

# ACROSS CAMPUS

AUCE Local 1 (UBC)  
NEWSLETTER

2162 Western Parkway

ASSOC. OF  
UNIVERSITY &  
COLLEGE EMPLOYEES

TEL 228 5613

VOLUME 2: ISSUE 15

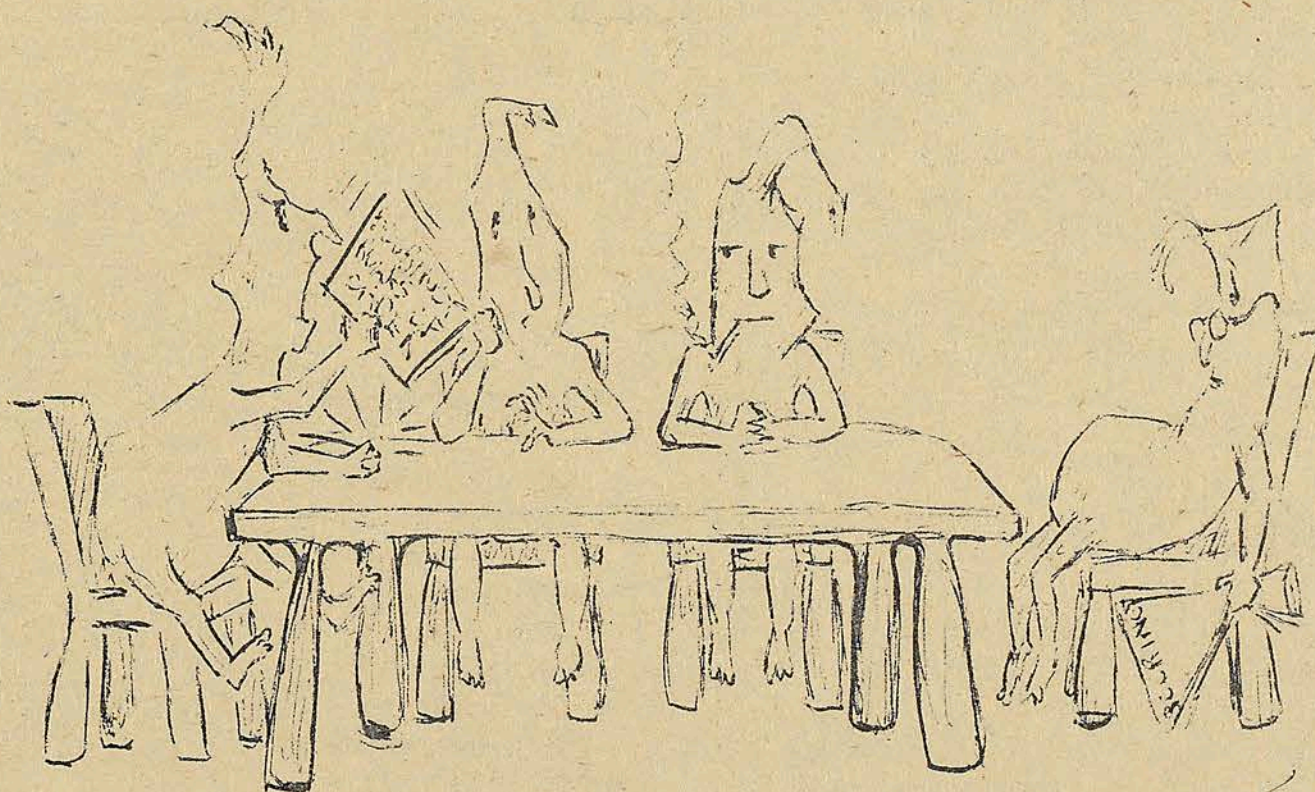
NOVEMBER 7, 1974

ASSOCIATION OF UNIVERSITY COLLEGE EMPLOYEES LOCAL #1  
EXECUTIVE FOR 1975

PRESIDENT .....	EMERALD MURPHY
VICE PRESIDENT .....	ANN HOCKEY
TREASURER .....	RAY GALBRAITH
SECRETARY .....	RUBY TOREN
MEMBERSHIP SECRETARY .....	BONNIE SOLEM
TRUSTEES .....	-- PAT GIBSON
.....	LOUISE HAMILTON
UNION ORGANIZER .....	JACKIE AINSWORTH
REPS TO PROV. AUCE EXECUTIVE .....	-- HEATHER McNEIL
.....	-- DEBORAH UDY
STANDING COMMITTEE ON JOB EVALUATION--	LORRAINE LANGILLE
	-- SANDRA LUNDY
	-- CAROL SINGER
PROV. RECLASSIFICATION COMMITTEE....	-- DICK MARTIN
	-- SANDRA LUNDY

ASSOCIATION OF UNIVERSITY COLLEGE EMPLOYEES PROVINCIAL EXECUTIVE FOR 1975:

PRESIDENT .....	RESULT NOT AVAILABLE AT THIS TIME
VICE PRESIDENT .....	" "
SECRETARY-TREASURER .....	JACKIE AINSWORTH





# Editorial

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Well, now that the chorus of self-congratulation, that warm post-Registration glow, has died down a bit, it's time for an agonized reappraisal of the situation in AUCE #1.

