

ACROSS CAMPUS

AGENDA

FEBRUARY GENERAL MEMBERSHIP MEETING

THURSDAY, FEBRUARY 23, 1978

BUCHANAN 100 - 5:00 - 7:00 PM.

AGENDA No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from minutes:
 - (a) Report on SORWUC referendum
 - (b) Leave of absence grievance motion
4. Correspondence
5. Nominations: Strike Committee (7) ; Grievance Committee (1) ; Asst. Division Organizer (1) ; Provincial Alternates (1) ; Sick Leave Study and Working Conditions Committees ; Provincial Convention Delegates (10) ; Membership Secretary
6. Division Organizer Report:
 - (a) 2nd Organizer by-law amendment
 - (b) steward seminar
7. Provincial Report
8. Grievance Report: Motions
9. Contract Report: Results of referendum
10. Financial Report: Motions
 - (a) That we pay the office rent increase as of February 1, 1978
 - (b) That the report be adopted
11. Executive Recommendation: That action be taken against employees in the bargaining unit refusing to pay dues and assessments as of March 1, 1978
12. Other Business
13. Adjournment



AUCE
LOCAL ONE

FEBRUARY 17, 1978
NO. 2

FINANCIAL STATEMENT

TREASURER'S REPORT.

STATEMENT OF INCOME AND EXPENSE FOR THE PERIOD OF JANUARY 1 - 31, 1978

EXPENSES

Salaries and Related Expense	\$ 2,894.33
Rent	250.00
Printing and Stationery	610.02
Telephone	35.72
Office Expenses	549.00
Provincial Assessment	2,558.50
Professional Services	669.58
Donations S.O.R.W.U.C.	<u>1,000.00</u>
	<u>\$ 8,567.15</u>

INCOME

Dues and Initiations	\$ 9,241.50
Excess of Income over Expenses	674.35
Cash on hand 31/12/77	56,034.33
Cash on hand 31/1/78	<u>56,708.68</u>
Held as follows:	
BCTCU Share Account	\$ 25.00
BCTCU Term Deposit	10,000.00
BCTCU Strike Fund	25,662.90
BCTCU Savings Acc. 100	<u>21,020.78</u>
TOTAL	\$ 56,708.68

FURTHER NOTE ON JANUARY EXPENSES:

Office Expenses:	Painting	\$ 410.00
	Janitor	65.00
	I.B.M.Canada - agreem. on maintenance typewr.	74.00
Printing and Stationery:	U.B.C.(Bookstore)	26.25
	Superior Business Machines	113.96
	U.B.C.(Bookstore)	59.75
	U.B.C. Labels	103.72
	College Printers Ltd.	306.34

Professional Services:

The Estate of Morley H. Fox \$ 669.58

MINUTES OF MEETINGS

3

GENERAL MEMBERSHIP MEETING - THURSDAY, JANUARY 26, 1978
12:30 - 2:30 p.m., I.R.C. 2

1. Margie Wally to seat Jean Rands, SORWUC. CARRIED
Jay Hirabayashi

- Ray Galbraith to include emergency motion re: Operating Engineers after adoption of agenda.

- K. Halm
Nancy Wiggs to adopt agenda as amended. CARRIED

2. Pat Gibson to adopt minutes. CARRIED
Margie Wally

- 2a. Ray Galbraith that should an Operating Engineers' strike occur, that AUCE support the strike and that AUCE members honour an IUOE picket line. CARRIED
Margie Wally

- 3a. Pat Gibson that AUCE Local 1 accept the 18 month payback period in that the AIB has refused to extend the period to 24 months in their letter of December 28, 1977. CARRIED AS AMENDED

- Margot Scherk to amend to read "... accept with protest the..." CARRIED
Ian Mackenzie

- b. Jay Hirabayashi that until such time as the Provincial Association conducts another referendum ballot or until the next Provincial Convention (whichever comes first), AUCE Local 1 authorize the payment of twenty-five (25) cents per month per member to be taken from our monthly dues as a donation to SORWUC.
Jean Priest

Jean Rands addressed the meeting on the histories of AUCE and SORWUC, including Bimini's waitresses' and United Bank Workers' campaigns, and called for support of joint AUCE-SORWUC organizing, citing our common goals and plights and the possibility of affiliation.

