

# AUCE PROVINCIAL LOCAL REPORTS

**Local 1 @ UBC:** (Richard Melanson) - A Special Membership meeting is planned for November 29th to discuss contract proposals for negotiations which start in January '80. The Contract Committee has made research headway on long-term goals such as job classification improvements, benefit improvements, an increment policy and a revised pension plan. The meeting is scheduled to last two hours. Through division meetings, it has been found that there is wide-spread dissatisfaction and uneasiness with job descriptions & classifications. An AUCE/UBC (union/management) meeting will be struck to investigate the inconsistencies. Membership dues have been increased as the result of a referendum on the matter: full-time workers pay \$9 per month, part-timers pay \$4.25. Nominations are open for Provincial rep positions (2). Richard Melanson is resigning due to impending parenthood after a conscientious two years on the Provincial Executive. Lid Strand has been equally involved in the Provincial and his term of office has expired as well. Tough records to follow, Local One! Regarding grievance news, 2 arbitrations regarding flex-time are proceeding to the Labour Relations Board. Barbara Bloomin is the arbitrator for one case. Local 1 Office workers, Carole Cameron & Michelle McCaughan recently spent a week at BCIT labour courses on arbitration, negotiations and the BC Labour Code. Ask them about it - 224-2308/9.

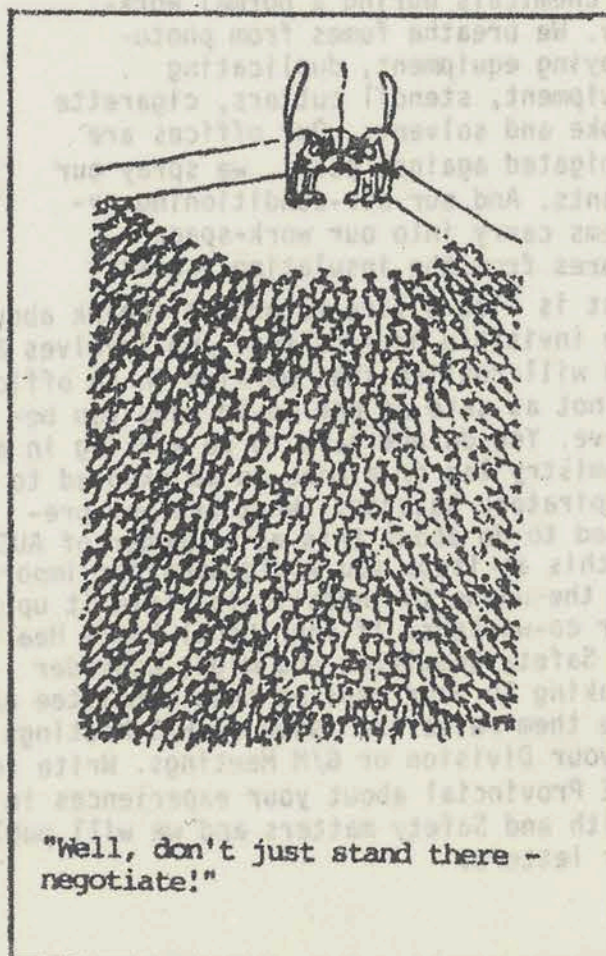
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**Local 2 @ SFU:** (Hester Vair and Geoff Holman) - The Contract Committee is revving-up for proposals for the next contract negotiations. The present contract, which incidentally has not yet been completely settled by the Industrial Inquiry Commission, expires March 31st, 1980. On December 4th and 5th, the BC Labour Relations Board will hear complaints lodged by 'Grandfathers' at SFU. (Grandfathers is the term used for employees in the bargaining unit who did not join the union at the date of certification but are required by law to pay union dues. AUCE is the recognised agent for all members of the bargaining unit, SFU, and is therefore required to represent dues-paying non-members in all matters including grievances, etc. Because Grandfathers are not members of the union they are able to cross picket lines and are not subject to disciplinary measures. Some Grandfathers did cross the picket lines set up last spring. AUCE #2 voted for a Special Assessment of the bargaining unit during the strike. Because the grandfathers crossed the picket line to work they received pay and were subsequently the only workers assessed. The Grandfathers argue that they were discriminated against because they are Grandfathers. #2 pickets were respected by some of the Grandfathers, who received loans from the union as did full-fledged members. Contact Ann Sullivan through AUCE #2, 291-4433, for further details. The sections of the BC Code that the Grandfathers have charged the union with violating are Sections 5 & 7, and also a complaint pursuant to Section 28 alleging a breach of Section 65 of the Statute, for all you BC Code buffs! President of the Local Peter Threlfall, has resigned his executive position to become a human rights officer with the Human Rights Branch of the BC Ministry of Labour. Vice-President, Kathryn Wellington will serve as President until nominations close on November 28th.

