-union shops, be enshrined in legislation.
- that the backlog of cases before the Workers' Compensation Board be reduced by the immediate appointment of still another Board of Review.
- that a worker be guaranteed the right of access to his/her medical file.

- that the Ministry of Labour step in immediately to establish safety regulations and inspection programs for fishing vessels, as the federal government refuses to adequately assume the jurisdiction.
- that arbitrary pension classes for widows of different ages, a provision which can only be considered discriminatory, be abolished.
- that males and females be considered equally eligible to receive pensions due to the death of a spouse.
- that no arbitrary ceilings be placed on compensation benefits, compensation benefits should parallel a worker's salary.
- that back injury claims be considered a priority area of concern.
- that "disability levels" related to hearing loss be amended to accurately reflect the employment and life handicap a worker suffers if deafened.
- that it be considered a fundamental right of a worker to have, if he or she wishes, a representative at any and all appeals before the Board, or medical review panels.

(2) Human Rights

The Brief on Human Rights was written to express deep concern to the Minister over the apparent lack of enforcement of the Human Rights Code.

The Brief urged:

- that the Minister appoint Boards of Inquiry forthwith for those human rights cases which the Human Rights Branch has not been able to settle through the conciliatory process.
- that a new Human Rights Commission be appointed immediately, and that it adequately represent women, labour, and ethnic minorities.

oteu 15



"What we desire
for ourselves
we wish for all"

B.C. Federation of Labour
3110 Boundary Road
Burnaby, B.C.
V5M 4A2
Phone: 430-1421



UNIVERSITY BRANCH

B.C. TEACHERS CREDIT UNION / 2150 Western Parkway, Vancouver, B.C., Canada V6T 1V6 / 224-2364

UNIVERSITY BRANCH OF B.C. TEACHERS CREDIT UNION

2150 WESTERN PARKWAY

Dear Colleague,

University Community Credit Union recently merged with B.C. Teachers Credit Union so that a larger range of services could be offered. We are pleased to be able to offer these services to all the staff of A. U. C. E.

Below are our current interest rates:

Chequing - 3% (on minimum monthly balance over \$100.00)

Plan 24 - 6.50% (calculated on minimum daily balance)

Term Deposits -

3 Month	7.75%
6 Month	8. %
1 Year	8.50%
3 Year	8.75%
5 Year	9.25%

Loans -

1st Mortgage	10.75%
2nd Mortgage	11.50%
Personal Loan	11.50%

We believe that our rates are very competitive in both Savings and Loans. We will lend money to you on a personal basis for any worthwhile cause at 11.50% !

Why don't you drop by and see our newly expanded office and talk to any of the Staff regarding your needs.

P.S. Our office is located in the University Village.
Phone: 224-2364.

Manager; Marv Neufeld

steward seminar

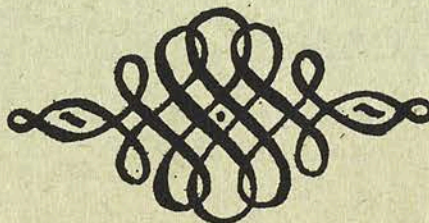
The Steward Seminar was held at Cecil Green Park on May 24, 1978. About 50 people attended.

The main topics discussed were:

1. the function of a Steward in AUCE.
The steward section of the AUCE handbook (which should be completely printed and available in August) was distributed prior to the seminar and was used as the basis of small group discussions on the duties and effectiveness of the Stewards.
2. how to use the contract and how to deal with problem situations.
A set of Standard Job Descriptions, a copy of the B.C. Labour Code, and an example of the reclassification and grievance forms were given to each person. Ray Galbraith spoke about contract interpretation and language and stressed the importance of preventing erosion of our present agreement. We then separated into small groups again to discuss specific situations. Some groups concentrated on the grievance procedure, some focused on identifying problem situations, and others talked mainly about interpretations of various contract clauses. Some of the problems raised were: feeling intimidated by management during grievance situations, how to get department Heads to give their approval to the flexible work week, how to deal with conflicts between/among AUCE members - particularly when one is a supervisor and as such feels more loyalty to management than to the Union.
3. information on laws that govern strikes.
The IUOE strike had been settled, the charges which have been laid against some AUCE members had not yet been investigated, and our Local had not begun to make any concrete preparations for a strike so this part of the Seminar was a general presentation of the legal aspects of a strike. Nancy Wiggs pointed out how vague the B.C. Labour Code is in describing a picket line - the physical form required to make a picket line legal is not described, rather, the emphasis is placed on the intent of the Union that is on strike. She also spoke about the one week strike that we had in December 1975.

