

# ACROSS CAMPUS

MAY 1976, No. 4

## Steward's Seminar JUNE 2nd

### Referendum Results!

TOTAL VOTES COUNTED - 566  
TOTAL VOTES SPOILED - 48  
TOTAL BALLOTS RECEIVED - 614

#### UNION ORGANIZER:

Fairleigh Funston - 316

Nancy Wiggs - 250

#### TRUSTEE:

Shirley Chan - 329

John Hrubes - 237

## VGH: Possibility of a STRIKE?

A meeting has been arranged with AUCE employees at Vancouver General Hospital for Monday, May 3 to discuss the potential strike situation.

The following leaflet was distributed to AUCE people at VGH on Thursday, April 29.

An Industrial Inquiry Commission has recommended a settlement in the contract negotiations between the Hospital Employees' Union (HEU) and the Health Labour Relations Association (HLRA).

The settlement recommended amounts to a total wages and benefits package of between 11-15%. Wages would be increased by 8%. A clerk/typist at VGH presently earns from \$4.82-\$5.05 an hr. over a 24-month period. A stenographer earns from \$4.93-\$5.52 an hour over 24 months. The proposed settlement would increase their base rate to \$5.21 and \$5.32 an hour respectively. (The base rate in AUCE Local 1 for a Clerk I is \$5.00 an hour, for a Secretary II, \$5.79 an hour.)

Recently VGH began a massive layoff campaign that is severely affecting the workers in the housekeeping and dietary departments. Work has speeded up and working conditions are deteriorating. A Hospital Employees' Union official said the employees are being brutalized. Because of the layoffs and speed-up, workers at VGH are especially concerned about working conditions in this contract.

The Health Labour Relations Assoc. has rejected the proposed settlement. The Hospital Employees' Union Contract Committee has recommended acceptance of the proposed settlement to its members, and in light of the HLRA's rejection, has served strike notice.

Vancouver General workers will be holding meetings tonight and tomorrow afternoon to decide on whether to accept or reject the terms of settlement, and to hold a strike vote. [Vote was 87% in favour of strike action.]

There is a chance that Labour Minister Allan Williams will impose a 21-day cooling-off period. The effect this will have on the Union will be to allow the HLRA to prepare for a strike, and thus lessen the effectiveness of any future action.

Further developments since this leaflet was printed are the meetings with the Labour Relations Board, the HEU and the HLRA to decide "essential services" for the hospital in case of strike action.

## Knowing your Contract

### Status of Employees

A constant source of confusion for employees both new and old is the difference between temporary and continuing employees. Many union members are unsure about their rights and privileges when first employed and this article will attempt to make this clear.

Basically, there are four different types of employees: 1) Continuing full-time employees (Article 3.02), 2) Continuing part-time employees (3.03), 3) Sessional employees (3.04) and 4) Temporary employees (3.07).

Continuing Full-Time Employees work either 35 hours per week or 70 hours per two weeks. Continuing Part-Time Employees work continually but for less than the usual amount of time per week or fortnight. Sessional Employees work either Sept. 1 - Apr. 30 on a full or part-time basis or May 1 - Aug 31 on a full or part-time basis.

Sessional Employees are entitled to all the rights and benefits of a continuing full-time employee except for article 21.01 Tuition Waiver, and 34.08 Bumping.

The last three named categories of employees are considered to be on a probationary period for the first three months of their employment. This is a trial period to determine suitability.

Temporary Employees who complete sixty-six (66) days of service, either continual or intermittent service automatically become continuing employees. This entitles the employee to all the benefits continuing service entails. This sixty-six day period is considered to be that employee's probationary period.

When a temporary employee becomes continuing they can be placed on the Continuing Employees Recall List or the Temporary Employees Recall List, or both. That is to say such an

## Important Note:

The right to hold two hour lunch membership meetings on University time was won only with the greatest of difficulty.

Those two hour lunch meetings are not free time, but intended specifically and solely for attending Union meetings.

Members who abuse this right may seriously jeopardize our ability to re-negotiate it in future contracts.

NOTE that any members who are absent from their office for the duration of the meeting, and yet fail to attend the meeting, have broken a University regulation and could be subject to dismissal or other disciplinary action.

## General Membership MEETING

May 13th  
Buch. 106  
5:15p.m.

employee, if laid off should expect recall to a job of the same classification, if and when, such a job becomes available. (As per articles 34.09 and 34.10.)

When a temporary employee becomes continuing they are also covered by the so-called "bumping" clause, article 34.08 (b).

