

AUCE Local One (UBC) NEWSLETTER

Association of University & College Employees

ACROSS CAMPUS

VOL. 3 NO. 7
SEPTEMBER 1975

2162 Western Parkway - 224-5613

OUR CONTRACT COMMITTEE AND NEGOTIATING TEAM

Robert Gayton	Div.A	3725
Dale McAslan	Div.B	2761 (Chairperson)
Vacant	Div.C	
Francis Donaldson	Div.D	5259
Suzanne Lester	Div.E	2406
Vacant	Div.F	
Vacant	Div.G	
Dick Martin	Div.H	4194
Mary Woodsworth	Div.I	V.G.H. [redacted] local 243

Recording Secretary: Bonnie Schonberger
Ex-officios: Emerald Murphy & Judy Wright

UNIVERSITY REPRESENTATIVES

Wess Clarke, Assistant Director of Personnel
Harvey Burian, Senior Labor Relations Assistant
(he is presently on holidays)
Martin Dalton (now sitting in for H. Burian)

Negotiations began Friday, August 8th. Approximately 2 to 3 meetings are held each week (afternoon sessions). Some difficulty has been experienced to date in setting up meetings convenient to the University.

Progress thus far: We have gone through the University's proposals and they gave their rationale for the changes being proposed; now, we are going through the union's proposals and stating our own rationale behind our proposed changes. The deadline for union proposals to be on the table is September 8. After this process, we will get into actual negotiating.

This preliminary stage of going through proposals and hearing rationales is important as it gives us a very good indication of the University's position.

Anybody interested in doing back-up research for the contract committee, please call the union office at [redacted] and leave your name and number; or contact any member of the committee.

THREAT TO UNION SECURITY

In general, the changes which the University has proposed are a threat to Union Security.

What this means, more specifically, is that through their proposals the University could render our Union ineffective...

- i.e.-by taking away our Union Shop
- by giving management the right to deny a steward's presence during discussions between an employee and management
- by giving management the right to direct other employees to do our work in the event of strike
- by giving management the right to determine whether or not our lunch-hour Union Meetings are 'required'.

The University has also omitted clauses which allow AUCE members some say in their working conditions... i.e.-by abolishing the Pension Plan Committee (so that AUCE members would have no say in what happens to their pension plan contributions) -by omitting our 'Consultation' clause (which presently allows AUCE members some say in what sort of office equipment they will use) THE ISSUE HERE IS NOT THE Pension Plan Committee/ Consultation Clause PER SE... BUT RATHER THAT THE UNIVERSITY IS DENYING THE EMPLOYEES' RIGHT TO REPRESENTATION IN AREAS WHICH DIRECTLY AFFECT THEM.

The University is also attempting to exclude Grant People (i.e. employees whose salaries are funded by grants) from the definition of continuing full-time (& continuing part-time) employees. As the University's proposals now read, this would exclude grant people from all the rights and privileges of our agreement. I am not suggesting that the University is actively trying to exclude these people, but because they have offered no alternate proposal for including them under a separate definition, the Grant People have been excluded. We feel that because these people are University employees, they are entitled to the same rights and privileges as any other employee. The University argues that because they have no control over the funding for grant employees, they cannot make any commitments to these employees. The University has effectively denied responsibility to grant people. Nowhere in the contract have we asked the University for a commitment of funds...we have asked that they make a commitment to the employees (non-monetary).

Through their proposals, the University could render many of the clauses in the contract ineffective: i.e. - one of the most crucial examples is that the University has proposed that any grievable offense must be grieved within 3 days of its occurrence... This is an extremely severe restriction on our grievance procedure - they have also omitted our clause on 'Misclassification' altogether.

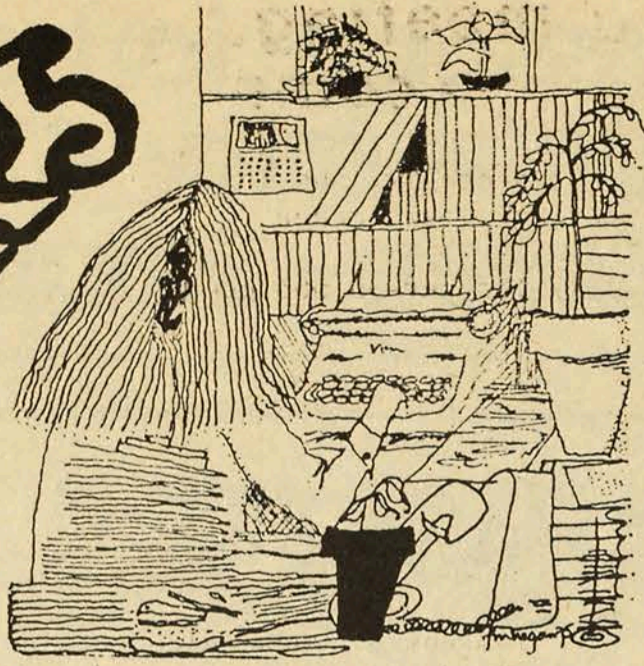
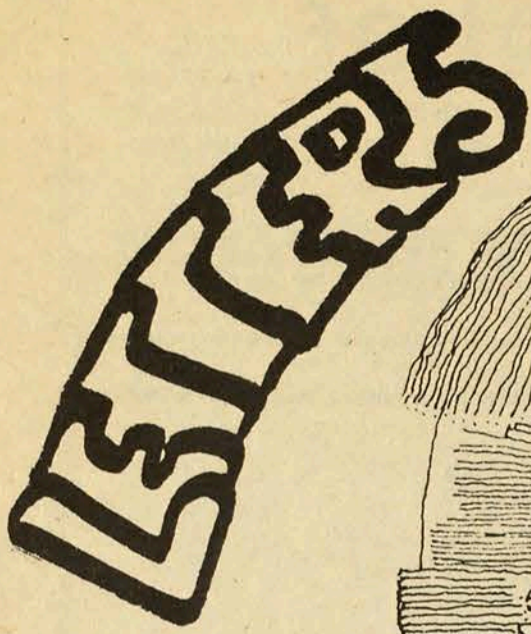
While the contract committee understands that good wages and benefits are extremely important, I feel that these cannot be achieved with an ineffective union.