Lid Strand Whereas this motion involves a substantial outlay of funds,
Neil Boucher and, whereas this is a contentious issue which involves strong feelings on both sides,
and, whereas it has always been a principal that important issues be decided by the maximum number of people and through a thorough discussion of the issues,

I therefore recommend and move that the issue of donating money to SORWUC be taken to referendum vote and, further, that ten minutes be set aside on the agenda for a discussion of this issue,
The movers and further that statements by contributors on both sides agree to incorporate; of the issue shall accompany the ballot.

CARRIED

Jerry Andersen that we donate \$1,000 to SORWUC on a oneshot basis until
 Nancy Wiggs a referendum can be conducted. CARRIED

4. Correspondence:

Jean Lawrence read a summary of correspondence from December 9, 1977 to January 26, 1978.

Nancy Wiggs asked what is being done about non-members not paying dues. Jay Hirabayashi replied that this had now been resolved and that all are now being deducted or paying by some other arrangement.

Nancy Wiggs asked how much bill for negotiations amounted to. Jeff Hoskins replied that it was \$2,917.19.

5. Closing Nominations

- a) Strike Committee
 Paula Brown and Faith Brand elected by acclamation.

Nominations reopened for 7 remaining positions.

- b) Grievance Committee
 Leeta Sokalski elected by acclamation.

Nominations reopened for 1 remaining at large position.

- c) Division Organizer Assistants
 Michelle McCaughran and Sheila Weaver elected by acclamation

Nominations reopened for 1 remaining position.

- d) Trustee
 Valerie Siegal elected by acclamation.

- e) Provincial Representatives
 Richard Melanson elected by acclamation.

- f) Provincial Alternates
 Joan Cosar elected by acclamation.

Nominations reopened for 1 remaining position.

- g) Sick Leave Study Committee
 Nominations reopened.

- h) Working Conditions Committee
 Carol Wisdom elected by acclamation

Nominations reopened for remaining positions.

- i) Job Evaluation Committee
 Avron Hoffman, Barbara Wynne-Edwards and Gloria Sparks elected by accl.

6. Open Nominations

a) Provincial Delegates

Ian Mackenzie, Judy Todhunter, Joan Cosar, Neil Boucher, Jean Priest, Sandy Masai, Pat Gibson, Ann Hutchison, Jeff Hoskins nominated.

Nominations will remain open until next meeting.

b) Membership Secretary

Wendy Lymer nominated.

Nominations will remain open until next meeting.

7. Financial Report - Jerry Andersen

Jerry Andersen to adopt financial report for November and December 1977.
Jay Hirabayashi CARRIED

Jeff Hoskins that \$1,000 interest be deposited to the strike fund.
Jay Hirabayashi CARRIED

8. Certification

Pat Gibson that we retain a lawyer to investigate certification.
Ian Mackenzie CARRIED

9. Contract Committee Report - Ray Galbraith

Ray announced the schedule for preparations for negotiations and thanked those who had contributed to the seven page compilation of contract proposals which was sent out to the membership. He then called for responses to this mailing, which will in turn be mailed out prior to a special membership meeting to discuss same.

10. Grievance Committee Report - Lid Strand

that the membership authorize the Grievance Committee to take the "Notification by the University" policy grievance to arbitration, and approve all related expenses.
CARRIED

that the membership authorize the Grievance Committee to take the "Testing" policy grievance to arbitration and approve all related expenses.

CARRIED

The Grievance Committee cited two cases where they believe testing is being used unfairly by the University to prevent employees from being successfully placed when they are involuntarily transferred.

that the membership authorize the Grievance Committee to take the Library Leave of Absence grievance to arbitration, and approve all related expenses.

DEFEATED

cont'd

that the membership authorize the Grievance Committee to take the Discharge grievance to arbitration and approve all related expenses.

CARRIED

Sandy Masai
Cathy Agnew

that we reconsider the Grievance Committee motion that was defeated re: Library Leave of Absence grievance.

CARRIED

Jerry Andersen
Nancy Wiggs

to defer the Leave of Absence motion to the next meeting.

CARRIED

Adjournment 2:18 p.m.

Files?

WHO'S GOT THE FILES???

