

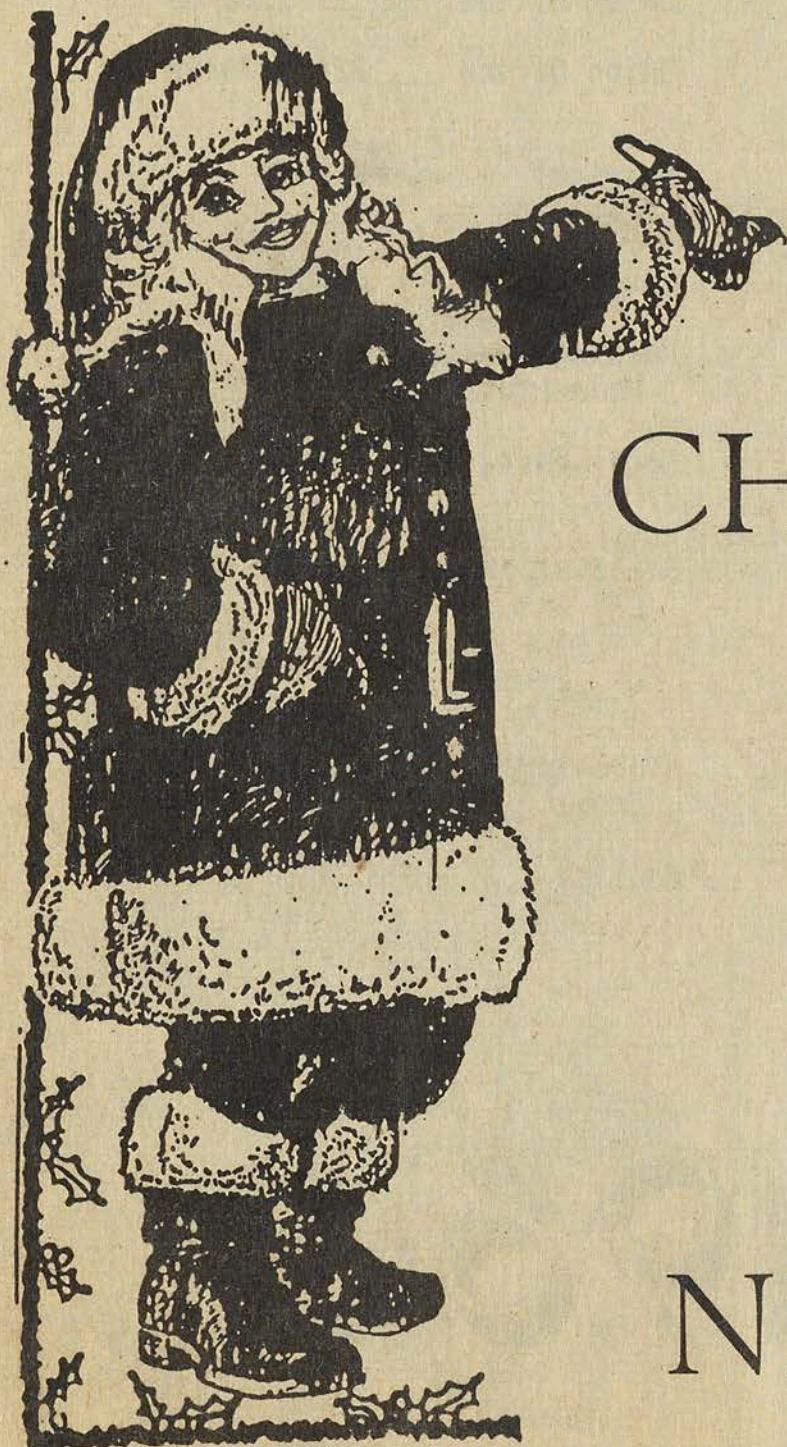


# on campus

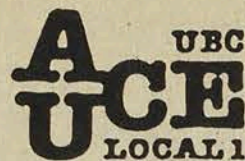
association of university and college employees

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December 80



MERRY  
CHRISTMAS  
&  
A  
HAPPY  
NEW YEAR!

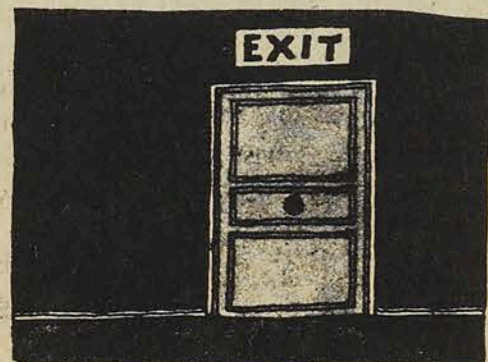


association of university and college employees

# 1981 EXECUTIVE

## 1981 EXECUTIVE

President	Marcel Dionne	Purchasing	L.4582
Vice-President	Linda Tretiak	Co-ord. Hlth Sciences	L.2258
Co-ordinator	Wendy Bice	Union Office	224-2308/09
Organiser	Carole Cameron	Union Office	224-2308/09
Secretary/ Treasurer	Wendy Lymer	Union Office	224-2308/09
Trustees	Sharon Newman	Physical Education	L.3838
	Andreana Phillips	Education	L.6647
Membership Secretary	Joan Treleaven	Reading Rooms, Main Library	L.2819
Provincial Reps.	Kitti Cheema	Recon Unit, LPC	L.3241
	Susan Zagar	Serials Div., LPC	L.3192
Division Executive Reps.			
Division D	Jet Blake	Bioresource Engr.	L.2565
Grievance Cmtte Rep.	Helen Glavina	English	L.5122



# 1980

THE DIRECTOR OF PURCHASING

November 27, 1980.

Association of University and College Employees,  
Local #1,  
2162 Western Parkway,  
Vancouver, B. C.,  
V6T 1V6.

Dear Mr. Galbraith:

In response to your letter dated November 26, 1980 on the subject of A.U.C.E. Local No. 1's mailing address for your new location in the University's Armory building, I would advise you as follows.

For incoming, off-campus mail:

A.U.C.E. Local No. 1.,  
No. 202 - 6383 Memorial Road,  
The University of British Columbia,  
Vancouver, B. C.,  
V6T 1W5.

For on-campus mail:

A.U.C.E. Local No. 1,  
No. 202 - 6383 Memorial Road,  
Campus.

A.U.C.E. incoming and outgoing first class Canada Post mail, as well as on-campus mail, will be handled in the same manner as that which we do for any University department. That is: one (1) delivery and one (1) pick-up per working day. Large on- or off- campus mailings must be delivered to the Campus Mail Room. Mailings will continue to be scrutinized to ensure that they fall within the category agreed upon in the collective agreement.

