

# ACROSS CAMPUS

## AGENDA

### JANUARY MEMBERSHIP MEETING

THURSDAY, JANUARY 26, 1978.

12:30 - 2:30 PM.

IRC LECTURE HALL 2

### AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from minutes
  - (a) AIB motion
  - (b) SORWUC motion
4. Correspondence
5. Closing nominations:
  - (a) Strike Committee (9)
  - (b) Grievance Committee (1)
  - (c) Assistants to Div. Organizer
  - (d) Trustee (1) (3)
  - (e) Provincial Reps. (2)  
Provincial Alternates (2)
  - (f) Sick Leave Study Committee
  - (g) Working Conditions Committee
  - (h) Job Evaluation Committee
6. Open nominations:
  - (a) Provincial delegates (May convention -10)
7. Treasurer's report and motions
8. Certification - motions printed in Dec. Newsletter to retain lawyer
9. Contract Committee report
10. Grievance Committee report and motions (see Newsletter)
11. Provincial report
12. Div. Organizer report and motions
13. Other business
14. Adjournment



AUCE  
LOCAL ONE

JANUARY 20, 1978  
NO. 1

# 2 NOTICE OF MOTIONS

## AIB:

### AIB MOTION

Moved that AUCE Local 1 accept the 18 month payback period in that the AIB has refused to extend the period to 24 months in their letter of December 28, 1977.

### SORWUC MOTION

Moved that until such time as the Provincial Association conducts another referendum ballot or until the next Provincial Convention (whichever comes first), AUCE Local 1 authorize the payment of twenty-five (25) cents per month per member to be taken from our monthly dues as a donation to SORWUC.

This motion was printed in the November newsletter so that members would have ample opportunity to present their views in the December newsletter so that "less distorting discussion" might ensue at the December meeting. Those of you who attended the December meeting and read the December newsletter will note that no views were presented in the latter and wildly suggestive assertions were made in the former. As time ran out in that meeting, the issue is still on the floor for discussion and voting.

Some members despite the wording of the motion, still have the impression that this motion is going to cost them more money than they already pay to the Union. It will not. The treasurer will simply multiply the number of members in our Union each month by twenty-five cents and take that amount out of the dues already collected and send it to SORWUC to help them keep their heads above the water so that they can organize working women who do not have the wages and benefits that we currently enjoy. All SORWUC is doing is trying to change the face of society to the extent that women will have greater opportunities in the employment picture. I will be very honest with you by saying something slightly paradoxical and which may not appeal to some of you either. If SORWUC succeeds in organizing the bank workers who are mainly women, their wages and benefits will go up and one result of such effects is that more men will apply for jobs in the banking industry. Men, you will surely have noticed, don't like to do "women's work" because it doesn't pay as well as "men's work." Why do you think our own Union is 90% women? How then is that going to help women have greater opportunities in the employment picture? Well, if equal pay for work of equal value does in fact one day become a reality, women are going to be forced to step outside of their traditional subservient roles and challenge men for positions traditionally deemed inappropriate for women. They will be forced to do so because men will be invading the jobs traditionally considered "women's work." This all appeals to me because I happen to have a five year old daughter and I would like her to have the opportunity to choose any kind of work she wants to (if she chooses to work at all) and not be funnelled into being a secretary, waitress, filing clerk or bank teller. SORWUC is important to me for that reason alone. But there are other compelling reasons as well. I happen also to be one of those people who pull for underdogs. If there ever was a David and Goliath story in

# SORWUC

SORWUC MOTION (cont'd)

reality, it couldn't have differed much from the struggle that SORWUC, with their limited resources but determined will, is having with the giant financial institutions and their virtually limitless monetary power. SORWUC is in a very fragile state and will be until they have obtained contracts for the branches that have been certified to date. They need help and we are in a financial position to give them assistance. In a few years if not sooner, our positions will be reversed with SORWUC becoming far larger than ourselves and able to offer us their support in any labour situation we may find ourselves in. If they, with our help, can negotiate better pay and working conditions for clerical and secretarial workers in the private sector, our own bargaining position will be immensely strengthened.

What else can I say? Let's not be myopic misers isolating ourselves from the rest of the world. We are whether we like it or not a political body. Our working conditions and wages are, though far from what they could be, an indication to other organized and unorganized working women of the direction that needs to be taken before men and women in society can truly be considered to be on equal footing. Please vote affirmatively on this motion.

Jay Hirabayashi

3  
SORWUC CONT'D

January 13, 1978

## STRIKE COMMITTEE

Dear membership:

I am on the strike committee this year as a member-at-large. Faith Brand (education) and Paula Browne (main library) have also agreed to stand. That means we are only three people out of a possible twenty-two and as such are limited in what we can hope to accomplish. Please realize that the functions of this committee do not only centre around a strike but we must also concern ourselves with investigating other types of job action and where possible assist the contract committee in publicizing our negotiation positions.

Our first meeting will be in mid-January so that one of our initial tasks unfortunately must be to find others to join us. Since the early efforts of this committee are very important, we need more people now. There should be a person from each division!!

If you are willing to stand on the committee or do occasional office and/or publicity work call me or leave a message at the union office.

Mary Tainsh

Main Library

Fine Arts Gallery

#4381

Would you please publish the attached letter in the next AUCE Newsletter. and please add the following footnote.

" I wish to make clear that I have no personal concern whatsoever as to who organizes the Bank Workers. My concern is that I do not wish my money to go in that direction. Any money voted to the Provincial Executive is money from your pocket and mine.

We need to have our own union in a stronger financial position before we support outside organizations. With all our present deductions, I do not wish to have my take home pay further depleted."

Thank you.

*Shirley M. Dick*

## ***Separate bank-worker union backed***

LARAIN SINGLER  
assistant general secretary  
B.C. Government Employees Union  
4911 Canada Way  
Burnaby

deductions  
&  
bank workers  
(sorwuc)

December 6, 1977.

William Guest  
Public Administration Division  
Compensation Branch  
Anti-Inflation Board  
219 Laurier Avenue, West  
P.O. Box 1750  
Postal Station 'B'  
Ottawa, Ontario  
K1P 6P1

## AIB PAYBACK

Dear Mr. Guest:

RE: Pay-back compliance plan - A.I.B. 008 - Non-professional Clerical, Office and Library Workers at the University of British Columbia: Our letters of May 24, 1977 and July 26, 1977.

We have still received no written response from your office concerning our request dated May 24, 1977 for an extension of the pay-back period from the twelve months ordered by the A.I.B. to twenty-four months which we feel more reasonable given our circumstances (as explained in our letter of May 24, 1977).

We would appreciate the courtesy of a reply from your office.

Sincerely,

Jay Hirabayashi  
Union Organizer  
AUCE Local 1

cc: R. Basford, M.P.  
W. Clarke, M.P.



'Of course you'll find it isn't nearly so bad once you've been seasonally adjusted.'

# A SECOND UNION ORGANIZER?

I am going to make a presentation and a motion at the next General Membership meeting to the effect that this local have two full-time paid people working in the Union office. This is coming from my contact with Union members during the past three and a half months that I have spent as Division Organizer and from my experience working in the office. Having two full-time paid people was an issue a few years ago and I have reprinted the debate that took place in the newsletter at that time.

Throughout my efforts to revive the internal structure of this Union I have been getting feedback from members about how the Union is out of touch with its members, how new people coming onto campus are not oriented to AUCE's history, philosophy, goals, etc. This seems to have become more and more of a problem as the steward and committee representative structures broke down when there were fewer and fewer people who were willing or who felt able to take on these tasks. My job is complicated by lack of up-to-date, readily available information about who is in the Union, who the current stewards are and the history of various issues. The only records of stewards are from the 1976 Steward's Seminar and when I phoned those people about half of them had left and had not been replaced. Because many areas have no stewards, I am doing alot of follow-up work: eg. getting people union cards, passing on contract suggestions, getting information/interpretations on various contract articles, getting involved in grievances - generally filling in the gaps.

I have heard many times that when the Union was being formed alot of energy was put into visiting people in their offices, talking and answering questions about the pros and cons of being in a union. Many people have said that they were won to the idea of being in a union because of this approach. Then after the first contract the person to person contact ceased, I guess because the people who were instrumental in starting the union became immersed in the running of the organization, and the individual members were left to the stewards. Since then there have been fewer and fewer stewards and now many offices are without any immediate Union representatives at all.

Another person working full-time in the office could fill these gaps as soon as they happen and help in areas that lose their executive/committee representatives and stewards. That person could orient and educate new representatives.

With only one person working in the Union office there is such a load of secretarial/administration work to be done that the internal organizing has been neglected. This is why the position of Division Organizer was created - it was to be for a period of six months only but after having done the work for three and a half months I know that I will not be able to create a structure that will be self-perpetuating. There needs to be a continual organizing/educating drive within the Union because there is a continual influx of new employees. Because of the amount of work involved and because any contacting of members has to be done during working hours it is necessary that the person who does this work be employed full-time by the Union.

Moved by Jean Priest  
Seconded by Jay Hirabayashi

The job duties for the positions of two full-time paid people could be divided so that one person does internal work (eg., steward and committee structure, grievance work) and the other person does external and secretarial work (eg., general office tasks, any public relations work, and contract committee work). The exact details and job titles could be worked out on the basis of the past months when there have been two people in the office. The terms in office could be staggered (one person's term end in the middle of the other person's term) so that there would be an orientation possible for new people.

MOTION:

## **motion**

Moved that the membership authorize the creation of two full-time paid positions to carry out the functions currently fulfilled by Union Organizer and Division Organizer. It is understood by this motion that if passed, the Executive shall determine the exact job descriptions and titles of these positions and will make the necessary changes in the Constitution.