As we all know, AUCE is a democratic union. This means that any member of AUCE #1 can, if interested, try for various positions of responsibility in the union, from shop steward to President. However, over the past few months it has become increasingly apparent that a small group of people take care of most of the union business. They show up at the meetings, join the committees, and, to put it bluntly, do most of the work. This lamentable state of affairs was noticeable at the October 10th meeting, when nominations for the Executive were taken. Examine the list of nominees, Gentle Reader, and you will discover that most of the names are familiar to you. Of course, it's nice to know that union affairs will be in the capable hands of people familiar with such things, but it would have been even nicer to have seen a few new names.

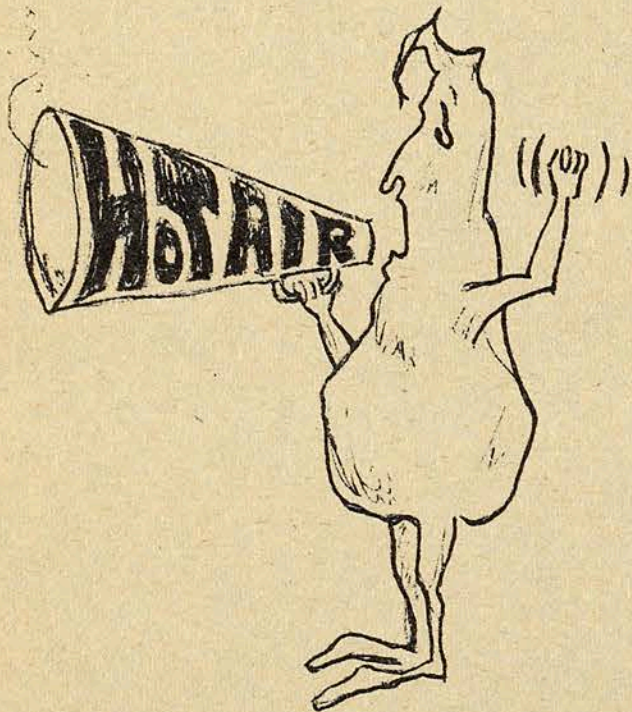
It's only fair to note that a "new name" may have been unwilling to run for office against an old hand. Maybe you're not the competitive type. If that's the case, why not volunteer? For example, there's lots of little tasks around the Union Office: preparing ballots for referendum, updating our personnel records, helping with the dues check-off list, etc. The Union Organizer can't be expected to handle these things alone, so if you're fired to enthusiasm by my rhetoric, call the AUCE office (██████) and offer your services. Even a few hours a week will help.

Also, AUCE provides an abundance of committees for the entertainment and edification of its fortunate membership. The Communications Committee, for one, needs people who are willing to help out with the newsletter once a month. (Interested? Phone Gina Mellado at ██████) If Communications doesn't suit you, how about Strikes? . . . and/or Grievances? We have committees for those, too; why not attend a few committee meetings and see what you can learn about the Union. You could even attend the occasional heartwarming Executive meeting. The main thing is: GET INVOLVED.

Another thing: the (tentative) reorganization of divisions will be a success only if people show up at meetings of their new divisions and otherwise acquaint themselves with union matters. In any case, you should familiarize yourself with the contract and make it work for you. Also familiarize yourself with your division and shop stewards: phone to find out when meetings will be (home phone numbers of division stewards are listed in the newsletter), or offer your help in organizing a meeting if you feel there is something of interest to other members that needs to be discussed (eg. clarification of points in the contract).

If you have any suggestions concerning ways and means of combatting apathy in AUCE #1, write the Communications Committee c/o the Union Office 2162 Western Parkway.

\*\*\*Patricia Higgins



## \*\*\*MONTHLY REPORT--THE UNION OFFICE\*\*\* by Ann Hockey

My term as Union Organizer finished Oct. 31st. Ian Mackenzie, Chairperson of the Grievance Committee, is going to be the Organizer on a short-term leave of absence basis as negotiated in the contract until the newly elected Organizer takes over for the first full six-month term.

As regards the "administrative" aspect of the office we are partially finished the dues check-off and are developing the necessary book- and record-keeping procedures to ensure that everything happens as it should. Incidentally, this means a whole lot of paperwork happening at once. If you can spare an hour of your time ring into the office and put your name on a volunteer list - that way if the Organizer is swamped (and it does happen once in a while) he/she can always ring you on the off-chance you can come in. You might even enjoy it. The Office isn't the only area that may need extra hands; the Communications Committee has been discussing the possibility of mailing newsletters individually in the not too remote future, and extra hands are always needed - so ring ██████.

