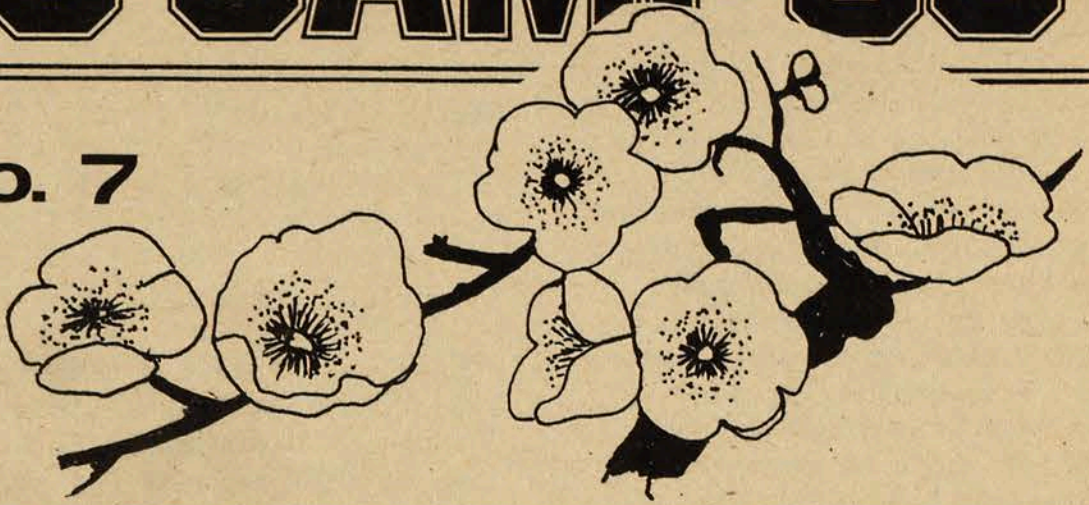


# ACROSS CAMPUS

AUG. 1976, No. 7



4 WILSON MINDY LAUR 607  
COMMERCE

## OUR OBJECTIVES

by Marcel Dionne

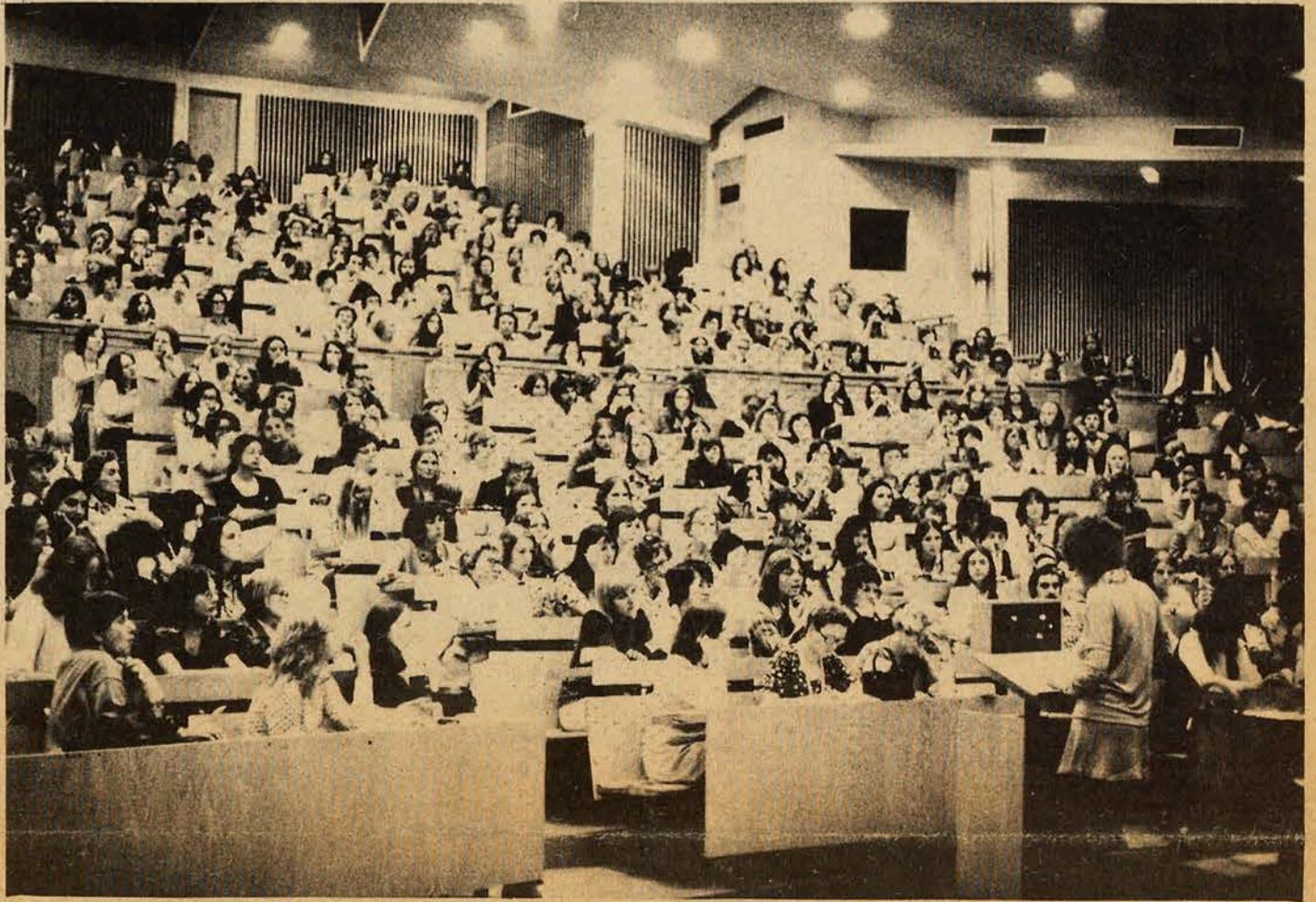
EQUAL PAY FOR WORK OF EQUAL VALUE. MORE PARTICIPATION BY A.U.C.E. IN THE RUNNING OF THE UNIVERSITY.

When I first came to U.B.C. in the summer of 1970, I felt a great deal of resistance and an obvious lack of communication between the administrative powers of the University and us, the "support staff".

I was hired as a Senior Buyer in the Purchasing Dept. It is a problem-solving job. You have a large body of faculty members, technicians and senior administrative assistants who each have their own ideas on how things should be done. One of my duties is to try to bring this into a cohesive whole, and sometimes that is a very difficult problem.

As the months went by, talk about unionization of the clerical and library workers was steadily increasing. At the beginning of 1973 it became apparent that these workers were dissatisfied with their treatment as employees. They wanted to be heard, to be listened to and to be understood. So A.U.C.E. was formed to represent approximately 1200 people (mostly women) for one main purpose: to take the problems of these people to management.

At that time, as now, I sacrificed a lot of my private life for the "cause". Personally, it did me a lot of good. I found myself as an individual and to me that is very important. The main objective of A.U.C.E. was (and will be until it is achieved) equal pay for work of equal value, and also more participation by our members in the daily running of this University. Equal pay for work of equal value has been difficult to negotiate. The University has been successful in avoiding the intent of our demands by purposely filling certain jobs with women and certain other jobs with men. This has



tended to channel women into the lower paying jobs, such as typists and filing clerks.

To remove this discrimination, we have established a job evaluation committee to try to find a system which measures the worth of the job and not just the sex of the applicant! Some of the University's hiring policies are completely out of touch with reality - the reality being that women work because of need, not because they seek frills. I would like to state that even if our union is approximately 90% women, I do not see it as being a "women's lib" or a "feminist" movement. It is not directed against the male members of this university. What we are concerned with is good down-to-earth trade unionism, which demands that all of our members be treated as equals by the employer, without regard to sex. Our demands in the last two negotiations have borne out this belief.