The above examples of the University's proposals give the foundation of AUCE a pretty good shake--- and I'd like people to be aware of this threat.

- submitted by Dale McAslan,
Chairperson of Contract Committee

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MOTHERHOOD

! FREEDOM OF CHOICE !

The Canadian Association for Repeal of the Abortion Laws (C.A.R.A.L.) established its Vancouver Branch only four short months ago. Its aims are to repeal the abortion laws, the immediate release of Dr. Henry Morgentaler, and the dropping of all charges against him and his staff.

C.A.R.A.L. is a national organization, but can only achieve its aims with the help of a great many people. We know the majority of Canadians support our aims, but this in itself does not convince the government to change the laws and to stop persecuting Dr. Morgentaler. We need volunteers to help us with our plans for the next action in the Fall. If you are interested in aiding us, and can spare a few hours of your time, please phone:

C.A.R.A.L. at the:

Vancouver Status of Women
2029 West 4th Avenue
Vancouver, B.C.

Phone: [redacted] and leave your name and address.

(submitted by Louise Whitaker,
Division B)

DO YOU KNOW OF A GARAGE FOR RENT?

If you do, please call Louise, local 2720,
or, [redacted] 3 at night!

JUST ANOTHER MEETING??

At our August 14th two-hour meeting I would have expected more in attendance, especially when the main issue to be voted on, if the membership was ready, was the new wage scale and wages. The meeting went smoothly, in fact too smoothly, when it came to the issue of the seven grades and the four steps. Did the membership read before the meeting and do a bit of figuring to produce understanding of the Contract Committee's wage pamphlet?

Why did a speaker and the Chair have to kick the membership for discussion? Is it non-interest or confusion?

I got the feeling during the meeting that a good part of the membership were not sure of where they stood in regard to the seven-grade structure. After about 25 minutes of discussion, the grouping was passed in principle by a show of hands.

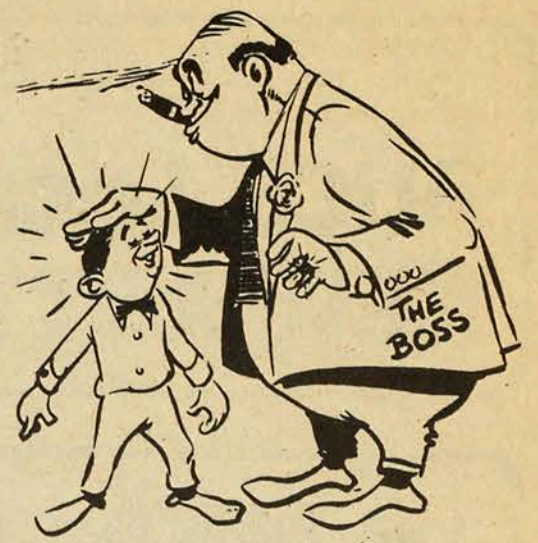
Was the membership prepared and did it have enough facts to make a decision at this point?

Was the membership aware of the reasons for a change in the grade structure and the implications of the new structure?

Hopefully, the membership will be better informed of the issues at future meetings.

Jean Elko
Division A

the other side of the coin



The following letter, with a reprint from "the Province" of June 17, 1975 was sent in by Shirley Dick of the Records Office - Education.

In a previous Newsletter, remarks by John Munro vis-a-vis John Turner were published. I am enclosing another opinion from one of our top Labor leaders and president of the Teamsters' Union. I am hoping you will publish his remarks, to make us aware of the "other side of the coin". Fortunately, we now have Mr. Connaghan at U.B.C. and should be able to look forward to realistic negotiations. After all, the majority of unions reach mutual agreements without confrontations and I hope we are now reaching that mature plateau.

- S. Dick

(Reprint:)

"LAWSON ASKS UNION: 'TAKE LESS'

Teamster leader Sen. Ed Lawson has called on members of his union in Canada to exercise "sensible restraint" at the bargaining table.

Lawson told the convention of the Western Conference of Teamsters here that large wage increases are producing a form of 'economic madness'. Wage settlements in B.C. averaged a record 20.2 per cent for the first quarter of this year.

In a later interview the senator stressed he was not advocating wage restraints for all unions but was specifically referring to his own union.

He said there are about 2 dozen companies in Ontario and B.C. where the wages are higher than in the U.S. and the productivity is less. He declined to name the companies, but warned continued large pay increases could drive companies to cease operations in Canada. He said the situation has arisen because the Teamster locals have made a better case at the bargaining table. In calling for 'sensible restraint' the senator said union leaders must be aware of the situation and it is no good negotiating large increases if 'it drives our members into the ranks of the unemployed'.

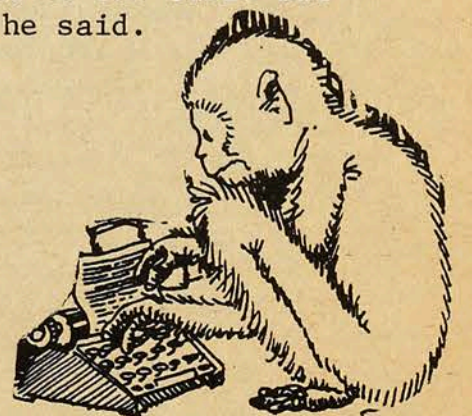
There is going to have to be restraint by members of our union in industries that are higher paid than in the U.S., but with lower productivity. We have a responsibility as trade union leaders to warn our members of impending economic disaster'. He said the net result is that companies paying higher wages and producing less will close down.