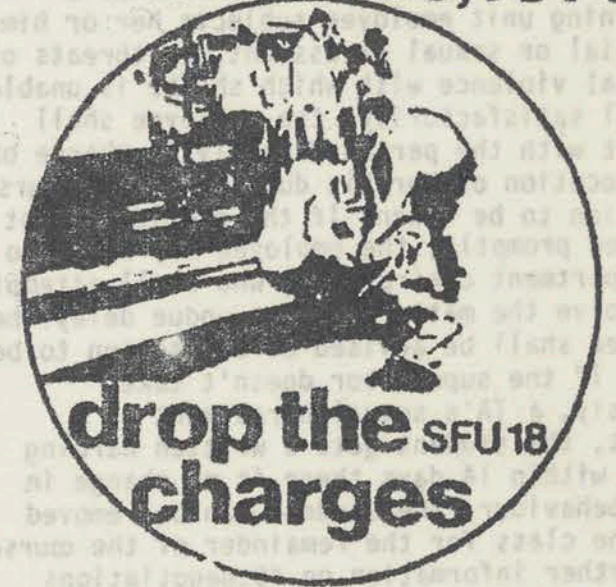
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**Local 4 @ Capilano College:** Mediator, Jock Waterson was appointed by the Minister of Labour on November 8th, after a 77% strike vote on November 6th. Strike notice has been served but no job action can be taken until the mediator 'reports out' to Labour Minister Allan Williams. College management wanted #4 to agree to 'carte-blanche' approval for all government-funded jobs, before proposals for projects would be OK'd as non-bargaining unit work. All unions now have the right to reject any Youth-Employment Project (YEP) proposals, before they are implemented, if they appear to be bargaining unit positions in disguise! Other major issue rejected by the union was the college demand for the reduction in pay,

from \$6.08 per hour to \$4.50 per hour, jobs being done by those employees taking 6 or more credit hours of courses and working in the Library, Audio-Visual Distribution Centre Registration and Registrar's Office and any other area agreed to during term of collective agreement. Ten hours is the maximum that these employees would be authorised to work, so accrual of Seniority would be impossible. After two terms of this 'employment' those re-hired (good luck!) by the College would have their pay 'increased' to \$6 per hour. Membership threw this one out the window! Union demand for overtime was double-time after regular shift of the day. College firm on time-and-a-half for first two hours of O/T in the day, thereafter double-time, OR over 4 hours in the week at double-time... AUCE wage demand was for 10% on a one-year contract and a 'length-of-service' bonus for 6-year-plus employees in each additional year of service. #4 will accept a two-year contract only with a COLA clause. College wage 'offer': Two year contract - 1st yr. @ 6-8%(!?) to be applied to pay groups/steps on an inclining scale, so that those at the bottom of the scale would get the lesser percentage and those up on the wage scale would get the increasing percentages; 2nd year offer is 8% with a COLA clause effective Oct. 1, '80 & based on the Vancouver Consumer Price Index. If the VCPI increases over 8% it pays, if the VCPI decreases there is no cash pay-out. This COLA is seen by some as a cash bonus only and resulting in no change in the base rate. On Tuesday, November 27th, the AUCE #4 membership has time off with pay after 2:00pm in order to attend a general meeting on interpretation of the latest contract proposals. The two negotiators for the College, Doug Jardine, Dean of Instructional Services, and Jim Dillon, Director of Personnel met with the College Board to seek ratification for the offer they made to the union. Results of that meeting have not been disclosed, presumably to await the outcome of the AUCE meeting on Tuesday. It is unclear how the management reps can make an offer but cannot admit if the College Board is willing to back that offer... Mediator Waterston is still on. Elections commence at the December G/M Mtg. for Shop Stewards (12) and Committee Reps. Local 4 membership voted to send to the LRB, for Arbitration decision, a grievance based on hiring procedure: after a job vacancy was posted for a divisional assistant position, the required qualifications for the job were changed in order to suit the actual division, although the basic requirements for such a job are universal throughout the college. The grievor possessed the basic job requirements and did not get the job. Another member of the bargaining unit was selected. (Anne Gilbert, Carol McQuarrie, Robert McKee, Joy Smith reported.)