The office is still rather bare and needs more furniture. It's been done very cheaply so far, the only expensive item being the reprox (Xerox) machine which is on a three-month trial period and will have to be carefully assessed to see whether or not we should renew the contract. We really need an electric gestetner and this is being investigated. We could do with a "cosy" corner, ie. chesterfield, table and chairs for any members who want to drop in and put their feet up. If you've any of these items you want to sell or even donate ring in.

Something that's causing a great deal of confusion is the mailing address. We do have campus mail privileges, but, unfortunately, campus mail does not deliver to 2162 Western Parkway. They hold all AUCE's campus mail in the mail room and the Office Organizer picks it up. Post office mail comes directly to the Office if coreectly addressed. If incorrectly addressed it is held in the campus mail room providing the magic word AUCE is on it.

(Reports from the Union Office will be a regular feature in the Newsletter from now on.)

### DIVISION STEWARDS

- 1 Heather McNeill
  - 2 Sandra Lundy
  - 3 Hylde Chambers
  - 4 Sharron King
  - 5 Wendy Courtice
  - 6 Alice Johnson
  - 7 Mary Vorvis
  - 8 Ian Mackenzie
  - 9 Glenis Williams
  - 10 Ann Hutchison
  - 11 Ruth Allen
- UNION OFFICE

### HOME PHONE NO.





CONTRACT COMMITTEE REPORT  
Emerald Murphy

On October 30th and 31st the Contract Committee met with Wes Clark and Harvey Burian of the UBC Labour Committee (Mr. McLean did not attend) in the "Social Suite" of Cecil Green Park. This event was presided over by Mr. Ed Sims.

The session ran in the following order: the Union presented its briefs on: temporary employee benefits (sick leave); reclassification point 6 (retroactivity to date of hire for misclassification); sick leave (amount of time); extended sick leave; paternity leave; and shift work premium. The University then presented its brief on the above. Then the University made its rebuttal to our briefs and we in turn rebutted their brief. Sounds straightforward enough - right? Except that it dragged on for two days and no wonder - the University could have cut its brief down to a quarter of what it was, but instead, like some Grade 9 student in hope of getting a higher mark from the teacher, padded its brief unbelievably. The University repeatedly tried to confuse issues (e.g. by tying the issue of paternity leave to the "generous" vacation allowance the Union had gained - they believe that vacations should be used for paternity leave, not for recovering from working in this insane institution for a year, and also tied paternity leave to the issue of hours of work. How indeed? Well, fellows, after all you have an extra 15 minutes a day to spend with your families!

Ed Sims has until November 13th to come down with his "award" concerning the disposition of the above six items. His recommendations will be binding. Then all we have to do is wait for the Board of Governors to ratify the six items that Sims decides upon and the eleven that were agreed to in sub-committee weeks ago.

GRIEVANCE COMMITTEE REPORT  
by Ian Mackenzie

Our latest successful grievance has been won through the threat of arbitration. As was previously reported, we had already won a "misclassification" grievance. The grievors were placed in the classification they should have been in ever since they were hired. They retained the same step they had been on, and were paid for the correct classification retroactively to December 1, 1973.

Then another misclassification came along. The University, under the guise of "flexibility", refused to treat the former case as a precedent, and would not give us the same deal with our second grievance. The dispute finally came down to our demanding that the grievor retain the same step she had been on in her former classification; the University wanted to knock her down to Step 1.

The Grievance Committee sought and obtained the authorization of the membership meeting to take the case to arbitration. What was at stake was the failure of the University to recognize that misclassifications exist. They insisted that the grievor's case be treated as an ordinary reclassification, thus requiring that she be dropped to the lowest seniority step that would ensure her a bare wage increase.

Our threat to go to arbitration, and especially our obvious determination to carry it out, was enough to make the University back down. They agreed that the grievor be correctly classified, retaining her same step, retroactively to July 1, 1973. This greatly strengthens the precedent we had already won, and opens the way for more people to launch similar grievances.

STRIKE COMMITTEE REPORT  
JACK GEGENGERG

We have only one weapon: the power to collectively withhold our labour from our employer. The power to strike. Without that weapon, we can only get what our employer offers. And you all remember what it was like here before A.U.C.E., before we could collectively walk off the job, if necessary, in order to secure a fair deal with the University. Miserable wages, no grievance procedures, and so forth. Things have improved with our first contract and we are receiving, albeit grudgingly, a measure of respect from our bosses. The reason for this change is precisely the realization by the University that we could, and would, close this place down if they did not make some effort to rectify the injustices and discrimination that was our lot before we were unionized. Furthermore we cannot depend only upon legal interpretations of the contract and labour legislation to protect our interests as workers on campus. Behind our carefully wrought procedures and tenuous respectability is the power to strike.

Back in September we almost went on strike. The Strike Committee, elected just a few weeks before the expected strike date, was faced with the task of mapping out the strategy and tactics of an A.U.C.E. strike at U.B.C. Most of us had no direct experience in such matters. Nevertheless, we created what we felt to be an effective strike plan and tactics enabling us to deal with other unions (on and off campus), students, finances and publicity. The entire experience was deeply moving, as well as sobering, for those of us working on the Strike Committee.

