

A.U.C.E. now has a majority!

Dec 12/73

JOIN

Certification

NOW!

A majority of UBC's clerical and library workers have joined A.U.C.E. We now have 550 members. But we need a stronger majority to apply for certification by the Labor Relations Board.

Certification will mean that the administration will be legally required to deal with us as a group, rather than as individuals. It will give us a voice in determining wages, working conditions and job classifications; and a grievance procedure to ensure equal and fair treatment for all employees.

AUCE WILL APPLY FOR CERTIFICATION ON DEC. 14/73. Before then, we want to sign up as many members as possible. If you would like to join, or know someone else who might, contact:

A.U.C.E. RM. 228 SUB 224-5613
(10 AM - 6 PM WEEKDAYS)
or one of the organizers listed over:

Soula

file

THE UNIVERSITY OF BRITISH COLUMBIA

INTERDEPARTMENTAL
MEMORANDUM

TO _____

FROM Fairleigh and Pat _____

_____ 19____

Now that our contract is signed and its guidelines for our employment are being implemented it is extremely important that we receive feed back from you, the people it should be working for. By letting your shop stewards know your feelings on matters relating to the contract we in turn can make the contract committee and the executive aware of things that need changes, possible omissions and generally the memberships feelings about what is happening around them. This is the only way we can guarantee effective contracts in the future.

Recently there has been some concern shown by other public service divisions on campus as a result of the way the contract outlines shift work. The contract states:

"Each employee working on a shift basis shall be entitled to three weekends off in every four weekends."
This means that when ever you are scheduled to work a weekend chances are you would have to work both Saturday and Sunday of that week. You would not have the flexibility you have now as far as spreading Saturday and Sunday work over different weekends.

As it stands now we can not change this clause directly but we could make an addition which would indeed make it less rigid. The addition would read as follows:

"Each employee working on a shift basis shall be entitled to three weekends off in every four weekends. This may vary upon the mutual consent of the employee and supervisor concerned."

As a public service division it is important that we know your feelings on the question of shift work. Please indicate by checking one of the boxes below your feeling on this.

- I am satisfied with the clause as it stands in the contract.
- I would like to see the addition above added to the section on shift work.

SAMPLE

Date: _____

I NAME agree that because my regular work day is _____ hours I will work an extra _____ hr(s) to make up time lost on the statutory holiday DATE. I agree that this time worked in excess of the thirty-five hour work week shall be paid at the rate of my regular salary and not at overtime rates.

signature: _____

SAMPLE

WE'VE WAITED LONG ENOUGH!

A.U.C.E. Local #1 (UBC) applied for certification to the Labor Relations Board on December 14, 1973, almost 3½ months ago! As of Tuesday, March 26, the A.U.C.E. application was still not on the LRB agenda, though we have been promised it will be discussed sometime this week.

We are asking the Board to take immediate action on our application. The letter below has been sent to Premier Barrett as a telegram, and released to the press.

We urge all A.U.C.E. members at UBC to write or call their MLAs and to write letters to the editors of newspapers to inform them of the urgency of the A.U.C.E. application. We're tired of waiting and we want action now.

LETTER TO PREMIER BARRETT FROM THE EXECUTIVE OF A.U.C.E. LOCAL 1

Dear Premier Barrett,

Because you have expressed sympathy for the unionization of unorganized workers, we would ask you to investigate the procedures of the Labor Relations Board which seem to us to be playing into the hands of anti-union employers and causing unnecessary difficulties for organizing workers.

The majority of clerical and library workers at UBC joined the Association of University and College Employees last fall, and we applied for certification on December 14, 1973. On Webster's program, March 6, you referred to the fact that university clerical staff are not organized. You probably were not aware of the fact that the reason UBC staff are not unionized is that the Labor Relations Board has not yet acted on our application. In fact, it is not yet on their agenda.

This is causing unnecessary hardship for many of our members. Pay increases which are normally automatic on completion of six months' probation, have been withheld since Dec. 14 when we applied for certification. The University administration refuses to discuss this and other grievances with us because we are not yet certified.

The long delays mean that A.U.C.E. must maintain a perpetual membership drive. Turnover among UBC's clerical staff is high - 53% last year - like most unorganized places where wages and working conditions are poor. It is hard to maintain enthusiasm among our members when we are still unable to negotiate improvements, or to represent members who have grievances.