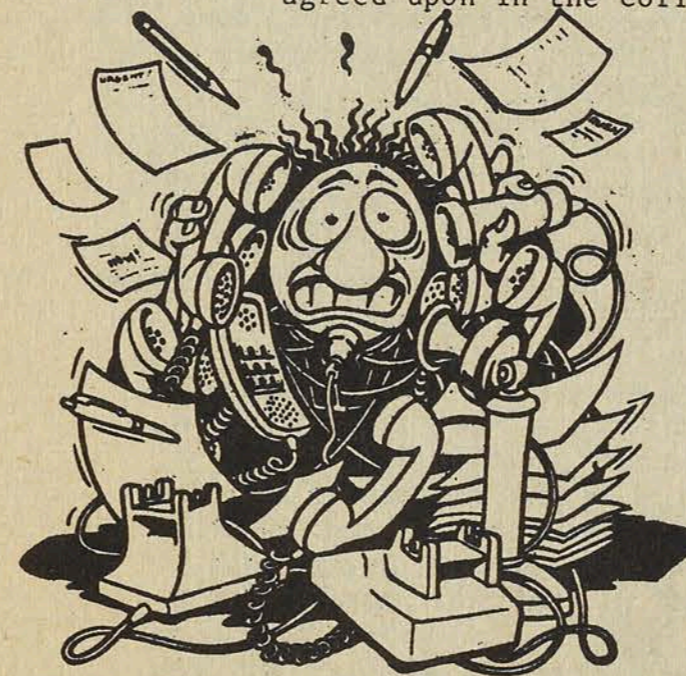
Yours truly,

S. C. Potter  
Director Campus Mail

RECEIVED

DEC 3 1980

A. U. C. E.



# PLEASE! BE PATIENT

## new address

As reported in the last issue of "On Campus", we are moving. As of January 1, 1981 our on campus and off campus addresses will be as set forth in Mr. Potter's letter. Hopefully, our telephone numbers will remain the same (224-2308/9). Should they change you will be promptly notified. In the meanwhile, please use our current telephone numbers and the new address.



# grievance REPORT

## WORKING CONDITIONS - Article 24.01

The University agrees to maintain good working conditions in the employees' work areas. It is understood that adequate heat control (including air conditioning where adequate natural ventilation does not exist), noise control, washroom facilities, lighting and space between employees are necessary to the well-being and health of employees. The Workers' Compensation Board regulations shall constitute the minimum standards for safe working conditions and it is understood that changes beyond such minimum standards may be requested.

Recently a member of the bargaining unit suffered a severe back injury on the job because the employer insisted she lift heavy boxes although it was not part of her list of job duties and she had told them on several occasions she could not and should not lift heavy loads as she had a history of back problems. It would have been best if the union had been called in, that is one of our roles, to protect workers from unreasonable demands on the job. The question of doing duties not part of your regular working requirements is a very serious one. In this case a worker is now going through the lengthy process of claiming with the Workers' Compensation Board. She has been advised by her doctor not to return to work but cannot afford to not work. This situation also focuses on our very inadequate sick leave and disability plan at UBC. When a person, such as in this case, needs time off work with pay we have no adequate coverage. I am printing the regulations of the WCB below for your attention. Please, if you have any question about work you are requested to do that you don't think you should be doing, call the Union Office. And please don't call us second, after you have called the University! Call us first!

cont'd

## Industrial Health & Safety Regulations - Workers' Compensation Board

### Work restrictions

8.24 (1) No person shall carry out or cause to be carried out any work process or operation or cause to be operated any tool, appliance or equipment when that person has reasonable cause to believe that to do so would create an undue hazard to the health or safety of any person.

(2) Pursuant to clause (1) a worker who refuses to carry out a work process or operate a tool, appliance or equipment shall forthwith report the circumstances of the unsafe condition to his supervisor or employer.

(3) The supervisor or employer receiving a report made under clause (2) shall forthwith investigate the matter and:

- (a) ensure that any unsafe condition is remedied without delay; or,
- (b) if in his opinion the report is not valid he shall so inform the person who made the report.

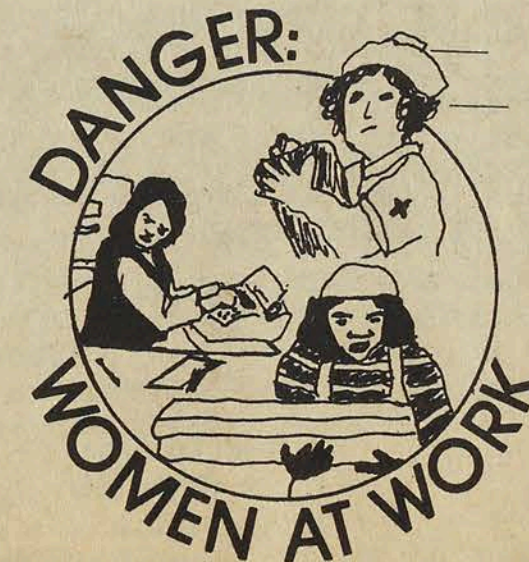
(4) When the procedure under clause (3) does not resolve the matter and a worker continues to refuse to carry out a work process, the supervisor or employer shall investigate the matter in the presence of the worker who made the report and in the presence of:

- (a) a worker representative of the Industrial Health and Safety Committee; or,
- (b) a worker who is selected by a trade union representing the worker; or,
- (c) when there is no Industrial Health and Safety Committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.

(5) When the investigation under clause (4) does not resolve the matter and a worker continues to refuse to carry out a work process or operate a tool, appliance or equipment, both the supervisor, or the employer, and the worker shall investigate the matter without undue delay and issue whatever orders he deems necessary.

(6) No worker shall be subject to disciplinary action because he has acted in compliance with this regulation or an order made by an officer of the Board.

(7) Temporary assignment to alternative work at no loss in pay to the worker until the matter in clause (1) is resolved shall be deemed not to constitute disciplinary action.





association of university and college employees

cont'd

November 28, 1980

Dean Peter Lusztig  
Faculty of Commerce  
Henry Angus Building  
CAMPUS MAIL

Dear Dr. Lusztig:

A most alarming matter has been brought to the attention of this Union.

One of our members, while working in the Real Estate Division, was asked to do work, not part of her regular List of Job Duties, that involved lifting heavy materials. The woman explained, on several occasions to John Hicks, the Assistant Director, that because of a previous back injury she had been instructed by her physician not to lift heavy material. She was advised, by another staff member, that Mr. Hicks did not appreciate her complaints. Further, this employee explained her reasons for not wishing to do the requested work to Fred Sillars, Assistant Dean of Commerce. She also phoned the Workers' Compensation Board who referred her to the Employee Relations Department at UBC who advised her that she could refuse to do the work but that she would not have a job anymore if she did.

This woman therefore chose to do the requested work. She began to have spasms in her back to the point where she could not sit or stand. She phoned her doctor but had a two hour wait until she could see him. She decided to lay down in the staff room, where a staff member advised her she would have to go up to the 7th floor of your building to fill out a Workers' Compensation Board form. Obviously this was not an acceptable request for the employee and finally shortly before she had to leave to see the doctor, Gail Robertson, an administrative person, came down and brought a WCB form. The employee's doctor subsequently diagnosed a herniated disc for this woman.