Since September, the Strike Committee has been meeting fairly regularly, and in the course of these meetings, we have produced a report of our activities and plans leading up to the proposed strike. The report deals with more than just specific tactics: included is analysis of the internal and external difficulties we faced, and finally some recommendations which attempt to overcome some of these difficulties.

At the General Membership Meeting of November 14, we will be asking you to allow the Strike Committee to print up 250 copies of our report, enough so that each office has at least one copy, plus several more for the Union Office, other A.U.C.E. locals, and other unions who might be interested. After you have had a chance to examine the report and the suggestions in it, we will ask you to ratify some specific proposals (including some amendments to the by-laws of our local) which we feel will greatly aid the next Strike Committee in its endeavor to plan a successful strike.

Finally, the next meeting of the Strike Committee is set for Wednesday, November 13, at 5:15 P.M. in the Union Office. If you are interested in strikes and/or union militancy in general, please come!

\*\*\*TRAFFIC OFFICE\*\*\*  
By Dick Martin

Just after AUCE applied for certification in December of last year, CUPE applied to represent the Traffic Office which included two clerical workers.

Since then CUPE has been negotiating with the University; the wage offer that was brought back amounted to \$120, nothing near that of AUCE.

An employee of the Traffic Office, Josephine Price has been investigating how to get out of her situation and has contacted the Labour Relations Board, and the Human Rights Commission, alleging discrimination. Josephine says that she has accepted the contract offer under protest, and has further stated that "CUPE can never represent clerical workers, and the Traffic Office is an example." It is her hope that she can be released from CUPE and be able to join AUCE.



This article is based on interviews with members of the rank and file caucus in the Vancouver local of the Canadian Union of Postal Workers. The postal workers have been experiencing harassment and firings as they near contract negotiations. They are concerned that AUCE members have informations about the situation in the post office and about strike possibilities.

To give an idea of what the atmosphere in the post office is like these days, here is a list of some recent events:

Sept. 2: Sherry Hillman, an executive member of the Vancouver local in the area of education and research, a postal code boycott committee member, member of the editorial committee, and editor of the Vancouver Postal Worker, a militant who has been key in encouraging active membership participation in the union, was fired - the grounds were incapacity based on sick leave although her sick time-off had been within the sick leave allowed for by regulations.

Sept. 9: Management changed mail dispatch hours to avert a walkout in support of Sherry.

Oct. 4: Sherry, working legitimately within her termination period, was thrown off the floor and offered money to stay away from work, and then put on suspension without pay. On the same day, two shop stewards presented a set of eighty grievances related to working conditions and were subsequently suspended for the evening.

Charges of threatening a supervisor are being laid against a steward, although other supervisors who witnessed the supposed threat differ about what was said. The steward is being threatened with disciplinary action.

- Overtime cheques were held up for three days.
- Consistent harassment of sorters. Supervisors (have been) turning down radios permitted on the shop floor, (and) one worker had his radio grabbed and was suspended for protesting.
- Workers on smoke break (are) being harassed for smoking.
- Further suspensions of stewards.
- In Toronto, firings and suspensions of militants.

Why such systematic harassment?

The coming contract negotiations are some of the most important in past years. It appears that post office management is taking a hard line on contract negotiations and that a contract which makes any real gains for postal workers will not be reached without a strike.

In the words of one of the caucus members: "We have encountered increased harassment on the shop floor and an escalated campaign by management to purge all activists from the floor and create a demoralized apathetic work force. We have come to realize this daily repression is not coincidental; the introduction of the coding machines in 1975 will mean an immediate declassification of many sorters from PO Level 4 to POL 2½, that is, a wage cut of nearly \$1 per hour. Over 1000 sorters will be laid off in the western provinces alone, while it has been admitted that working on the new machines will be a nerve-shattering experience (tests have shown a loss of sight after two months on the machines) At a time of rampant inflation, postal workers are submitting to suicide if they accept these changes passively. Management realizes this, and, as in the past, has stepped up harassment and intimidation prior to contract negotiations in an attempt to demoralize members and get the upper hand in the negotiation process."

What can AUCE members do to help?

Our situations are not that far from those of postal workers. We too depend on the benevolence of government bodies for at least part of our wages, and perform public service work. We may be subject to the same imposed wage limitations as the CUPW and LCUC (letter carriers) when our next contract is negotiated. Some of our members have experienced similar threats and disciplinary action because of union activity.

In the words of a caucus member:

"As in any trade union struggle, there is the need for other workers to recognize our struggle as theirs and to educate as many unionists about the issues involved and how practically they can aid our strike. The existence of a strike support committee is thus an aspect of our strategy, whereby students, other trade unionists or interested people would carry out various actions on the support committee to aid our struggle: raising funds, distributing information to other union locals and the public as a whole, helping on the picket line, etc. Participation in such a support committee is a real way that AUCE members could show their support for our demands; as a minimum, knowledge of the issues involved and the overall progress of the strike are essential for all trade unionists, as our struggles against inflation, layoffs and wage cuts are one and the same."