I spent a day and a half last week looking for a file that apparently is not in the office. Fortunately I was able to get the information that I needed from another source. If you have any union files that you are no longer actively using please return them to the office. We need to have the documentation here where it can be put to use. Otherwise we end up spending countless hours reinventing the wheel over and over and over again.

Jean Priest

memo to contract committee



MEMO TO: Contracting Committee
FROM: Margaret Hopkinson (currently in Education)
DATE: February 9, 1978
RE: Paid Statutory Holidays and Sick Leave for Temporary/Continuing Employees

There must be some way that Continuing Employees (those full-time Temporary personnel who have worked continuously, but in different departments for 3 months or more - Art. 3.04(d)) be paid for Statutory Holidays when they have worked the full month(s) prior to that Holiday. To the best of my understanding this is, in fact, covered by the contract. What actually happens, however, is that a department will hire such an employee and put a Termination Date (now obligatory I gather) the day immediately preceeding the Statutory Holiday. They then hire someone else for the period following the holiday. In this way they get out of paying for the Statutory Holiday.

cont'd on next page

Grievance Report

At the next Membership Meeting discussion will continue on the Grievance Committee's motion to take to Arbitration the Main Library Leave of Absence Without Pay Grievance.

Following is the 'brief outline of the difference to be settled' by the LRB, taken from the 96(1) application form:

A continuing employee, replacing another who is on a leave of absence until April 28, 1978, was denied her request for a leave of absence without pay for the period May 1, 1978 to April 30, 1979.

If the denial of the leave of absence without pay is upheld one of three things will occur within the one month notice period, on or before May 1, 1978 - see 34.07: 1) she will be involuntarily transferred to a coincidentally vacant position in her classification - see 34.04; or 2) in the event that there is no coincidental vacancy she will displace the employee with the least amount of seniority in her classification - see 34.05; or 3) in the event that she is the employee with the least amount of seniority in her classification she will be laid-off and placed on the recall list - see 34.06.

In this employee's particular case option 3) is unlikely because a check of the seniority list dated July 22, 1977 reveals that there were, at that time, nine employees in the classification with less seniority than her.

I have been working continuously on Campus on a full-time (but hourly paid) basis since May 1977. Prior to that I was on permanent full-time for eighteen months. However, I lost 6 days' pay over the Christmas/New Year period because one department hired me with a Termination Date of December 23, 1977, and my next assignment did not start till January 3, 1978. Not only did I not get paid for the Christmas and New Year Statutory Holidays, but neither could I collect for 3 days hospitalization from December 28 - 30. The rationale is that since "I don't belong to any particular department - having been terminated on the 23rd, there is nowhere for the money to come from." This type of situation must apply to numerous Temporary/Continuing employees. I can understand the departments' position - "Why should we pay Sick Leave/Statutory Holidays for an employee who may only have been working here for maybe one or two days?" However, that same employee may have put in six months continuous full-time service in a number of different departments and is not getting paid for Statutory Holidays or legitimate Sick Leave.

Would it be possible for there to be a general University "Pool" of money for Statutory Holidays/Sick Leave for those Temporary/Continuing Employees who qualify for it through their accumulated hours/months of service? This would ensure that the Employees get their entitlements and that Departments are not "jipped" by having to pay "one week's sick pay for one week's work". All departments would be required to contribute to such a "Pool", but they would not be liable for Statutory Holiday/Sick Leave pay for any Temporary/Continuing employees they may have working for them at a particular time. This may not be entirely feasible, as some departments may never hire hourly personnel, but some agreement of this type would surely be more fair for all concerned.