It is quite appalling to us the ignorance that exists in your Faculty with respect to the Workers' Compensation Board. I am enclosing a copy of Section 8.24 Work restrictions and would suggest you have them circulated to all departments.

In addition, the whole matter of heavy lifting as part of regular duties of clerical workers in your Faculty should be addressed in conjunction with this Union. We await a response from you in this regard.

Yours truly,

cc: John Hicks  
Jane Strudwick  
AUCE Newsletter  
Donella Oliver

Carole Cameron  
Union Organiser  
AUCE Local 1



association of university and college employees

cont'd

December 4, 1980

Robert Grant  
Director  
Employee Relations Department  
CAMPUS MAIL

Dear Mr. Grant:

An employee by definition of the Labour Code "means a person employed by an employer, and includes a person engaged in police duties, and a dependent contractor included in an appropriate bargaining unit under Section 48, but does not include a person who, in the opinion of the board,

(i) is employed to exercise the functions, and does exercise the functions, of a manager or superintendent in the direction or control of employees, or

(ii) is employed in a confidential planning or advisory position in the development of management policy for the employer, or

(iii) is employed in a confidential capacity in matters relating to labour relations or personnel, or

(iv) is a teacher as defined in the Public Schools Act"

Article 8.02 of the collective agreement, Meeting the University, states that "When the University wishes to discuss dissatisfaction with the work of an employee which may lead to disciplinary action, the employee shall be accompanied by a steward." The University as mentioned here, does not pertain to one person who is in the bargaining unit and in a senior position, discussing a matter of discipline with another bargaining unit person. No bargaining unit person can be in this position by virtue of the above Labour Code definition. In conjunction with this, bargaining unit people cannot have the responsibility of hiring or firing employees.

The senior Standard Job Descriptions, as agreed to by the Union and the University, include the following wording only:

"generally responsible for the co-ordination of several clerical and stenographic positions"

"co-ordinates the work of an office of up to twenty employees"

"acts as a liaison between senior officials and staff members"

"supervises and co-ordinates the work-flow related to the provision of office services"

"ability to plan and supervise the work of a clerical office"

"takes care of administrative details in area of delegation"

"performs work of an advanced administrative clerical nature"

"ability to supervise others"

"advises on selection of personnel and matters concerning subordinates for consideration of Administrative Head"

... continued ...

## UNION OFFICE STAFF - YEAR END REPORT

This year has been a very eventful one for AUCE. The following represents some thoughts the office staff have developed as a result.

Continuity within the Union office is very important in terms of the equality of representation to all Union members. It takes time to learn the tools of serving a Union membership and once these tools are learned, the membership should take advantage of them by keeping experienced, knowledgeable people on staff. The more expertise the Union office staff attains, the more valuable we are to the Union. This job requires a lot of expertise. This takes time and effort to acquire and we need to be encouraged to gain all of the expertise we can. The more efficient and experienced we are, the better able we will be to organize within AUCE.

The demands of the work being performed by the office staff are greater than those of the classifications we were in at the University, although we receive the wages of our former classifications. All of the people working in the office are not even paid at the same rate, since they seldom come from the same classifications. We believe this to be unjust, since we are all performing the same level of work.

We believe that the Union staff should not be prevented from continuing to work for the Union if they are willing to do so, and, most importantly, if they are doing their job to the membership's satisfaction. This means they should be permitted to stand for re-election each year. This would allow the membership, on an annual basis, to express their feelings about the paid staff's performance. Why shouldn't a person be permitted to work for the Union on a continuing basis if they are capable and qualified? Other people choose various professions with no stigma attached, but somehow the idea of a person choosing to represent Union members is considered in a bad light. Fear exists that they will sit back on their laurels, that they will become omnipotent or too far removed from their membership. We personally consider it extremely important and honourable to work to represent individuals of our bargaining unit in dealing with management. We enjoy this type of work and feel we are good at it. We feel it would be in the Union's best interest to have us continue this type of work, to have the benefit of our experience.

Over a period of time, while working for AUCE, we have seen recurring patterns emerge from our employer. Whenever our office staff changes, we are at a great disadvantage, as the University's staff does not change as ours does. During this time, unless there is a person left in the office who has been around for some time, these recurring patterns are not noticed and the University often gets away with flagrant violations of our contract. This happens with hiring, promotion, lay-off and with other areas of our contract, including exclusions from the bargaining unit and reclassification requests.

The AUCE Union office staff have the worst working conditions on campus. In addition to this, they are not paid adequately for the hours they work, for the stress they work under, nor for the responsibility they handle. They also have no job security other than that, at the end of their term, they can be returned to a job with the University in their former classification. They give up their seniority with the University to work in the Union office. They have no possibility of promotion while working for the Union, as they would have had if they had remained with the University, and they actually take a drop in salary when they return to work with the University. This is because the University does not recognize the annual step increase a person gets in the Union office, so these people drop down a step when returning to work at UBC.

It is thus apparent that the Union membership, which is the employer of the Union office staff, does not treat its own employees as well as the University does. And we don't think many of you have all that great an opinion of the University as an employer.

It would be a great asset to the membership of AUCE Local I to take advantage of the growing expertise of the office staff and encourage rather than discourage these people from continuing to benefit the membership as a whole, by improving our working conditions and removing our disability to continue to run for re-election.

The Union has always gone into negotiations with the University asking for equal pay for work of equal value. We cannot expect the University to begin to treat us seriously when we do not even pay our own staff in this way. It would be a good example to hold up to the University - that this policy began with our own Union office staff.

### YOUR NEWSLETTER NEEDS YOUR CONTRIBUTIONS

"on campus" is the official newsletter of AUCE Local I.

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.

Any and all members of this local may submit letters, articles, etc. on relevant concerns.

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

Communications Committee  
c/o AUCE Local I  
Campus Mail.

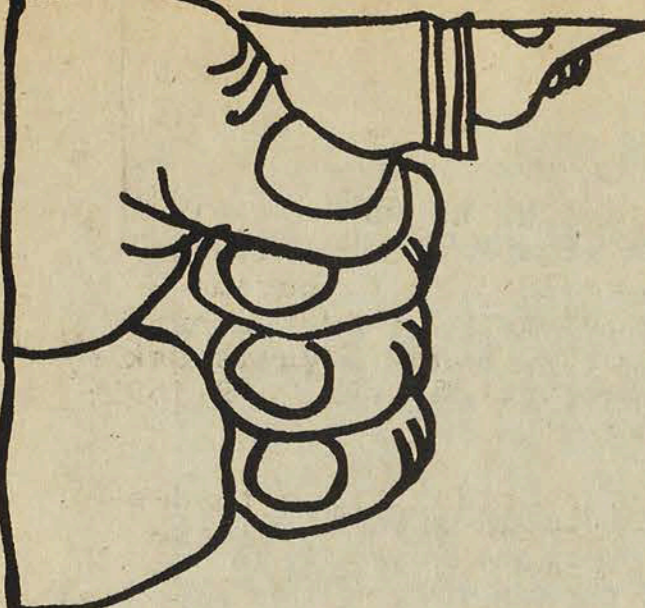
Submissions should be signed either individually, or by a group and represent the views of the contributor.