( THESE ARTICLES ARE REPRINTED FROM THE  
MAY 1976 EDITION OF "ACROSS CAMPUS".  
THEY REMAIN AS RELEVANT TO THE DEBATE  
TODAY AS THEY WERE NEARLY TWO YEARS  
AGO. )

## **PROS & CONS**

At the May 13th General Membership meeting, the executive intends to recommend for membership approval the election of a second full-time Union Organizer. Since the executive was seriously split on this issue, it is important that you, the members, consider it carefully before you are asked to vote on this issue. To help you, following is a 'Pro/Con' list of points brought up at several executive meetings.

### PRO

All previous union organizers feel strongly that the amount of work definitely warrants a second organizer.

They will be able to do more of the clerical work for the union than one presently can.

More time to maintain outside contacts and do follow-up research.

It can be depressing and alienating to work all alone in the office.

Some people feel this is the only way that the membership can expect to have complete office hours maintained.

There is a lot of physical running around involved; it would be much better to be shared.

### CON

There is a backlog to clear up, but not enough to continually employ two organizers. Previous organizers had too much work dumped on them.

The membership ought to be able to do some things for itself, e.g., committees typing their own reports.

"Work expands to fill the time available"

We must define the organizers duties, so she knows what her job is. To put a second organizer in before we know exactly what the first should be doing would be foolish.

Where does paid work for the union end? How long before all executive members are paid? Then committees?

Who is the union organizer responsible to? Is she available for recall, as other executive members are? What if we get a person who obviously is not doing her job — what recourse? Until these questions are answered, how can we throw open another position — have we so little to do with our money?

WHY WE NEED A SECOND UNION ORGANIZER

-Ian MacKenzie

Members will soon be asked to vote on an Executive (majority) recommendation that we elect a second Union Organizer for a trial period of six months. I feel this is a very important motion, and that it's important it pass.

First, to shed a little light on the question. Since 1973, we have had a union office staffed by one person. The first organizer was Melody Rudd: she was unpaid, and in fact not a member of our bargaining unit, but agreed to help out during the organizing drive. Ann Hockey was next, for five months; myself, temporarily, for the month of November, '74; then Jackie Ainsworth, Judy Wright, and Peggy Smith, for six months each. A few other people have also worked in the office temporarily, for a few days at a time.

From the very beginning, each of these people attested to the fact that there was simply too much work to be done by one person. From the very beginning, there has been a backlog, and many important things have been left undone or done hastily and inadequately.

Just about a year ago, a committee was struck off to look into a second organizer and to report back with recommendations. Everybody on the committee was agreed that a second person was necessary: but they never brought back a report, as they deadlocked over another issue, namely whether the second person should be an elected organizer or a secretary hired by the Executive.

So here we are, once again, confronted with an issue long overdue for resolution. I believe we need a second organizer for the following reasons:

1/ The office has never functioned properly. There has been a backlog from the very beginning. The Union has never had any proper files: for almost two years we have been in the shocking state of having all kinds of important documents sitting in disordered heaps around the office. Mailings are more often than not late in getting out. Our membership files, despite the valiant efforts of our last Membership Secretary, are behind, and sorely require more labour. It's clear that one person has not been able to handle the mere clerical work, much less anything else. Not one of our Organizers has been equal to the task: surely that is

no coincidence. Our organizers have all been capable people: one must conclude that the problem is simply one of too much work for any one person.

2/ There are many things an Organizer should do besides clerical work. She should at least partially fulfill the name of the position: that is, Organize. The Organizers could have the freedom of movement and action during working hours that other members just don't have. They could do some research that the rest of us don't have time for: contact outside persons or groups where others can't because of work: and generally expedite a lot of business that now requires much delay due to members' job commitments. They could help (re)-organize the several divisions now in total shambles and help overcome the really serious communications problems that now exist among different parts of the Union. Once again, a single organizer can't even keep up with the strictly clerical work, much less anything else.

3/ Two Organizers could ensure that the office be continuously staffed, say from 10:00 to 3:00. That in itself would solve a major communications problem: Members undergoing crises (usually grievance situations) and not being able to get in touch with their Union for immediate help. And not only is it unreasonable (from a pure working conditions point of view) to ask a single organizer to remain in the office continuously, but also impossible if that person is to do the things mentioned in (2).

4/ Two organizers would help solve the "expertise" problem.

(i) There is presently no continuity between organizers, so the new person comes in knowing nothing of how the office operates. With two organizers, each in office for six months but with staggered elections every three months, each incumbent would be working for their first three months with someone more experienced.

(ii) What is even more crucial: the problem of people being afraid to run for Union Organizer, for fear (and rightly so) that they will be overwhelmed in the position. It's really important that the same group of people not continue to occupy the most important union position year in



# INTERVIEW

## Interview~frances wasserlein

and year out, constantly gaining more experience while everyone else remains in ignorance. With three months to "learn the ropes" while still being productive, new, more inexperienced people would be encouraged to run, and the Union would be greatly enriched by a resultant proliferation of rank-and-file "experts".

5/ Also, and this is related to the above, there is no denying the fact that the Union Organizer job is a difficult one, involving plenty of complex decisions - just in the clerical work alone. Even some of our most experienced incumbents have suffered from acute mental overload on many occasions. There's nothing quite like having another person there to consult with. Two heads would ensure not only more quantity done, but also higher quality.

6/ Lets face it, one person divided by thirteen hundred is a pretty big ratio. The administration has many people handling all the paper work emanating from us as employees. For the paper work relating to us as Union gets left behind somewhere. In my case it was the strike. It took up at least two months, probably three months, of my time. Because there was all the contract work happening before the strike, all

A couple more comments: first, I just took a short-term leave of absence during the third week of April to work in the office to try to get the files set up for the next Organizer. I succeeded in getting the grievance files mostly set up, but surprised myself once again as to just how much work was involved. We could practically have one person working full-time on the files alone. I became even more convinced of the need for a second person.

And second, trying out a second Organizer for a six month period is a really good idea, especially for those who might be skeptical of a second position. Since both (or all three) of the Organizers who would be involved in the experiment would be going back to their regular jobs anyway, they'd have no ulterior motive for exaggerating the duties of the second position, and we could expect a really impartial report from them as to the results of the trial. To those who are skeptical, I say there's only one way to find out who's right: try it.

The following is an interview with Frances Wasserlein, Treasurer, on the possibility of a second union organizer.

### CAN WE AFFORD A SECOND ORGANIZER?

Financially, two union organizers are possible for Local 1 because at the rate for the present union organizer it costs the union approximately \$875 a month in total - that's with benefits, Canada Pension, Unemployment Insurance employer portions and wages paid to the person in the position - so two union organizers would probably double that to approximately \$1800-\$1900 per month. The dues position that we're in right now could support that; it would certainly tighten things up for us financially, but we could support it. I don't think it would mean a dues increase at the present time. If it became necessary to increase the dues it would only be necessary to increase it by 50¢ per member.

### HOW MUCH MONEY WOULD THAT LEAVE US TO RUN THE REST OF THE UNION?

Provincial per capita tax is about \$1200 a month, union organizers at \$1800 a month makes \$3000, our dues usually run \$5100 a month, so that leaves us \$2100 a month without a dues increase, and if the recommendations from the Strike Committee go through, there would be another \$500-\$550 a month going into a Strike Fund, so that leaves us about \$1700 a month for expenses not related to salary and we can make it on that quite easily.

This discussion of the second union organizer has been going on for the last three months, at least, in Executive meetings, and it's not the first time it's come up. Why do you think we're having so much trouble settling this issue? The fact that it's never really been dropped as a topic should say something about its importance.

The reason it hasn't resolved itself, I think, has been because no real steps have been taken towards resolution. I think now steps toward resolution have been taken in that work has been done on identifying the expectations of the

membership and Executive of the local. Those have never been identified. They do exist, but because they weren't identified, it became more and more difficult for the organizer to fulfill all expectations, and there was more and more anger generated because certain other expectations hadn't been taken care of. I think that's why the situation has gone as far as it's gone. And I think it's more a function of the "structure" of the particular thing we're operating within that is anything else.

WHAT DO YOU MEAN?

The relationship of the executive to the union organizer, the union organizer to the membership, and the fact that there has ever been any actual definition of who wants what from whom. Now there's a possibility that this definition is about to happen. I hope so, it's time. This has been kicked around ever since this union started and, as you said, at higher and lower rates of noise. Right now it's making a lot of noise. I think now is the time to get it over with so that people know what's going on.

WHAT DO YOU THINK ABOUT THE CONDITIONS THE UNION ORGANIZER HAS TO WORK UNDER ALONE IN THAT OFFICE?

There's a problem with looking at the whole thing of union organizer because, while the organizer is not an employee of the Executive, the local does indeed pay that person's wages. These thoughts that I'm about to express are somewhat expressed in the recommendations that the sub-committee of the Executive has made to the Executive about the union organizer position. The first thing is that while we are indeed not employers of the union organizer, we certainly, it would seem to me, have an obligation to provide good working conditions that indicate how we feel working conditions for people ought to be - just in general - not even necessarily for clerical workers. One thing that I would like to see that would be an indication of that is the sick leave possibilities for the union organizer. We have lots of money stashed away in various places that is earning interest. Now there's no reason in the world why that interest can't be used to take care of sick leave benefits, on an

unlimited basis for the union organizer, and I think that's a step in the right direction. I was talking to someone about that idea and the person said to me, "OK, if we're going to look at that, why aren't we looking at the whole picture? If we're going to become enlightened about the position how come we don't pay that person what they're worth? Where is the principle of equal pay for work of equal value?" How come we don't do that?

