



association of university and college employees

V.G.H.  
MEMBERSHIP  
MEETING

WED. 12:00-1:00 PM

JAN. 27, 1982

LOCATION: SURGERY SEMINAR ROOM B - ON FLOOR C



association of university and college employees

January 14, 1982

TO: A.D. Courtemanche  
Chairman  
Medical Executive Committee

D.D. Gellman  
Vice-President, Medicine & Education

G.W. Korn,  
President, Medical Staff

I.M. Grant  
Medical Co-ordinator

The AUCE Local I executive strongly objects to the erroneous statement issued "to all members of the medical staff", dated December 21st, regarding the possibility of strike action by the Hospital Employees Union. This statement reads as follows:

"The other major unions whose members work at V.G.H. have stated that their members may cross the picket lines if they wish but that they will only perform their usual duties, not those of workers on strike."

AUCE Local I has never been consulted on our position regarding the crossing of picket lines, either by the hospital or by the University administration. The statement contained in the memo of December 21st, 1981, is completely false.

For the benefit of the administration, we wish to state our policy regarding picket lines. We consider any picket line formed as a result of a legal strike against the hospital to be a bona-fide picket line. One of the responsibilities of being trade union members is honouring picket lines, and our local by-laws reflect the ramifications which may result from members who do not act in accordance with any decision made by the local membership.

The AUCE Local I executive demands that the administrators, responsible for this misrepresentation of our Union's position regarding the crossing of picket lines, retract this statement by sending our another letter to all members of the medical staff, thereby making them aware of our position.

On behalf of the AUCE Local I Executive,

A handwritten signature in cursive script that reads "Wendy Bice".

Wendy Bice  
Union Co-ordinator, AUCE Local I



January 14, 1982

### CROSS HEU PICKET LINES???

We in AUCE Local 1 are concerned over the misleading memo circulated "to all members of the medical staff", dated December 21st, regarding the possibility of strike action by the Hospital Employees Union. In this memo, the administrative staff deliberately misleads the medical staff by stating "that other major unions whose members work at VGH have stated that their members may cross the picket lines if they wish ..."

On the contrary, we consider any picket line formed as a result of a legal strike against the hospital to be a bona-fide picket line. A motion of support for the HEU was passed at the two-hour January 14th, 1982 membership meeting. One of the responsibilities of being Union members is honouring picket lines. This motion will protect you when you do not cross a picket line. We remind AUCE members of the AUCE Local 1 by-laws section 0.1.(e), which allows for the discipline of members who violate decisions made by the membership.

**CURRENT STATUS OF HEU NEGOTIATIONS** - HEU is returning to the bargaining table on January 14th, 1982.

- they are currently in mediation and have no immediate plans to ask the mediator to report out.
- they have not served 72 hour strike notice
- they see any plans to strike as "premature".

**THE FIGHT OF HEU WILL AFFECT US** - the issues at stake could affect our own up-coming negotiations. The hospital is attempting to roll-back some of the important gains achieved by HEU in the past, and there is all probability that the University will attempt to do the same thing to us. Some of these roll-backs are:

- to change positions currently full-time to casual, thereby reducing benefits and seniority.
- to remove seniority as the first consideration in transfer and promotion, replacing this with merit.
- to reduce the sick leave entitlement.
- injury on the job to become just cause for lay-off.

The success of HEU negotiations will also affect our upcoming negotiations with UBC. HEU is striving to significantly upgrade the value of clerical work - this is one of their three major issues - EQUAL PAY FOR WORK OF EQUAL VALUE.

#### **THE THREE MAJOR ISSUES FOR HEU NEGOTIATIONS**

1. Income security
  - general wage increase of \$3.00/hr.
  - COLA clause - 1% for each 1% rise in the CPI from Jan. 1/82.
2. Equal pay for work of equal value
  - the lowest value applied to men within the HEU bargaining unit which is \$1500/mo. shall be applied as the base rate for clerical workers - Clerk I will be paid at \$1500/mo. as well.
  - existing differentials will remain intact - ie: between Clerk I, Clerk II, etc.
  - increments within classifications will be abolished.
3. Patient security.

**IN THE EVENT OF A STRIKE BY THE HEU** - the Labour Relations Board will determine who are considered to be "essential services", and the employees concerned will be so informed.

- If any AUCE member encounters a picket line at the hospital, they should contact the Union office at 224-2308.

AUCE members are encouraged to support the HEU workers and to join them on the picket line.

On behalf of the AUCE Local 1 Executive,

*Wendy Bice*

Wendy Bice, Union Co-ordinator AUCE Local 1