M. Hopkin son

MEMO CONT'D

division organizer report

SHOP STEWARDS
CONTACT PEOPLE

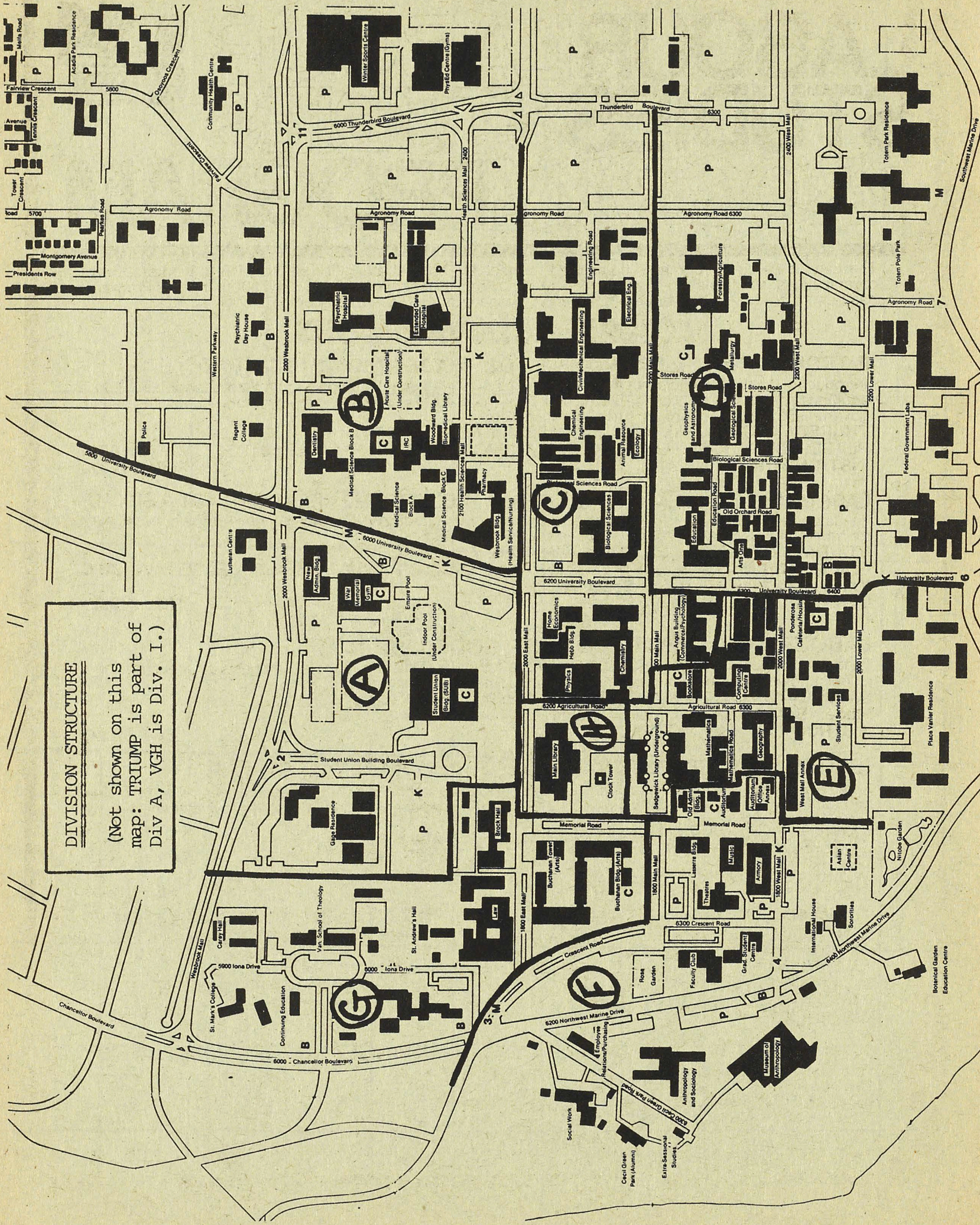
A	B	C	D	E	F	G	H	I
Sharon Newman Phys. Ed. 2503	Judith Willcox Dentistry 2112	Elaine Englar Animal Resource 2731	Carol Pincock Social Studies 5374	Meg Holdsworth Data Library Computer Ctr. 5587	Sylvia Woodcock Sociology/Ant. 4136	Sheila Day Economics 2518	Valerie Siegle Acquisitions 3258	*Brenda Harris* Ophthalmology 2431
Valerie Pusey Grad Studies 2934	Rosali Demetrick Med. Sciences 5565	Dawn Ardnt Chemistry 2752	Lil Legault Under-grad prog 5227	Carol Price Housing 5441	Lavone Stanfield Social Work 5911	Nancy Wiggs Legal Clinic 5911	Helen Ray Susan Moulder Circulation 3424	*Neil Armstrong* Paediatrics 2553 / 2681
Neil Boucher Finance 3141	Donna Brook James Mather 5591	Darlene Crowe Physics 2472	Andy Gingera Foundations Ed. 6647	Wendy Bice Housing 6711	Pat Gibson Law 6731	Ian Spence Sorting 3424	Ian Spence Sorting 3424	*Patricia Shen* Bio Med Lib 876-4624
Charlene Davis Finance 2292	Jean Lawrence Hlth Care & Epid. 2772	Shaun Tanassee Commerce 6659	Margot Shark Dean's Office Ed 6495	Cathy Agnew Math 3079	Ruth Smith Law	Paula Brown Book prep.	Paula Brown Book prep.	*Adrian Kiernan* Dean of Med 2438
Cathy Barrett Finance 2055	Joan Cosar Pharm. Sc. 3183	Theresa Fong Commerce 6701	Mattanya Caverhill Forestry 6489	Maureen Adams Sedgewick Lib. 3098	Margaret Nicholson Continuing Ed. 2811, 241	Jim Livingston L.C. Cat. 3894	Jim Livingston L.C. Cat. 3894	*Susan Ward* Obst & Gyn 2547
Lud Strand Registrars 6471 or 4367	Joan Ellis Registrars 2844	Elsie Hudson Commerce				Jeff Barker Gov't Pub. 2584	Jeff Barker Gov't Pub. 2584	*Ruth Beatty* Fac of Med 873-9320 873-9126
Joan Ellis Registrars 2844		Ruth Risto Zoology 2132				Ray Glabraith Original Cat. 3426	Ray Glabraith Original Cat. 3426	*Pat Pindler* G.F. Strong 2571
Margaret MacRae Registrars (Admin) 4863		Gwyn Bartram Instructional Media Centre 4771				Carol Cameron Serials 4432	Carol Cameron Serials 4432	*Ann Kopp* Psychiatry 2557
John Colbert Data Processing 3725						Joan Trevelevan Special Collec 2521	Joan Trevelevan Special Collec 2521	
Robert Gaytan Data Processing 3725						Darlene Rand Periodicals 3739	Darlene Rand Periodicals 3739	NOTE: All V.G.H. phone locals go through the 873-5441 switch- board.
Marjorie Williams TRIUMF 4711						Wendy Murphy Prebindery	Wendy Murphy Prebindery	
						Wendy Massing Maps 2231	Bonnie Solem Fine Arts 2720	
						Sheila Weaver Wendy Lymer Card prep. 4192	Leona Polonich Reading Rooms 2819	
							Karen Peplow Interlibrary loans - 2274	