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

# NEXT ISSUE DEADLINE:

# JANUARY 26





Repeal 251 Committee  
517 East Broadway  
Vancouver, B.C.  
V5T 1X4

RECEIVED  
NOV 26 1980

A.U.C.E.

A.U.C.E.  
Local #1  
2162 Western Parkway  
Vancouver, B.C.

Dear Sisters:

As you are aware, Canadian women's access to therapeutic abortions is under attack. Recently, two B.C. hospitals -- Surrey Memorial and Royal Jubilee -- have disbanded their therapeutic abortion committees, and the continued existence of such committees at many hospitals in the province, and across Canada, is threatened. The attitude of the provincial Minister of Health towards women's right to abortion is negative; no assistance can be expected from that quarter. Nor has the federal government any intention at present of changing the Criminal Code regulations on abortion, which were set up in their present form in 1969.

The NDP Women's Committee believes that it is necessary to fight back. We believe that an essential step in winning women's right to safe, legal abortion is the removal of abortion from the Criminal Code. To that end we are organizing a major Rally calling for the repeal of the anti-abortion laws for Sunday 8 March 1981, International Women's Day. We want this Rally to be as large as possible, and as fully representative as possible of the many individuals, groups and organizations who support women's right to choose. We believe that such a public action, along with other similar actions across Canada, will make the repeal movement more visible and will strengthen it. The action will also put pressure on both the provincial and federal levels of government to act for change in the laws.

We know that your organization supports women's right to choose on abortion. We ask you now for a formal endorsement of our Rally for removal of abortion from the Criminal Code. We would like to use such an endorsement publicly in our campaign literature as part of the process of gathering further endorsements and building support for the Rally.

# LETTERS

...2

...2

We would also like to invite your participation in the work of planning and organizing for the Rally. As you know, an action like this takes a great deal of work. If your members would like to become involved, the following workgroups would welcome them: Endorsements, Marian Binkley [redacted] (h) 228-6855(w); Publicity, Wendy Francis-Oakley [redacted]; Finances, Judy Hayes 731-8435 and Margaret Birrell [redacted]; and March 8 Arrangements, Lori Brown [redacted].

If you would like us to attend a meeting or your organization to describe plans for the Rally more fully or to answer questions, please let us know soon. We look forward to hearing from you shortly.

Yours for repeal of the anti-abortion laws

*Dixie Pidgeon*

Dixie Pidgeon  
Chairwoman  
[redacted] 1

Nicaragua Literacy Committee  
4360 Main St.  
Vancouver, B.C.  
November 10, 1980

AUCE Local 1  
2162 Western Parkway  
Vancouver, B.C.

Dear Sisters and Brothers,

On behalf of the Nicaragua Literacy Committee I wish to thank the members of the Local who gave money to the Literacy Crusade at the meeting on October 23. A total of \$83.34 was raised.

Our Committee channels all funds raised through the Canadian Catholics For Overseas Development and Peace (CCODP). CCODP is registered with the Canadian International Development Agency and thus all the funds which it sends to Nicaragua are matched 3 to 1 by CIDA. By the time it reaches Nicaragua the Local members contribution will amount to \$333, and all of it goes to the Literacy program of the Government.

In solidarity,  
*Roger Annis*  
Roger Annis

# A REPORT

## Secretary-Treasurer's Report

Section J-13 of the AUCE By-laws states:

"The annual fiscal meeting of the Local Association shall be the December membership meeting. At this meeting a projected budget shall be presented, debated and approved. Any major change in the categories, priorities, and amounts outlined in the budget in the ensuing year must be reported to and receive the approval of a membership meeting for which notice of the budgetary decisions to be made has been given to the membership."

With that in mind, what follows is a projected budget for 1981. It was arrived at by using our 1980 expenditures allowing for 10% for inflation. The one projected expenditure that is etched in stone is the office rent - the \$1.00 is the nominal sum the University will be charging us for the year's rent at our new location. Salaries, telephone, strike fund, Per Capita Tax to the Provincial and meetings and conferences should for all intents and purposes come within the projected figures. The areas where there may be fluctuations are printing and stationery, professional and legal expenses and office expenses. Should we experience a few unexpected arbitrations then the legal expenses can skyrocket.

The total projected budget is \$171,801. Should the dues increase pass that should generate approximately \$16,000 a month or \$192,000 for the fiscal year. In theory, that leaves a cushion of \$20,000. Should that cushion exist at the end of the year, and that means that the projected budget is bang on, then we probably would find ourselves transferring an additional \$10,000 into the Strike Fund and keeping the remaining \$10,000 in our general operating account. The picture could be substantially altered should we encounter any other extraordinary expenses during the year - the "budgetary fat" could quickly dissolve. If the dues increase does not pass then our revenues based on the present dues structure would total \$147,000 - we would be into a deficit situation, most likely on a monthly basis. But, we will have to cross that fiscal bridge when we come to it, if in fact we ever do.

### Projected Budget for 1981

Rent	\$ 1.00
Salaries	59,400.00
Telephone	1,200.00
Printing & Stationery	6,400.00
Strike Fund	19,800.00
Per Capita Tax	50,400.00
Professional & Legal Expenses	20,000.00
Meetings & Conferences	600.00
Office Expenses	14,000.00
Projected total	\$171,801.00

#### **Political protest work stoppage not a strike**

... British Columbia ... A work stoppage in protest of a Government Bill affecting pension legislation was held not to constitute a strike. The refusal to work was directed not at the employer, but at the provincial government, having a "political" rather than a "collective bargaining" purpose. Nor did the protest directly violate any specific provision of the collective agreement, as the agreement did not contain a "no stoppage of work for any reason" clause. *British Columbia Ferry Corporation v. British Columbia Ferry and Marine Workers' Union.* (British Columbia Laborer Relations Board) (80 CLLC ¶ 16,042).

# GROUP

## FOR WOMEN

### OVER 50

facilitated by Ima Krayanoff

*"Women over 50 are often dealing with a profound loss:*  
- loss of a partner thru death, divorce or seperation  
- loss of focus by the departure of the last child from the family home  
- loss of a job thru retirement  
*and the most common loss for women over 50 in this society:*  
- loss of their youthfulness."