Meanwhile, C.C. McVeigh, who will take over as president of Construction Labor Relations Association later this year said he does not think wage settlements will fall from the first quarter average of 20.2%. McVeigh, who will replace Charles Connaghan in October said, 'there is no evidence that it is going to change'. He said he thinks the 20% average will at least remain for the second quarter.

He bases his prediction on the attitude of forest unions at the bargaining table, a new two-year settlement with B.C. Hydro workers which he estimates will provide roughly 20% in total benefits this year and the fact CLRA has placed a 22% offer on the negotiating table in the current 10-week millwork strike with the International Woodworkers of America and the Carpenters Union. 'We have already got 22% on the table and we are nowhere near settling it', he said.

THE DEADLINE FOR THE NEXT ISSUE IS:

Sept. 22



suppose they gave a meeting... and no one came?

Our apologies to the author of this letter for its tardy appearance in the newsletter....

I am writing this for three reasons:

- 1) I articulate much better on paper than I do by the spoken word.
- 2) Because of the fact that this Branch of the Library is still on Winter Session hours and a lot of shift work is required, plus the physical location (V.G.H.) it is virtually impossible for me to attend regularly scheduled meetings on Campus.
- 3) I am good and madi.e. furious

Since first implementation of the current contract in September, one of the staff members under my supervision in this branch has repeatedly been required to attend meetings of the Grievance Committee with the Labour Relations Committee. Very often she has had to attend these meetings with as little as half a day's notice. Far from blaming the staff member in question, I think we all would insist that she go to these meetings, no matter how little notice is given. I'm sure we all agree that the purpose of these meetings is in our best interest.

HOWEVER...in a public service division, in any period when we are short-staffed, there is every possibility that the situation described in article 28:3:f ("If an employee is given less than one week's notice of a shift change the employee will receive overtime etc etc....)will occur. I am sure that anyone who has tried to work schedules around this clause will know the wording by heart.

Tomorrow we are open from 8:00 a.m. - 6 p.m. The Grievance Committee is meeting at 9:30 tomorrow morning. We were informed of this meeting shortly before noon today. One staff member is on holidays, one opens at 8:00 a.m. and leaves at 11:00 a.m. because she is scheduled to work four hours on Saturday. One staff member is scheduled to come in at 10:30 a.m. and work until 6:00 p.m. This leaves our only remaining staff member who is scheduled to come in a 9:30 a.m.

Coincidentally, she is the one who must attend the meeting. This means

- 1) The person who opens up will be alone until 10:30 a.m. trying to cope with her own public service duties as well as those of the person attending the meeting (who is in a higher pay grade, by the way).

OR

- 2) The person who is scheduled to come in at 10:30 could come in early to do the work (essential work which must be completed by 10:30 in the morning in order to make campus mail delivery to the hospital the same day) of the person who is at the meeting. In this case a lower pay grade is involved - not a higher one and Article 34:3 is avoided, but overtime will be involved.

All this bloody mess could be avoided if our new contract stated that ANY meeting between Union and Management must be scheduled two weeks in advance and if it is necessary for one party to cancel or postpone, (either Union OR Management) that party must be responsible for compensating those other people affected by the change.

Now let's get down to brass tacks, as it were..... I am bloody well ticked off at the University's attitude (the only polite word I can think of to describe it is cavalier...there are many less polite ones) towards meeting with our approved representatives and I don't really give a sweet **** what their reasons are. If we can attend meetings after they are scheduled I don't see why they can't....no matter what they are serving at the Faculty Club for lunch that particular day! The way the contract is now, we are compensating people for working in what can become intolerable situations on one hand, which is commendable; and almost sitting still while the University creates more and more of the same situations on the other hand, which is perfectly appalling.

I was going to leave this diatribe as it was with just one or two words to the effect that the Union itself was not completely blameless in the above regard, but it is now tomorrow, everybody knocked themselves out getting here or else out to campus for the meeting and guess what.....the Grievance Committee cancelled out.... Hooray for our side....great work, guys, everything I said about the university goes double for you

signed: Larry Thiessen,
Biomedical Branch Library,
VGH



General Membership Meeting

THURSDAY, SEPTEMBER 11, 1975

BUCHANAN 102

5 PM - 7 PM

THE CONTRACT COMMITTEE HAS EXERTED EXHAUSTIVE EFFORTS DURING THE PAST MONTHS IN DOING RESEARCH, PREPARING PROPOSALS REPRESENTATIVE OF THE MAJORITY, STUDYING LEGAL TERMINOLOGY, ETC. YET WITH RELATIVELY FEW MEMBERS AND LITTLE PREVIOUS CONTRACT EXPERIENCE, THEY ARE CARRYING THEMSELVES WELL AS OUR REPRESENTATIVES;

IN RECOGNITION OF SUCH WORK, A.U.C.E. MEMBERS AT THE AUGUST 21 SPECIAL MEMBERSHIP MEETING VOICED SUCH SENTIMENTS AND APPLAUDED THE MEMBERS OF THE CONTRACT COMMITTEE.

JUSTICE for POSTAL WORKERS

OTHER UNIONS IN VANCOUVER --

THE CANADIAN UNION OF POSTAL WORKERS

Present Situation:

A C.U.P.W. spokesman remarked that their union has been in negotiations since January, 1975 - a total of 8 months. On August 18th, the conciliation process was started and as of September 8th, CUPW is in a legal position to strike. The big factor in this contract revolves around the issue of the right to negotiate technological change.

THE BOYCOTT OF THE POSTAL CODE

The following includes excerpts taken from a leaflet broadly distributed by CUPW

"The Canadian Union of Postal Workers is urging people to boycott the Postal Code because Postal Workers have no say in the effect automation will have on their lives.

