

ACROSS CAMPUS

**Assoc. of
University &
College
Employees**

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

VOLUME:2 ISSUE 10

JULY 31, 1974

The Special Membership Meeting of AUCE Local 1 held Monday, July 22, passed the following motions:

1. That AUCE Local 1 rejects the UBC package proposal presented in mediation July 17. (Passed by a secret ballot vote of 519 to 23)
2. That the AUCE Contract Committee present the following compromise package proposal in mediation on July 23:

Wages: \$ 75. effective Jan. 1, 1974
 \$ 100. effective July 1, 1974
 \$ 75. effective Jan. 1, 1975

Vacations: 3 weeks after 1 year
 4 weeks after 5 years
 5 weeks after 8 years
 one additional day for each year worked after
 8 years

Hours of Work: 34 hours per week, with flexibility

3. That AUCE Local 1 conduct a referendum strike vote to reiterate the membership's determination to obtain our demands.
4. That if it becomes necessary to take strike action, AUCE Local 1 adopt a strategy of short strikes (i.e., one-day, two-day, three-day strike) rather than one indefinite strike.

.....

The University did not accept our compromise proposal on July 23, and did not present any further offer.

A strong majority in favor of strike action will greatly improve our position at the bargaining table.

A favorable vote in this referendum does not mean that we will go on strike necessarily. A membership meeting will have to determine whether and when to call a one-day, two-day or three-day strike. This vote is an indication of our determination to achieve our demands, and our willingness to strike if necessary. Hopefully, if the strike vote is impressive, the University will present us with a new offer soon.

When you receive your ballot, to ensure it is counted and not spoiled, follow the instructions for marking and returning your ballot :

1. Mark ballot with "X" either under YES or NO
2. Place in small UNMARKED Envelope
3. Place small envelope in larger envelope addressed to AUCE and SIGN the outside envelope where indicated
4. Mail ballot immediately

The following statement was issued
July 24, 1974 by Meredith Kimball,
President of UBC Faculty Association.

The Executive of the Faculty Association expresses its support of the AUCE in its attempts to attain equitable salaries for the clerical staff at UBC. Historically, the Faculty Association has supported the principle of equality for women faculty members in all areas of academic life. In the area of salaries for clerical workers, the University is faced with a fundamental issue involving discrimination against and lack of recognition of the skills of a large number of women employees. Traditionally, clerical workers, most of whom are women, have been underpaid when compared to either technical workers, at UBC or with clerical workers in other areas of the city.

In addition to the issue of equality for women employees in the University, the Executive is concerned for the academic welfare of the University. The clerical staff is an integral part of the university and performs services that are vital to its function. We are concerned that the low salaries currently paid to clerical workers makes it hard for the university to attract and hold good people in these positions. For these reasons we support the basic AUCE proposal for a \$658.00/month floor for clerical workers. This proposal is

a reasonable proposal which would bring the salary of clerical workers at UBC within the range of clerical workers in other parts of the city. We understand that the university may not at this time have the funds to meet this proposal. If this is true, we urge Premier Barrett to reaffirm publically his statement that the government will meet costs arising because of negotiations. The AUCE proposal is just such a case and an opportunity for Premier Barrett to fulfil his earlier statement. We, in addition, urge the university to use every possible means, including bringing pressure on the government for additional funds, in order to meet the AUCE proposal. We do so with the belief that:

1. the proposal will provide a fair and equitable remuneration to the clerical staff at UBC which they have not, up to this point, received; and
2. the proposal will help ensure that UBC will be able to attain the necessary clerical services which it needs to function as a high quality educational institution.

CONTRACT COMMITTEE REPORT

By S. Lester

On July 3rd, the Contract Committee resumed negotiations with the University representatives and Mediator Ed Simms, on the expectant note of the last meeting, that monetary issues would be on the table.

We began again by trying to come to a mutual agreement on the issue of temporary employees and trying to clear up some of the other clauses in the contract, which had previously been discussed. That afternoon the University was proud to present a new vacation schedule: two weeks after one year, three weeks after two years, four weeks after five years, and five weeks after twelve years.