AUCE
NEEDS
YOU

DIVISIONAL REPRESENTATION ON THE UNION COMMITTEES

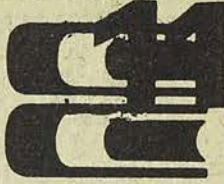
Div.	Executive	Contract	Alternate Contract	Strike	Grievance	Communications
A		Betty Finnsson Registrars 6471	Neil Boucher Finance 3141 Val Pusey Grad. Studies 2934			
B	Judith Willcox Dentistry 2112		Jean Lawrence Health Care 2772		Jean Priest Union Office 224-2308	
C		Jeff Hoskins Union Office 224-2308	Darlene Crowe Physics 2472			Marjorie Butt Oceanography 3278
D						
E		Carol Price Housing 5441				
F						
G	Margaret Nicholson Continuing Ed. 2181, local 241				Pat Gibson Law 6731 (until election)	Mary Martin Law 3140
H	Richard Melanson L.C. Cataloguing 3894	Noreen Mujica Acquisitions 3258			Kevin Grace L.C. Searching 3894	Myra Hoffman Reading Rooms 2819
I						

**AUCE
NEEDS
YOU**



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

LABOUR LABOUR STUDIES STUDIES PROGRAM PROGRAM



The Labour Studies Program is committed to meet the special education needs of B.C. workers, their organizations, and the labour movement in general. From its inception in 1974, the Labour Studies Program has been a co-operative venture of Capilano College and the B.C. Federation of Labour.

COURSE ANNOUNCEMENTS

INTRODUCTION TO ECONOMICS FOR TRADE UNIONISTS (LSP 100)

Introduction to the basic concepts of economic theory with special emphasis on their use for labour. In addition to basic analytical concepts the course will look at the problems of employment, inflation, recession, government fiscal intervention, trade and tariffs etc.