The federal government gave all unionized workers in Canada -- except its own, the right to negotiate the effects of technological change through amendments to the Canada Labour Code in 1972. But the Public Service Staff Relations Act, which governs Public Service unions, prohibits Postal Workers from negotiating the effects of automation, job security, classifications, hiring practices and many other working conditions.

We are boycotting the Postal Code because we want the federal government to give Postal Workers the right to free collective bargaining, a right granted to all unionized workers outside the Public Service.

We are not against automation and recognize its inevitability, but we feel we are entitled to some protection from the adverse effects of automation. And we want these protections where they count-in our contract. ...

By not allowing Postal Workers to negotiate the effects of automation before it is implemented, the government is jeopardizing its entire one-billion-dollar automation program and the future of peaceful relations in the Post Office.

For the Canadian taxpayer who pays the cost of the automation program, using the Postal Code does not make mail delivery any faster or cheaper.

Automated mail equipment is operating in only 7 Canadian centres and if you live outside one of these centres, using the Postal Code does absolutely no good.

But even if you live in one of the automated centres, using the Postal Code is of little help unless you, (a) use a specific size of envelope, (b) type the code on the envelope within a specific tolerance range, and (c) only put one or two sheets of paper into the envelope.

Even then the machinery has a 30% error rate on general mail and only works for letters sent between two points in the same city.

Automation should benefit the workers in the industry automated. They should receive better pay and working conditions and their present status should be protected. Instead, automation will close many Post Offices in smaller centres and force Postal Workers to travel long distances to get to work because the new automated plants will be centralized. Automation can mean lower classification which means lower pay, a step the government has already tried to take.

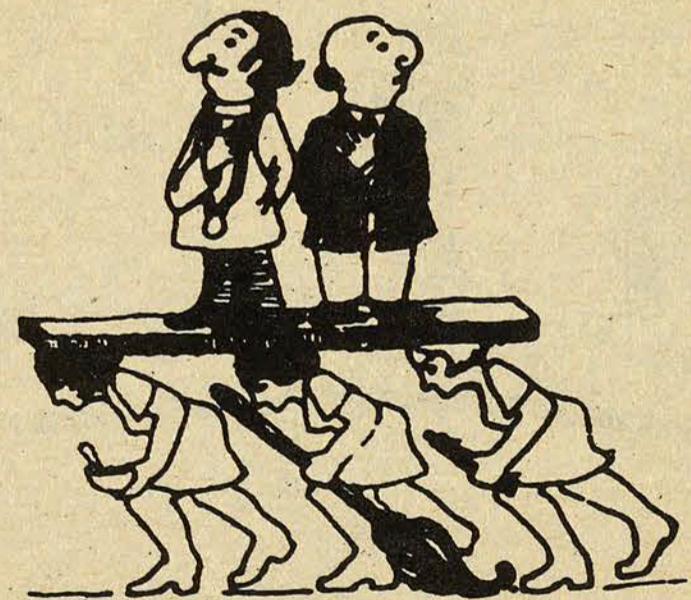
Automation means the work force in the Post Office will be reduced until almost all full time positions are eliminated. Automation in the United States Post Office, which uses the same machinery as Canada, has given Postal Workers impaired vision, loss of hearing and tendonitis, a disease that affects the hands of people who work on the automated coding suites. Automation will drastically affect the lives of more than 22,000 Canadian families unless Postal Workers are given the right to negotiate all working conditions.

By supporting Postal Workers and Writing "Boycott the Postal Code" on all your mail you can be sure of one thing - Postal Workers will give your mail the fastest and best service they can. So, help Postal Workers in their fight to achieve the same rights as every other Canadian worker and at the same time speed up your mail. Boycott the Postal Code. "

pro-union course at cap college

For the interest of A.U.C.E. members, Ann Hutchison of Division H, Main Library, has sent in the following article which appeared in the "Vancouver Sun" on August 13, 1975.

"CAPILANO COLLEGE OFFERS PRO-UNION COURSE IN LABOR STUDIES



A Very Ordinary Day

This is a piece I wrote in May when I decided to include my work experiences in my diary. I have in the past preferred to leave work at the office and attempt the more serious business of living in my off-hours. I had problems, mind you, since the 8 or more hours I spent in the office seemed to severely dampen my spirits. I've therefore begun to take my work more seriously - really examining how it does affect me; do I like it? what are my alternatives?

I'd like to share this. I'd like to hear from other people how they feel about work.

Slept in again this morning - a regular pattern for me. I stay up at night at meetings or reading or talking with friends, wanting to get the most out of my day. But I still plan to get up at 6:30 in the morning so I can have an hour or so to myself before work. I make plans to prepare for the day, go over the tasks I have to accomplish, do some exercises, have a hot and cold shower, make myself a good breakfast, listen to the morning news, do a little reading, etc. - almost like trying to have a full day before I head off to work! But, of course, this seldom happens - never to the extent I plan anyway. The alarm is set for 6:30 and I end up waking up (having slept through the alarm or shut it off) at 7:30, throwing on my clothes, hastily gathering up books and materials for the day and trying to be out the door by 7:45. I don't usually leave til 8:00 and I'm supposed to be at work at 8:15.

I had the car this morning; that usually makes all the difference to my frame of mind, especially when I'm late. With the car I know I won't be as late as I might be if I hitched and wait twenty minutes for a ride. Some mornings I wait half an hour in total for rides. Got in the car, feeling quite good after my shower and knowing I would only be 15 minutes late.

The drive takes twenty minutes. Traffic wasn't too heavy this morning, I didn't have to stop for gas and the sun was shining. The drive along Marine Dr. on the Endowment Lands is beautiful, especially now with the hint of fullness of trees that will soon bear leaves.