The rank and file caucus is a group of militants within CUPW who have decided that the question of trade union democracy is key, in fact "a question as vital and immediate as automation or inflation." They work on two levels in the post office, one of countering the postal union bureaucracy, and the other of providing leadership in involving membership participation and in determining contract demands, (as well as) other related questions.

Because of the role they play as militants as well as opponents of union bureaucracy, the caucus members have been hit hardest by post office management. Their best defense lies in the post office union membership and in other unionists who understand and are sympathetic to their position.

There has been a useful exchange of information between CUPW caucus members and several AUCE members around principles such as elected strike committees and membership control of decisions; and introducing consciousness about women and our particular needs, (as well as) ways of structurally guaranteeing membership participation, areas where AUCE is unique.

Members of the rank and file caucus will keep us up-to-date on progress as negotiations begin and as a strike in the post office approaches.

#### \* \* \* THE STEWARDS SEMINAR \* \* \*

A day long seminar was held on Oct. 20th (Sunday) in the Student Union Building. (If any steward didn't receive notification through the mail please ring the Office and see if you are on the list of stewards.)

The morning was devoted to grievances. A general discussion of the grievance procedure was followed by a gripping role enactment of a grievance. The assembled company split into management and union, and elected representatives to take the grievance through the various stages to step 4. By way of an object lesson the union lost - though not without a struggle, but the management team threw in a surprise witness at step 4 to make the rout complete.

The afternoon was taken up with a step by step discussion of the contract. Tom McGrath of the CBRT was present and offered views on interpretation, language, and suggestions for improvement of certain clauses and so on. There was detailed discussion of some of the more problematic clauses, and we were unable to get through the whole contract. The contract discussion was continued on Thursday evening, Oct. 24th.

Please try to get out to the remaining programs - they are for anyone who wants to come, but especially stewards. The membership will be relying on the stewards to interpret the contract and advise them on grievances - so be prepared and come to the seminar.

Further evening seminars are scheduled:

November 7th - Grievances

November 21 - Labour Code, Labour Law and related grievances (Ron Johnson from the BC Federation of Labour will be speaking)

December 5th - The Contract, the AUCE Constitution, Structure and History.



From time to time issues may arise that might call for a more detailed explanation of articles within the contract. When copies of the A.U.C.E. Contract are made available to you (2 - 3 weeks), if you would like to see a write-up on a particular article of the Contract, please submit a request to the A.U.C.E. Office. Below are two such articles of general concern:

CONTINUING PART-TIME EMPLOYEES AND STATUTORY HOLIDAYS

Since there was a statutory holiday in October and there will be another in November, paragraph 6.b. of Article 30 of the Contract is of particular and immediate interest for part-time employees: "Statutory Holidays (Article 26). The continuing part time employee who has worked less than fifteen (15) full days in the previous month shall receive pay for statutory holidays on a pro-rata basis, according to the number of hours worked in the previous month. The part-time continuing employee who has worked fifteen (15) or more full days in the previous month shall receive full pay for the statutory holiday".

. . . . .

RETROACTIVITY VACATION ENTITLEMENT FOR FULL-TIME EMPLOYEES

It is a definite improvement to be covered by a contract, but conflicting interpretations may arise. It is up to us to press actively for the kinds of interpretations we want. Mr. Mc Clean's memo regarding vacations is a case in point. There are at least two disputable interpretations: 1) 2nd paragraph on the accumulation or carry-over of vacations, and 2) 4th paragraph on employees in their first incomplete year of service taking vacation time as it is accumulated. In the first case there is no way that a Department Head can ensure that extra vacation time be taken this year. The clause on carry-over simply states that an employee with three weeks vacation or more may choose to bank a maximum of two weeks which are to be taken the following year. In the second case employees in their first incomplete year can either take vacation time as earned or accumulate it. Perhaps the best way to interpret the new vacation schedule is by stating a series of examples (the following examples came from both the Union Contract Committee and the University Administration in Sub-Committee): 1) those employees who began or will begin service with the University during 1974 are or will be eligible to receive 1 1/4 days per month. From January 1, 1975 such employees will be eligible to take three weeks anytime during that calendar year. 2) those employees who began service with the University prior to December 31, 1973 are eligible to receive three weeks vacation this year. 3) those employees who began service with the University prior to December 31, 1970 are eligible to receive four weeks vacation this year. 4) those employees who began service with the University prior to December 31, 1967 are eligible to receive five weeks vacation this year.

The following letter regarding retroactivity has been sent to Mr. McLean. As yet we have not received an adequate response.

Dear Mr. McLean:

As you know, the Contract is retroactive to April 1, and therefore there are a number of adjustments in pay, benefits, and conditions that must be made with retroactivity in mind.