Apart from the two examples given above, temporary (and probationary) employees enjoy all the rights of continuing employees. They must receive written notice of discharge (article 33.03), although the written notice or pay in lieu of notice must only be two weeks for temporary and probationary employees. All other employees receive one month. The university must also bear the burden of proof of just cause for discharge (article 33.04), and, in the case of probationary employees, just cause shall include failure to display sufficient ability to perform the job satisfactorily. In other words such employees cannot be discharged because of "personality" problems or because "things just aren't working out!"

Kevin Grace  
Grievance Committee

# TO BE DISCUSSED AT GENERAL MEMBERSHIP MEETING

## AGENDA

NO SMOKING!	Time
1. Adoption of agenda	(3)
2. Adoption of minutes	(3)
3. Correspondence	(5)
4. Financial report	(5)
5. Provincial resolutions	(15)
6. Strike Committee report	(15)
7. Steward seminar	(3)
8. Executive recommendation for second full-time Union Organizer	(15)
9. Proposed Office Manual and job description for committees	(15)
10. Grievance Committee report	(10)
11. Job Evaluation Comm. report	(5)
12. Contract Committee report	(3)
13. Open nominations for Trustee, 2 members of Working Conditions, 1 Provincial rep.	(3)
14. Close nominations for Membership & Recording Secretaries	(2)
15. Sick Leave statement	(3)
16. Business arising from minutes: a) donation for SORWUC	(3)

## FINANCIAL REPORT

### NOTICES OF MOTION FOR FINANCIAL REPORT

- That the financial statement for period 1-30 April be adopted.
- That per capita tax for March 1976 in the amount of \$1,269.00 be paid to the Provincial Association.
- That the sum of \$750.00 be allocated for office equipment, furniture, printing and stationery for the period 1 May to 31 May 1976.
- The Executive recommends to the membership that on the 15th of April, current chequing and Plan 24 accounts be opened at the Vancouver City Savings Credit Union branch at Broadway and Blenheim and that on the 1st of May the account with the Canadian Imperial Bank of Commerce be closed and the remaining funds transferred to V.C.S.  
[This motion was passed at the 13 April 1976 Executive meeting. It was felt that it should be approved by the membership. I would recommend that the dates be changed to 14 May and 1 June.]
- That the membership authorize payment of \$950 to Winspear Higgins Stevenson & Co. for the audit of the books of Local 1 for period 1 October 1974 to 30 September 1975.
- That the membership authorize expenditure of \$158.00 for renewal of insurance (fire and theft) on the Union Office for one year.
- That the membership authorize payment of \$874.24 to UBC for lost wages during negotiations for the collective agreement signed in 1975.

## MAILING SERVICE ???

At the March membership meeting I was instructed to look into mailing service costs for AUCE Local 1's mailings. Below are the rates I was able to get and a costing of a mailing of 3 sheets of paper in an envelope to 1250 members using UBC Information Services (which appears to be the least expensive and is operated by members of the Local).

UBC Information Services (using Data Processing Labels)

Apply labels \$14/1000 x 1250	= \$17.50
Folding 3 sheets (set up)	6.35
+ \$9.70/1000 x 1250	= 12.12
Hand stuffing \$14/1000 x 1250	= 17.50
Hand stapling \$31.70/1000	= 39.62
Hand collating \$14/1000 x 1250	
x 3 = 3705 p.u.	<u>52.50</u>
	\$145.59
Data Processing labels	20.00
Total costs	<u>\$165.59</u>

### Economy Printers & Mailers Ltd.

Typing cards .08 each	
Cards \$16/2000	
Printing labels \$14/1000	
Applying labels \$14/1000	
Folding 1 piece \$ 9/1000	
Enclosing 1 piece \$15/1000	
Each additional \$10/1000	

### Mail-o-matic Ltd.

(using Data Processing labels/or we could type cards)

Apply labels	\$11/1000
Folding 1 piece	\$ 5/1000
Enclose one(each)	\$10/1000
+ each addition	\$ 2/1000
Folding two (not collated)	\$10/1000
Folding three (not collated)	\$15/1000
6 sheets maximum with each sheet folded separately	

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So, as you can see this is a fairly costly process. I don't feel that I can make a recommendation one way or the other and I would like to hear from people who may have opinions about this.

Some important things were learned during this investigation.