Arrived at work, made perfunctory greetings and sat down to begin my day. It would be a full day of typing - more work than usual. I typed steady until just after 10 and then went over to the bookstore and bought a coffee and cinnamon toast, a coffee for Janice too. Brought it back and sat at my desk reading for 15 minutes. I often have the feeling that because there often isn't that much work around here, when there is work, I should do it steadily, and can therefore never relax if I do decide to take a break, which is one reason I come back and sit at my desk instead of outside or downstairs in the lounge.

All the faculty were at a meeting til noon, so I didn't have to deal with anyone coming for work or conversation. The main interruptions were from the switchboard, but thankfully it's been pretty quiet this morning - the phone, that is.

The only other time I was away from my desk was to go to the washroom and take a message downstairs to one of the faculty. I waited outside the door til it was finished (15 minutes), not wanting to go inside and interrupt their meeting and face the stares of all 15 or so of them. I can handle some of them (keep my own space) on an individual level, but am intimidated by the thought of having to face them as a group (they're all male).

I typed the rest of the morning, thinking about everything under the sun. Practically all my activity while typing is mental - I turn off any sensual experience unless my body starts screaming at me that my back is sore or a headache is coming on. I have a beautiful view of the mountains and ocean, huge windows, fresh air, but have become almost oblivious to it. People come into the office all the time raving about the view and how we should pay to work here and shit like that - my usual response is a ho hum one.

Am off to lunch now. It's 1:30.

-mas

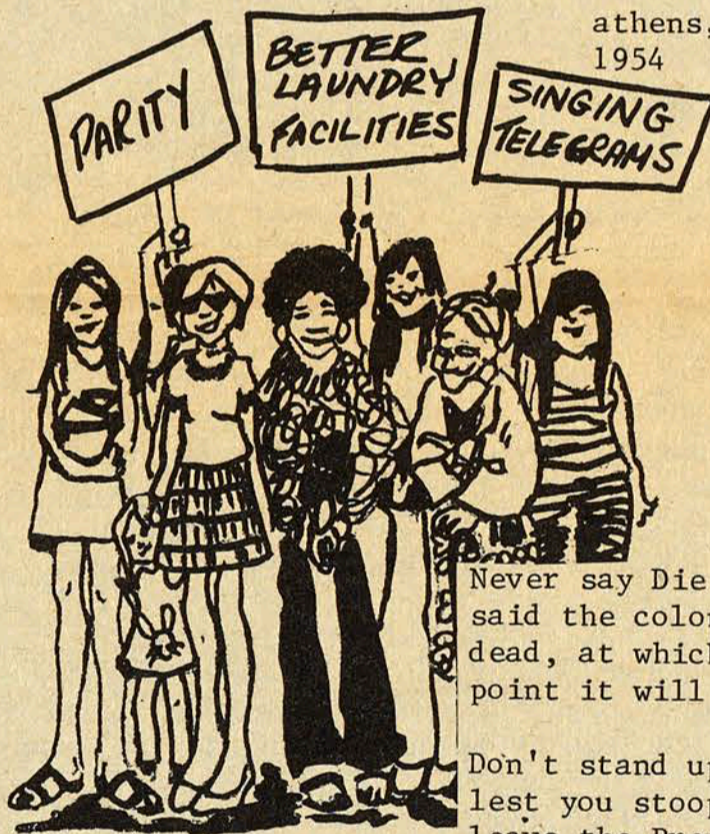
in good faith

MILITANT LUNCH HOUR POLITICAL POEM

poetic cresendoes

we demand
 we demand parity
 we demand parity with the
 we demand parity with the highest
 paid unemployed ditch digger
 We would like
 we would like better laundry
 would like better laundry facilities
 so we can teach our children the
 proper respect due the wealthier members
 of Society. WE
 want, we want more
 we want more access to
 we want more access to habit forming
 drugs so we can differentiate so we can
 differentiate between the spurious, the spurious
 and the valid forms of competition, of
 competition. & WE invoke
 the right to decapitate our comrades,
 the right to decapitate our comrades, a
 demand too gory for compromise. WE
 INSIST, We insist on we insist on a
 we insist on a SINGING TELEGRAM, a singing
 telegram from MANAGEMENT, from management
 by the VIENNA BOYS CHOIR, from
 management singing that all our demands
 have been, from management that all
 demands are, by the vienna boys choir that
 they agree to meet, from
 management to give us
 a SINGING TELEGRAM!

athens, the agora, summer
 1954



Never say Die
 said the colonel, until
 dead, at which
 point it will be too late

Don't stand up straight
 lest you stoop, never
 leave the Premises without asking
 your supervisor first
 who no doubt will say
 yes

If you wants more
 than you need, I can
 gives you less than you
 got; come
 to my bargaining table
 called "good faith" &
 see about the life-style
 which no longer suits you--

cause i'm still
 kicking, you're still
 kicking, we're all still
 kicking, higher than the John
 Hancock Building in Chicago
 the penthouse and the
 River Tweed

My Willingness to cooperate is
 limited; an astounding
 hindsight growls in my kneecap;
 I am the head of personnel!
 too much for any group
 let alone a bunch of upstart
 youngsters; which is
 unfortunate but Final

Avron Hoffman works in the Main Library,
 Division H

LUNCH HOUR ARBITRATION PROME

from one colonel to another

OUR PAST... AND UP TO THE PRESENT

A.U.C.E. Local 1 was certified by the Labour Relations Board on April 11, 1974. This success in becoming a legal trade union was due to the large efforts put forward by clerical and library workers to create their own union - without the help of professional union organizers or outside funds. And since the certification of April '74, clerical and library staff at Vancouver General Hospital joined with UBC workers to form our unit of approximately 1,300 members.