*"In a group you will find participants who are struggling with similar or the same problems. That in itself can diminish feelings of lonlieness."*

limited enrollment of 10-16 women

preregister by calling Vancouver Status of Women

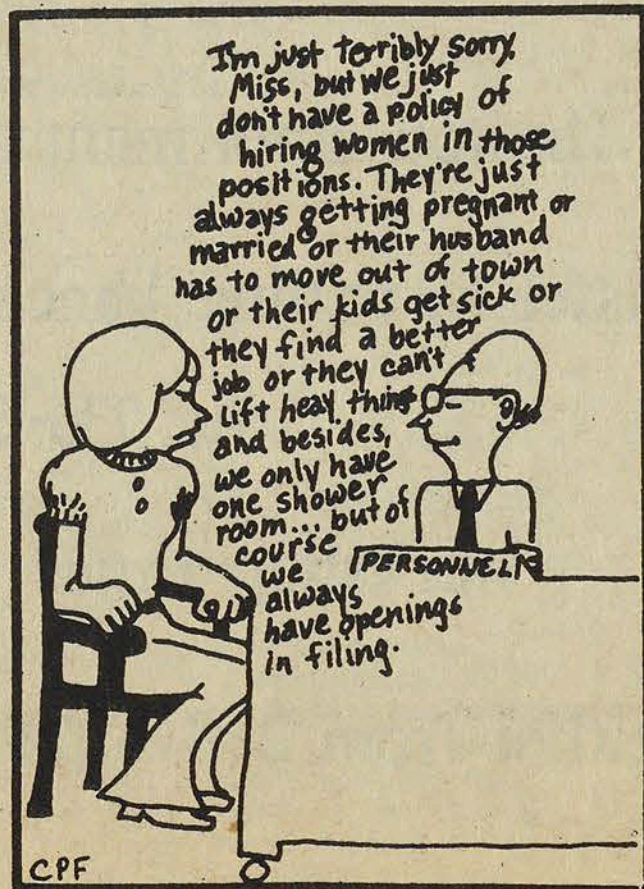
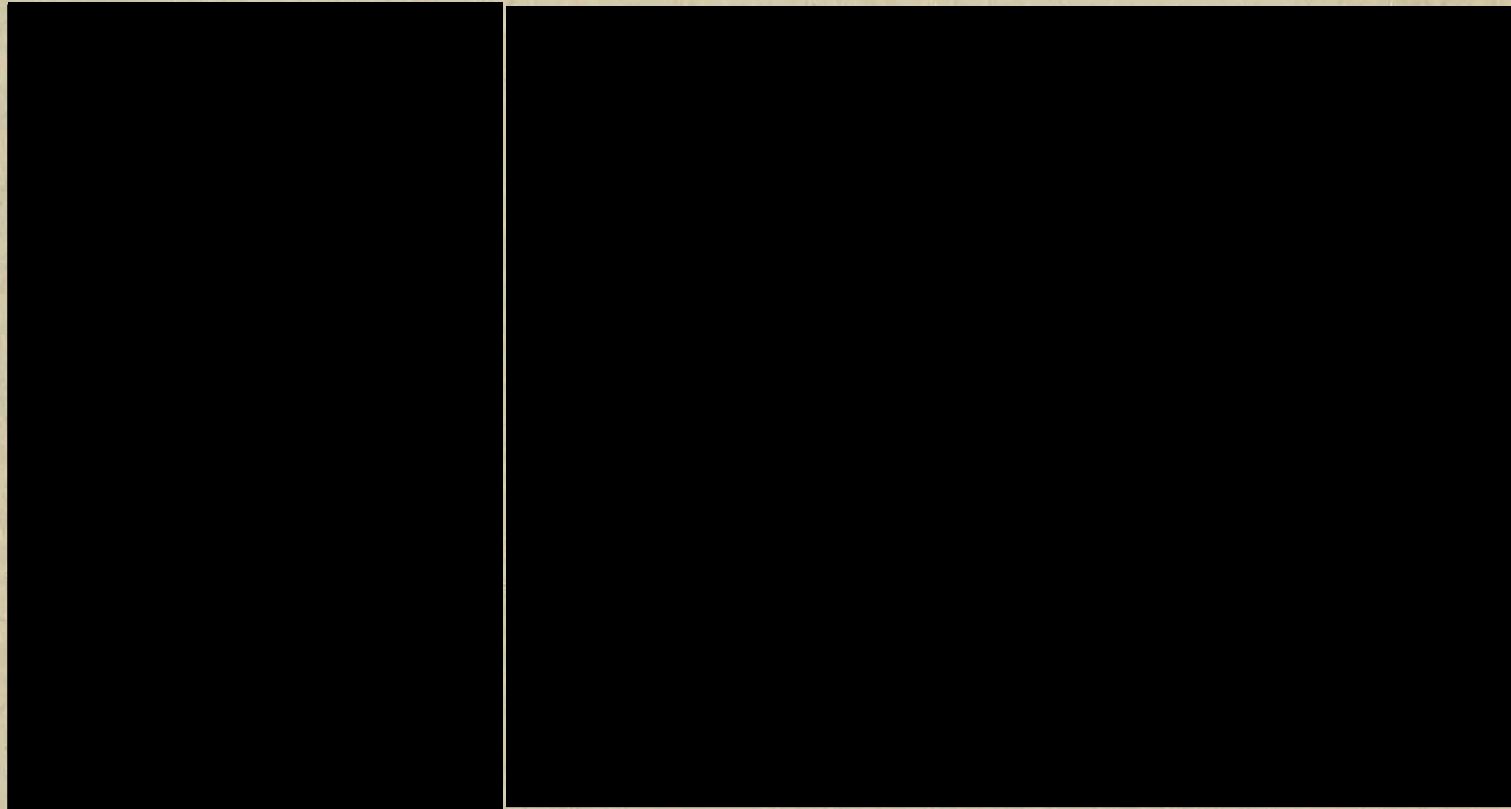
at