- It is very important that Local One have control of its own mailing list.
- Because of the codes used to hold our mailing list with Data Processing at present it is very difficult to update. That is, if we continue to use Data Processing produced labels we should investigate the possibilities of different codes and update methods.
- Perhaps we could type up cards (at \$8.00/1000 cost + our typing time) and then have them run off by a mailing service (Mail-o-matic charges \$20/1000 for the type of label we now have). Data Processing charges 1.5¢ per label with usually 1300 or so run-so \$20.00 on the average.

If we maintained a card system ourselves we would not be paying for labels for people who weren't here anymore, nor would we have as much misdirected mail.

- Frances Wasserlein

## PROVINCIAL REPORTS

The hearing to decide whether to hold another referendum was conducted on Saturday, 24 April with the Executive unanimously deciding not to conduct another one.

### Local Reports:

Local 4: The Faculty Association at Capilano has settled and averted a strike. They received what they had asked for: 10.6%. Cap. had given notice of intention to invoke grievance a few weeks ago, with a deadline of 30 April. This was to force the administration to deal with several reclassification requests - two have been dealt with, At Cap. a grievance goes to arbitration if not solved within 15 days. It is interesting to note that there has never been a grievance at Cap. College. They are also toying with the idea of doubling their dues, but nothing has been decided.

Local 3: Notre Dame is still up in the air about how long they will exist. They have been told that they must get an enrolment of 500 students for next year - or else!! This year their enrolment is 575, and with all the uncertainty surrounding the university it appears doubtful that enough students will enrol next year. They have just won an arbitration on a clause which provides for an extra week of holidays after five year's service. The University was saying that if you had been there for 6, 7, 11, 12 etc. years, then you were not eligible for this benefit. The union has established a Lay-off Committee, to help reduce the trauma of all the cut-backs that are happening because of budget cuts. Some areas are organizing rotating layoffs--people take turns with 3 month lay-offs. With jobs so scarce in Nelson, this system would be a big help, if the Union can get the University to go along with it.

Local 2: Local 2 is suffering from the same problem as UBC--Lay-offs and bumping properly. I don't want to go into too much detail here, but perhaps UBC's Grievance Committee would be interested in contacting the full-time person at SFU at 291-4433 to find out more about their hassles. They are also finding their attrition clause difficult to enforce. Hearing their report made me think I was listening to our own Grievance Committee. SFU's contract is up in November, just one month after our own, and maybe our two contract committees could compare notes on how they intend to respond to the wage and price controls.

Everyone on the Provincial Executive is in general agreement that there should be a full-time person, but disagreements arise when we talk about who that person should be. UBC is still

# To be discussed!

insistant on a Union Organizer, while the rest of the Executive still wants a full-time Secretary-Treasurer. Their reasons are that this is the easiest, most efficient, convenient way to have a full-time person. To the argument that centralization of duties provides for too much power, they say that is the person must report to the Executive, if they have a well-thought out job description, and if they are recallable then the problem is non-existent. The job is not powerful unless there is decision making ability. Anyway, it's the same old argument. If we do have a full-time person then we will have to have a dues increase, perhaps as much as \$1 per month. So far we are the only local with elected delegates.

The next meeting of the Provincial is 15 May at 10am in the Local 1 Office.

It is urgent that Local 1 elect another rep.--maybe one of the delegates, so we can have our full complement of delegates at convention.

-Nancy Wiggs

## CONSTITUTIONAL AMENDMENTS

### AMENDMENTS TO THE PROVINCIAL CONSTITUTION and RESOLUTIONS AS RECOMMENDED BY LOCAL 1 DELEGATES:

All members should have copies of the most up-to-date Provincial Constitution as printed in our Newsletter a few months back. Please read these amendments and resolutions and have any questions noted to bring up at the next General Membership Meeting. We will motivate these amendments at that meeting.

#### A. AMENDMENTS

We move that

1. Section 7A be amended to read... President, Vice-President, Secretary-Treasurer plus a Provincial Organizer, plus two provincial executive members or....etc.

2. Section 7B be deleted and replaced by the following:

i The Provincial Organizer shall be the sole paid officer of the Provincial Association. She/he may be paid either full-time or part-time for the entire year or for a fraction thereof as determined by the Annual Convention. She/he may not run for two consecutive terms. The salary and conditions shall be the same as if she/he has continued in her/his normal job as a member of a Local Association bargaining unit. During a strike or lock-out of the entire Provincial Association, the paid officer shall not receive more than the strike benefits received by the other members. There shall be no other paid officers of the Provincial Association unless proposed at a Provincial Association Convention and approved by the Provincial Association membership in referendum.

ii Notwithstanding Section 7B (i), that local associations may request the Provincial Executive to pay lost time wages on occasion for the short-term appointment of resource persons who take a short-term leave of absence from their job in an AUCE bargaining unit to perform such duties as may be required by a local association and/or the Provincial Association. That there be a time limit of 60 days on such appoint-

ments which may be renewable at the discretion of the Provincial Executive.