(continued over)

We cannot understand the reason for these delays. We are told that the bargaining unit is "large and complex". Yet the Board took less than a month to decide on an application for COMINCO, a bargaining unit of almost 4,000 spread over three towns. Either the decision on Trail was made hastily, or our application is being delayed without justification.

We were also told that the amendment we made contributed to the delay. But the amendment was simply a clarification. The UBC administration accused us of raiding other unions and the Board went along with their interpretation, although our original application said quite clearly that we were not applying for any employees who were covered by a collective agreement.

The practice of the LRB appears to be in contradiction to your government's policy of making it easier to unionize than it was under the previous government. This is a serious problem for unorganized workers. We would ask you to give it your personal attention.

The Executive, Local #1, A.U.C.E.

IT'S NOT TOO LATE TO JOIN

A.U.C.E is now preparing contract proposals for negotiations with the UBC administration which could begin immediately upon certification. If you would like to participate, you can still join. Send the form below to:

A.U.C.E.
Box 11, SUB
UBC

- I would like to join A.U.C.E.
 I would like more information on A.U.C.E.

NAME _____

ADDRESS _____

HOME PHONE _____ DEPARTMENT _____

JOB CLASSIFICATION _____

(all replies in strictest confidence)

POLICY RE COURSES

If a department head requests that a member of his staff take a course of study in line with his duties the University may allow time off and pay for fees and costs incurred.

Each case will be considered on its individual merits and must be approved by the Dean or Administrative Head.

PROBATION PERIOD

One of the most controversial issues in any union, as we have already found, is the probation period. This may be due to the fact that employees who decide the issue are largely those who are no longer on probation.

Job security is one of the main reasons why many employees joined AUCE. It is our responsibility as a union to provide the most job protection possible for all employees, including those on probation.

Many union contracts allow the employee to be fired during the probationary period without reason. However we feel that no employee should be fired without just cause. To ensure this, all employees, including those on probation should be entitled to the full rights and privileges of this agreement including the grievance procedure. This will prevent people being fired for trade union activity, their "attitude" or personality conflicts with the supervisor.

Now, there may be some instances, though we feel these will be minimal, where an employee may wreck six IBM machines in one week or be dipping into the till. As a responsible union we will not grieve these cases whether they are on probation or not.

However, there may be cases where employees are not suitable for a specific job (i.e. may be an excellent clerical worker but has difficulties dealing with the public, or an employee may create personality conflicts within the office). We therefore feel it may be beneficial to the employee and the employer to transfer the probationary employee. But if she/he meets the basic job requirements the employer should not have the right to fire the employee.

By voting for a union shop we have agreed that the administration has the right to hire; after aptitude tests, typing tests and many interviews whoever they wish to. But once hired these people come into the union's jurisdiction, and it is the union's responsibility from that point on to give them as much protection as possible.

I therefore move that - PROBATIONARY EMPLOYEES WILL BE ENTITLED TO ALL THE RIGHTS AND PRIVILEGES OF THIS AGREEMENT, ~~IF THE EMPLOYEE DOES NOT MEET THE JOB REQUIREMENTS THE EMPLOYER MAY TRANSFER THE EMPLOYEE TO ANOTHER JOB OF EQUAL SALARY RANGE.~~

*INCLUDING THE
GRIEVANCE
PROCEDURE*

ARTICLE 5 NO DISCRIMINATION

Section 1: Human Rights

The University agrees that there shall be no discrimination against an employee by reason of age, race, creed, colour, national origin, political or religious affiliation, sex or marital status, ^{or} ~~by parental status, whether she/he has children~~

Section 2: Personal Rights

In an effort to maintain the utmost of personal freedom for all employees, the University and its representatives agree to limit themselves to matters pertaining to the specific work required of each employee.

Section 3: Sex Discrimination

In October 1973 the University President's Ad Hoc Committee ^{do} ~~on the status~~ _{in the} stated that concerning women employees

"the University of British Columbia does not discriminate in any policies it has articulated, but that its practices, which follow those of society's in general, are at times discriminatory."

The report further states that the University

"being in a leadership role in the community undertake an obligation not only to declare itself publicly against discrimination, but also to work actively to ensure that policies and practices within the University serve to eradicate any vestige of discrimination."

The University and the Union ^{agree to implement} ~~agree that one of the primary objectives that must be undertaken is the implementation of the~~ above policy.

The University agrees to limit
their rules, regulations and require-
ments to matters pertaining to
the specific work required of each
employee.