The following is a list of some of the sections of the Contract which have a retroactive application. The list is not definitive, but includes sections that apply to whole groups of employees and which can therefore be adjusted by Personnel on a general basis.

Article 3, Section 5	Probationary Employee
Article 3, Section 6	Student Assistant
Article 3, Section 7	Temporary Employee
Article 4, Section 1	Duration of Probation Period
Article 4, Section 2	Transfer, Promotion
Article 16	Court Duty
Article 21	Study Benefits
Article 25	Permanent Library Card
Article 27, Section 1	Vacations--Calendar Year
Article 27, Section 2	Vacation Schedule for First Incomplete Year
Article 27, Section 3	Vacation Schedule (Note: Employees in their second calendar year per this section should be credited with 3 weeks vacation for 1974. Employees in their first year per this section should be credited with 1 1/4 days a month from Jan. 1, 1974.)
Article 27, Section 8	Termination/Vacation Allowance
Article 27, Section 10	Vacation Pay on Retirement
Article 27, Section 12	Approved Leave of Absence During Vacation
Article 29, Section 1, 2, 3, 4, 5, and 6.	Overtime--Definition, Overtime Premium, Overtime Worked on Statutory Holiday, Time Off in Lieu of Overtime, Paid Meal Period, Call Back.
Article 30, Section 1(c)	Leave of absence without pay shall not affect seniority entitlements or accumulated sick leave credits.
Article 30, Section 2(a) and 2(b)	3 days off in case of death in the family, 1/2 day off with pay to attend funeral
Article 30, Section 6, Subsections (a) to (e)	Continuing Part Time Employee Benefits
Article 31, Section 3(a), (b), and (c)	(The Union wants copies, as specified in this section, of all documents pertaining to current reclassification requests) Mechanics of reclassification
Article 31, Section 3(f)	No Probation after reclassification
Article 34, Section 3	Temporary promotion with pay
Article 34, Section 6	Trial period for Transfer and Promotion

We would appreciate a statement from you, as soon as possible, as to what steps Personnel has taken to make each of the above sections effective as of April 1, 1974.



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\* \* \* MINUTES OF THE MEMBERSHIP MEETING \* \* \*  
Thursday, October 10, 1974

A meeting of the membership of AUCE Local #1 was held on Thursday, October 10, 1974 at 12:00 noon in Angus 110 with Jean Rands in the Chair.

Agenda

Sandra Lundy ) That the item "Grievance  
Regina Barzynska ) Committee Report be moved  
ahead of "Standing  
Committee Elections"  
Carried.

Non-members

Ian Mackenzie ) That we seat all non-  
Rayleen Nash ) members who wish to come  
to the meeting unless  
otherwise decided.

It was agreed that these people must sign and identify themselves before entering.  
Carried.

Minutes of the meetings of Sept. 12 and Sept. 19

The minutes had been circulated with the Newsletter.  
Ella Marsden ) That the minutes be  
Rayleen Nash ) adopted as circulated.  
Sandra asked that the spelling of one of the names in title of the auditing firm be corrected to read "Stephenson".  
The minutes were adopted as corrected.

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Election of Officers

Following are the positions, the names put forward (those underlined did not decline) and where only one person was left standing, that person will be considered as being chosen by acclamation:

President: Jackie Ainsworth, Ann Hockey, Emerald Murphy  
Vice-president: Jackie Ainsworth, Pat Gibson, Ann Hockey, Susan Lester, Sandra Lundy, Carol Singer, Deborah Udy  
Secretary: Russ Anton, Joyce Diggins, Marcia Harris, Alice Johnson, Sandra Lundy, Ella Marsden, Gina Mellado, Phyllis Moore, Bonnie Solem, Mary Raphael, Ruby Toren, Deborah Udy  
Treasurer: Jane Brock, Ray Galbraith, Dick Martin, Rayleen Nash, Colleen Nicholson, Malcolm Stanger  
Union Organizer: Jackie Ainsworth, Pat Gibson, Louise Hamilton, Heather MacNeill, Dick Martin, Gina Mellado  
Membership Sec'y: Dale MacAslan, Bonnie Solem  
Trustees: Laurie Abram, Joan Cosar, Jack Gegenberg, Pat Gibson, Louise Hamilton, Sharron King, Ruby Toren, Deborah Udy

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Business arising from the minutes

President's Committee on Charitable Donations -

The Chairman reported that the main function of this Committee is to assist with the United Appeal campaign.

Rayleen Nash ) That the Union elect a  
Barbara Nichols ) representative to this  
Committee.

Carried.

Sandra Lundy was chosen by acclamation.

Finances

The Treasurer asked that approval for payment of accounts be given. A list of these items is attached to these minutes.

Sandra Lundy ) That disbursements in the  
Pat Gibson ) amount of \$500.00 for  
payment of room rentals  
and related expenditures  
to Totem Park Convention  
Centre be approved.  
Carried.