3. Section 8E be amended to read "Any protest alleging 'unfair ballot' or other irregularity, must be presented in writing to one of the table officers within 14 days of publication of the results of the ballot in the provincial newsletter.

4. Section 10A be amended to read "The President shall preside at all Provincial Executive Meetings and Conventions, except at the discretion of the meeting or convention."

5. Section 11B be amended to read "If a local representative to the Provincial Executive fails to attend three (3) consecutive Provincial Executive meetings without reasonable excuse, a letter shall be sent advising the Local concerned."

6. Section 12A and B be deleted and replaced by the following: "In the event of a vacancy for any reason in any of the Provincial Executive offices elected at large, the following shall occur:

i If the vacancy occurs within four months of the next Annual Convention, the Provincial Executive shall be responsible for ensuring that the duties of the office be carried out. If the vacancy is in the office of the President, the Vice-President shall assume the position of the same.

ii If the vacancy occurs four months or longer before the next Annual Convention, the Provincial Executive shall publish notice of the same in the Provincial Newsletter. It shall call for nominations to fill the position, and publish the date upon which the nominations shall be closed. Such date shall be at least two weeks after the notice of vacancy is published. A referendum ballot shall then be conducted as per Section 8."

7. Section 14B be amended to delete the words "... President or..." in the first sentence. That a new sentence be inserted immediately after the first sentence, to read: "Special Conventions shall be for the sole purposes of discussing a specific urgent situation."

8. Section 14C (1) be amended by deletion of the last sentence. (Note As it stands, Locals receive the following representation, including their two representatives to the Provincial Executive: NDU - 4; Cap College - 5; SFU - 10; UBC - 12. With the ceiling off, we would have a total of 17. The others would stay the same.)

9. Section 14C be amended to add a paragraph 5, namely:

5. Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a local association.

10. Section 15D be amended to delete the words "on request" in the second sentence.

11. Section 17B be amended to provide for penalty of suspension. That is denial of all rights of membership. 17B (1) to remain the same. 17B (2) to be amended to read "expel the member from the local association" and 17B (3) to be added to read "suspension of a member from participating in any or all union activities"

12. Section 17D be amended to read "in case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all or part of the monies earned by a member during the strike

will be imposed."

13. The following be added to Section 18: "C. If 33% of the delegates present at Convention so demand, any motion passed at the Convention shall be subject to ratification or rejection by the membership of the Provincial Association in a referendum ballot. Until the results of the referendum are announced the motion as carried shall stand. Referendum ballot shall be mailed within 30 days of the final day of the Convention."

14. Section 19 P2 be amended so as to delete the last sentence and replace it by: "Notwithstanding the above, the Provincial Executive shall approve the by-laws of any new local association at the time of said by-laws."

#### B. PROPOSALS

Be it resolved that:

1. A major focus of the AUCE Provincial Convention this year be a discussion and resolutions of the role of the Provincial Association.

2. Whereas it is agreed that some of the major goals of the Provincial Association are:

(a) to facilitate communication and the sharing of resources and research among locals;

(b) to ensure that the separate locals help each other in areas of material concern and to render material and concrete support in time of need;

(c) to act as a collective voice on matters of mutual concern in society at large;

(d) to encourage and aid the organization of women and clerical workers in general, and college and university workers in particular.

3. There be the publication of a bi-monthly provincial newsletter for the membership of the Association.

4. If two or more locals request the establishment of a cross-local committee, then the Provincial Association shall help establish such committee. If the cross-local committee is composed of three or more locals, any expenses incurred by this committee will be paid by the Provincial, subject to ratification by the Provincial Executive. If the cross-local committee is composed of only two locals, the expenses shall be shared 50% by the Provincial Association and 50% to be shared on agreed basis subject to ratification by the locals and the Provincial Executive.