On the morning of July 4th, for the first time argument for wage proposals was heard from both sides. The Contract Committee read and presented three briefs to back up our wage demands: a brief on the unjustifiable wage disparity between clerical staff and other job occupations at UBC; a brief comparing UBC clerical workers to VGH clerical workers doing the same job; (and) finally, a brief report on the cost of living and excerpts from the Ad Hoc Committee To Study The Status of Women at UBC, concluding with stated University policy that discrimination concerning women workers at UBC shall be eradicated. We were left on the afternoon of the 4th with no further wage offer, but some indication that we were close on the principle of an across the board wage increase, hours of work and vacations. Before adjourning the Union presented our final compromise on vacations: three weeks after one year, four weeks after five years, and five weeks after eight years, and after that one day for each year worked.

On July 17th, the Contract Committee was presented with the University's final monetary offer: \$90 across the board effective July 1st, 1974, and \$70 effective April 1st, 1975, a 35 hour week and vacation schedule as follows: two weeks after one year effective July 1/74, three weeks after one year effective July 1/75, four weeks after five years and five weeks after twelve years.

On July 23rd the Contract Committee met again with University representatives, and Ed Simms. 95% of the (approximately) 580 people at the AUCE Special Membership Meeting had rejected the University's offer and voted 75% in favor of a strike vote. Mr. McLean

questioned the Contract Committee as to how our vote was conducted and what the results were. The Contract Committee presented the membership counter-proposal on monetary issues: \$75 retroactive to Jan. 1, 1974, \$100 effective July 1/74, and \$75 effective Jan. 1/75, a 34 hour week and the same vacation proposal presented July 4th.

The University studied our counter-proposal and came back to say that our proposal was totally unreasonable in view of the funds that were available for salary increases. Mr. McLean stated that he would review the issue of vacations once more.

On advice of Ed Simms and pressure from the Contract Committee, Mr. McLean agreed that Mr. Burian will meet with sub-committees of the Contract Committee to discuss non-monetary items in the contract. On Aug. 13 Ed Simms will contact the University and the Union to see if any progress has been made; from there he will decide if more meetings between ourselves and the University would be in order or of any use.

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On Monday July 29, members of the Contract Committee will meet with Eileen Dailly, Minister of Education, to try and clear up, once and for all, what the monetary picture regarding negotiated salary increases for AUCE members really is.

AUCE MEMBERSHIP MEETING

To be held:

August 8 - Thursday
5:15 P.M.
Room 102, Buchanan



PROPOSED AGENDA FOR AUCE MEMBERSHIP MEETING

TO BE HELD THURSDAY, AUGUST 8, 5:15 p.m.
IN ROOM 102, BUCHANAN BLDG.

1. Minutes
2. Business Arising from the Minutes:
 - a. Financial Report (tabled at last meeting).
 - b. Motion to establish position of membership secretary. see Motion #1.
 - c. Notice of Motion by Lorraine Langelles: That all decision-making membership meetings should be held after work. see Motion #2.
3. Report from Trustees on result of strike vote.
4. Contract Committee Report
5. Report of Committee investigating strikes and other alternatives.
6. Nominations and elections for delegates to the Provincial Convention of A.U.C.E. to be held Sept. 28 and 29. Those already nominated are:

Jackie Ainsworth
Ruth Allen
Ray Galbraith
Pat Gibson
Ann Hutchison
Monica Lyle
Ian MacKenzie
Heather McNeil
Dick Martin
Emerald Murphy
Jean Rands
7. Amendment to By-Laws (Emerald Murphy)
see Motion #3.
8. Grievance Committee Report
9. Any Other Business

NOTES CONCERNING THE THREE MOTIONS UP FOR ADOPTION AT THE MEMBERSHIP MEETING TO BE HELD ON AUGUST 8, 1974.

Motion #1: proposed by Ella Marsden on the creation of the position of Membership Secretary.

"The maintenance of union records is a big job in a local of our size because the membership is constantly changing, going on leave and transferring within the University. A records committee has been struck by the executive for the initial task of setting up our records so that we can communicate with the members and prepare a seniority list. However this will be an on-going task for which one person should be responsible; thus the proposal to create the position of membership secretary.

The importance of the job can be recognized if we take a number of factors into consideration. First, if the University is to provide us with dues from the payroll check-off we will have to provide a complete, accurate and up-to-date list of members with their social insurance numbers effective the day we sign the contract. Second, so they will know the total membership of the whole Union."

Motion #2: proposed by Lorraine Langelles that general membership meetings be held after work hours.