SO ARE YOU SAYING THEN THAT WE DON'T PAY THE UNION ORGANIZER ENOUGH?

No, it isn't that I don't think we're paying the union organizer enough. The way that the thing works now is that the union simply maintains a person's salary at the level it was when they were working for the University. Okay, so this person becomes an elected, but nonetheless paid, officer of this union. Doesn't it seem logical that we would in some way attempt to embody some of the principles that we've tried to gain in our contract struggles - for example, equal pay for work of equal value. We don't believe that our pay is equal to jobs that of of equal value on this campus. I don't believe that there is any equality here. And shouldn't we look at that aspect of this particular position? I don't know where to go with that, but it's an opinion that was expressed to me and something I'm still thinking about. Another thing with specific regard to two union organizers, there are a lot of things that are really positive, and a couple of things that have been pointed out to me that could be difficult. To me a person working alone in that particular physical setting must feel pretty isolated. I think I would, and I'm a person that usually likes to work by myself. But I think that I would feel pretty isolated there. I think that it's important that the possibilities for the union organizer be expanded, and I think that in order for that to happen, there needs to be two people. Interaction between two people creates interesting growth, and I think that's something this union needs. I think that that's something that would certainly be valuable for the membership of this union.

DO YOU THINK THE UNION ORGANIZER WORKS TOO MUCH IN A VACUUM?

Yes. Because of the isolated setting, and because of the fact that nobody quite knows what they can ask for or expect. I think that having two people in the office would make it disappear, because then you have someone to say, hey, what about this, or, do you think this is a good idea, instead of having to wait for a meeting or having to phone up thirty different people and ask them about

their opinions before you do it. That must just drive people crazy. I don't know if I could work under those conditions. I also think that it is incredibly unfortunate because there is an enormous amount of paper attached to the operation of this organization. There are 12-1300 people here, and the pure administrative hassles of looking after the union membership and the protection that the collective agreement provides creates an enormous amount of paper. Every day more paper comes from the Employee Relations Dept. that has to do with hirings, firings, layoffs, transfers, resignations, holiday pay, just a million possible things, and the union as a whole has a really important obligation to be right on top of that information because that is part of what keeps us a union, and that kind of thing should be just as important to members of the union as things like the library in the union office, which is also a very important thing but is not used well enough because people don't know what's there for them to use!

THERE'S ALSO THE PAPERWORK FOR THE GRIEVANCE COMMITTEE...

All those things. It's an incredible amount of work. I also think that a lot of the responsibility that falls to the Union Organizer is perhaps too much for only one person. There are things that I certainly would like to see the union organizer do that practically requires there be two people. The office would be manned as many hours a day as is humanly possible. Access to the union organizer and all that paper, and to all the research information, and purely just to someone who is an information point to the rest of the union is very important for the membership. And that requires her physical presence for a

long time every day. To demand that one person do that for 1200 people I think is unrealistic. The work to be done with assisting unorganized women, unorganized workers, unorganized clerical workers, in particular in this city and this province, is still waiting to be done, and I think that someone who is an elected officer of this union should be involved in that right up to their teeth, and that is impossible with our expectations. It is imperative that there be two people. We can afford it, and I personally will do whatever is necessary to make it happen.

JUST ONE LAST QUESTION: WITH JUST ONE ORGANIZER WE SOMETIMES HAVE A BIT OF DETERRENT TO SOMEONE WHO IS NOT VERY ACTIVE IN THE UNION ACTUALLY TAKING THAT POSITION BECAUSE THEY HAVE TO WALK INTO IT STONE COLD. WHAT DO YOU THINK OF THAT, AS FAR AS KEEPING THE WHOLE THING DEMOCRATIC, AND GIVING AS MANY PEOPLE AS POSSIBLE A CHANCE TO FILL THE ORGANIZER'S POSITION?

There has been an idea spoken of in that particular regard, and I think it's a good one. We've just had an election and the person elected will start May 10th. It would seem to me that if the membership decided to have a second union organizer, or to try a second union organizer for a while, the election should be at the end of summer so that that person starts in the middle of Fairleigh's term, so there is an overlap to maintain some kind of continuity. Fairleigh's term would end and X's term would end in March, and someone would have been elected in December, and it would just keep rolling in that fashion, and that's a good way to get around that particular difficulty.

TAKE SOMEONE LIKE MYSELF FOR INSTANCE, WHO HAS A BIT OF FAMILIARITY WITH HOW OUR UNION WORKS AND I'M SURE IF I WERE TO WORK IN THE OFFICE FOR THREE MONTHS I COULD HANDLE IT. WHEREAS IF I HAD TO WALK INTO IT STONE COLD, I'M SURE THAT MUST BE ENOUGH OF A DETERRENT TO KEEP A LOT OF PEOPLE AWAY, OR NOT EVEN CONSIDER RUNNING FOR THE UNION ORGANIZER POSITION, BECAUSE THEY SIMPLY DON'T KNOW ENOUGH ABOUT UNIONS.

I think it would be. I think a lot of us are in that position. So few of us here have any experience with trade unions. I had no idea about trade

unions when I came to this campus. All I knew was that I wanted to be in one. I think that particular aspect you're talking about does deter people and the overlap and the opportunity to work with someone who has been there for a little while, even those three months before you, so you could share what had been learned working together for three months, and then you pass it on to someone else at the end of your term. That passes all this information on to a larger number of people more quickly and certainly more effectively. And I think it would make the position a more desirable one to run for.



## Referendum Results

TOTAL VOTES COUNTED - 462  
 TOTAL VOTES SPOILED - 72  
 TOTAL BALLOTS RECEIVED - 534

MOTION 1\* --est. of strike fund

Yes - 306  
 No - 130  
 Abstention - 26

MOTION 2 --10% dues to strike fund

Yes - 316  
 No - 124  
 Abstention - 21

MOTION 3 --\$5.00 August assessment

Yes - 243  
 No - 181  
 Abstention - 37

MOTION 4 --Second Union Organizer

Yes - 171  
No - 205  
Abstention - 85

\*extra ballot received

## GRIEVANCE COMMITTEE MOTIONS

### Grievance Committee Motions

(a) Moved that the membership authorizes the Grievance Committee to take the "Notification by the University" policy grievance to arbitration, and approves all related expenses.

(b) Moved that the membership authorizes the "Testing" policy grievances be taken to arbitration and approves all related expenses.



Communications Committee  
c/o AUCE Local 1  
Campus Mail

# LETTERS

13

Dear Committee:

Re: Contract Negotiations

*no. 1*

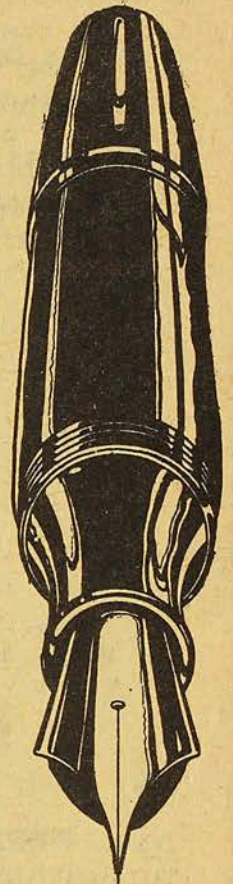
I agree entirely with Darlene Crowe's proposal regarding contract items to be negotiated (Across Campus, December 9, 1977).

I know that at least one local of the Retail Clerks' union follows a similar procedure, and with a manageable list of a dozen or fifteen items to negotiate (rather than to attempt a complete revision of the contract), their contract has been signed close to its expiration date or within 2 months following that date. They are gradually improving the terms of the contract each year, apparently with less work and frustration than we have had over the last two years.

I hope other members of our union will support Ms. Crowe's proposal. I look forward to seeing it put into practice. This is the way I would like to see our negotiations handled.

Yours sincerely,

(Mrs.) Jean Galbraith-Hamilton  
Dentistry Admissions  
Division B



## editor's comment

r. galbraith

Our past three sets of negotiations have permitted us, as a Union, to attempt to negotiate a more manageable list of contract proposals this year (in the range of 10 to 15). In three short years we have progressed from being without a contract (and without significant benefits and adequate wages) to possessing a contract that we can be proud of.

In the November 14, 1977 issue of "Across Campus", Nancy Wiggs reported - and listed possible areas of concern - to the membership about the then Ad Hoc Contract Committee's anticipated approach to negotiations this year.

cont'd p.16

*no. 2*

# DAYCARE

## CAMPUS DAYCARE UNIT I

- full and part-time openings
- 18 months to 3 years
- located in Acadia Park
- subsidies available (apply Daycare Information - 873-3767)

Call Barb or Eve at 228-8338

In the Dec. 9 copy of ACROSS CAMPUS under the Union Organizer's report, Jay suggested three alternatives towards getting a quorum at our monthly union meetings:

1. Making 2-hour lunch meetings every month a priority contract proposal  
*Nice idea, but not very practical. For three years we have been trying to get this and for three years we have failed. All other AUCE locals do not have this benefit and it seems very unlikely that we will receive it either. More than anything else, this seems to be the one item the University won't budge on. I'm not saying that we shouldn't keep trying to get this in our contract but we shouldn't really expect that we'll receive it. In the meantime what do we do between now and the time our next contract is settled? If the next contract negotiations are anything like past ones, it could be months before something tangible arises.*
2. Alloting more power to the union executive to make decisions without membership approval.  
*I read this alternative and my blood ran cold. Visions of "Up-Chuck buttons", and screams of an executive run union kept running through my mind. Obviously this is not the answer.*
3. Ignore the whole problem.  
*This is a defeatist attitude (but unfortunately as Jay said, one which is prevalent throughout the union). Something must be done to change this kind of thinking.*

I would like to suggest a fourth alternative to Jay's three above:

*1-hour lunch meetings perhaps two days in a row which will enable people who had to staff the offices for the first meeting able to attend the second one. Any major decisions could be done by way of a ballot filled in during the meeting and dropped in a box on the way out. The results of the two meetings could be tabulated with the end result being what the majority of the people in attendance at both meetings wanted.*

DOES ANYONE ELSE THINK THIS IS A FEASIBLE ALTERNATIVE?  
 ONE LETTER ALONE WILL NOT MAKE THIS CHANGE POSSIBLE.