5. The Provincial Association be responsible for providing research and documentation for the locals in the following areas:

(a) Federal and Provincial legislation or developments, particularly in the field of labour, women, and education, or any other developments that may affect the membership of the Provincial;

(b) The activities of other unions which may be of interest to the locals;

(c) Labour Relations Board rulings;

(d) "Anti-Inflation" Board rulings;

(e) A summary of arbitration cases that may be useful to locals;

(f) General research pertaining to women that may be useful to the locals;

(g) Statistical information on such subjects as labour, economics, and women, and on other matters that may be useful to locals, especially in contract negotiations;

(continued on page 4)

# To be discussed!

- (h) Any other general research that the Provincial feels may be relevant to the membership.
- 6. There be the publication of a bi-monthly cross-local report, consisting of reports and documents pertaining to the activities of individual locals and of the Provincial Executive. This publication would contain more detailed reports than the Provincial Newsletter, and would be intended to enable committees and executives to share their resources and experiences.
- 7. The Provincial Association will actively initiate the organization of new locals of AUCE, and further, the Provincial Executive will within two months of this Convention inform the locals as to the progress of this activity.
- 8. The Provincial Association will actively, in cooperation with any other unions or organizations, aid in the organization of unorganized workers, in particular clerical workers. Further that the Provincial Executive inform the locals within two months of this Convention as to the progress of this activity.
- 9. Whereas one of the main issues facing working people this year is the repressive wage and "price" controls, that the Provincial encourage locals of the Association to form local wage and "price" control committees, and that these committees meet jointly as a provincial committee. Further, that the Provincial in cooperation with these committees actively oppose this legislation in cooperation with the rest of the trade union movement and other interested groups. Further, that the Provincial Executive be instructed to report to the locals within two months of this Convention as to the progress of this activity.
- 10. Whereas it is recognized that the womens' movement has played a significant role in helping the cause of working women, it is agreed that the Provincial Association will cooperate and work with womens' organizations or unions in joint work which may be useful to the membership of AUCE.
- 11. The Provincial shall assume responsibility for the preparations for the next Annual Convention, any Special Conventions, and any cross-local or Provincial committee meetings.
- 12. Whereas it is recognized that one of the purposes of the Provincial is to share its resources, and that further, some of our locals are much smaller than others, be it resolved that if 2/3 of a quorum of the Provincial Executive so approve, any local of the Association may request the services of the paid provincial officer/organizer for a period of up to 10 working days during the period between Annual Conventions. It is understood that the work and activity of the Provincial will not be unduly hindered by such request.

NOTE: Any members interested in standing for any of the TABLE OFFICER or TABULATING COMMITTEE positions of the Provincial, please call Dianne at [redacted].

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Other amendments passed at the meeting on Thursday, April 29, 1976:

1. Proposed Job Description of Provincial Organizer
  - i. The organizer will be responsible for the coordination and production of the bi-monthly Provincial newsletter, under the direction of the Provincial executive and/or any Provincial newsletter committee.
  - ii. The organizer will primarily be responsible for the research that the Provincial Association requires, and for publishing the bi-monthly research report for all locals.
  - iii. The organizer will be responsible for the coordination and production of the bi-monthly cross-local report under the direction of the Provincial executive and/or any Provincial cross-local report committee.
  - iv. The organizer will be responsible for the preparation and coordination, if requested, of any Provincial conventions, cross-local committee meetings, Provincial Committee meetings, or any other meetings held under the auspices of the Provincial Association.
  - v. The organizer will be responsible for the maintenance and running of a Provincial Office, and ensure that the office is open and available to Association members at certain regular times to be designated by either the convention or the Provincial executive.
  - vi. The organizer will be responsible for any administrative or clerical duties assigned to her/him by the Provincial Association and in particular, aiding the Secretary-Treasurer with the administration of her/his duties.
  - vii. With the understanding that the above 6 points comprise the primary responsibilities of the Organizer, the Organizer shall also be responsible for any additional duties assigned to her/him by the Provincial Association.
  - viii. Notwithstanding the above, the priorities and direction of day to day work of the organizer shall be the responsibilities of the Provincial Executive between convention.
2. That the Executive of the Provincial be instructed to find a location for the provincial office, and that the office be shared space with another local if agreeable to the local and in the event that this is impossible then the Provincial Executive will find a separate office for the Provincial.
3. A referendum ballot be held to decide whether a secretary-treasurer or a union organizer should be a full-time paid position.

## PROVINCIAL PROPOSALS

The proposals on this page for priorities and policies of the Provincial Association are an attempt by the UBC convention delegates to define and initiate a meaningful Provincial Association:

**RESEARCH :** Perhaps one of the most useful roles that a provincial can play is to do the work that is duplicated in each local. The most obvious example is research and in our proposed policies, we have defined the areas that we think all locals need research in. This kind of research is essential, yet most local, including UBC, just don't seem to have the time and energy to do it. It is also the kind of work that could not be done thoroughly without the help of a full-time person.