# DISPATCH NUMBER 9: November 26, 1979



**Local 5 @ College of New Caledonia:** (Vicki Nunweiler & Judy Attewell) - A new executive has been elected:  
President - Peter Burton  
Vice-President - Jenny Somero  
Secretary - Marj Drummond  
Treasurer - Penny Guise (2nd Term)  
Trustees - Ron Faktor & Kay Gibb  
Members-at-Large - Judy Attewell, David Wharrie  
Provincial Exec. - Vicki Nunweiler (alt.)  
Nominations remain open for 2 Provincial Reps  
The College of New Caledonia is asking for the exclusion of a bargaining unit employee, the work being done is liaison between BCIT & CNC on the Open Learning Institute. This is a clerical position which Local 5 will be working at retaining.  
Job Classification revisions are still not settled, this revision work was left unsettled at the end of negotiations for the current contract which was settled last February!!! That was nine months ago and the end is not in sight. Vicki Nunweiler will be reporting on classification talks at the next Provincial Executive meeting.  
#5 Executive will be meeting on Tuesday, 27th November to discuss at length their research into affiliation with the CLC in order to prepare a report for the general membership.

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**Local 6 @ Simon Fraser University (Teaching Support Staff Union - TSSU):** (Mary Mabin) Negotiations have been progressing very slowly. The article under discussion for several weeks has been job descriptions, and the university has been unwilling to move significantly. Organising has met strong resistance, as a result of a growing conservative, and anti-union sentiment on campus. Local 6's official opposition, the 'Ad Hoc Group' of concerned Teaching Assistants continues to distribute material, write letters. Recently they approached Simon Fraser Student Society to seek funding in order to oppose the Teaching Support Staff Union, #6. This was not approved, although some members of Student Forum seriously entertained the idea! Forum does have an official policy of support for #6, and this is hopefully not going to be challenged. Concerted efforts are being made, by all unions on campus, to educate students across campus - both graduates, who form the potential bargaining unit and stand to gain by what is being fought for by the union in contract negotiations, and the undergraduates.  
Local 6 recently signed a Sexual Harassment clause, a first for Western Canada. It reads: "No member of the bargaining unit shall be subjected to harassment by any person employed by the university who has authority over that bargaining unit member. No bargaining unit member shall subject a student or person employed by the university, over whom she/he has authority, to sexual harassment. Sexual harassment may include sexual

OVER →

**Local 6 report continued:**

comments, suggestions, or physical contact." This provision is included in the discrimination article that includes protection in hiring and employment opportunities in regard to sexual preference, parental status, race or age. It continues: "If a student of a bargaining unit employee subjects her or him to racial or sexual harassment, or threats of physical violence with which she/he is unable to deal satisfactorily, the employee shall consult with the person directly in charge of the execution of her/his duties, on the course of action to be taken. If the problem is not resolved promptly, the employee may refer to the department chairperson, who shall attempt to resolve the matter without undue delay. The employee shall be advised of any action to be taken. If the supervisor doesn't take seriously, a TA's sexual harassment by a student, the student gets a written warning and if within 14 days there is no change in their behaviour, the student can be removed from the class for the remainder of the course". For further information on #6 negotiations contact the Local 6 office @ SFU: 291-4735.