*Dorlene Crowe  
 Div. C*

It is that time again, the time when suggestions for our new contract are being sought by the Contract Committee and again I would like to plead the cause of the senior or long service employee. Those people who can be at any step of any scale eligible for promotion and yet finding that promotion a lot harder to get as less openings are available or the ones who have no further to go and sit at the top of the scale watching their experience and knowledge going unrecognised year after year as the across the board raises give them less and less remuneration.

We are the ones who sit and wonder at a Union Membership who will cheerfully accept varying grades in pay thereby acknowledging that a promotion to a higher classification and the steps within that classification should be rewarded by more money in the paycheck and yet this same membership will look askance at the senior or long service person who puts forward the suggestion that maybe a little more know how, a little more experience, a little more responsibility, at what ever level, should be recognized and rewarded.

I am sure that the tired old cliches will be trotted out such as "a loaf of bread costs as much for a person on the bottom step as for the one at the top" and this I accept, far be it for me to deny any one his loaf of bread. However as one gives more to the system one expects the cheese to be added and eventually as one becomes perhaps even more valuable should not one expect the wine. This my friends is known as incentive a word or concept very much overlooked in our Union especially as it pertains to the long service/senior member.

Many of us do not consider ourselves "elite" as was rather scathingly suggested in a previous letter by one of my conrads but we do fervently believe that long experience, a thorough knowledge of a job, plus extended service is a valuable asset to our employer and should warrant the utmost support of our Union.

Therefore I am suggesting to the Contract Committee that they present to the membership for its consideration a proposal that a system of EXTENDED SERVICE pay or Extended Service Bonus should be negotiated.

This Extended Service Pay would entitle the employee to an extra fixed amount of money per month for every five years of employment. The five years being computed in the same way as are the holidays at present.

In other words if the amount was set at \$10.00 per month and you had been employed between 5 - 10 years you would get an extra \$10.00 per month in your pay check. 10-15 years an extra \$20.00 per month, 15-20 years an extra \$30.00 and so on. Note these figures are just being used as an example.

This would affect pay checks in all classifications and should be acceptable to the greater majority of the membership who seem very loath to accept a percentage increase which rightly or wrongly they presume to favour the higher pay grades.

This would also effectively raise the pay of the senior person at the top of the scale so that she/he would feel compensated to a degree for their greater experience and responsibility.

There is precedent for this course of action, the Armed forces have been operating on the system for years and many unions are now recognizing that seniority must be rewarded and right where it helps, in the pay check, not by sops of more holidays, sabbaticals, etc, etc, Who needs more holidays if one hasn't got the money to pay for it.

And a final word to the membership as we, the Senior people, have supported the cause of the short time employee at the lower levels for the past four years many of us ~~xxx~~ feel it is now our turn to be considered and supported by the rest of our Union.

## ARBITRATION PARABLE #5

the personnel dept.

Avron Uyehara-Hoffman

the Person who lies thru his testicles is a man who can't be trusted. under no circumstance, or whatever reason give him the benefit of a doubt. he'll poison your water supply without batting an eyelash & steal all the money you own in the normal course of a day's work. he can't be left alone in a room because he might get hurt and the safety of little children cannot be guaranteed for a twenty 5 mile radius in either direction. Everything he says is a lie, and he speaks quite well for a liar. infamy exudes from his anal wart like hippopotami in heat; (& a purview to legislate with). In person this man is no more real than the Loch Ness Monster; on t.v. he looks like senseless hodgepodge of macaroni & cheese. only when we see him thru a pedescope can we appreciate the levels he has sunk to. Then, & only Then will the canadian people gain access to the total picture; which makes wounded knee look like custer's last stand!

## THE REVOLT OF MIDDLE MANAGEMENT

arbitration parable # 6

All together now, a one & a two and a three; one for the money, two for the show, three to get ready & four to go. We feel what we know is right, but we don't think we have anything to hide. Therefore it behooves us to deny the existence of certain facts before those facts and us change places. But we got to hang in there, keep on plugging away or what little power we had will be taken from us (by us). Everybody please stand back; hickory dickory dock went up the hill to fetch a pail of water: overacting is not the same as overeating but both positions have equal amounts of complicity to them...

cont'd  
from  
p.13

A SCHEDULE

Your letter has been timely as the Contract Committee has decided upon the following schedule for the next month and a half - a schedule that will hopefully facilitate a democratic and effective formulation of contract proposals, proposals which will enjoy consistent membership support:

Proposals and suggestions which have come from the membership and the Contract Committee will be consolidated, and articles and reasons for the proposals will be prepared and sent to the membership. The membership will then have about a week within which to respond in writing (Division meetings should be held during this whole process). An "opinion sheet" will be composed and mailed to the membership. Then, a special membership meeting will be held to discuss the issues. After the meeting, a referendum ballot will be held to formulate this year's concise batch of contract proposals. Negotiations could commence at the end of February - all in all a tight schedule.

Last year's gargantuan list of contract revisions was probably necessary. The improved wording on many of the articles won during last year's marathon negotiations now permits us to be more selective in our approach. Few unions can boast having come so far in such a short span of time.



TO: Across Campus

FROM: An Irate Dredge

I have just thrown my election ballot sheet and resumes of all candidates for office in AUCE Local 1 in the circular file.

In the past I have always felt a certain amount of guilt in doing this because although I personally admit to a certain amount of apathy insofar as this union is concerned, I always felt too that those who were actively involved in its operations were sincere (even if only for the ego-trip involved).

The ridiculous curriculum vitae on Jay Hirabayashi only serves to strengthen my ever-increasing premonition that this entire organization is a self-perpetuating farce which should probably be de-certified, having neglected majority opinion or at best adversely influenced majority opinion for far too long.

Those of you who manage to get elected to this menagerie have my utmost sympathy.

# take that dredge!

The policy of the Newsletter has been to publish only letters that are signed. The policy remains as such, even though the unsigned contribution, "From an Irate Dredge", has been printed. It appears to be the exception that proves the rule.

First, the nit-picking. The dictionary defines "dredge" as "a type of net for gathering objects from the bottom of the sea, river," etc. What the author must have meant was a "drudge", an ill-treated, over-worked servant, a person employed in heavy or monotonous tasks - but who knows, who even cares? At least Jay Hirabayashi signed his "curriculum vitae" - a statement which I thoroughly enjoyed. The last thing Jay needs is for me to come blindly rushing to defend his honour. His involvement as Union Organizer for the last six months speaks for itself. Maybe the job drove him to performing such an unnatural act as humour, sarcasm, satire, or whatever.

It would have been illuminating to have had the "Irate Dredge" pursue and flesh out some of his/her pronouncements, pronouncements such as: "insofar as this union is concerned", "even if only for the ego-trip involved", "a self-perpetuating farce which should probably be de-certified", etc. I am probably taking this unsigned masterpiece of the well-turned phrase too seriously - it is undoubtedly a satirical jab in the same vein as Jay's curriculum vitae, composed by an individual with a high profile. It must be the case. Who would have used "dredge" when what was really meant was "drudge"? Unless, our phantom author was implying or suggesting that he/she had dredged up something distasteful from the depths.

After all has been said, what matters is not what has been stated, but that the individual has chosen to deliver his/her words of wisdom anonymously.

by Ray Galbraith

# REPRINTS

These three reprinted articles are from past issues of Across Campus. They too are as relevant today as when they were written. In their own way they provide a rationale reply to the "Irate Dredge".

## to get involved

This is the first, and probably last, time I'll write anything in Across Campus, as I've just quit my job at UBC and am about to become an ex-Vancouverite. I'd like to share a few parting thoughts with the membership - they may be of interest for the simple reason that for most of the year I've spent at UBC, I've been one of AUCE's "silent majority", relatively unconcerned with anything about my job, except collecting my paycheque. In the last two months or so, this has all changed (other than the continuing concern with my paycheque!), and I'm only sorry it didn't happen sooner. At the risk of sounding like a proselytizer, I have to say that I've only gained from my increased involvement in Union activities; not only has it led to new contacts - and it's always nice to meet interesting people - but it's really given me some insight into what's going on around this campus, which is quite a revelation.

Unfortunately, by the time I decided to "get involved", I already knew I wouldn't be around much longer, so my contributions have been minimal and there are a lot of things that need to be done. So far, I've managed to pass out a few leaflets at the grad ceremonies, along with a few other people, and plaster a number of walls with posters advertising AUCE's plight with regard to the contract negotiations (or lack of!).

Well, I was continually amazed to find out how LITTLE most people on campus knew about what was going on! Half the people I spoke to were almost oblivious to the whole AIB-AUCE issue, and the level of awareness regarding contract negotiations wasn't much higher. If it's that bad on campus, what can we expect of people off campus? What we need now is for everyone to know what's happening to us, to be made aware of AUCE's grievances and why they are justified, and for pressure to be brought to bear on UBC to agree on a fair settlement with us.