**CROSS-LOCAL COMMITTEES:** The proposal for cross-local committees is also an attempt to prevent duplication, and is a means of sharing the resources and knowledge of each local. It allows the locals to establish the need and instructs the Provincial to help co-ordinate and prepare the meetings or seminars that these cross-local committees need. This proposal means that if perhaps, the UBC and Notre Dame pension committees want to meet together in order to examine different pension plans, the Provincial will assist them. Or if two or more locals decide that there is a need for a Women's Studies Committee, they can use the Provincial to help organize any seminars, workshops or meetings.

**COMMUNICATION:** In the area of communications, we are proposing two provincial bi-monthly newsletters. One will be directed to the general membership, and the second will be directed to particular committee or executive members. The second one will be a 'drier' report containing more detailed reports and documents from different committees.

**EXTERNAL PROVINCIAL WORK:** The first area of work under this heading is the organization of the unorganized, which as a new union we are still sensitive to. The second is the encouragement of the Provincial to engage in joint work and co-operation with the women's movement. There is still a lot of activity by many women's groups, and not only could we benefit from their work and knowledge by asking them to help us with various projects or workshops (ie: health, day-care, self-defense etc.), but we could also give them a hand in fighting for both legislative and social change which affects the majority of our members.

The third important external policy concerns the wage and 'price' control legislation. Increasingly it becomes clear that this legislation is only really controlling wages, and that it hurts those who are paid the least--women, clerical workers and the unorganized. We feel that we must co-operate with other trade unions and groups to defeat this legislation.

All of these different proposals will be voted on by the UBC membership at the next general meeting. If you want to talk to any of the delegates about their proposals, call the Union Office and you can get their names and telephone numbers.

-Heather MacNeill

# To be discussed!

## STRIKE CTTE. REPORT

The purpose of the following motion is to amend the local by-laws so that a Standing Strike Committee be set up and elections be held at the same time as the Contract Committee with one (1) elected member from each Division and 10 members from at large. The purpose of the Strike Committee is to:-

1. act as the support committee to the contract committee
2. in the event of a positive strike vote by the membership, the Strike Committee will be prepared to implement any strike strategy as directed by the membership.

The reasons for recommending a Standing Strike Committee are as follows:-

Last November the Strike Committee had only two weeks to organize the strike, which was not nearly enough time to plan the strike in sufficient detail. Committee members were rapidly exhausted by the effort, and areas which they didn't have time to think out thoroughly became weak points in the strike. There was no time to consider alternative actions to all-out strike action. Extensive preparation needs to be made in the following areas:

- financial arrangements
- legal problems of strike
- strategic positioning of pickets
- communication within the Union and with other bodies
- liaison with other Unions on campus
- possible injunctions.

When Contract Negotiations became heavy, both the Executive and the Contract Committee may well need to draw upon the support and help of an outside body of people, which a well organized strike committee could provide.

### MOTION :

WITHIN TWO MONTHS AFTER A CONTRACT HAS BEEN SIGNED, EACH DIVISION SHALL ELECT ONE MEMBER FROM THE DIVISION TO BE A STRIKE COMMITTEE REPRESENTATIVE. IN ADDITION, 10 MEMBERS FROM AT LARGE SHALL BE ELECTED TO THE STRIKE COMMITTEE.

(Add to Section F Paragraph 5(c) of the by-laws )

Also add to Section E of the By-Laws - .."the chairperson of the Strike Committee."

If the Standing Strike Committee is approved, then nominations this year, will be open at this membership meeting.

Add to Section G (Duties of Local Association Officers and Committees) of the by-laws.

no. 9 The Strike Committee shall, in the event of a strike assist the contract committee and implement and strike strategy, as directed by the membership.

### NOTICE OF MOTION:

The Strike Committee request under Section K no. 2 of the local by-laws that the membership hold a referendum ballot on:-

1. that a local strike fund be set up
2. That after July, 1976 10% of dues per month be allocated to a strike fund to be kept in a high yield savings account.

3. that a \$5.00 per member special assessment be made each July and that the assessment should be used for strike pay if we go on strike; if however, it is not needed for this purpose, such monies could, on approval by the membership be used for costly union activities i.e., stewards seminar.

Motivation of item 3. above.