"Noon hour meetings to pass important proposals do not give the membership a fair chance to discuss the issues to the full extent that they should be discussed. At Tuesday, July 9th's noon to 1:00 and 1:00 to 2:00 meeting, the opening statement from the Chair was that discussion should take place at the Divisional level and should be limited at lunch meetings. However, Divisional meetings can only serve to relay information to the membership, they cannot allow complete discussion on important issues since there is no mechanisms for discussion between the membership in separate Divisions, e.g. ideas from members in Division 10 might completely change the light of discussion of members in Division 1."

Motion #3: proposed by Emerald Murphy to amend the by-laws of A.U.C.E. Local #1 page 28, Section D, Paragraph:

"LOCAL ASSOCIATION EXECUTIVE: The Table Officers of the Local Association shall include the following: President, Vice President, Secretary, Treasurer and two Trustees. The executive will also include the Chairperson of the Grievance Committee, Chairperson of the Contract Committee, Chairperson of the Communications Committee, and one Division Steward for each of the Divisions (see appendix)."

to read:

" LOCAL ASSOCIATION EXECUTIVE: The Table Officers of the Local Association shall include the following: President, Vice President, Secretary, Treasurer and two Trustees. The executive will also include the Chairperson of the Grievance Committee, Chairperson of the Contract Committee, Chairperson of the Communications Committee, and one Executive Representative for each of the Divisions. (see appendix)"

and to amend all pertinent sections of the By-Laws to include provisions for the election of each Executive Representative and to allow the Executive Representative the right to call Division meetings and to be responsible to her/his Division for fair representation on the Executive.



MEMBERS OF THE COMMUNICATION
COMMITTEE

Joy Korman (Chairperson)
Gina Mellado
Patricia Higgins
Dick Martin
Deborah Udy
Pamela Lotremieu
Joan Ellis

GRIEVANCE COMMITTEE REPORT

by Ian MacKenzie, Chief Steward

The University is still refusing to meet with our Grievance Committee. We have applied to the Labour Relations Board under Section 96(1) of the Labour Code, in the hope that they will intervene and force the University to abide by the grievance procedure. The Board has appointed an Industrial Relations Officer to look into the matter.

It is becoming increasingly evident that when Mr. McLean signed the letter of agreement setting up the interim grievance procedure he had no intention of taking that procedure seriously.

Despite the refusal of the University to honour the interim grievance procedure, it is very important that stewards go ahead and process grievances in any case. Many grievances have already been resolved at Steps 1, 2, and 3, and even if at the moment we cannot do much about grievances that go to Step 4, it is important to get them on record now so that they can be dealt with retroactively at a later date. When processing grievance Stewards should make use of the forms for this purpose. These can be obtained from the Division Stewards.

A large number of our grievances at this stage are what can be termed "misclassifications". It is possible that a majority of complaints over job classifications fall into this category. A job reclassification (these should be processed in the old way; contact Betty Vinson on the Contract Committee about them 263-8832) becomes necessary when, in the course of someone's employment, the nature of their job changes, necessitating a change in job classification. But what happens if, right from the date of hire, a person is classified incorrectly? The University naturally enough does not recognize that this happens, and refuses to distinguish between such misclassifications and the usual job reclassifications. As far as the Union is concerned, misclassifications are violations of University policy, and as such are grievances.

GRIEVANCE COMMITTEE MEETINGS ARE HELD EVERY SECOND WEDNESDAY AT 5:15 P.M. IN THE IRC CONFERENCE RM. ABOVE WOODWARD LIBRARY. MEETINGS CAN BE ATTENDED BY ALL MEMBERS.

THE UNION OFFICE

by: Ann Hockey

As our application for office space was refused by the administration on the grounds of insufficient available space on campus, AUCE has rented an office in the Village. At the last general membership meeting the members approved the rental of 2162 Western Parkway (above Mac's Milk) at \$250.00 a month. The office is approximately 20 x 40 feet, large enough to hold meetings in and act as a social centre for the Union. We are renting it from August 1, 1974 on a one year lease with option to renew. I hope that we will retain the AUCE phone number (224-5613) - just persist if there are problems getting through during the change-over.

The most immediate problem is furnishing the office. We plan on ordering a desk with typing arm, a steno chair and a typewriter (all secondhand) and hope to have the office fully functioning within a couple of weeks. We need lots more furniture -- if you have any to spare AUCE needs it! If you're cleaning out your basement AUCE NEEDS EVERYTHING - you name it, carpets, chesterfields, chairs, screens, drapes, crockery, etc.. There is no point in spending AUCE's income from dues on furniture if there's a chance that the membership is dying to get rid of some. Ring the AUCE office or get in touch with your division steward; if the response is overwhelming we can hold a rummage sale.