WE NEED PUBLICITY! There is a small crew right now trying to organize this end of things - but not enough. Can I urge everyone to help out in some way, however small: a few people can't hope to cover the whole campus, let alone the city. Besides, who in their right mind will give support to any group whose members won't try to support themselves?

You may be wondering what it was that suddenly changed my attitude from apathetic to activist in the first place. I'll tell you: it was the sudden realization that AUCE was not some nebulous organization that I vaguely belonged to - but that AUCE was ME and YOU and the next person - a large group of individuals trying to secure and maintain their rights as workers. And with this realization came the knowledge that if AUCE gets screwed, then so do I and a lot of other individuals along with it! And I'm a firm believer in the fight of the individual NOT to get screwed.

The only way we're going to get a fair deal is if each one of us is prepared to take that stand: a lot of persons standing up for themselves makes a pretty formidable opposition! If everyone out there will take it upon her/himself to make one move: stick up one poster, hand out one leaflet, talk to one person ...the results could be fantastic! And who knows - you might just find yourself enjoying it, like I did.

In closing, I'd just like to say that it's been a terrific experience being part of all this for awhile - and although I can't really say I regret leaving my typewriter behind (I hope for good!), I will miss some of the good things it led me to.

Lots of luck!

Avril Orloff - formerly of the Chemistry Dept.

## Grievance Committee Report

Ray Galbraith

This is and yet it isn't a Grievance Committee report - it deals with some generalities worth repeating, time and time again, until they become engrained and second nature.

The strength and vitality of this union is found in the awareness and concern of the membership, and, this in turn should be manifested in participation at the shop steward and Division Steward levels. Between contracts the Grievance Committee and the shop stewards are the enforcers and interpreters of the contract, subject to membership approval. All Divisions should have effective steward structures and a representative on the Grievance Committee; anything less undermines our negotiated contracts.

The best contract possible is a hollow victory if there is no effective way to implement it on a day-to-day basis. Besides, good contracts are not written and negotiated from the top; they are products of thought, discussion, and struggle by the membership. We have negotiated, and I emphasize the word "negotiated" because nothing has been handed to us on silver platter, two excellent contracts.

Our present contract is sufficiently vague in many areas to warrant complete overhauling of the language and the intent. Many of these deficiencies only came to light because AUCE members applied the contract to their work situation and either asked questions or filed grievances. This is yet another truism - contracts have little substance, except the paper they are printed on, if they are not read, consumed, questioned, and digested.

AUCE's contract is not on the best-seller list, but it is nonetheless with you, hovering in the background, from 7 to 8 3/4 hours a day. You may find yourself in the position of processing a grievance, and, at that point, the necessity of an aware and concerned steward structure becomes self-evident. But shop stewards and Division Stewards are not "they", those invested with the power to protect our rights; "they" is <sup>us.</sup><sub>time</sub>

Take some and investigate the possibility of you becoming a steward - the duties of a shop steward are not that time consuming. That is where some of the strength of this union lies - people willing to sacrifice some of their time, willing to learn as they go, and willing to have some demands made on them by those they represent.

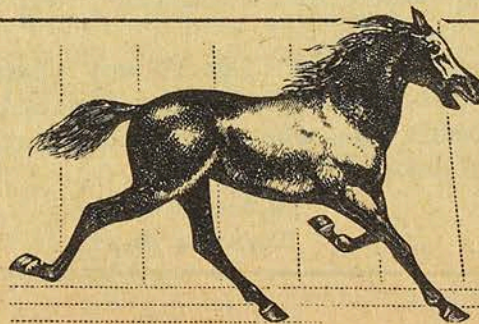
This has been a busy year as far as the processing of grievances has been concerned, and, it has been a relatively successful one. There have been a series of mass grievances: one in the Main Library, a working conditions grievance involving 61 employees, another working conditions in the Faculty of Commerce involving 28 employees, a job postings grievance signed by 10 members, etc.

The Grievance Committee has processed misclassification and reclassification grievances, discharge and lay-off grievances, maternity leave grievances, a short-term leave of absence grievance (in regards to the Stewards' Seminar), and others. We must have handled grievances, protests, and queries for at least 250 AUCE members in less than 9 months - an incredible number in a bargaining unit of 1200.

Probably the main reason for the number of grievances has been the oft-quoted issue of the problems with entrenched departmental autonomy. It is a constant struggle, case by case, to overcome years of past practice by the departments, but we can be successful enough to ensure a campus-wide application of the contract. This can only be accomplished if we continue to serve as stewards, and if the membership continues to question and process grievances where necessary.

It has been the experience of the Grievance Committee that the grievances processed in the last 9 months have been justified.

A parting comment. AUCE has, at least in part, been responsible for the "palace revolution" in the Dept. of Employee Relations. The negotiators we faced in the past were of a different quality than those we now confront. Grant, with Connaghan lingering in the background, is strictly "big league" material. We have to be aware of the new situation and be equal, at least, to the challenge.



Dear Sirs,

I have a point of view that I would like to share with the rest of the membership.

Recently, because of frustrations with the Union as it was being managed, and feeling that perhaps I could make some sort of worthwhile contribution, I became the Divisional Executive Representative for my division. So often, I had heard complaints that our Union was an Executive run Union and I had hoped that when I joined the Executive my vote would reflect that of the majority of my division. As the weeks wore on, feelings of frustration began to mount up, for out of a division of approximately 80 or more members, perhaps 4 or 5 people would attend our divisional meetings. And yet I still heard complaints of an Executive run Union! If this is the case, (and I don't believe that it is, for all members have a vote on important issues) then the members have no one but themselves to blame.

In my brief stint as an Executive Representative, my respect for the Union Executive and others who volunteered their time to perform such tasks as labelling bulletins that went out to the membership, stuffing envelopes, helping count ballots and a million other things that are required to keep this Union functioning and well-informed on the current issues, grew enormously. The devotion and amount of time they spent on a completely volunteer basis has made me extremely proud of them all.

I have nothing but contempt for the people who sit back and complain from the sidelines, and yet do nothing to get out and change those things which they don't like and to volunteer an hour or so every now and then to do some of the tasks which mount up around the Union Office.

Elections will soon be coming around again, and I urge everyone who feels that they don't have a voice in Union affairs to get out and join some function where they could do the most good. Be a shop steward, join the Strike Committee, the Contract Committee, anything, but participate!!

Once again, I'd like to say thank you to all those members on the Executive and other committees who do so much for so little thanks.

Darlene Crowe  
Physics Dept.

**THANKS TO  
JAY**

**AND**

**THE PASSING EXECUTIVE**

# MINUTES OF MEETINGS

MINUTES OF THE GENERAL MEMBERSHIP MEETING OF TUESDAY, DECEMBER 13, 1977

(IRC 2)

Pat Gibson in the chair; Valerie Siegel acting Recording Secretary

1. No Smoking:

2. Adoption of Agenda: moved by Valerie Siegel, seconded by Mary Tainsch

Moved, to discuss item 11 " Division Organizer report and motions" after item 5 "Correspondence". Item 11 hereafter to be called item 5(a).

moved by Jean Priest, seconded by Neil Boucher

CARRIED.

3. Adoption of Minutes: moved by Nancy Wiggs, seconded by Jerry Andersen.

Moved to amend minutes by corrections to published list of nominees for Table Officer positions as follows:

add: Vice President--Margaret Nicolson

delete: Trustee-- Margaret Nicolson

add: Treasurer-- Valerie Siegel

delete: Trustee-- Valerie Siegel

moved by \_\_\_\_\_, seconded by \_\_\_\_\_

CARRIED

4. Business arising from the minutes:

(a) re: letter to A.I.B., we have still received no letter in reply.

(b) re: Bylaws, they are reintroduced in new agenda.

5. Correspondence: Please refer to correspondence in file at Union Office.

5(a). Division Organizer report and motion:

Moved that the membership authorize the payment of salaries for up to three persons to serve one month terms as assistants to the Division Organizer. moved by Jean Priest, seconded by Jay Hirabayashi.

CARRIED

6. Closing of Nominations:

(a) Table Officers:

1) President: further nominations--Kevin Grace

NOMINATIONS CLOSED

Nominees who will stand: Ann Hutchinson

Kevin Grace

Nominees who will not stand: Pat Gibson

THERE WILL BE AN ELECTION

2) Vice President: further nominations-- Jay Hirabayashi.

NOMINATIONS CLOSED

nominees who will stand: Pat Gibson

Jay Hirabayashi

Nominees who will not stand: Geoff Hoskin

Margaret Nicolson (not present)

THERE WILL BE AN ELECTION

3) Trustee: further nominations--Shirley Dick

NOMINATIONS CLOSED

nominees who will stand: Lidvald Strand

nominees who will not stand: Neil Boucher

Shirley Dick

LIDVALD STRAND DECLARED ELECTED BY ACCLAMATION

1 TRUSTEE POSITION REOPENED FOR ELECTION. NOMINATIONS TO BE CLOSED

AT NEXT GENERAL MEMBERSHIP MEETING

- 4) Membership Secretary: further nominations-- none  
CLOSED

nominees who will stand: Sheila Porter.

AS THERE WERE NO FURTHER NOMINEES SHEILA PORTER WAS DECLARED ELECTED BY ACCLAMATION.