Our first contract was authorized by A.U.C.E. Local 1 and U.B.C. on October 1st, 1974. It covers the period: April 1, 1974 through to September 30, 1975. Our contract states:

"This Agreement shall be in force effective from April 1, 1974 until September 30, 1975... Failing agreement by September 30, 1975 this Agreement will continue in force until:

1. the Union serves strike notice - or
2. the University serves lock-out notice - or
3. a new Agreement is reached.

WHAT ARE THE ALTERNATIVES?

The third (3) alternative, i.e. "a new Agreement is reached" is self-explanatory.

The first two alternatives require some explanation of both their process and implications. In order to accomplish this task, reference will be made to the booklet "Labour Law" published by the Vancouver People's Law School.

WHAT IS A STRIKE? "A strike includes a 'cessation of work or refusal to work...by employees in combination or in concert or in accordance with a common understanding for the purpose of compelling their employer to agree to terms or conditions of employment'.

WHEN IS A STRIKE LEGAL?

- (a) Strikes are prohibited during the term of the collective agreement.
- (b) Strike action can be taken legally only as part of the process of settling the terms of the collective agreement - that is, as part of the bargaining process. The doorway to the legal strike is the section 80 requirement that the parties have 'bargained collectively' about the matter in dispute. As a result, there are two situations when it is possible to take legal strike action: 1) When bargaining for a first collective agreement has broken down, or 2) When bargaining for a new collective agreement has broken down.
- (c) Finally, a strike is legal only if the proper procedure is followed. That is:
 - 1) the parties have 'bargained collectively'
 - 2) a majority of the employees have voted, by secret ballot, in favour of the strike
 - 3) the employer has been given 72 hours notice
 - 4) if a mediation officer has been appointed under section 69, the mediation officer has made his report...

LOCK-OUTS

WHAT IS A LOCK-OUT?

A 'lock-out' includes 'the closing of a place of employment, a suspension of work, or a refusal by an employer to continue to employ a number of his employees done to compel his employees, or to aid another employer to compel his employees to agree to conditions of employment.

While a shut-down due to valid economic reasons is justified, the employer must prove that such a discontinuance of work is not a lock-out. The definition of lock-out includes suspension, but dismissal for just cause is not a lock-out.

WHEN IS A LOCK-OUT LEGAL?

The provisions for a legal lock-out closely parallel the provisions for a legal strike.

- a) Lock-outs are prohibited during the term of the collective agreement
- b) The employer must follow the proper procedure, which is: 1. the parties have 'bargained collectively', 2. the employer has given 72 hours notice, 3. if a mediation officer has been appointed under section 69, the mediation officer has made his report.

...Note that employees can also strike and picket when the employer has locked them out.

AND PICKETING?

Picketing is allowed only when there is a legal strike (note also above that employees can strike & picket in a lock-out situation). Picketing is defined in section 1 of the Labour Code as 'watching and besetting...at or near an employer's place of business, operations, or employment...to persuade anyone not to (i) enter...(ii)deal...(iii)do business with...

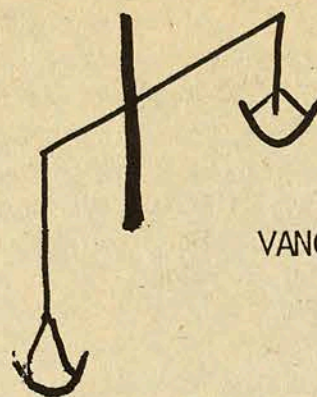
Section 3 of the old Trade-Unions Act stipulated that picketing done to convey information was a type of legal picketing. Section 84 of the Labour Code continues this provision allowing for 'information picketing'. Through many case decisions, it has evolved that in practice, information picketing is not allowed, and if you are at the site you will probably be picketing according to the definition of section 1 of the Code...

Much of the elaboration of the law of picketing is contained in section 85. Before the Labour Code was introduced, it was possible to picket all the employer's places of business, including those where the employees were not on strike. This is still possible under the Code. A change made by the Code is that where there is a collective agreement at that place where the employees are not on strike, the board may prohibit picketing.

Section 85 also introduces the 'ally' doctrine. An ally is anyone who helps the employer in 'resisting' a strike. This could include, for example, someone who agrees to service the employer's customers during the strike. Under the Code, striking employees may picket the premises of an ally of the employer.

What happens if the employees of one employer are on strike, but that employer shares his place of business with other employers whose employees are not on strike? This is the 'common site' problem. Just as under the old law, the Code permits picketing at the common site. It also provides for the board to restrict the picketing so that it causes the least interference with the employers who are not being struck. ""

(Reference materials put together in article format by K. Tostowaryk, Div. B)



VANCOUVER PEOPLE'S LAW SCHOOL

207 West Hastings

ALL COURSES FREE

September 8, 9, 10, 1975 -- Co-operative Housing

King George Secondary School
1775 Barclay Street, Vancouver

September 15 - 17, 1975 -- Women in the Law

Charles Tupper Secondary School
419 E. 24th, Vancouver

September 22 - 24, 1975 -- Mental Patients in the Law

Kitsilano Secondary School
2550 W. 10th, Vancouver

September 29 - October 1, 1975 -- Welfare Rights

Technical Secondary School
2600 E. Broadway

INFORMATION:

All courses are held from 7:30 p.m. to 9:30 p.m. Pre-register by calling the Vancouver People's Law School at [redacted]. Notices will be posted on the front doors of these schools as to which room the course is being held in. Booklets, free of charge, will be given out at each course concerning that specific issue.

The following is by no means the final word on strike strategy. Hopefully it will serve to initiate a union-wide discussion on the question of strikes. Anyone who has any questions, comments, polemics, letter-bombs etc., get in touch with the author, the Communications Committee, or anyone else who might be interested.

In the private industries producing goods or services for profit, the basis of strike strategy is clear. The value of the goods or services that are produced is greater than the wages paid to the workers. Thus during a strike, when production is halted, the owners of the concern lose more money from the loss of production than they save by not paying the striking workers. It is this loss of profits that determines the outcome of strikes in the industrial sector.