At the end of the day there was a summary/evaluation. A suggestion was made that monthly or bi-monthly steward meetings be held which could focus on specific areas of interest and would allow more time for discussion. The importance of the '1 hour explanation' (Article 7.04), which all new AUCE members are entitled to, was emphasized.

Jean Priest
Union Organizer



DIVISION STEWARDS

Division A:

Sharon Newman
Physical Education
2503

Valerie Pusey
Graduate Studies
2934

Lid Strand
Registrar's Office
6471 or 4367

Joan Ellis
Registrar's Office
2844

Margaret MacRae
Registrar's Office
4863

John Colbert
Data Processing
3725

Cathy Barratt
Finance
2055

Division B:

Judith Willcox
Dentistry
2112

Donna Brock
James Mather Bldg.
5591

Jean Lawrence
Health Care & Epid.
2772

Joan Cosar
Pharm. Sciences
3183

Division C:

Dawn Arndt
Chemistry
2752

Darlene Crowe
Physics
2472

Elsie Hudson
Commerce

Ruth Risto
Zoology
2132

Cheryle Jolliffe
I.A.R.E. Library
3324

Gwyn Bartram
I.M.C.
4771

Division D:

Carol Pincock
Social Studies
5374

Lil Legault
Under-grad. Programs
5227

Andy Gingera
Foundations Education
6647

Margot Sherk
Dean's Office, Education
6495

Nattanya Caverhill
Forestry
6489

Division E:

Mariam Mohammed
Computing Centre

Division E continued

Meg Holdsworth
Computer Ctr. Library
5587

Lynn Berry
Housing
2811

Judy Todhunter
Housing
5778

Cathy Agnew
Math
3079

Sandra Masai
Math
3079

Division F:

Sylvia Woodcock
Sociology/Anthropology
4136

Lavone Stanfield
Social Work
2255

Peg Willis
Purchasing
3861

Rosalind Turner
Purchasing
2638

Division G:

Sheila Day
Economics
2518

Nancy Wiggs
Legal Clinic
5911

Margaret Nicholson
Continuing Education
2181, local 241

Division H:

Shelley Tagart
Maps
2231

Ian Spence
Sorting
3115

Jim Livingston
L.C. Cataloguing
3894

Jeff Barker
Gov't Pub.

Ray Galbraith
Cat. Records
3426

Carol Cameron
Serials
4432

Joan Treleaven
Special Collections
2521

Darlene Rand
Periodicals
3739

Wendy Lymer
Card Preparation
4192

Valerie Siegle
Acquisitions
4434

Leeta Sokalski
Circulation
3208

Rick Lymer
Circulation
3115

Bonnie Solem
Fine Arts
2720

Karen Peplow
Interlibrary loans
2274

Richard Melanson
L.C. Cataloguing

**COMMITTEE
MEMBERS**

CONTRACT COMMITTEE

Division A:
Betty Finnsson
Registrars
6471

Division D:
Vicki Workman
Education

Division H:
Ray Galbraith
Cat. Records
3426

Ex-Officio:
Michelle McCaughran
Union Office
224-2308

Ann Hutchison
Main Lib., Reading Rm.
2819

GRIEVANCE COMMITTEE

Division F:
Rosalind Turner
Purchasing
2638

Division H:
Rick Lymer
Circulation
3115

At Large:
Vicki McNeill
Main Lib., Reading Rm.
2819

Leeta Sokalski
Circulation
3115

Grievance Committee, At Large
continued . .