I was elected to the last two contract committees, and currently I am Chairperson of the Grievance Committee. I guess it is a fair statement to say that I am a bit pro-management and certainly not a radical union member. What am I doing on the Grievance Committee? I try to accomplish what is best for the membership and what they ask me to do to preserve their rights. But whatever the result, the experience of dealing with both management and the union members has served to strongly reinforce my faith in the working class.

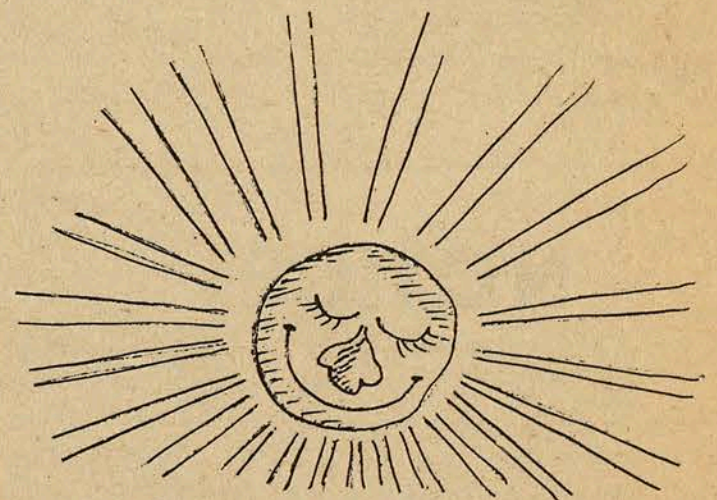
It has shown me that the members

## General Membership MEETING

Thurs. / AUG. 12

12:30-2:30

Old Auditorium



of A.U.C.E. are in fact capable of tremendous strength and determination by standing on their own and fighting for what they believe and for what is necessary.

In closing, I would like to impress on the Administration of this University that in the past they have not displayed a real desire to recog-

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### "OUR OBJECTIVES" (FROM PAGE 1)

nize that the inside workers, who are generally women, must have specialized training to perform duties such as typing and secretarial work. It is noted by A.U.C.E. that digging a trench or driving a truck also need some skills. It seems to me that some of these jobs parallel each other in needing skill or training; so why the difference in pay? Personally, I get the impression that the university, educated to the realization that the clerical and library workers are a valuable part of this organization, must also recognize that some inequality still exists on campus. Perhaps a good beginning point would be to have the base salaries equal.

## HELP!

We are coming to that time of year again when everyone seems to be leaving. The communications Committee is losing 2 or possibly 3 of its members. Unfortunately this is also the time we need communication within the union the most. It is essential that the membership be kept up to date on the contract negotiations and it is even more essential that we all know what is happening if another strike situation develops. This requires the help of many people.

Realizing that pleas of this sort have been made before, I make it again because I feel it is important. From a personal viewpoint, I joined the communications committee because I felt that I was not well enough informed during last years strike. Also I feel that good communications are essential to any group that is trying to work together for a common good.

One way to become more informed and to promote communication is by more people becoming involved. And becoming involved does not necessarily mean that one must dedicate all ones free time to union activity. There are many jobs that must be done - typing, contacting people, phoning, picking up supplies, running off stencils, etc.

Through this union we are able to have some control over an important part of our lives. That is no small achievement. I feel it is important to keep that control and to use it wisely. If you feel the same way please get involved. Contact a communication committee member.

Vicki McNeill 2819  
Jean Lawrence 2019  
Rosemary Ley 4308  
Robert Gaytan 3725

## NOTICE

### IMPORTANT NOTICE

In order to insure that a request for transfer and promotion is on record, it is very important that such request be submitted in writing to the Employee Relations Department.

P.S. Don't forget to date your request and to keep a copy for your own records.

MARCEL DIONNE.  
Grievance Committee.

## LETTERS

[Redacted]  
Vancouver, B.C.

[Redacted]  
July 13, 1976

A.U.C.E. Executive  
Western Parkway  
Campus  
University of British Columbia  
Vancouver, B.C.