Things are not quite so clear in the non-profit service sector in general, and in universities and colleges in particular. In the first place, the question of profit does not come directly into the picture. The effect of the strike on employees cannot be calculated simply in terms of monetary loss. Large provincial universities like UBC and SFU are financed by student fees, government funds, and donations from individuals and corporations (thus indirectly from taxes on workers and corporations). In the event of a strike at a university, the place simply could be locked up, and monetary loss would be felt only in terms of loss of salaries to administrators and faculty, and the students' wasted tuition. The university would not "go out of business", or lose its competitive position, etc., as could happen to private, profit-making businesses which decided to lock out striking employees.

The above does not mean, however, that the lockout is the best strategy for the university when faced by a strike or strike threat. The university is an essential part of the structure of the society we live in. Primarily, universities supply the technicians and managers necessary for the maintenance and growth of the economy. In particular UBC, with its large, well-funded faculties of engineering, forestry, agriculture, commerce, and law, is geared to the type of economic structure we have in B.C. A completely closed university could endanger the supply of technicians and clerical workers (the types of jobs that many university graduates end up in) necessary to the mines, mills, refineries, etc. that dominate the B.C. economy.

The second factor that complicates strike strategy at the university revolves around the question of, on the one hand, who are the bosses and on the other, just who are we striking against? UBC and SFU are vast, complex bureaucracies containing bodies (e.g. libraries, clinics, and some faculties such as law) which function more or less independently from the whole. In our contract negotiations and grievances we deal mostly with the high level administrators and deans, but the relationship of the bureaucrats to the Board of Governors, the President of the University, and even the Provincial Government is not clear. In the recent strike at SFU and earlier, in our negotiations at UBC, the pressure was on the bureaucrats involved in the administration of the day-to-day life of the university. It was assumed implicitly that the goal of the administration was above all else to keep the place running, and running smoothly. Even if we could not "shut the university down", it was felt that sufficient disruption of the functioning of the university would cause the administration to accede to our demands. This led to more confusion! Thus when SFU first went on strike they did not attempt to discourage students and faculty from crossing the picket lines, because it was felt that the presence of large numbers of students on campus without the unionized staff to "service" them would create ferocious hassles for the administration. This tactic ignores both the resiliency of the administration and the potential for mass scabbing that the situation allowed.

It is on the Board of Governors that we see powerful personages with vested interests in the stabil-

ity and continuity of the university. On the Board sits former managers and directors of B.C.'s largest corporations—MacMillan-Bloedel, B.C. Hydro, etc. The universities serve those corporations in several ways: as mentioned above, by supplying them with technicians, etc; by doing research (forestry, marine biology, etc) which enables these corporations to better exploit the resources of B.C.; and by providing personnel for, and directly developing the necessary support structures of, those corporations (e.g. training lawyers to protect the legal interests of the corporations, training the planners, social workers, etc. to mediate the effects of the corporations on society in general).

Thus, if a strike at a university is to be successful, it must disrupt the relationship of the university to the corporations. The Board of Governors must be confronted with the question: does this strike pose a danger to the functioning of the powerful corporations serviced by the university? It is on this basis that the Board will decide to settle a dispute in terms favourable to the workers.

At this point, the role of students (and to a lesser extent, faculty) must be examined. In terms of the above analysis, it would seem at first sight that most students would have interests directly opposed to those of the campus workers—after all, the future employers of many of these students are the B.C. corporations which stand to be hurt by the strike. But then, these students are to be employees of these corporations, in many cases in work situations not unlike those of AUCE clerks and technicians. We could be valuable allies of the clerical and technical employees of B.C. Hydro, B.C. Tel, MacMillan-Bloedel, etc. in the case of labour disputes at these institutions. Thus, on an AUCE picket line we need not rely only on moral persuasion in order to convince students not to cross our lines. There is a real basis for worker solidarity, nearly as strong as the basis for solidarity with unionized non-AUCE workers on campus.

In order to make our appeal for solidarity with students credible, we in AUCE must begin to concern ourselves with labour struggles of technicians, clerks, etc. in B.C. We must become conscious of how best we can aid such struggles and we should be developing contacts with clerical workers and technicians in unions and encouraging the formation of such unions where they do not exist now.

In conclusion, the following three points can be taken as the basis for a successful strike strategy at UBC and SFU:

1. For a strike to be successful at UBC and SFU, it must disrupt (or threaten to disrupt) the supply of future personnel to, and the research being done for, the corporations and other allied institutions (e.g. government bodies, law firms, etc). To accomplish this, the university must be shut down for an amount of time dependent on the time at which the strike occurs (a shorter amount of time at registration or exams, a longer period in, say, October or March). A strike which simply hassles the administration is not enough in general to force the university to bargain seriously.
2. In order to close down the university, as many students as possible must not cross the picket lines. A strike by AUCE, supported by other unionized campus workers, is not sufficient to close the university. The administration can limp along, as was shown by the events at SFU, especially if sufficient scabs from among students, faculty, etc. can be recruited.
3. At B.C. universities moral persuasion alone is insufficient to prevent students from crossing picket lines. After all, students stand to lose time, money and even career opportunities if the strike is fairly long. Rather, students should be asked to respect our picket lines on grounds of solidarity, since they will be working for precisely those concerns who, via their representatives on Boards of Governors, are our