THURSDAYS STARTING MARCH 2 (8 SESSIONS) 7:30-9:30

PLACE: LONGSHOREMEN'S HALL, COMMERCIAL DRIVE & FRANKLIN STREET, VANCOUVER
INSTRUCTOR: DIANE MACLEAN FEE: \$12.00

LABOUR LAW: B.C. LABOUR CODE AND PUBLIC STAFF RELATIONS ACT (LSP 110)

Fundamentals of labour law for unions under the provincial jurisdiction. Special emphasis on skills necessary for arbitration procedures as well as main elements of the Code.

MONDAYS STARTING FEB. 20 (8 SESSIONS) 7:30-9:30

PLACE: INTERNATIONAL UNION OF OPERATING ENGINEERS BUILDING, 4333 LEDGER AVE, BBY.
(Off Canada Way, Willingdon South 401 Exit)
INSTRUCTOR: LEO MCGRADY FEE: \$12.00

LABOUR LAW: CANADA LABOUR CODE (LSP 111)

Fundamentals of labour law for unions under the federal jurisdiction. Special emphasis on teaching the unionist how to research and assert Code and contract rights.

SATURDAYS FEB. 25, MARCH 18, APRIL 8, 9:00 a.m.-1 p.m.

Place: BRITANNIA COMMUNITY CENTER
INSTRUCTOR: LEO MCGRADY FEE \$6.00

ISSUES IN OCCUPATIONAL HEALTH AND SAFETY (LSP 115)

A general overview of the main social, medical, economic, technical and legal issues involved in the health and safety issues facing workers. Part of the course will deal specifically with the provincial and federal jurisdictions on a separate basis.

SATURDAYS STARTING FEB. 25 (4 SESSIONS) 9:30 a.m.-1 p.m.

PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4330 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: CRAIG PATERSON FEE: \$8.00

THE WORKERS' COMPENSATION ACT AND THE WORKERS' COMPENSATION BOARD (LSP 116)

A look at the statutory framework providing for Workers' Compensation in B.C. and the procedures for claims and appeals under the statute.

SATURDAYS STARTING APRIL 1 (3 SESSIONS) 9:30 a.m.-1:00 p.m.

PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4220 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: CONNIE SUN FEE \$6.00

INTRODUCTION TO UNEMPLOYMENT INSURANCE PROCEDURES (LSP 117)

Introduction to the general theory and principles behind UIIC with practical information on benefits, claims, appeals etc.

SATURDAYS STARTING APRIL 22 (3 SESSIONS) 9:30 a.m.-1:00 p.m.

PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4220 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: ALAN MACLEAN FEE \$6.00

HISTORY OF THE LABOUR MOVEMENT IN CANADA(LSP 140)

A survey of the history of the labour movement in Canada from the formation of the working class in the 19th century through the period of mass industrial unionism. Each period will highlight the struggles the labour movement had to wage to gain its rights to organize, obtain union recognition, bargain collectively.

THURSDAYS STARTING MARCH 2 (8 SESSIONS) 7:30-9:30 p.m.

PLACE: OFFICE & TECHNICAL EMPLOYEES UNION, 960 KINGSWAY

INSTRUCTOR: ED LAVALLE

SPONSORED BY OFFICE & TECHNICAL EMPLOYEES UNION LOCAL 378

FEE \$12.00

CONTRACT CLAUSES CONCERNING WOMEN

Why special clauses for women can benefit everyone. How to sell clauses such as Affirmative Action, Child care, Personal rights, etc. to fellow union members. Also a look at what is to come in this area.

WEDNESDAYS STARTING MARCH 1 (6 SESSIONS) 7:30-9:30 p.m.

PLACE: B.C. FEDERATION OF LABOUR BOARD ROOM, 3110 BOUNDARY RD., BBY.

INSTRUCTOR: ASTRID DAVIDSON

FEE \$20.00

INTRODUCTION TO THE CANADIAN POLITICAL SYSTEM

A short course on the structure, organization and operation of the political system especially as it has affected labour.

MONDAYS STARTING FEB 20 (3 SESSIONS) 7:30-9:30 p.m.