Attention: Communications Committee

Last week I sent a clipping to the Executive regarding a Board of Trade Survey for Clerical Workers. May I suggest that this is the sort of article that I would like to see reprinted in the AUCE News, as this is "What it is all about". This is the type of information of which our members should be aware before any discussions on wages come up. Also the enclosed clippings should be of interest to our members. You can see I heartily applaud the move to have a clipping service.

I hope we shall never again be subjected to the "Propaganda" material that was inserted in our last news sheet. We are in no position to assess or judge the politics of another country. We can all read this in our own daily papers and can support or reject this move as each individual sees fit.

We all sympathize with human misery but I most strongly object to using the union as a vehicle for pushing ones political philosophies. The union's job is to try for fair wages and fair working conditions and in return we give a fair days work and produce - so I hope in future we will remember the purpose for which we originally organized! I can also read about the "Kits Co-op" in the Western News or any community newspaper.

You are free to publish this letter in its entirety if you wish, but I would prefer it if you would publish the articles of which I have made mention. It might be unwise to publish the article by Charles Barber as I feel we must constantly be on guard to remind ourselves that we are a non-political organization.

Yours truly,

*Shirley M. Dick*

Shirley M. Dick  
Education

ed. note: This is the kind of response we hoped for from the membership. We would like more response. The Newsletter is a forum for discussion. We would like to hear more ideas on how people see the function of the Newsletter.

- Penny Swanson

Further Editorial Comment:

The letter above by Shirley Dick brings up a few interesting points about "Across Campus" as a Union publication. First is the objection to our having printed the article on Chile, and secondly the objection to the Kits Food Co-Op article.

Speaking as only one member of the Communications Committee, I would much rather have articles such as the one on Chile appear in the Newsletter than show up as a speaker on the Agenda of a General Membership Meeting, where we are so often strapped for time on even the most

## TALKING TO OURSELVES:

MICHELLE

McCAUGHRAN

Interview conducted outside the Bus Stop on a bright and sunny day with Michelle McCaughran. When on the job, Michelle is to be found in the Faculty of Nursing located in the IRC Building.

What is your position and what do you do in your job?

I do typing for the 4th year coordinators; look after purchasing of equipment for the School of Nursing; look after requisitions to Finance, Physical Plant, etc.; and do all the filing. I am a Secretary II and help out the Administrative Assistant.

How long have you worked there and do you like your job?

I have been with the School of Nursing for 8 months, and yes I do like my job. Although I like what I am doing, at times I am under some pressure. This is being rectified as someone is being trained to help me out. Really enjoy working here!

What are your working conditions like?

Generally good but I wish they would give us some more windows. It would be a big help if something was done about the lighting - it is very unhealthy and ruins the eyes. Everybody pitches in here to get the job done. Not much bitching as everybody gets along well. When the going gets rough the Administrative Assistant pitches in too.

What are your thoughts as far as A.U.C.E. is concerned?

I think the union is great! It has certainly done a lot for the clerical workers. I would never work for a non-union organization after working at U.B.C. Hope they keep up the good work!

Rosemary Ley

important business. As for the Food Co-Op article, I view that as a service to our members, in that it brings to their attention a community function or service which they might very conceivably wish to take advantage of. If not the Kits Co-Op, at least they have learned something about Food Co-Ops in general, which are becoming quite popular.

The fact remains, however, that you pay for this newsletter to be published out of your union dues, so if you have definite thoughts on this issue, please write to us!

Robert Gaytan

## For Sale

FRESH OKANAGAN FRUIT (Apricots, Peaches, Pears, Prune Plums and Apples in season) will be available throughout the summer. Please phone [Redacted] for information regarding dates and time of sale.

# THE EFFECTS OF LIGHT

## THE INHIBITION OF OVULATION

The best-characterized indirect effect of light on any process other than vision is probably the inhibition of melatonin synthesis by the pineal gland of mammals. Although melatonin seems to be the major pineal hormone, its precise role has not yet been established. It has several effects on the brain: it induces sleep, modifies the electroencephalogram and raises the levels of serotonin (a neurotransmitter). It inhibits ovulation and modifies the secretion of other hormones from such organs as the pituitary, the gonads and the adrenals.