I've been working full-time for the Union since July 25th and since "office work" takes me out of the office some of the time I have agreed with the division stewards to remain in the office during the lunch hour, 12-2, and office hours will be 9.30 to 5.00. All members of the Executive will be issued with a key (i.e. division stewards, standing committee chairmen, table officers and trustees). The most immediate tasks are the creation of membership records, setting up files, and assisting with the co-ordination of union activity. AUCE depends on voluntary help, and will continue to do so, as there is more work to do than one person can handle. The office will provide a centre for these activities. It is large enough for the standing committees to use as a meeting room and large enough for the members to use as an AUCE social centre, so drop in and get the maximum mileage out of your office.

A CREDIT UNION FOR CAMPUS ?

by: Joyce Diggins

A credit union is a financial institution providing savings and lending services to its members. Members save in it. They borrow money from it at low cost interest rates.

Most credit unions also provide their members with a variety of deposit plans such as chequing accounts, term deposits and other savings programs. These accounts earn interest at a fixed rate.

Credit unions in British Columbia operate under the terms of the Credit Unions Act of B.C.. The actual operations are under the control of a board of directors elected by the members at an annual meeting, with each member having one vote. At these meetings the directors report on the operations of the credit union, present an audited financial report and receive resolutions from the membership. It is at the annual meeting of every credit union that the broad policies covering its operations are established.

The Provincial Credit Union Share and Deposit Guarantee Fund protects the total shares and deposits of all members in every credit union in B.C.. The Fund also guarantees credited dividends on credit union shares and credited interest on deposits.

It is in the area of ownership and community involvement that the unique character of credit unions is found. Credit unions are the only financial institutions in Canada that are owned by the people who use the services provided. Because of this involvement at the local level, credit unions are able to participate actively in community development programs. They have played a major role in the development of such projects as community centres, housing, curling and skating rinks, swimming pools, ski developments, and many more projects.

INDIVIDUAL ACTION TO HELP GAIN OUR DEMANDS

by: Ann Hockey

The University Bargaining Committee claims that UBC has absolutely no more funds available to meet AUCE demands, that they have scraped the bottom of the money barrel and that all provincial government grants have already been spent. On July 23rd, Mr. McLean gave the AUCE Contract Committee copies of a letter that the UBC Administration had received from the Department of Education in Victoria. This letter stated that:

"The Department (of Education) has been given no direction or encouragement which would lead them to believe that they could respond favourably to a request for additional funds, or indeed, successfully seek these from the Treasury Board."

The Contract Committee is meeting with the Education Minister, Eileen Dailly, in Victoria on Monday, July 29th, to discuss this letter with her. But there are several things individual members can do while the Contract Committee meets formally with government officials.

The Hospital Employees Union recently signed an agreement with the provincial government to end sex discrimination in the hospitals. The discrimination against women employees in the hospitals is very similar to the situation of women employees at UBC. But it is up to us to be sure the provincial government understands this similarity. We are asking EVERYONE to write or talk to their MLA about the AUCE-UBC negotiations and to impress upon the individual MLAs

1. The sex discrimination on campus
2. The disgustingly low wages of most employees
3. The deteriorating state of negotiations between AUCE and the University
4. The need for provincial government intervention on the wages issue

As well as letters to the individual MLAs, special letters should be sent to:

Eileen Dailly (Education Minister)
Dave Barrett (Premier)
William King (Labour Minister)

The following is a list of MLAs which was correct as of June, 1973 but if you know of any by-elections please contact your current MLA:

Vancouver Centre - Emery Oakland Barnes NDP
Coquitlam - David Barrett NDP
North Vancouver-Capilano - David M. Brousson LIB.
Vancouver-Burrard - Rosemary Brown NDP
New Westminster - Dennis G. Cocke NDP
Vancouver-Little Mountain - Roy Cummings NDP
Burnaby North - Eileen Dailly NDP
Burnaby-Edmonds - Gordon Dowding NDP
North Vancouver-Seymour - Colin Gablmann NDP
Vancouver-Point Grey - Garde Gardom LIB.
Surrey - Ernest Hall NDP
Vancouver Centre - Gary Lauk NDP
Vancouver Burrard - Norman Levi NDP
Vancouver East - Alexander Macdonald NDP
Langley - Robert McClelland SOCREd
Vancouver-Point Grey - Patrick McGeer LIB.
Vancouver South - Jack Radford NDP
Boundary-Similkameen - Francis Richter SOCREd
Richmond - Harold Steves NDP
Nanaimo - David Stupich NDP
Vancouver South - Daisy Webster NDP
W. Vancouver-Howe Sound - Allan Williams LIB.
Vancouver East - Arthur Williams NDP
Vancouver-Little Mountain - Phyllis Young