Average income of working woman is 53% of the average that men make. 1976 stats show that women earned avg. \$6,652 and men earned average \$16,292. When you consider that more and more women are heading single-parent families the gap in earnings should be closing. It isn't, the gap is increasing. WHY?!

Q. I've heard a rumor that there is a dangerous chemical in liquid paper. Have you any information on this?

A. One chemical which is found in a number of products used in offices is Trichlorethylene (TCE), an organic solvent (de-greaser). It is contained in stencil fluid and liquid paper, among other commonly used products. TCE is a toxic substance especially hazardous in areas where ventilation is poor -- a problem common to many offices. The thinner for liquid paper is made up almost entirely of this solvent.

In 1975, a study was done which showed that TCE caused liver cancer in animals and is now suspected to cause cancer in humans. It causes symptoms similar to being drunk: dizziness, confusion, irritability, loss of muscle control, nausea, vomiting, drowsiness, giddiness, and headaches. Because it de-greases, it can dissolve the natural oils & fats in your skin, and cause redness, rashes, skin cracking, and blistering.

TCE enters your body through breathing air that is contaminated. From your lungs, it crosses into your blood and then to the brain & other parts of the body. It can be absorbed through the skin.

In high concentrations, TCE can cause unconsciousness and even death. In May, 1979, the death of a 14-year old Oregon girl was blamed on sniffing liquid typewriter correction fluid. An Oregon State Medical Examiner explained that soon after sniffing the fluid, the girl's heart ceased to beat, resulting in brief hyper-excitement, followed by "dropping in (her) tracks".

-Union W.A.G.E. Sept-Oct 1979

So, you say, I don't make a habit of sniffing typewriter correction fluid all day long; I'm not in any danger! Think again. Consider how much we office workers work with a variety of chemicals during a normal work-day. We breathe fumes from photocopying equipment, duplicating equipment, stencil cutters, cigarette smoke and solvents. Our offices are fumigated against pests, we spray our plants. And our air-conditioning systems carry into our work-space fibres from the insulating asbestos that is also a fire-retardant. Think about the invisible hazards your job involves & you will realise that working in an office is not as safe as one would have you believe. You do not have to be working in a Chemistry lab or a mine to be exposed to respiratory hazards. What are you prepared to do about this as a member of AUCE? Is this an issue you would consider important for the union to investigate? Talk it up with your co-workers. If your Local has a Health and Safety Committee you might consider speaking to your reps on that committee and have them raise the issue at H/S Meetings & at your Division or G/M Meetings. Write to AUCE Provincial about your experiences in Health and Safety matters and we will publish your letters.

Women make up 39% of the Canadian Labour force, by 1985 this will have increased to 49.5%. 40% of Canadian working women are single, divorced, widowed or separated and work because they have to. Unemployment rate for women (1978) is 10% and increasing. Unemployment rate for men (1978) is 7%. WHY?!



**TAKEN FOR GRANTED:**

A/VIVARY PRODUCTIONS & THE LABOUR ADVOCACY AND RESEARCH ASSOCIATION PRESENT A PREMIERE AND PARTY

A SLIDE/TAPE PRESENTATION ON THE LEGAL RIGHTS OF FARM AND DOMESTIC WORKERS

THURSDAY NOVEMBER 29TH 8:00 PM FISHERMEN'S HALL, 138 EAST CORDOVA

BYOB

**CIVIL RIGHTS PROBLEMS IN THE WORKPLACE:**

The Labour Studies Program at Capilano College (2055 Purcell Way, North Vancouver) is offering a special course this semester on civil rights in the workplace. This two day workshop (Dec. 1st, 9:30 am to 4:30 pm and Dec. 2nd 9:30 to 12:30 p.m.) will look at the rights of workers on the job and in relation to their employers, legal protection for trade union organizers, expression of political opinions both on and off the job, and some specific legal problems arising in a strike situation.

Registrations may be placed by phoning 986-1911, Local 334 - or by writing the Labour Studies Program, Capilano College. Tuition Fee - \$10.