Robert Tsai
Awards Office
4248

Ex-Officio:
Jean Priest
Union Office
224-2308

Ann Hutchison
Main Lib., Reading Rm.
2819

COMMUNICATIONS COMMITTEE

Division C:
Marjorie Butt
Oceanography
3278

Division G:
Mary Martin
Law
3140

Division H:
Myra Christensen
Reading Room
2819

Ex-Officio:
Ann Hutchison
Main Lib., Reading Rm.
2819

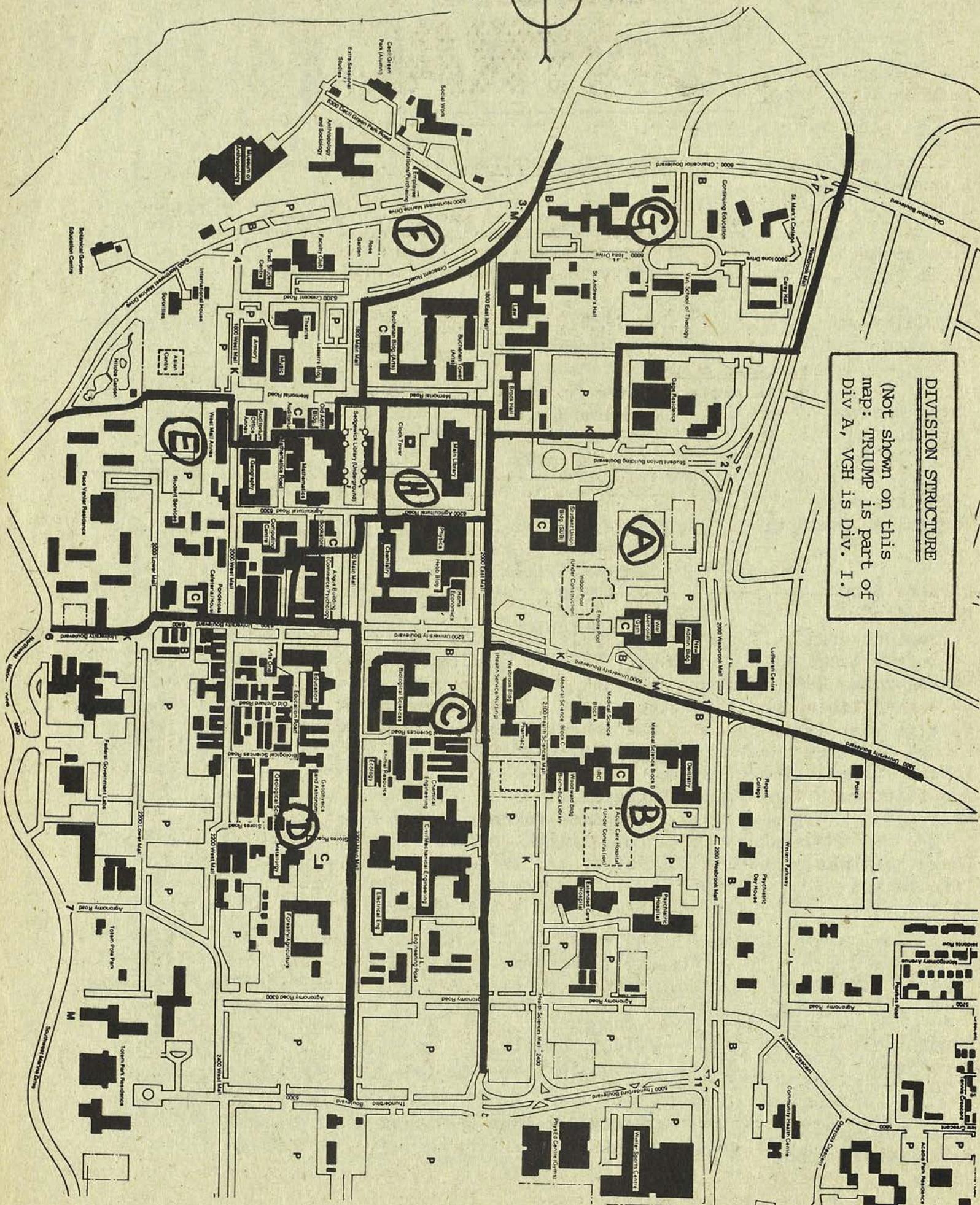
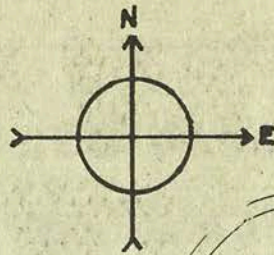
STRIKE COMMITTEE