PLACE: B.C. GOVERNMENT EMPLOYEES HALL, 4911 CANADA WAY

INSTRUCTOR: SONJA SANGUINETTI

FEE \$12.00

PERSONAL SERVICE COURSES

The following courses are part of a series designed to assist workers in dealing with day-to-day financial problems. These courses are in no way offered as a substitute for labour's collective trade union and political action focusing on the problems of wages, working conditions and social issues.

MONEY MANAGEMENT FOR WAGE EARNERS

A practical course in budget planning and avoiding the traps that effect spending habits. The course will deal with credit in general, how to establish a good credit rating, how and when to borrow money and practical advice about major purchases and saving money. The course will also deal with the emotions people feel when confronted with situations resulting in overspending.

TUESDAYS STARTING MARCH 14 (3 SESSIONS) 7:30-9:30 p.m.

PLACE: FISHERMAN'S HALL, 138 E. CORDOVA STREET

INSTRUCTOR: TED BLAIR

FEE \$12:00

INCOME TAX COUNSELLING FOR WAGE EARNERS

A short seminar on how to use the Income Tax Act and Regulations for the benefit of wage earners. Designed to alert workers to filing information of which they may not be aware.

TUESDAYS STARTING FEB. 21 (2 SESSIONS) 7:30-9:30 p.m.

PLACE: FISHERMAN'S HALL, 138 E. CORDOVA STREET

INSTRUCTOR: PAT MUGGERIDGE

FEE \$8.00

REGISTER BY ATTENDING THE FIRST MEETING OF THE CLASS

Special labour education requests. Trade unions which wish special short courses or seminars as part of their in-house education program for members or stewards have available the services of the Labour Studies Program. We offer a wide variety of labour and labour-related educational programs: trade union history, economics, law, occupational health and safety, civil rights, parliamentary procedure and public speaking, corporate financial analysis, Canadian politics, race and ethnic relations, and a host of other subjects specially tailored to trade unions needs.

INQUIRIES:

**ED LAVALLE, CHAIRPERSON LABOUR STUDIES PROGRAM
CAPILANO COLLEGE, 2055 PURCELL WAY, NORTH VANCOUVER,
B.C. V7J 3H5. TELEPHONE: 9861911, LOCAL 334**

NEW EXECUTIVE

President: Ann Hutchison
Reading Rooms
2819

Treasurer: Cobie Wennes
Woodward Library
2570

Vice-President:
Pat Gibson
Law
6731

Trustees: Valerie Siegle
Main Library
4434

Union Organizer:
Jeff Hoskins
Union Office
224-2308

Lid Strand
Registrar's Office
6471 or 4367

Division Organizer:
Jean Priest
Union Office
224-2308

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.

Membership Secretary:
nominations to close at
the next General Meeting

Grievance Committee Report

GRIEVANCE COMMITTEE REPORT

Although four months have now passed since the contract was signed in September the University has not seen fit to implement article 5.03 (Notification by the University). This article asks for notification within 5 days of employees who have been hired, promoted, transferred, recalled or resigned. This would enable the union to ensure that the University is living up to their obligations to hire, promote, transfer and recall employees within the terms of the contract.

By not receiving this information our effectiveness has been severely hampered. It is impossible to keep our membership list up to date when we are not informed when employees leave their positions for new ones.

We feel we have given the University sufficient time to implement this article and since they have not complied we have invoked arbitration and submitted our grievance to the Labour Relations Board and are awaiting their decision.

The University's attempt to use testing to intimidate employees must be stopped. The University has a legitimate right to administer tests to job applicants to ensure they meet the qualifications of the positions they are applying for. The grievance committee feels however that once you have established your ability and qualifications by successfully filling a position there is no need for the University to ask you to submit to further testing. In one case, an employee who they had earlier characterized as a "slow learner with degrees of retardation..", was threatened because she would not accept a position in another union, washing test tubes. They proposed a special test for someone with her limitation and when the grievance committee became involved the issue was dropped.

This individual had worked on campus for 13 years - 9 years as an equipment operator.

In the other case, a probation employee was told that she was not doing the quality of work necessary for the classification she was in. She was placed on a special two week trial period, during which the University insisted she undergo testing and although the grievance committee objected we found there was nothing we could do at the time to prevent it. This employee who was under considerable pressure due to the trial period she was on, was then forced to undergo further testing although she had been tested and hired only a month and a half earlier. Incidentally she improved her typing speed on her second test but was discharged by the University. We are grieving this discharge and have invoked arbitration on this case.