WRITE TO THESE MLAs c/o Parliament Buildings
Victoria

AUCE PROVINCIAL SCENE -- Jennifer Clemmons

AUCE has two locals in addition to UBC, Local #2 at Simon Fraser University and Local #3 at Notre Dame University.

Local #3 was certified April 3 by the B.C. Labour Relations Board as representative of clerical, library, service and maintenance workers at N.D.U. The Notre Dame Contract Committee has been in negotiations with the University for several weeks and a number of contract items have been agreed to, including a strong Sex Discrimination Clause. However, with the major issues yet unresolved, a mediator, Fred Geddes, has now been appointed by the Department of Labour.

On Friday, July 12, Local #2 made Application for certification as representative of the clerical and library workers at Simon Fraser. Two other organizations also have applications before the Labour Relations Board for workers in this same unit. The SFU Staff Association has applied to represent all "non-teaching" staff at the University. The International Alliance of Theatrical, Stage and Motion Picture Employees wishes to represent the workers in the Simon Fraser Theatre. Hearings have been held from July 24 and as of July 31 are still continuing. After the hearings the Labour Relations Board will decide which organization, if any, should represent the S.F.U. staff.

AUCE PROVINCIAL CONVENTION

The first Provincial Convention of AUCE will take place Saturday and Sunday, Sept. 28 & 29 in Vancouver. The location is the IWA Hall, 2859 Commercial Drive (13th & Commercial). This hall will hold up to 300 people, so we hope many people will come as observers. There's plenty of parking nearby.

There won't be any registration fees. Coffee will be available, but meals are left up to the delegates. There is a restaurant convenient and open both Saturday and Sunday.

Delegates and observers will be coming from UBC, SFU and Notre Dame, as well as observers from Capilano College and Douglas College and any other people who are interested. Each local is entitled to send delegates according to Section 14C (p. 12) of the Provincial Constitution; this means we will be sending ten delegates from the UBC local.

We would also like to have a rough idea of how many observers are attending; please make your division steward aware of who wants to attend and then the stewards can tell the Provincial Representatives. Presently, the two representatives from Local #1 on the Provincial Executive are Jillian McGuinness ([REDACTED] 1) and Laurie Abram ([REDACTED]). If you have any queries please feel free to call on us.

One of the most important functions of the Convention will be constitutional amendments and resolutions. Proposed constitutional amendments and resolutions must be received by the Provincial Secretary/Treasurer 14 days prior to the Convention, by September 14. These amendments must be proposals of a Local Association, not an individual. Individual delegates wishing to propose resolutions and/or constitutional amendments must do so from the floor of the Convention.

Here is the proposed agenda for the Convention:

Saturday

8:30-10:30 meeting of the Constitution & Resolutions Committee
9:30-10:00 Registration
10:00-12:30 Business meeting*

12:30-1:30 Lunch
1:30-4:30 Business Meeting*

Sunday

10:00-11:00 Speaker**
11:00-12:30 Group discussions***
12:30-1:30 Lunch
1:30-2:30 Speaker**
2:30-4:30 Group discussions***

* The agenda for the business meeting will include:

- election of Tabulating Committee
- budget for 1974-75 fiscal year
- appointments of auditor
- resolutions & constitutional amendments
- nominations for Provincial Executive table officers

It has been suggested that the following items also be discussed during the business meeting:

- role of the Provincial Executive
- administration of strike fund
- provincial research library
- provincial newsletter
- joint bargaining on benefits such as medical plan

** Shelagh Day has agreed to speak on the New Human Rights Act of B. C.

*** We are hoping to have people break off into smaller units on Sunday for group discussions. Some of the interest groups possibly might be contract negotiations, the grievance procedure, strikes, organizing new locals.

One last thing, but most important, please contact Jillian ([REDACTED] 1) if anyone can billet delegates from Notre Dame for the weekend.