- 5) Treasurer: further nominations--none  
CLOSED

NOMINEES who will stand: Cobie Wenn,  
Wendy Lymer,  
Valerie Siegel

THERE WILL BE AN ELECTION

- 6) Recording Secretary: further nominations-- none  
NOMINATIONS CLOSED

nominees who will stand: Jean Lawrence

AS THERE WERE NO FURTHER NOMINEES JEAN LAWRENCE WAS DECLARED ELECTED BY ACCLAMATION.

- (b) Provincial Representative:

NOMINATIONS OPEN FOR ONE POSITION: Joan Kozar  
Jerry Andersen

NOMINATIONS CLOSED

nominees who were not willing to stand: Jerry Andersen  
Joan Kozar (not present)

AS THERE WERE NO NOMINEES WILLING TO STAND FOR ELECTION NOMINATIONS ARE REOPENED AND WILL BE CLOSED AT THE NEXT GENERAL MEMBERSHIP MEETING

- (c) Provincial Alternates: further nominations--none  
NOMINATIONS CLOSED

nominees not willing to stand: Jerry Andersen  
Joan Kozar (not Present)

AS THERE WERE NO NOMINEES WILLING TO STAND FOR ELECTION NOMINATIONS ARE REOPENED AND WILL BE CLOSED AT THE NEXT GENERAL MEMBERSHIP MEETING.

- (d) Union Organizer: further nominations-- Geoff Hoskin  
NOMINATIONS CLOSED

nominees who will stand: Geoff Hoskin  
nominees who will not stand: Jay Hirabayashi  
Gina Mellado Kreml

GEOFF HOSKIN DECLARED ELECTED BY ACCLAMATION

- (e) Job Evaluation Committee: further nominations--none  
NOMINATIONS CLOSED

nominees who will stand: Gloria Sparks  
nominees who will not stand: Ian MacKenzie  
Barbara Edwards-- not present

GLORIA SPARKS DECLARED ELECTED BY ACCLAMATION  
CHAIR ALSO REOPENED NOMINATIONS FOR FURTHER POSTITIONS

- (f) Sick leave Study Committee: further nominations--Vg Sri  
NOMINATIONS CLOSED Linda Beaman

neither nominee would stand

CHAIR REOPENED NOMINATIONS

- (g) Grievance Committee At-Large:

nominees who will stand: Carol Cameron  
Vickie McNeil

nominees who will not stand: Vg Sri  
CAROL CAMERON AND VICKIE MCNEIL DECLARED ELECTED BY ACCLAMATION  
AND CHAIR REOPENED NOMINATIONS FOR ONE POSTION.

- (h) Strike Committee at-large: nominated: Mary Tainsch  
Roberta Crosby  
Judy Todhunter

MINUTES

## NOMINATIONS CLOSED

nominees who will stand: Mary Tainsch

nominees who will not stand: Roberta Crosby

Judy Todhunter

MARY TAINSCH DECLARED ELECTED BY ACCLAMATION AND CHAIR REOPENED  
NOMINATIONS FOR NINE' POSITIONS.

- (i) Working Conditions Committee: further nominations--Carol Wisdom
- 
- Shaun Tannisy

## NOMINATIONS CLOSED

nominees who will stand: Shaun Tannisy

nominees who will not stand: Carol Wisdom-- not present

SHAUN TANNISY DECLARED ELECTED BY ACCLAMATION AND CHAIR REOPENED  
NOMINATIONS FOR POSITIONS.7. Treasurer's report and motions:Moved to adopt the October 1-31 Financial Statement  
moved by Gerry Anderson, seconded by Nancy Wiggs

CARRIED

MOTIONS MOVED BY TREASURER FROM FLOOR:

- 1) Pay to the Provincial the monthly assessment for November
- 
- of \$2489.75.

moved by Gerry Andersen, seconded by Nancy Wiggs

CARRIED

- 2) Pay to the Provincial the monthly assessment for
- 
- December of 2425.75.

moved by Gerry Andersen, seconded by Lidvald Strand

CARRIED

- 3) That we extend the present "financial year" to December
- 
- 31, 1977; and that the Local By-Laws be amended to read
- 
- " from January 1 to December 31."

moved by Gerry Andersen, seconded by Nancy Wiggs

CARRIED

- 4) That we appoint Mr. S. Vandervort of Advanced Accounting
- 
- Services Ltd. to audit our books for the financial year,
- 
- ending December 31, 1977.

moved by Gerry Andersen, seconded by Lid Strand

CARRIED

- 5) That we ammend the financial restraints on the executive to
- 
- allow them to authorize expenditures of up to 250.00 (from \$99.99)
- 
- starting January 1, 1978.

moved by Gerry Andersen, seconded by Marcel Dion

CARRIED

- 6) That unless otherwise indicated we pay to the Provincial the
- 
- monthly assessment authomatically (starting January, 1978).

moved by Gerry Andersen, seconded by Valerie Pussey

CARRIED

- 7) That unless otherwise indicated we authorize up to \$1000.00 per
- 
- month for office expenses automatically (with an appropriate-account retro-
- 
- actively the next month) starting January, 1978.

moved by Gerry Andersen, seconded by Nancy Wiggs

CARRIED

- 8) To transfer all funds currently held at VanCity Savings to
- 
- B. C. Teachers Credit Union (Special Savings Account) beginning
- 
- January, 1978.

moved by Gerry Andersen, seconded by Neil Boucher

CARRIED

8. Grievance Committee report and Motions

## Motions:

- 1) That the Woodward Library Promotion Grievance be taken to
- 
- arbitration, and all related expenses be approved.

moved by Lid Strand, seconded by Carol Cameron

CARRIED

- 2) That the Employee Files grievance be taken to arbitration
- 
- and all related expenses approved.

moved by Lid Strand, seconded by Ann Hutchinson

CARRIED

- 3) That the Commerce Employee Files Grievance be taken to
- 
- arbitation and all related expenses be approved.

moved by Lid Strand, seconded by Roberta Crosby.

CARRIED

- 4) That the Membership authorizes the Grievance Committee

cont'd

to take the Main Library Job Postings Grievance to Arbitration,  
and approves all related Expenses.  
moved by Lid Strand, seconded by Carol Cameron

8A. Open Nominations for three assistant positions to Division Organizer  
for one month

- nominated: Gina Mellado Kreml
- Rick Lymer,
- Jay Hirabayashi
- Margo Shirt
- Sheila Weaver
- Michel McLaughlin
- Moira Sirsey

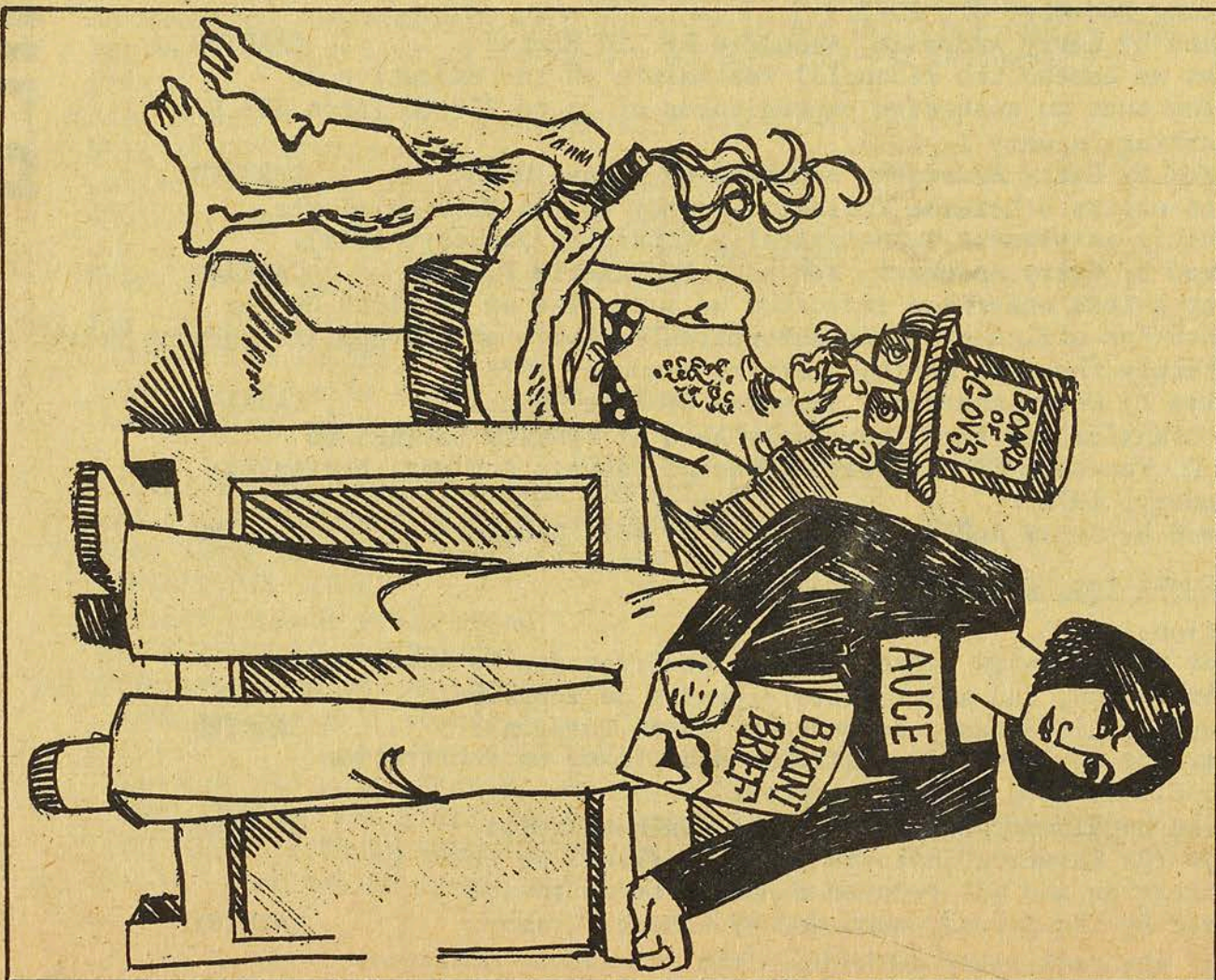
NOMINATIONS WILL BE CLOSED AT NEXT GENERAL MEMBERSHIP MEETING

9. SORWUC motions

- 1) That AUCE Local 1 request that another referendum ballot be conducted by the Provincial concerning the donation of a sum of money (the amount to be suggested by the Provincial Executive) monthly to SORWUC.  
moved by Jay Hirabayashi, seconded by Lid Strand
- 2) That until such time as the Provincial Association conducts another referendum ballot or until the next Provincial Convention (whichever comes first), AUCE Local 1 authorize the payment of twenty-five (25) cents per month per member to be taken from our monttly dues as a donation to SORWUC.  
moved by Jay Hirabayashi, seconded by Jean Priest.