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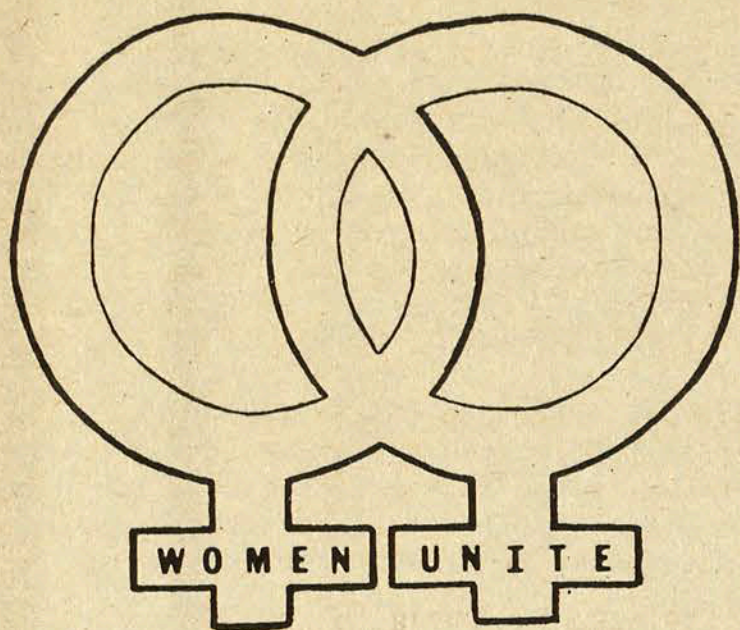
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bosses also. Our struggle must include the students' struggle also. Thus, AUCE must begin to practice increasing solidarity with the struggles of clerical and technical workers throughout B.C. Further, we should be deepening our relationship with students on campus, breaking down the barriers that for too long have made it seem that campus workers and students have opposing interests.

Jack Gegenberg
Division H



The following organizations with their descriptions were directly taken from the 1975 Vancouver Women's Calendar.

TRANSITION HOUSE

In times of crisis, Transition House offers a warm, supportive refuge for women with children.

CO-OP RADIO WOMEN'S PROGRAMMING, 1 W. Hastings,
684-8494

Beginning in January, '75 Co-op Radio will be broadcasting Vancouver's first community sound. For women that means: Women Unlimited twice a week - open for contributions, Images of Women, women in the arts, programs by the women's media collective, Reel Feelings, women's music scattered throughout and, as part of the regularly scheduled new programming, Women's news.

REEL FEELINGS, 3006 Cambie St., 874-6822

Reel Feelings is a multi-media production group concerned with changing the image of women in media. Although they are best known for their work in video Reel Feelings has also produced a number of slide/sound presentations and will be doing weekly programs on Co-op Radio.

PRESS GANG, 821 E. Hastings St., 253-1224

Press Gang is a feminist collective printing and publishing for the women's movement in B.C.

RAPE RELIEF,

Rape Relief is a group of laywomen who have come together to provide support for rape victims. They provide counselling, accompaniment service, 24 hour crisis line, referrals, police/medical/legal information, education and third party reports.

VANCOUVER WOMEN'S HEALTH COLLECTIVE,

The Women's Health Collective phone line provides abortion information, counselling and a doctor referral service. Call them for information on their health education groups, clinic training and study group on menopause. Every Tuesday night at the Pine Street Clinic (8th and Pine) is a self-help clinic operated by women paramedics and a women doctor. Emphasis is on involving women in their own health care. The clinic offers birth control information, pregnancy detection, pelvic and breast self-examination, testing for vaginitis and venereal disease.

VANCOUVER WOMEN'S BOOKSTORE, 804 Richards St. 684-0523

The Vancouver Women's Bookstore specializes in publications by, and for and about women and also serves as a local women's centre. There is a lesbian drop-in Monday nights and plans are afoot for a reading room.

We finally have some good news to impart to the members of this union. One of the cases for which you gave us the authority to take to arbitration looks as if it is going to be settled in our favor, without having to go any further than the Labor Committee. The grievor who held a position in a department exactly the same as three other persons in the same department, but who was being paid less, is now going to be placed on the correct Pay Grade scale. At least, the Labor Committee has made this recommendation to the Director of Personnel. Also, that it be retroactive to January 1st, 1974.

Our other cases are coming along slowly, but surely. There are various technicalities that have to be worked out. Our chief problem is still, of course, lack of woman/man-power. After my last plea to you, however, we did gain a new working hand which pleases us very much and fortunately just in time. Grievances are pouring in from all sides. The people involved are also quite willing to work on their own behalf which is necessary, but also very gratifying. You certainly get to meet a lot of people when you are on the Grievance Committee.

Well, that looks like the bulk of what's happening with us. We have meetings every Tuesday around 5:00 p.m. in the Union Office. So, if you want to drop by and lend a hand or even an ear, we would appreciate it. Also, see what you can do about getting a representative in your division if you don't already have one.



"Yes, we treat all our employees equally here. . . . Everyone is overworked."

THE BUS BUST

This letter appeared in last month's issue. However, no responses were received and it bears repeating as it is important to some people.

New bus driver schedule sheets are coming out in October so there is still an opportunity to effect changes.

Anyone at all who is concerned about this issue, please let your voice be heard.

TRANSIT SYSTEM CHANGES

For about 5 years, the U.B.C. Marine bus left University Loop (by the Home Economics Building) at 5:10 p.m. to 41st Avenue, which allowed for a 10 minute walk from the other side of the University. Most of us just made it.

Commencing August 22nd, there will be some changes in the schedule. The bus will leave at 4:32 and at 5:05 p.m. and this will not allow enough time for people who work until 4:30 nor for those who work until 5:00 to catch the bus.

If the bus returns to its old route around the campus via N.W. Marine Drive and S.W. Marine Drive the people on the lower mall could still get to the bus on time.

Anyone working these hours and who thinks that they would not make it on time for the new bus schedule, please contact the Union Office so that the Union will know if there are many people concerned with this. We would like to hear your ideas about what to do to change this situation.

Any other changes in the bus schedule will be posted on the bulletin boards at the bus stops.

Tova Davidowicz
MacMillan Library