workshop times in January

either from 2-4:30pm or from 7-9:30

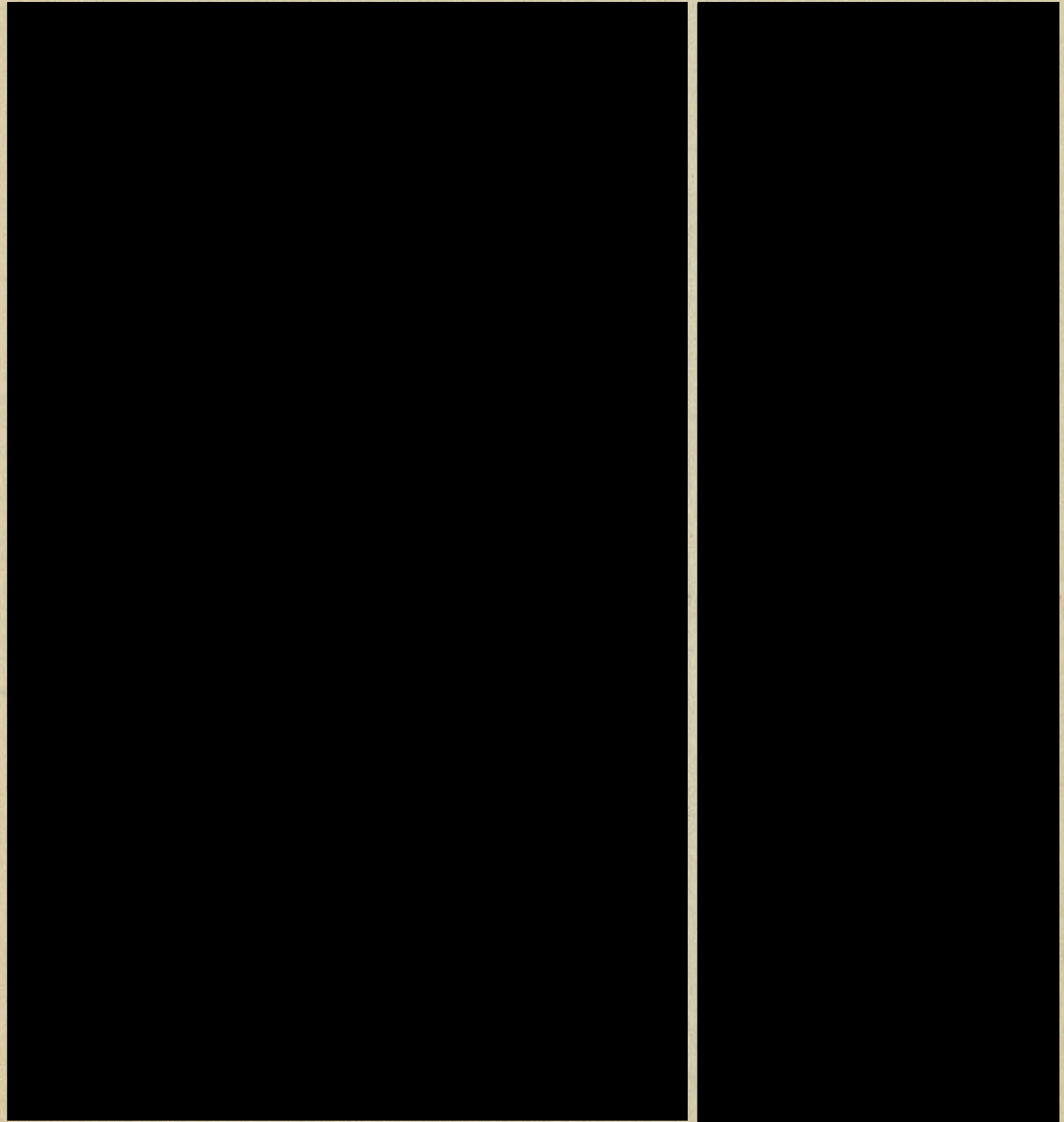
Treasury Board cedes 24.7%  
to settle clerks' strike

Reprint



# B.C. LABOR LAW

By Gordon Hardy

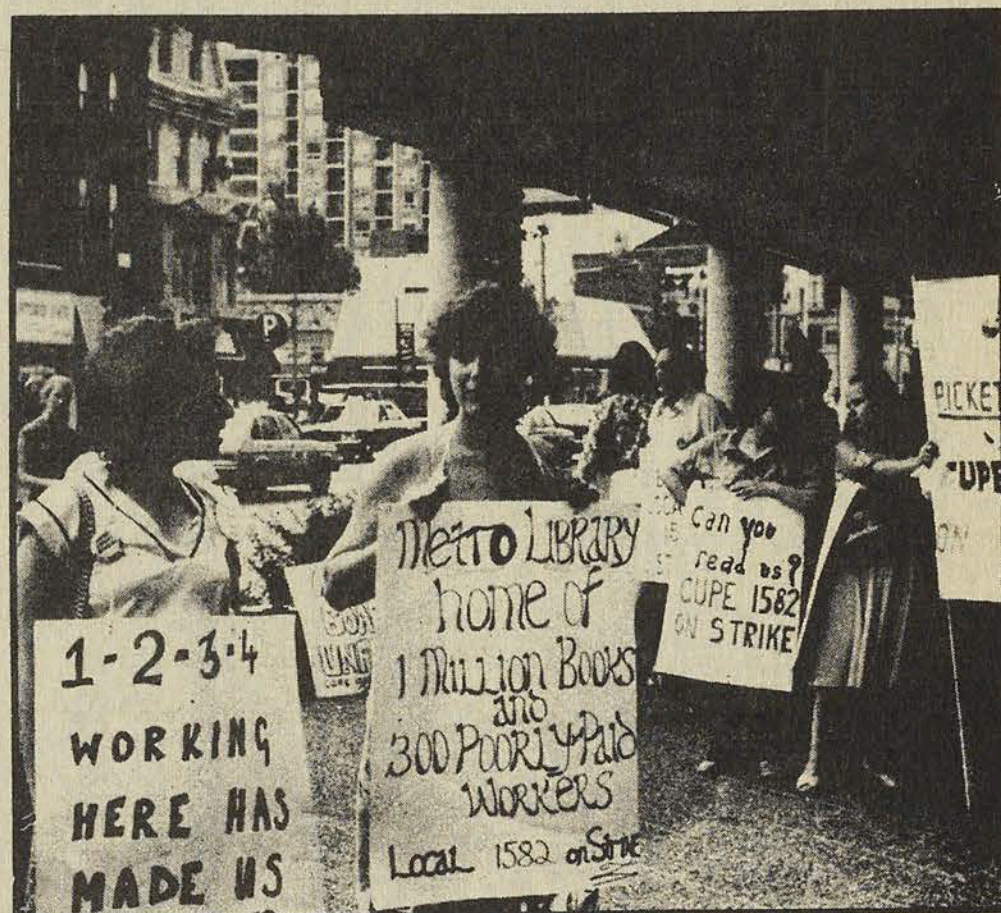


reprint

From the October edition of the  
IWA's "the Barker"



# Metro Toronto Library assistants take to picket lines



Metro Toronto Library Board workers took to the picket lines, closing both of Metro's reference libraries with their first strike.

# PER CAPITA TAX AFFAIR

The Per Capita Tax Affair

Last August, as a Provincial body, we voted to substantially increase our Per Capita Tax per member from \$2.00 a month to \$3.25 a month. The Per Capita Tax is that amount of money deducted from a member's monthly dues which goes to the Provincial. Per Capita Tax for full-time members was \$2.00 a month as indicated above, and, the average monthly total remitted to the Provincial from this Local was (and is to date) \$2800.00.

With the new increase our monthly remittance to the Provincial should have increased to approximately \$4300.00 a month. But, there was a catch. Our financial situation prevented us from even considering the possibility of fulfilling our new commitments. More often than not, our monthly expenses exceeded our revenue. The strike and its related expenses had depleted our strike fund and we had just completed a successful referendum to retire a major portion of our outstanding loan with the BCTCU. Our liabilities far outpaced our reserves.