SINCE THESE ISSUES ARE VERY DEBATABLE THEY WILL BE CARRIED OVER TO NEXT MONTH'S  
GENERALSHIP MEETING FOR FURTHER DISCUSSION

MEETING ADJOURNED SINCE AT THE END OF TIME ALLOWANCE



blast from past



# division organizer report

# 25

DIVISIONAL REPRESENTATION ON THE UNION COMMITTEES

Div.	Executive	Contract	Alternate Contract	Strike	Grievance	Communications
A		Betty Finnsson Registrars 6471	Neil Boucher Finance 3141 Val Pusey Grad. Studies 2934		Lid Strand Registrars 6471 or 4367	
B	Judith Willcox Dentistry 2112		Jean Lawrence Health Care 2772		Jean Priest Union Office 224-2308	
C		Jeff Hoskins Union Office 224-2308	Darlene Crowe Physics 2472			Marjorie Butt Oceanography 3278
D						
E						
F						
G	Margaret Nicholson Continuing Ed. 2181, local 241	Nancy Wiggs Law 5911				Mary Martin Law 3140
H	Richard Melanson L.C. Cataloguing 3894	Noreen Mujica Acquisitions			Ann Hutchison Reading Rooms 2819	Ray Galbraith Original Cat. 3426
I						

**AUCCE  
NEEDS  
YOU**

# STEWARDS

SHOP STEWARDS

\*CONTACT PEOPLE\*

A	B	C	D	E	F	G	H	I
Sharon Newman Physical Educa. 2503	Judith Willcox Dentistry 2112	Elaine Englar Animal Resource 2731	Carol Pincock Social Studies 5374	Meg Holdsworth Data Library Computer Ctr.	Sylvia Woodcock Sociology/Ant 4136	Sheila Day Economics 2518	Valerie Siegle Acquisitions	*Brenda Harris* Ophthalmology 2431
Valerie Pusey Grad Studies 2934	Rosali Demetrick Med. Sciences 5565	Dawn Arndt Chemistry 2752	Lil Legault Under-grad prog 5227	Carol Price Housing 5441	Nancy Wiggs Legal Clinic 5911	Helen Ray Susan Moulder Circulation 3424	*Joan Carleton* *Neil Armstrong* Paediatrics 2553 / 2681	
Neil Boucher Finance 3142	Donna Brock James Mather 5591	Darlene Crowe Physics 2472	Andy Gingera Foundations Ed. 6647	Wendy Bice Housing 6711	Margaret Nicholson Continuing Ed. 2181, 241	Ian Spence Sorting	*Patricia Shen* Bio Med Lib	
Lia Strand Registrars 6471 or 4367	Jean Lawrence Hlth Care & Epid	Shaun Tamnasse Commerce 6659	Margot Shek Dean's Office Ed	Cathy Agnew Math 3079	Paula Brown Book preparation	Jim Livingston L.C. Catalog..	*Adrian Kiernan* Dean of Med. 2438	
Joan Ellis Registrars 2844	Theresa Pong Commerce 6701	Jeff Hoskins Commerce 5982	Maureen Adams Sedgewick Lib. 3098		Jeff Barker Gov't Pub. 2584	Ray Galbraith Original Cat.. 3426	*Susan Ward* Obst. & Gyn. 2547	
Margaret MacRae Registrars (Admin) 4863	Elsie Hudson Commerce				Ray Galbraith Original Cat.. 3426	Pat Pinder* G.F. Strong 2571	*Ruth Beatty* Fac. of Med.	
John Colbert Data Processing 3725	Ruth Risto Zoology 2132				Carol Cameron Serials 4432	Carol Cameron Serials 4432	*Ann Kopp* Psychiatry 2557	
Robert Gayton Data Processing 3725					Joan Trevelejan Special Collec	Joan Trevelejan Special Collec		
Cathy Barrett Finance 2655					Darlene Rand Periodicals 3739	Darlene Rand Periodicals 3739		
*Marjorie Williams* TRIUMF 4711					Wendy Lynner Card Prep.. 4192	Wendy Lynner Card Prep.. 4192		

AUCCE  
NEEDS  
YOU

Karen Peplow  
Interlibrary  
loans - 2274

Wendy Massing  
Maps  
2231

Bonnie Solem  
Fine Arts

Leona Polonich  
Reading Rooms  
2819

This is a list of all the Stewards that I am aware of at this time. If you are a Steward and are not included here, please phone me at 224-2308.

In the past year there have been six Bills introduced in the B.C. Legislature containing sections which seriously erode the rights of workers and their trade unions. As a result, 1977 has been one of the worst years in the history of our province for anti-labour legislation.

Bill 65, abolishing the Vancouver Resources Board, Bill 68 abolishing Notre Dame University, Bill 82, the Colleges and Provincial Institutes Act, Bill 89 amending the Labour Code, Bill 91 prohibiting university teachers from joining unions, and Bill 92, the Essential Services Disputes Act, all include attacks on the basic rights of workers to trade union representation and collective bargaining. These attacks are all the more serious in that they chip away at long standing rights without giving the trade union movement an easily identifiable issue to fight on.

The basic thrust of much of Social Credit's anti-labour legislation is aimed at singling out public sector workers for discriminatory treatment as second class workers with substantially reduced rights compared to what workers in the private sector have. The labour movement must not be misled or divided on this issue. Attacks against the rights of public sector workers are attacks on the rights of all workers. It is clear that these attacks against the public sector are designed to test the labour movement and that this legislation will be expanded to the private sector if it is not defeated now. We must therefore ensure that the entire labour movement meets its responsibility to take up the challenge posed by the provincial government's posture.

Most recently, Social Credit has moved, for political reasons, to substantially expand the scope of services included under the designation "essential". The labour movement in this province is proud of our record in guaranteeing to the people of the province the delivery of all truly necessary and essential services. Whenever we find ourselves in dispute situations we always negotiate with our employers to guarantee to maintain emergency crews to provide emergency service to the public. This commitment has always been there and this commitment will be maintained in spite of the irresponsible meddling and provocation now being launched by the Social Credit government. We will determine what services must be maintained and we guarantee that those services will be maintained. In spite of these guarantees the government chooses to escalate its intervention.

# BC FED ON ANTI-LABOUR LEGISLATION

In yet another attack on trade union and collective bargaining rights, the Social Credit government called a special session of the B.C. Legislature to introduce Bill 92, the Essential Services Disputes Act.

Under the guise of ensuring that "essential" services are maintained during labour disputes, the Socreds, through Bill 92, have taken into their hands greatly extended powers to set cooling off periods of up to 90 days, and to order the Labour Relations Board to declare an almost unlimited range of public sector services as essential. Both these actions can be used to severely restrict the right to strike of public sector workers and thus seriously undermine the ability to bargain effectively with public sector employers.

The number of workers covered by Bill 92 is enormous and includes firefighters, police and health care workers, as well as the employees of the provincial government, the B.C. Buildings Corporation, B.C. Ferry Corp., B.C. Hydro, B.C. Rail, B.C. Systems Corp., Emergency Health Services, ICBC, and the Workers' Compensation Board. Furthermore the legislation can be easily amended to include workers in other industries, including the private sector.

Previously, "essential services" related to the maintenance of life, health and safety. Now, by extending the definition of what constitutes an "essential service", the Bill gives the Cabinet wide-ranging power if, in Cabinet's opinion, there exists or is likely to occur "an immediate and substantial threat to the economy and welfare of the Province and its citizens." Given that the power of a strike is inherently economic, it is evident that almost any strike in the sectors covered by this Act could be seen by Cabinet as a threat to the economy of the Province, and thus be prohibited.