The synthesis of melatonin is suppressed by nerve impulses that reach the pineal gland over pathways of the sympathetic nervous system. These impulses in turn vary inversely with the amount of visible light impinging on the retina. The more light, the less impulses. (In rats the pineal function is depressed to half its maximum level when the animals are subjected to an amount of white light only slightly greater than that shed by the full moon on a clear night.)

During the third of the day corresponding to the bedtime hours, 11:00 P.M. to 7:00 A.M., the level of melatonin in the urine is much higher than it is in any other eight hour period. It remains to be determined whether the rhythm in melatonin excretion in humans is induced by light or is simply entrained by it.

In some birds and reptiles the pineal gland responds directly to light, thereby serving as a photoreceptive "third eye" that sends messages about light levels to the brain. In the pineal organ of mammals any trace of a direct response to light is lost. Evidently photoreceptors in the retina mediate the control of the pineal by light.

Light levels and rhythms influence the maturation and subsequent cyclic activity in the gonads of all mammals and birds examined so far. The particular response of each species to light seems to depend on whether the species normally ovulate once a year (monestrous) or at regular intervals through the year (polyestrous). The gonadal responses also seem to depend on whether the members of the species are physically active during the daylight hours or during the night. Recently the authors had the opportunity to examine more than a score of girls and women who had become blind in the first year of life. We observed that gonadal maturation had in general occurred earlier in this group than in normal girls.

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The multiple and disparate effects of light I have described support the view that the design of light environments should incorporate consideration of human health as well as visual and aesthetic concerns. We have learned that the chemical constituents of the environment in the form of food, drugs and pollutants must be monitored and regulated by agencies with suitable

powers of enforcement. A major part of their responsibility is to see that nothing harmful is put into food or drugs and that nothing essential is left out of food. The food and drug industries, for their part, look to public and private research organizations, including their own laboratories, for intellectual guidance in creating wholesome and beneficial (as well as profitable) products.

In contrast, only minuscule sums have been expended to characterize and exploit the biological effects of light, and very little has been done to protect citizens against potentially harmful or biologically inadequate lighting environments. Both government and industry have been satisfied to allow people who by electric lamps - first the incandescent ones and now the fluorescent - to serve as the unwitting subjects in a long-term experiment on the effects of artificial lighting environments on human health. We have been lucky, perhaps, in that so far the experiment has had no demonstrably baneful effects. One hopes that this casual attitude will change. Light is potentially too useful an agency of human health not to be more effectively examined and exploited.

(Paraphrased from an article by Richard J. Wurtman in the July 1975 edition of Scientific American.)

(SUBMITTED BY SHIRLEY DICK)

## Contract talks quieter

Financial Times

## Strikes called ancient weapon

## Wage settlements fall 8.5 per cent

By ASHLEY FORD

# AGENDA

1. no smoking
2. Approval of agenda
3. Approval of minutes
4. Correspondence report
5. Financial report
6. Grievance report
7. Contract committee
8. Any other business

## FINANCIAL REPORT

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES LOCAL #1

Statement of Income and Expenses  
For the period 1 - 31 July 1976

### INCOME

Dues	\$ 5,069.00	\$ 5,069.00
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### EXPENSES

Printing and Stationary	685.11	
Rent & Utilities	286.75	
Telephone and Telegraph	68.05	
Office Expense and Furniture	94.81	
Salary & Related Expenses	916.10	
Wages to VGH workers	1,863.52	
Per Capita Tax-June	1,236.00	
Subscription (Province)	4.00	
SORWUC Donation	200.00	
Taxes on office (Lease)	929.28	
Bank service charge	1.25	
Employee Benefits	83.62	
		<u>6,368.49</u>

Excess of Expense over Income		\$ 1,299.49
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Cash on hand 30 June 1976		<u>20,900.67</u>
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Cash on hand 31 July 1976		<u>\$19,601.18 *</u>
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Van-City accounts	\$ 9,601.18	
University Community Credit Union	10,000.00	
	<u>\$19,601.18</u>	