What was confronting us was the necessity of holding two future referenda. The first would be to retire the remaining strike-related expenses and to reimburse the University for the holiday time lost by our picketers for the month of May 1980. The second referendum would be concerned with a dues increase which was needed to cover the new Per Capita Tax, the increasing office expenditures, the building up of our Strike Fund, the increased office staff wages for April 1981, etc.

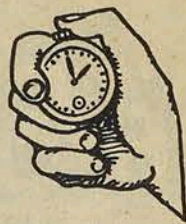
Against this backdrop, the Executive passed the following motion at its September 9th meeting: That the Executive oppose the Provincial's apparent decision to make the Per Capita Tax retroactive to August and that should a dues increase be approved by the membership then Local 1 will pay the increased Per Capita Tax from that point in time.

Previous to the motion our Provincial representatives had informed the Executive that the Provincial expected that the Per Capita Tax would be retroactive to August. It was the feeling of the Executive that by the time we had presented the request for a dues increase to the membership that the retroactive Per Capita Tax owing to the Provincial would hover between \$6,000.00 and \$8,000.00. To repay that would probably necessitate another referendum.

Our primary concern was to have the strike debt retired and to have the dues increase passed - if such a result was in the cards. Armed with those crucial successes, we could then turn our attention to the issue of the Per Capita Tax retroactivity. During this period in September and October it was the hope of the Executive that the Provincial, due to our financial situation, would agree to waiving our paying of the retroactive amount. As the debate continued during these months, the Executive maintained this position - but we did indicate to our Provincial representatives that at the very least we would take the retroactivity issue to the membership in the form of a referendum. It was our perception that we did not want to torpedo the first two referenda by raising the spectre of a further vote. A constant underlying theme was the possibility that the membership might reject a dues increase. If that occurred then we could not consider paying the increased Per Capita Tax - it was even possible that we might have to forego the payment of our old Per Capita Tax rate when our financial commitments to the Local so dictated.

Impressions, to the contrary, the early stages of the debate were not couched in anti-Provincial terminology, although on occasion we did issue the occasional storm warnings about the Provincial's future. The Provincial Executive was to have attended our October 7th Executive meeting, but that meeting was delayed to the 28th. At the meeting of October 7th, Susan Zagar, one of our Provincial reps, reported that it was her perception that the Provincial would only go so far as to extend an interest free loan to the Local to repay the retroactive Per Capita Tax. Unfortunately, the Provincial Executive did not make it to the October 28th meeting at the scheduled time and the quorum was lost. An informal discussion ensued as well as an exchange of financial information. Those Executive members present reaffirmed the motion of September 9th while the Provincial indicated that they would not waive the Per Capita Tax retroactivity for the August to October 1980 period. The discussion also touched upon some of the anti-Provincial sentiment that existed at our Local.

# Minutes



## Minutes

Membership Meeting - Thursday, November 20, 1980  
IRC 6  
12:30 - 1:10 pm.

Ray Galbraith, the Secretary-Treasurer, explained to the meeting that a chairperson had to be elected from the floor. This was to be done according to Bourinot's Rules of Order, Section 31 - Absence of Presiding Officer. Ray indicated that the President was ill and the position of Vice-President was to be filled at this meeting. Carole Cameron was elected by acclamation to chair the meeting. Ray Galbraith recorded the minutes.

### 1. Adoption of agenda:

Moved by Andreana Gingera THAT THE AGENDA BE ADOPTED AS CIRCULATED.  
Seconded by Margie Wally

The motion was CARRIED.

### 2. Adoption of minutes:

Moved by Joan Treleaven THAT THE MINUTES OF THE OCTOBER 23, 1980 MEMBERSHIP  
Seconded by Carol Baisley MEETING BE ADOPTED AS CIRCULATED.

### 3. Business arising from the minutes:

There was no business arising from the minutes.

### 4. Business arising from the correspondence:

There was no business arising from the correspondence.

### 5. Nominations:

President - Marcel Dionne was elected by acclamation.  
Vice-President - Linda Tretiak was elected by acclamation.  
Trustees (2) - Sharon Newman and Andreana Gingera were elected by acclamation.  
Membership Secretary - Joan Treleaven was elected by acclamation.  
Provincial Representatives - Susan Zagar and Kitti Cheema were elected by acclamation.

Communications Committee - There were no nominations for the Committee and they were to remain open on a continuing basis.

Benefits Committee (2) - Cobie Wennes was elected by acclamation. One position was to remain open until the following meeting.

There were no nominations for the following Provincial Committees: Provincial Education Committee, Committee to Investigate Discovery Parks, Cross-Local Committee to Investigate AUCE Salaried Staff, and Cross-Local Superannuation Pension Investigating Committee. Nominations were to remain open for a further month.

### 6. Secretary-Treasurer's report:

Moved by Ray Galbraith THAT THE MEMBERSHIP OF AUCE LOCAL #1 ADOPT THE FINANCIAL  
Seconded by Ann Hutchison STATEMENT FOR THE MONTH ENDED OCTOBER 31, 1980.

Ray Galbraith said that there were no extraordinary items of concern in this month's financial statement - the one fact that did stand out was the fact there was an excess of income over expense to the tune of \$1,368.75. Ray mentioned that the Provincial had reimbursed the Local for the purchase of a calculator and that accounted for the figure of \$71.08 on the statement. Ray also reported that our outstanding liabilities were approximately \$24,000, a sum that exceeded our assets. He reminded the meeting that the referenda on the dues increase and the strike-related expenditures/debts were in the works.

The motion was CARRIED.

### 7. Grievance Committee report:

Carole Cameron reported on behalf on Helen Glavina, the Committee's chairperson. She indicated that the main item of concern for this meeting was the motion on page 7 of the newsletter.

Moved by the Grievance Committee THAT AUCE LOCAL 1 TAKE THE TWO RECLASSIFICATION  
Seconded by Ted Byrne GRIEVANCES TO ARBITRATION AND PAY ALL RELATED  
EXPENSES.

The motion was CARRIED.

### 6. Secretary-Treasurer's report cont'd:

Prior to the Grievance Committee report Ray Galbraith reported on the office move. He said that the move would take place during the last week of December, that the light, heat, and telephone had been cancelled as of December 31st, that the office would be integrated into the campus mail system, and that he was awaiting the confirmation in writing from Robert Grant in Employee Relations. Furthermore, he had been recently reassured by Grant, in a telephone conversation, that the Union could move into the Armory Staff Room by January 1, 1981; written confirmation would follow.

A member asked whether or not there would be any difficulties in the case of a strike. Ray replied that such an eventuality had been taken into consideration. In case of a strike, the Executive felt that a corridor could be kept open to union office.