**MUCKAMUCK WORKERS ON STRIKE**  
**PLEASE SUPPORT US**  
**ON STRIKE FOR A FIRST CONTRACT**  
**BOYCOTT THE MUCKAMUCK TIL WE SETTLE**  
**SORWUC**  
A DEMOCRATIC INDEPENDENT CANADIAN UNION BY AND FOR WORKING WOMEN AND MEN

**CANADIAN HUMAN RIGHTS COMMISSION**

The Canadian Human Rights Commission has recently concluded a study on expanding the number of grounds on which discrimination is prohibited.

While the Commissioners have decided not to approach Parliament for amendments to the Canadian Human Rights Act until they have prepared a package, they have indicated their interest in the possibility of increasing the number of grounds covered in the Act.

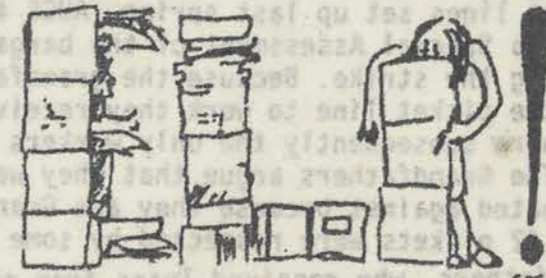
The Act now prohibits discrimination on nine grounds: race, national or ethnic origin, colour, religion, age, sex, marital status, conviction for which a pardon has been granted and (in matters related to employment) physical handicap.

Among the grounds which have been mentioned as possible additions to the Act are physical handicap (in all matters rather than only in employment), mental handicap, political affiliation or belief, and sexual orientation. In preparation for their decision on the suggestion that sexual orientation be included, they have received a research paper prepared by a graduate student.

Legislation prohibiting discrimination on the ground of sexual orientation would protect not only those who are completely homosexual but also those who have been at one time predominantly homosexual. In addition, it would protect those who were thought to be homosexual by reason of their appearance, dress, speech or mannerisms. While discrimination against heterosexuals is rare, such legislation would also prohibit this form of discrimination. (Excerpted from the Canadian Human Rights Commission Newsletter - Oct. '79)

**CAMPUS BOOK STORES 1978-79:**

Preliminary estimates show 1978-79 retail sales of 207 campus book stores increased 8.8% over the previous year to \$100.9 million. Employment of 1,475 personnel during the last week of November 1978 was 2.9% more than a year earlier and payroll expanded 10.5% to \$14.3 million. Textbooks accounted for 64.1% of total sales with other books 10.6%, stationary and supplies 15.6% and miscellaneous items 9.6%. (Reprinted from INFOMAT - the Statistics Canada News-bulletin - Nov. 9, '79)



**A.U.C.E. MEETINGS - HERE & THERE:**

TUESDAY NOV. 28 @ 7:30 PM - AFFILIATION COMMITTEE MEETS.

TUESDAY DEC. 4 @ 7:30 PM - AFFILIATION COMMITTEE MEETS. JACK ADAMS FROM THE BCGEU IS SPEAKING TO THE COMMITTEE ABOUT THE BCGEU AND WILL BE ANSWERING QUESTIONS ABOUT THAT UNION'S STRUCTURE.

TUESDAY DEC. 11 @ 7:30 PM - AFFILIATION COMMITTEE MEETS WITH RAY MERCER AND JOHN CALVERT OF CUPE IN ORDER TO DISCUSS THE CUPE STRUCTURE AND CONSTITUTION IN RELATION TO THE AUCE CONSTITUTION.

FRIDAY DEC. 15 @ 7:30 PM - AFFILIATION COMMITTEE MEETS TO DISCUSS RESEARCH ON CLC, CCU, LABOUR COUNCILS AND TRADE-UNIONS.

SATURDAY DEC. 16 @ 10 AM - AUCE PROVINCIAL EXECUTIVE REGULAR MONTHLY MEETING. ALL REPS ATTEND.

ALL MEETINGS AT AUCE PROVINCIAL - #901 - 207 WEST HASTINGS STREET.