Item 3, (above) was amended to include that the \$5.00 per member assessment could be used for activities other than strike funds because it was felt that perhaps the union would get a little "cocky" about striking with a whole lot of money standing behind it, also it was felt that it was really not a very good idea to have a lot of money sitting doing nothing for long periods of time. As an alternative to this Robert Gaytan has come up with a good idea, I think, anyway. The following is an idea of what would happen:

July, 1976	1200 x 5.00 = \$6,000.00	to be put in short term-interest bearing deposit until 30 Sept. '76
Beginnings in July 10% of dues	10% x \$5,200.00 = 520.00	separate per month to be put into Plan 24 account at the Vancouver City Savings.

so would then leave 3 x \$520 = 1560

+ 6000  
7560

for strike contingencies (pay, etc.)

Then after contract is signed, we'd have the \$4000 to pay wages lost for seminar. The other amount would continue to mount up, to be used on strikes over the years as needed, e.g. by September 1977 we'd have approx. \$6300, if we started putting aside the 10% now and then with the July 1977 assessment we'd have \$1200 to use in the event of a strike.

## EXECUTIVE REPORT

### April 13 Meeting

The following motions were passed:

- That it be proposed to the membership that we elect a second union organizer for a trial period of six months, term beginning August 1, 1976, to determine whether a second organizer is required.
- That the Executive recommends to the membership at the next membership meeting that a referendum be held to determine whether there should be a second full-time paid union organizer.
- That a sub-committee of the Executive be struck to draw up an Office Manual outlining the responsibilities of all union committees and table officers for the next membership meeting.
- That the Executive approve the purchase of labels to send out the questionnaire regarding the steward structure.
- That the Executive approve the date of the steward seminar as May 19.
- That the Executive contact CUPE and arrange a meeting between our two Executives to discuss jurisdiction.
- That we investigate getting a second telephone in the Union Office and report back to the next Executive meeting.
- That we charge the Provincial Assoc.

\$50 per month for use of the Union Office.

- That we recommend to the membership a donation of \$200 to SORWUC at the next membership meeting.

### April 28 Meeting

The following motions were passed:

- That Executive meetings be held from 4:45-6:30.
- That the Executive strike a sub-committee to be composed of Frances Wasserlein, Heather MacNeill, Judy Todhunter, Maureen Gitta, Pat Gibson and other volunteers to facilitate the reorganization of divisions and improve the steward structure and that this committee bring back specific recommendations about what is to be done with Divisions F and G, and Triumph; and further that this Committee make regular reports to the Executive commencing with the next Executive meeting.
- That we organize a meeting with members of Division I, tomorrow if possible, the day following if not, to discuss the potential strike situation.
- Whereas the demands of the Hospital Employees' Union are eminently reasonable; and whereas if the hospital workers strike, it will only be a last resort, and due only to the complete unreasonableness of the hospital administration; and whereas a picket line is sacred, especially to fellow trade unionists; and whereas AUCE Local 1 has itself asked other unions to honour its picket lines, and owes much of the success of its strike to the fact that they were honoured; be it therefore resolved that no AUCE member cross any picket line that may be set up by the hospital workers.
- Motions on terms of reference for Union Organizer are included in articles elsewhere in this newsletter.

## SICK LEAVE REPORT

### SICK LEAVE STUDY COMMITTEE

The Sick Leave Study Committee met with the University Committee on Tuesday, April 27th and had a profitable discussion. Both sides have undertaken to do further research and are scheduled to meet again on Friday, May 14, 1976.

We are looking into other sick leave plans (specifically SFU's).

The members of the committee for AUCE are Teresa Gagne, Marilyn Healy and Lil Legault

submitted by Lil Legault

"Their Lordships are of the opinion that the word 'persons' in s.24 does include women, and that women are eligible to be summoned to and become members of the senate of Canada.

--delivered by Lord Sankey, Lord Chancellor of the Privy Council of Great Britain, Oct, 18, 1929.

"A very regrettable side effect." ---Pierre Elliott Trudeau's definition of unemployment. April, 1970

"...we have won last year's victory, the one against inflation.

---Pierre Elliott Trudeau, December 23, 1970.

# A SECOND UNION ORGANIZER?

## 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?

My personal apologies to those whose views have not been represented here; this is intended as some

basis for members to help them decide upon this very important issue.

—Neil Boucher

### 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 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

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members, surley two people is not excessive. Remember, A.U.C.E. #2 at SFU has one full-time Union Organizer - and they only have about four hundred members.

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.

## Interview-frances wasserlein

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

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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.

### Interview-peggy smith

The following is an interview with Peggy Smith, our most recent Union Organizer, concerning the possibility of a second Organizer.