### 8. Provincial report:

Susan Zagar reported that the current referendum on the Provincial Co-ordinator and Trustee was to be counted the following evening, as was the special assessment vote which did not apply to Local #1. Susan said that the assessment, if passed, would be given to Local #1 to aid in defraying the costs of our strike.

The third affiliation ballot was due out in mid-December, but as usual there were problems with putting together ballots due to the lack of volunteers. The Provincial newsletter had just come into the Union Office and was waiting to get labelled.

Susan then referred to the letter of October 28th from the Provincial which had been reprinted in the newsletter. She said that the issues raised in the letter had as yet to be answered by the Executive of Local #1. She briefly outlined her interpretation of those issues.

### 9. Other & New Business:

- a) TWU reminder - Carole Cameron reminded the members present that the Telecommunications Workers were engaged in selective picketing at the University. She pointed out the Executive had sent a letter to the University bona-fiding any picket lines which should appear. The first building to be picketed was Henry Angus and the latest had occurred the day before at Geological Sciences. Carole recommended that if any members had any related questions or if they found their building being picketed, they should contact the Union Office.
- b) Escalating legal expenses - A member, Pat LaVac, asked a question in regards to the matter of escalating legal expenses. She wanted to know whether or not the Executive had discussed the issue. Ray Galbraith replied that the Executive and the Union Office were well aware of the cost of legal expenses, especially in relation to our present financial situation. He added that the Union Office staff planned to prepare a report for the newsletter which would contain references to the issue and list possible solutions. One of those solutions or suggestions would be to have the Union Office staff advocate for the Union in arbitrations, but only under certain circumstances.
- c) December Membership Meeting - Linda Tretiak asked when the meeting in December was scheduled for. Carole Cameron explained that due to exams we were unable as yet to confirm either a room or a date. She said that the Executive favoured using IRC 6 on a continuing basis because it was more intimate. She also announced that there would a film at the December meeting about the organizing drive at York University by YUSA. Another member, Diane Green, recommended bringing the meeting forward to

# OPERATION FINGER PINKY

Breaking away from the standard documentary account of the woes of workers, Operation Finger Pinky takes a light-hearted look at what actually happened when university office workers decided they needed a union.

The film is based on the stage version of the play presented by the Theatre Passe Muraille and features the original cast and director.

Job discrimination against women and the labour/management conflict are problems that have been around for a long time. Through the use of over-statement and broad humour, Operation Finger Pinky deals with these issues in a refreshing new way.

Produced by the National Film Board of Canada

Having vainly tried to meet the excessive demands of their bosses, the secretaries decide to form a union. Panicked by the threat of a strong employee organization, management tries to thwart the union efforts and their antics reach farcical proportions. Blatant intimidation tactics are employed and activists receive unmasked threats to get off the union bandwagon. Despite the mockery and exaggeration, tension mounts. Will the "good guys" win on voting day?

## notice of motion

Susan Zagar, one of our Provincial Representatives, would like to give notice of motion for the following By-laws change. The motion, if passed, would mean that the two Provincial Representatives would become voting members of our Local's Executive.

### E. Local Association Executive

The Local Association Executive shall include the following:

- President
- Vice-President
- Secretary-Treasurer
- Membership Secretary
- Union Organizer
- Union Co-ordinator
- 2 Trustees
- 2 Provincial Representatives
- Chairperson of the Grievance Committee
- Chairperson of the Contract Committee
- Chairperson of the Communications Committee
- Chairperson of the Action and Publicity Committee
- 1 Division Executive Representative from each Division

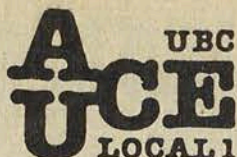


association of university and college employees

## CORRESPONDENCE

- Nov. 3/80 Letter from Heirloom Bible Publishers re: purchase of bibles for the bargaining unit
- Nov. 6/80 Letter from the Municipal History Society re: purchase of "Highlights from municipal reform movements in the Lower Mainland"
- Nov. 7/80 Letter from AUCE President, Nancy Wiggs, to Robert Grant, Employee Relations, informing the University that we regard any TWU picket lines as bona fide
- Nov. 7/80 Letter from Pat LaVac and Dilma Huggett nominating Marcél Dionne for President
- Nov. 12/80 B.C. Fed "news" re: the 25th Annual Convention to be held November 24th to 28th
- Nov. 12/80 Brochure from IDERA Films outlining the availability of new films
- Nov. 12/80 Letter from Roger Annis, a representative of the Nicaragua Literacy Committee, thanking AUCE for the \$83.34 raised at the October 23rd Membership Meeting
- Nov. 12/80 Information package from the Labour Relations Board re: changes for the submission of complaints under Section 7(1) of the Labour Code
- Nov. 19/80 Letter from Rape Relief with information about a planned shelter for raped and battered women and children
- Nov. 20/80 B.C. Fed "news" re: Kinnaird's condemnation of the proposed increased in ICBC premiums
- Nov. 24/80 BCGEU "news release" re: the ferry workers having the right to vote on closer relations between the BCGEU and the B.C. Ferry and Marine Workers' Union
- Nov. 24/80 B.C. Human Rights Commission press release commemorating the 32nd anniversary of the Universal Declaration of Human Rights
- Nov. 26/80 Letter from the Repeal 251 Committee re: the organization of a March 8, 1981 rally calling for the repeal of the anti-abortion laws
- Nov. 27/80 Letter from North Shore Women's Centre re: debts incurred to finance the petition regarding the Canadian rape law
- Nov. 27/80 Letter from the Nicaragua/El Salvador Support Committee re: their present and future efforts and goals
- Nov. 28/80 Letter from the Canadian Cystic Fibrosis Foundation requesting donations
- Dec. 1/80 Pamphlet from the BCGEU re: Steward Task Force





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# Membership Meeting

Membership Meeting - Wednesday, December 17, 1980

IRC 6

12:30 - 2:30 pm.

Article 10 - Union Meetings states:

"The University agrees to allow nine (9) two-hour lunch meetings (12:30 to 2:30) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given."

What that means is that you are entitled to the time off from work to attend the December 17th Membership Meeting.

## AGENDA

No Smoking

Motion to seat a member of CUPE 2278 - the Teaching Assistants' Union. That member, if seated, will report on the current state of their negotiations with the University and how it might affect AUCE and other campus unions.

1. Adoption of agenda.
2. Adoption of minutes of the November 20, 1980 Membership Meeting
3. Business arising from the minutes.
4. Business arising from the correspondence.
5. Nominations:
  - Closing - Benefits Committee
  - Communications Committee
  - Provincial Education Committee
  - Committee to Investigate Discovery Parks
  - Cross-Local Committee to Investigate AUCE Salaried Staff
  - Cross-Local Superannuation Pension Investigating Committee
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Provincial report:
  - Sheila Perret of the Provincial has requested to speak for ten minutes
9. Other Business:
  - Committee reports
10. Film:
  - "Operation Fingerpinky" - the organization drive of the York University Staff Association