Sandra Lundy ) That payment of \$770.00  
Pat Gibson ) be made to the Provincial  
Association of AUCE to  
cover per capita tax.  
Carried.

Statement of Income and Expenses May 23, 1973 to  
September 30, 1974

Sandra Lundy ) That this statement be  
Pat Gibson ) approved.  
Carried.

A copy of this statement is attached to the minutes of this meeting.

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Election of Officers (cont'd)

Representatives Laurie Abram, Joan Cosar,  
to Provincial Fairleigh Funston, Theresa Gagne,  
Executive: Jack Gegenberg, Ann Hockey,  
Louise Hamilton, Heather MacNeill,  
Jean Rands, Mary Raphael,  
Deborah Udy

Notice of Motion-

Sandra Lundy - "That a committee be struck to prepare a slate of officers for the annual elections"

Contract Committee Report

A copy of the decisions reached in sub-committee had been distributed to the members for a "yes" or "no" decision at the meeting.

Jackie Ainsworth reported on the present status of negotiations. Items still in issue were: Paternity Leave, part of Job Reclassification, Sick Leave, Extended Sick Benefits, Sick leave for temporary employees, Shift-differential

Jackie Ainsworth ) That the membership  
Emerald Murphy ) authorize the Contract  
Committee to take these  
items to arbitration.  
Carried.

It had been agreed that the Union and the University would each pay 50% of the cost of publication of the Contract.



# Contract Committee Report (cont'd)

Jackie Ainsworth ) That the type-setting for  
Carol Claus ) the contract be done on  
campus; that we ask  
"Press Case" to put in  
a bid on the printing and  
that we authorize the  
Contract Committee to  
approve the expenditure  
when we know the amount.  
Carried.

## Election of Representatives to the Provincial Committee on Job Classification

Jean Rands reported that the Provincial  
Convention had passed a resolution establishing  
a province-wide Classification Committee made  
up of two representatives from each local.

Laurie Abram, Sandra Lundv, Dick Martin were  
nominated.

Due to the lateness of the hour, the meeting  
adjourned.

## Notice of Meeting

### AGENDA FOR THE MEMBERSHIP MEETING TO BE HELD November 14, 1974 at 5:15 P.M. in Buchanan 106

1. Executive recommendation re. exclusion of non-  
members:  
"That non-members be excluded from all membership  
meetings unless they are invited to attend as  
guests and with the approval of the membership."
2. Possible agenda changes  
(Please advise the Chairperson prior to the meeting  
if you wish to make any changes)
3. Minutes of the meeting of October 10, 1974  
(circulated with the Newsletter)
4. Business arising from the minutes:  
Notice of motion - Sandra Lundy  
"That a committee be struck to prepare a slate  
of officers for the annual elections."
5. Constitutional amendments  
(included in the Newsletter)
6. Report on Finances
7. Election of Standing Committees:  
Job Retraining Committee  
Pension Plan Committee  
Working Conditions Committee
8. Committee Reports:  
(1) Contract Committee  
(2) Grievance Committee  
(3) Strike Committee
9. Other business

## Notices of Motions

The purpose of the following notice of motion to  
change the Local Association By-laws is to split  
the work of Division Stewards between two people.  
The intent of these motions has the recommendation  
of the Grievance Committee which is composed of  
Division Stewards who are resently over-worked.

Section E Local Association Executive now reads:

The Table Officers of the Local Association shall  
include the following: President, Vice-President,  
Secretary, Membership Secretary and Two Trustees.  
The Executive will also include the Chief Steward,  
the Chairperson of the Contract Committee, the  
Chairperson of the Communications Committee, one  
Division Steward for each of the Divisions, and a  
full-time Union Organizer who will also be ex  
officio a member of the Grievance Committee.

### Proposed Amendment:

The Table Officers of the Local Association shall  
include the following: President, Vice-President,  
Secretary, Membership Secretary and Two Trustees.  
The Executive will also include the Chief Steward.  
The Chairperson of the Contract Committee, the  
Chairperson of the Communications Committee, one  
Division Executive Representative from each Div-  
ision, and a full-time Union Organizer who will  
also be ex officio a member of the Grievance  
Committee.

Section F, Clause 5 ELECTION OF OFFICERS relevant  
sections now read:

Each of the Divisions shall hold an October elec-  
tion meeting of all stewards within the Division  
for the purpose of electing one steward to be  
Division Steward who shall serve as a member of  
the Local Association Executive and as one of the  
members of the Grievance Committee.

The quorum for each Division's October election  
meeting shall be one-third of the stewards with-  
in that Division. In the event that a Division  
Steward or Division representative to a Committee  
is recalled or resigns, a By-election to fill the  
vacancy will take place at a meeting of the stew-  
ards within the Division, by secret ballot vote,  
following two weeks notice.

### Proposed Amendments:

Each of the Divisions shall hold an October elec-  
tion to be held by ballot or by an October elec-  
tion meeting of all members within the division  
for the purpose of electing one member who shall  
be Division Executive Representative to serve as  
a member of the Local Association Executive, and  
one member who shall be Division Steward to serve  
as a member of the Grievance Committee.