At Large:
Mary Tainsh
Fine Arts Gallery
2759 or 4381

Diane Dycke
Serials
4432

Ex-Officio:
Ann Hutchison
Main Lib., Reading Rm.
2819

divisions geographically



DIVISION STRUCTURE
 (Not shown on this map: TRIUMP is part of Div A, VGH is Div. I.)

KNOW YOUR CONTRACT!

ARTICLE 22 - PROMOTION, TRANSFER, JOB POSTINGS AND SELECTION

22.01 Job Postings

All vacancies for continuing and sessional positions shall be posted on all Union bulletin boards and such other places as may be agreed upon between the University and the Union, for at least five (5) working days.

A copy shall be sent to the Union office and to all employees on either recall list.

All postings shall include the specific job title, a summary of the position specifications outlining the job duties, minimum qualifications and pay grade. Each notice shall state: "both males and females are encouraged to apply."

22.02 Right to Apply

- (a) Any employee shall have the right to apply for any posted vacancy.
- (b) Upon request, unsuccessful applicants to posted vacancies shall be notified in writing of the reasons they were unsuccessful.

22.03 Hiring Policy

- (a) The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees.
- (b) Applicants for posted vacancies shall be appointed on the basis of ability, qualifications and seniority.

The University is required to post all continuing and sessional job vacancies for at least 5 working days. The job postings are issued from the Employee Relations Department once a week and all departments and all employees on the Recall lists should receive a copy. A position cannot be filled during the time that it is posted - the competition must remain open until the job is removed from the list. The postings must include the minimum qualifications and the position specifications - these must be consistent with the Standard Job Description for each classification. Eg: there is one Standard Job Description for the Sec II classification, there is a Job Specification for each of the approximately 200 Sec II positions on Campus, and everything in the Job Specification must be consistent with the Standard Job Description (see Article 31.01 and 31.02). Copies of the Standard Job Descriptions are available from Stewards and from the Union Office.

All employees have the right to apply for any job on the posting. If an AUCE member meets the minimum qualifications that are stated on the posting he/she is given priority over any non-AUCE person who might apply for the same position. This provision is to ensure that there are promotion and transfer opportunities for members of our bargaining unit. If you are unsuccessful in an application for a job, you can request that the recruiter give you written reasons for the decision. If you are not getting sent to interviews for jobs that you want to apply for, or if you feel that you have not been given good reasons for being turned down on an application, call your Steward or the Union Office and get help in dealing with the situation.

Violation of the 'Hiring Policy' and the 'Job Postings' Articles are currently the subject of two policy grievances.

A.U.C.E. NEEDS YOU

President: Ann Hutchison
Reading Rooms Division
2819

Vice-President:
Lid Strand
Registrar's Office
6471

Union Co-ordinator:
Michelle McCaughran
Union Office
224-2308

Union Organizer:
Jean Priest
Union Office
224-2308

Membership Secretary:
Wendy Lymer
Card Preparations
4192

Treasurer: Cobie Wennes
Woodward Library
2570

Trustee: Donna Keith
Registrar's Office
6471

Division B: Judy Willcox
Dentistry
2112

Division G: Margaret Nicholson
Continuing Education
2181, local 241

Division H: Richard Melanson
L.C. Cataloguing
3894



The Union Office is located at
2162 Western Parkway (in the Village
above the Health Food Store). The
office hours are 8:30 - 4:30 Monday
to Friday. (224-2308)

NEXT ISSUE

DEADLINE:

JULY 26