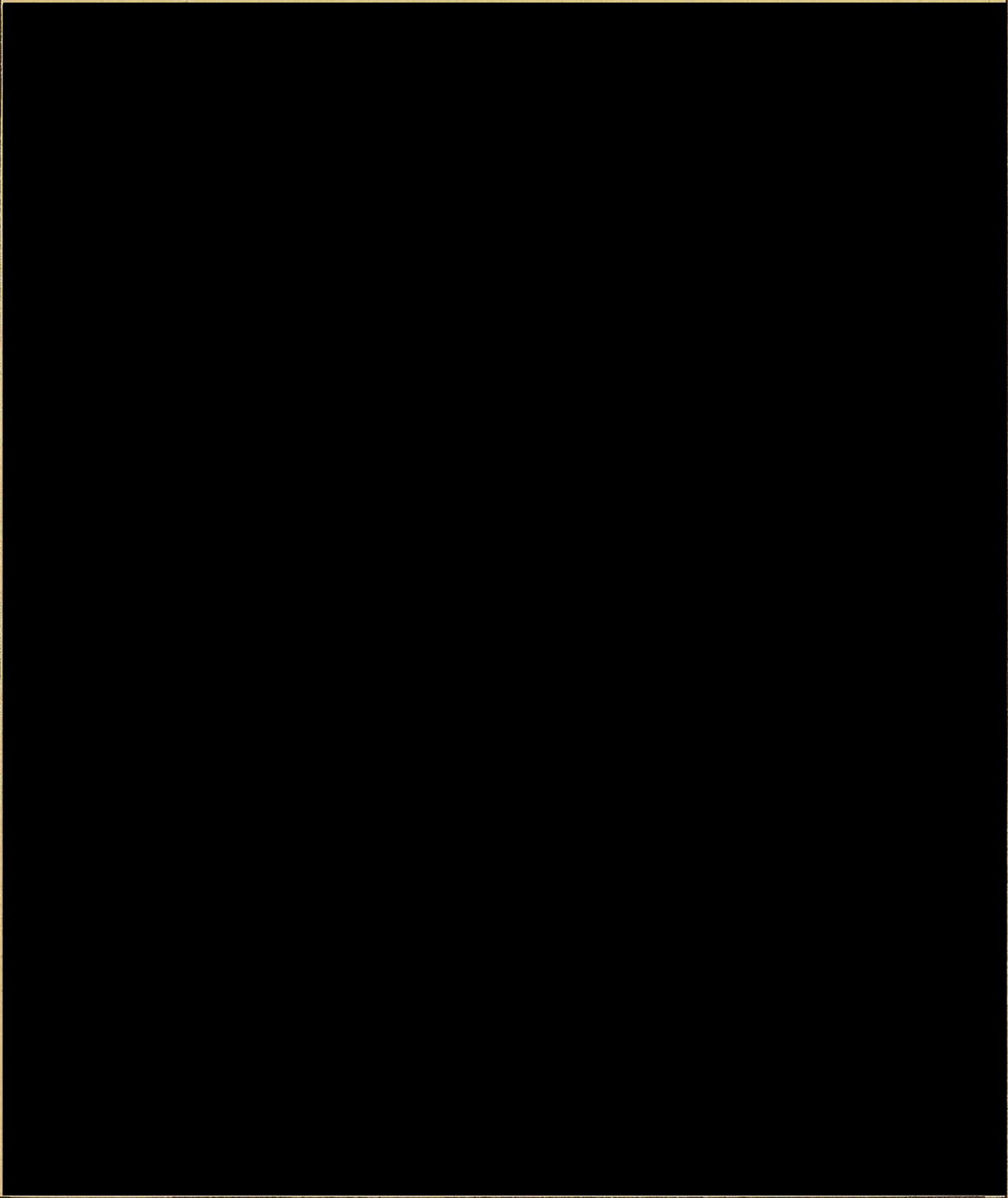
Bill 92 sets up a new government appointed bureaucracy as a "snoop squad" for the Cabinet and the Minister of Labour. The "Essential Services Advisory Agency" will investigate industrial relations disputes covered by the Act, evaluate the so-called threat to the public and to the economy, and make recommendations to the Cabinet respecting the "special procedures necessary to conclude a collective agreement". The Minister may also appoint a "fact-finder" who can undertake any investigation deemed necessary.

The Essential Services Disputes Act is a Bill which does not in any way deal only with essential services. It is a Bill which allows the government greater powers to prohibit strikes of public sector workers. The definition of essential services contained in this Bill is outrageous; potentially it can be used to make meaningless the right to strike for thousands of public sector workers. If it is successful here, we can count on this kind of legislation being expanded to the private sector as well. If we are right that this is the government's intent, we as a labour movement must do all in our power to ensure that this Act is not successful in its purposes.

Editorial:

*BCGEU*

**BILL 92—"SCRAP IT"**



ASSOCIATE PROFESSOR

Barely clears a quonset hut  
Loses tug-of-war with locomotive  
Can fire a speeding bullet, Swims well  
Is occasionally addressed by God.

ASSISTANT PROFESSOR

Makes high marks on walls when trying  
to leap tall buildings  
Is run over by locomotives  
Can sometimes handle a gun without in-  
flicting self-injury  
Treads water  
Talks to animals.

INSTRUCTOR

Climbs walls continually  
Rides the rails  
Plays Russian roulette, Walks on thin  
ice  
Prays a lot.

GRADUATE STUDENT

Runs into tall buildings  
Recognizes locomotives two out of three  
times  
Is not issued ammunition, Can stay  
afloat with a life jacket  
Has read about God.

UNDERGRADUATE STUDENT

Falls over doorstep when trying to enter  
buildings  
Says "Look at the choo-choo"  
Wets himself with a water pistol, Plays  
in mud puddles  
Mumbles to himself.

THE SCHOOL'S SECRETARY

Lifts buildings and walks under them  
Kicks locomotives off the track  
Catches speeding bullets in her teeth  
and eats them  
Freezes water with a single glance  
She is God.

# A CAMPUS WHO'S WHO

A CAMPUS WHO'S WHO

(Dedicated to Janice Doyle)

THE DEAN

Leaps tall buildings in a single bound  
Is more powerful than a locomotive  
Is faster than a speeding bullet,  
Walks on water  
Gives policy to God.

THE SCHOOL'S DIRECTOR

Leaps short buildings in a single bound  
Is more powerful than a switch engine  
Is just as fast as a speeding bullet  
Walks on water when sea is calm  
Talks with God.

PROFESSOR

Leaps short buildings with a running  
start and favourable winds  
Is almost as powerful as a switch en-  
gine  
Is just as fast as a speeding bullet  
walks on water in an indoor swimming  
pool  
Talks with God if special request is  
approved.

## MEETING

**thurs.**  
**jan. 26th**  
**irc 2**  
**12:30 - 2:30pm**

A modest request - please take the time and the effort to complete this questionnaire. The questionnaire was originally used by a former Communications Committee in an attempt to divine what the membership perceived as a "successful" newsletter. The response from that survey was disappointing - both in terms of numbers and content.

A new Communications Committee - the number has rocketed from one to six - is in the process of being phased in and some guidance and suggestions from you - the membership - is necessary. Some possible areas to explore are: office interviews, photos, regular committee reports, know your contract segments and analysis, editor's say, etc.

Newsletter Opinion Poll

The Communications Committee needs guidance from the membership as to what should be printed in the newsletter. We will appreciate all comments and suggestions.

DO YOU READ "ACROSS CAMPUS"?

- ALWAYS
- SOMETIMES
- NEVER BEFORE

WHAT DO YOU FEEL SHOULD BE INCLUDED IN THE NEWSLETTER (indicate order of preference # 1 being items you consider most important).

- union business to be discussed at membership meetings
- articles about union business
- articles by union members on subjects other than union business
- articles submitted by other unions on campus
- articles submitted by unions off campus
- articles from other publications submitted by union members
- articles written by outside groups or persons
- others (specify) \_\_\_\_\_

IS THERE ANYTHING YOU ESPECIALLY FEEL SHOULD NOT BE INCLUDED IN THE NEWSLETTER (specify) \_\_\_\_\_

---



---



---

ARE THERE ANY SUBJECTS YOU WOULD LIKE TO SEE DISCUSSED IN THE NEWSLETTER?

---



---



---



---

DO YOU LIKE THE FORMAT OF THE NEWSLETTER?

(newsprint, paper, size, ect.)

---



---



---



---

OTHER COMMENTS, SUGGESTIONS ECT.

---



---

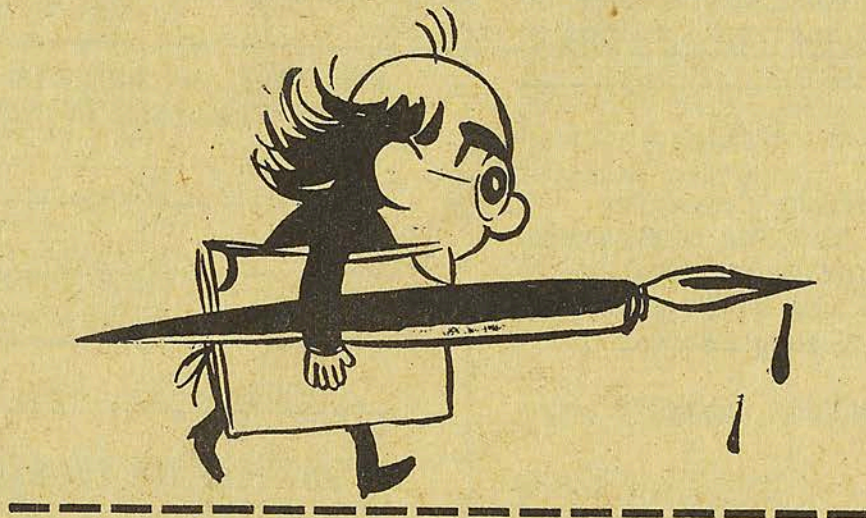


---

Please return your questionnaire to:  
Communications Committee  
c/o AUCE Local #1  
Campus Mail

# NEWSLETTER OPINION POLL

# THE NEWSLETTER



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.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

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

Communications Committee  
c/o AUCE Local 1  
Campus Mail

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

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

**NEXT  
ISSUE  
DEADLINE:  
FEB. 3RD**

PUBLISHED BY AND FOR  
The Assoc. of University  
& College Employees

Local One, UBC