The quorum for each Division's October election  
meeting shall be fifteen (15) of the members  
within that Division. In the event that a Div-  
ision Steward, Division Executive Representative  
or Division representative to a committee is  
recalled or resigns, a By-election to fill the  
vacancy will take place by ballot or at a meet-  
ing of the members within the Division, by sec-  
ret ballot vote, following two weeks notice.

Section F, Clause 8 ELECTION OF OFFICERS  
relevant section now reads:

Each office or group of from 5 to 20 members  
shall elect one steward, elections to be held  
at least once annually. The Division Steward  
shall be responsible for keeping a current  
membership list of all offices or groups with-  
in the Division, and for ensuring that each  
group is represented by a steward.



Proposed Amendment:

Each office or group of from 5 to 20 members shall elect one steward, elections to be held at least annually. The Division Executive Representative shall be responsible for keeping a current membership list of all offices or groups within the Division, and for ensuring that each group is represented by a steward.

Section I RECALL Clause 2 now reads:

A Division Steward or Division representative on a Committee may be recalled by a majority vote of the stewards within the Division concerned, or by a majority vote at a General Division Meeting. Any such vacancy will be filled by secret ballot election at a meeting of stewards within the Division within two weeks.

Proposed Amendment:

A Division Steward, Division Executive Representative or Division representative may be recalled by a majority vote at a General Division Meeting. Any such vacancy will be filled by secret ballot election of the members within the Division within two weeks.

Section J MEETINGS Clause 5 now reads:

Meetings of the stewards within any Division shall be at the call of the Division steward or of any two stewards.

Proposed Amendment:

Meetings of the stewards within any Division shall be at the call of the Division Steward, Division Executive Representative or any two stewards.

Section J MEETINGS Clause 6 now reads:

General Division meetings, of all members within a Division, may be called at any time by written request to the Division Steward signed by any ten members in a Division.

Proposed Amendment:

General Division meetings, of all members within a Division, may be called at any time by written request to the Division Executive Representative signed by any ten members in a Division.

The above amendments are moved by: Pat Gibson  
Division 10

seconded by: Sandy Lundy  
Division 2

\*\*\*RE: TWO HOUR LUNCH\*\*\*

A number of complaints have been received concerning the two hour lunch. The Union fought very hard to get this unique clause in its first contract and it would be a shame to lose it in future contracts because of misuse.

1. Please remember that the two hours are granted for the sole purpose of attending a union meeting. It is conceivable that if the University found out that one of our members took a two hour lunch and didn't attend the Union meeting, she could be fired for just cause.

2. The two hour lunch can only be used by Union members - not non-members.

3. It is everyone's responsibility to ensure that they arrive back to work on time.

The executive will be taking steps to ensure that agendas for lunch hour meetings are as short as possible and that meetings adjourn in time so that no one will be late back to work.

THE PROVINCIAL SCENE .....

CAPILANO COLLEGE

Workers at Capilano College have now applied to the Labour Relations Board to become certified as AUCE local 4 and now 90% of the 70 people who work there have joined. They now have a contract committee elected from staff that is now preparing for negotiations.

SIMON FRASER UNIVERSITY

Well after a lot of hard work and discouraging results our friends at SFU have finally got it together and will have a representation vote to be conducted by the Dept. of Labour. The ballot will be to decide whether AUCE will be able to represent SFU staff as local 2 or the old Staff Association shall. A previous attempt to become certified had been turned down by the LRB last summer when the applications of both organizations were rejected by the Board over technicalities.

Since then, the Board has redefined the bargaining unit and has demanded that technicians and nursing staff must also be included in a predominately clerical bargaining unit.

If AUCE wins the vote it will mean SFU workers will have established union organization over a paternalistic and management related staff association.

MALISPINA COLLEGE

In Nanaimo about 30 people at Malispina College have become interested in AUCE and are requesting to join AUCE as local 5.

## NDU

CONTRACT SIGNED

Local 3 of AUCE representing 38 workers at Notre Dame University in Nelson has become the second local of AUCE to sign a first contract.

The contract has been in negotiations since May 17, '74 and an agreement was reached by the end October. Included in the contract is \$150 across the board increase to a base rate of \$406 per month. Also included was 37 1/2 hr. work week and 2 weeks vacation after one year with 3 additional days at Christmas and 3 weeks after 3 years. Staff also now can take university courses at NDU with fees being paid by the College.

Although the contract was not at parity with other university workers it made some considerable gains for those who work for NDU. The Provincial Government is presently planning to take over operation of the College which has until now been a private educational institution. According to Dave Barrett announcement of any decision would not come until January 75.

One week before the Faculty Association of Notre Dame University (FANDU) had also reached agreement on their contract after long months of negotiations. Both AUCE Local 3 had taken strong strike votes and were in cooperation with each other in preparing for the eventuality of strike action.