## Grievance Committee Report

by Ray Galbraith

The clock had apparently been turned back. The Grievance Committee had prepared an eighteen point agenda for the Thursday, 21 July meeting with the University Labour Committee. Six months ago, Robert Grant, the new Director of Employee Relations, had expressed concern at the unwieldy agendas and had pledged himself to manageable agendas. Grievances and queries were to be whittled down to governable proportions. Thursday's agenda was divided into "old" and "new" business. Grant stated, simply: "I want to get some of these things out of the way. They are irritants." The meeting lasted 2 1/2 hours, and many of the "irritants" still had to be resolved.

The meeting itself consisted of two misclassification grievances, three reclassification grievances, a flexible hours grievance, two working conditions grievances - one in the Faculty of Commerce, the other on Floor 7 of the Main Library, a Union grievance on the Stewards' Seminar, a mass job postings grievance, a series of queries, and a lengthy "Other Business" section.

The meeting had originally been set for 9:30 am., but Grant was delayed for 1/2 hour by a telephone conversation with Connaghan. Apparently, the subjects of the conversation were the working conditions grievances referred to above. What follows is not a point by point chronology of the meeting, but a few references to some of the issues discussed.

After a progress report was presented on the Faculty of Commerce's faulty ventilation and heating system, Grant made it obvious why he was present for the meeting. "The issue I am here for is to talk to the working conditions. I want to stop talking and get something done." The Union was informed that the heating system in the Mail Room was functioning, but that the air/ventilation system in the office and classroom block still had not been improved.

The Union presented a short case for the mass working conditions grievance in regards to Floor 7 of the Main Library, a grievance signed by 61 employees. Grant indicated that he and Connaghan had been unaware of the problem (difficult to understand in light of the notorious and lengthy history of Floor 7). But, he said: "We will address ourselves to this, because it has aroused some concern." He continued: "This is something of a very serious nature. We will address ourselves to it promptly. We will have a meeting to suggest solutions."

The employees directly affected had filed a grievance under the Working



### MOTIONS

1. That the financial report be adopted as presented
2. That \$750.00 be allotted for printing, stationery and office expense for August 1976
3. That the Treasurer be authorized to send the correct amount of per capita tax to the Provincial Association as soon as the July check-off is received from the University.

From July Meeting: That the membership of AUCE local #1 authorize the use of a clipping service to clip the Vancouver Sun, the Province, the Toronto Globe and Mail and the Victoria Times for the topics: Labour (general), White Collar Workers and Women in the Labour Force.

[Because I will be on vacation at the time of the August membership meeting I have asked Margot Scherk to present these motions.  
Prepared and submitted by:  
Frances Wasserlein



The two Committees met again on Wednesday, 28 July. Grant came well-prepared; he presented either written or verbal answers to every outstanding issue on the agenda. The meeting lasted only an hour as Grant had an important meeting elsewhere. The discussion throughout was appropriately brief and to the point - undoubtedly Grant's other pressing commitment spurred the Labour Committee on.

Both parties reached tentative agreement on some employees in the Dept. of Housing who are now to be classified as seasonal employees. The Union presented a brief in regards to a misclassification grievance. Grant replied to the flexible hours grievance, the working conditions grievances, transfer procedure, maternity benefits, the Stewards' Seminar, and finally, he replied to a Careers '76 query. The Union presented information concerning three reclassification grievances in the Main Library and one in the Faculty of Education, and queried the LA II Job Description in relation to the Keyunch Operators in the Main Library, plus the LA I Job Description and card-cutting duties. Grant commented with evident satisfaction: "We've really moved today, haven't we?"

Two AUCE representatives, Grant, and a representative from Physical Plant are to tour the Faculty of Commerce. Grant informed us that Wes Clark was prepared to meet with our representatives on Friday, 30 July to discuss the Stewards' Seminar. In regards to Floor 7 of the Main Library, Grant said that the Library management was prepared to meet with those concerned to search for short-term solutions - in fact, one such solution is to be presented to the Union. But, he said that the "long-term solution would

depend on the millions that has to be raised." Furthermore, I think you got the first part of your objectives."