With their refusal to acced to our request that they use testing only as a means to test an employee's qualifications when applying for a specific position, we were forced to invoke arbitration and submit a 96.1 form to the Labour Relation Board for their decision on our interpretation of Personal rights.

The 3rd Policy grievance we are handling is Job postings article 3.01-3.04 Definition of Employee and article 22.01 - 22.03 Promotion, Transfer, Job Postings and Selection. This is a very important grievance in that presently the word 'position' is not defined in the contract and the University therefore are not posting jobs where there is a termination date to the position. This allows them to hire off the street and after a three month period the person is considered a continuing employee and the involuntary transfer clause comes into effect. This is one of the major reasons for a lack of job postings in many areas. The grievance committee feels that although temporary position is not defined in the contract temporary employee is and the intent of the clause was to prevent this occurring. We have sent a 96.1 form to the Labour Relations Board and if it is resolved in this way we won't have to go to arbitration.

AT LARGE

'AT LARGE' PEOPLE ON THE COMMITTEES

Grievance - Vicki McNeil
Leeta Sokalski

Strike - Mary Tainsh
Faith Brand
Paula Brown

ARTICLE 23 - EMPLOYEE FILES

23.01

"Document" refers to any document, letter, report, etc.

Each employee shall have access to all her/his personal files. The employee shall have the right to insert written comment to any document. On written request the employee shall be provided with copies of any such personal material providing she/he pays the cost of copying.

The University shall inform an employee of any reports received which cause or may cause the employee to suffer:

- (a) termination of employment
- (b) restriction of opportunity of promotion, OR
- (c) restriction of opportunity of future employment.

Any employee so affected shall be given the opportunity to reply in writing, and/or have recourse through the grievance procedure.

Should the accuracy of an entire document or part thereof be disputed and successfully grieved, said document, or part thereof, shall be removed from all files and destroyed by the employee concerned in the presence of both parties.

ARTICLE 33 - DISCHARGE, SUSPENSION, DISCIPLINARY ACTION AND RESIGNATION

33.06 Disciplinary Action/Employee Files

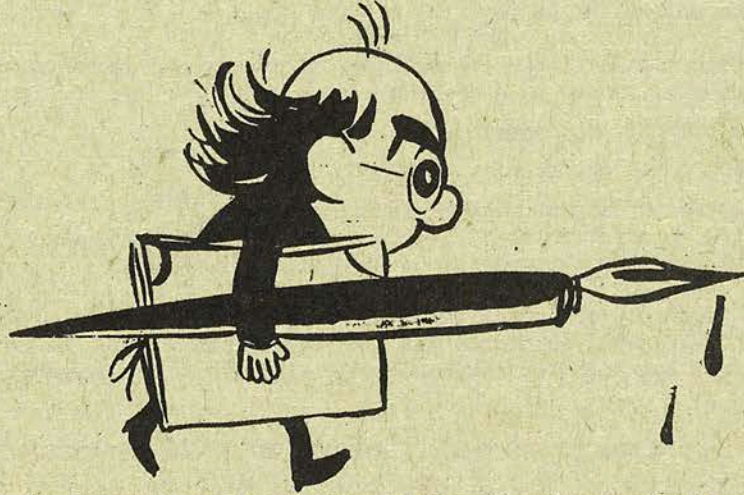
Any written censures, letters of reprimand and adverse reports, other than official evaluation reports, shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

A file is kept on all employees at UBC both by the department concerned and by the Employee Relations department. They contain appointment and severance notices, evaluation reports, comments about the employee's work performance - there are no limits as to the type of material that can be put in these files. These documents are reviewed when the employee applies for a transfer or promotion.

Since it is the University management that creates these files it is their point of view that is represented. Check your files periodically - you may be surprised at what you find there. Make any comments that you deem necessary. If you disagree in whole or in part with the contents of any document you have recourse through the grievance procedure.

KNOW YOUR CONTRACT

THE NEWSLETTER



It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

Communications Committee
c/o AUCE Local 1
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.

**NEXT
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