Throughout the meeting Grant pressed to have the process of dealing with grievances at the Committees' level streamlined and formalized. He informed us he was not "playing games". "I am trying to get things moving more quickly." It became painfully evident that the Dept. of Employee Relations is apparently over-worked and understaffed. Grant specifically referred to the Reclassification Committee, and he said that the majority of the 230 reclassification requests originate in AUCE's bargaining unit. "We are in a position where we are physically unable to do more."

The meeting ended on a light, but nonetheless insightful, remark. Grant motioned to us and remarked that we, the members of the Grievance Committee, were always having fun, but that the members of his Committee "...always lose the ball at this side of the table."

The Grievance Committee's performance to date has been a qualified success in relation to hashing consistent contract interpretations, to processing grievances and handling arbitration cases. Occasionally, our discipline falters, and this in turn allows Grant to attempt to "intimidate" individual members of the Grievance Committee.

Grant appears to be sparring with the Grievance Committee - at times we feel that we are eye-witnesses to textbook managerial skills in action. Negotiations for our third contract are at hand, and Grant does not lose many

opportunities to state, occasionally at length, his dissatisfaction with certain areas of the contract. One of his major concerns appears to be with time limits. "You know Bob Grant's opinion about time limits." Our response has been, and will be, that such matters should be taken up with the Contract Committee when negotiations begin.

Next month's Grievance Committee report will deal with the lay-off situation which occurred in the Registrar's Office, the mass job postings grievance in the Main Library, and other assorted material of interest.

## EXECUTIVE REPORT

June 30, 1976 meeting  
The following motions were discussed.

- that the agenda be adopted as amended. CARRIED
- that the minutes be adopted as circulated. CARRIED
- that the Executive express by its vote on this motion its confidence in the President of AUCE Local 1, Ian Mackenzie. CARRIED
- that it be the responsibility of each executive member that if he/she can't make an Executive meeting, he/she should contact Fairleigh a day ahead of time. For the event of an obvious non-quorum, Fairleigh will contact the Executive. CARRIED
- that we adopt the agenda as printed in the Newsletter for the Membership meeting. CARRIED
- that (a) Reorganization of Divisions and (b) Office Telephones be referred to the July 28 Executive meeting and that we invite Judy Todhunter and Frances Wasserlein to attend. CARRIED
- that hereafter any agenda item being postponed for more than 3 consecutive Executive agendas be deleted therefrom. CARRIED
- that (c) Pentacare and (d) Vancouver Taxi Union appear one more time on an Executive agenda and then be deleted. CARRIED
- that (c) UBC Housing Co-op be referred to July 28 Executive meeting. CARRIED
- that the Executive send Lyle Anderson an arbitrator form to fill in. DEFEATED
- that we circulate a Stockholm Peace Appeal Committee petition at the next Membership meeting. CARRIED

July 28 meeting  
The following motions were discussed

- that the Executive agree with an AUCE person being exempted from the Union. CARRIED
- that the Executive investigate the situation of exempted persons as soon as possible and base our decision on this information. CARRIED
- that the Executive of AUCE Local 1 write a letter to the Executive of CUPE Local 116 requesting a meeting of both Executives to discuss among other things contract negotiations and jurisdictional questions. CARRIED
- that Ian Mackenzie write a letter on behalf of AUCE Local 1 Executive outlining our Union Committees, who is on them and to whom to direct correspondence and questions. CARRIED
- that the Executive communicate to the University our willingness to apply to the Anti-Inflation Board under agreed upon conditions, those conditions to be that on Form 2 under the section for "special consideration" be noted that fact that the remuneration increase of 19.17% for the current contract year is justifiable under the sex discrimination sections of the legislations. CARRIED
- that we pay a bill of \$25.00 to the Village Voice. CARRIED
- that we try for 2 months on a trial basis a mailing service proposed by Union member Loveron B. Zibin for a sum up to \$99.99. CARRIED