THE IDEA HAS BEEN PUT FORWARD THAT IF WE HAD TWO PEOPLE WITH OVERLAPPING TERMS, IT WOULD ALLOW PEOPLE WITH LESS EXPERIENCE (IN THE UNION) TO COME IN AND FAMILIARIZE THEMSELVES WITH THE JOB AND TAKE OVER IN THAT WAY. IT'S A BIT MORE DEMOCRATIC THAN THE WAY IT'S RUNNING NOW. WHAT DO YOU THINK ABOUT THAT?

I agree with that and I think that it's a problem that's not restricted to the Union Organizer but exists throughout the Union. No information gets passed on from one person to the next. So anybody that starts out may have the enthusiasm and the interest, but they don't have the information that would be necessary for them to do anything. It's not just here. Nothing about the Union is written down anywhere, except in the Constitution and the by-laws, and that's really vague. People haven't recorded anything about how they do what they do or what's involved. And all that stuff is really important. We need a system for passing on information.

YOU DID SPEND SOME TIME, THOUGH, WORKING IN THE OFFICE BEFORE JUDY WRIGHT LEFT?

No.

YOU DIDN'T?

No.

WHAT WAS IT LIKE?

It was hell! The filing has never been done. There was a skeleton file that had been put together in the beginning, I guess, when the office was first set up, and has since fallen into disuse. It was completely outmoded. It wasn't serving the purpose anymore. Someone would call about something and I would think, "Oh, I'll go find it in the files", but about the last piece of paper I could find in there was June 1974! I thought, "Oh, no!" Then I started discovering boxes of stuff all over the office - literally, boxes full of paper, files. And there's so much information in them - the contract, the strike, everything - grievance papers - everything was in those boxes! It was impossible to sort it out. I didn't know if there was any such thing as keeping a copy when you typed a letter. How many copies do you make and where do they go? I didn't know what to do with correspondence when it came in. Who does it belong to? If it doesn't look important should I show it to someone anyway, or throw it out?

SO IT'S NOT LIKE WORKING IN AN OFFICE ON CAMPUS WHERE YOU WOULD HAVE SOMEBODY RIGHT THERE TO CLEAR UP MATTERS.

Exactly.

WHAT IMPROVEMENTS COULD YOU SEE IF YOU HAD ANOTHER PERSON WORKING WITH YOU?

Two people would be able to clear up the backlog of work that's here. It would finally get done so there would be a system in the office, a way of running the office. It would be someone to confer with when something comes up (and it does all the time). There would be somebody that I could discuss it with and come to a conclusion. Somebody that I can share the workload with instead of sitting in here eight hours a day doing filing. It would free me so I could do some of the other things as well: Division organizing, etc.. The Union Organizer has to be on top of a lot of things in terms of committees - there are something like eight committees.

SOME PEOPLE SEEM TO FEEL THAT FILING, ONCE THAT WERE ALL COUGHT UP, COULD BE KEPT UNDER CONTROL BY JUST ONE PERSON.

O.K.. The backlog isn't just in terms of filing. The reason that the backlog exists is because of the very nature of the work in here, that there's always something coming up, so that regular office work

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 the preparation for it, the office was occupied for a period of time and then after that it was a while before the office even got back into shape, in terms of cleaning it and making it functional again.

THAT'S SOMETHING I NEVER CONSIDERED BEFORE - THE FACT THAT THE WORK HERE IS REALLY, REALLY IRREGULAR.

Like right now, the VGH Hospital Employees Union are possibly going out on strike and there has to be a Division Meeting held down there at VGH, and we have had very little contact with them. That's going to involve a lot of leg work, and preparation for the meeting, and who's going to take the time off work to do it, or is it going to be the Union Organizer? And it isn't just something we can let slide while I get the filing done, because those people are going to be faced with whether or not they cross the picket line. There are those kinds of things coming up all the time. Theoretically the organization should function because we have our officers, and they all have their duties etc.. But people resign, and at one point you may not have any Trustees, so the Organizer has to hold that up, or you may not have a membership secretary but the membership records have to be kept up. Perhaps there is no one on the Communications Committee. I'd feel obliged to put some energy into getting a newsletter out. It ends up that the Union Organizer spends a lot of time filling in all the gaps.

WHAT IS IT LIKE TO WORK HERE ALL BY YOURSELF? I THINK THAT'S SOMETHING THAT MOST PEOPLE HAVE NO UNDERSTANDING OF.

A one-woman office, that seems to be the closest thing to it. But in a one-woman office you still have contact with other people - daily contact and usually there are other people close to you in the building. Or you can talk to your boss. But here there is no one. There's direct contact to people on the phone but it's not the same kind of thing. It's not someone who's connected to this place in a really vital way. And that makes a big difference; so you're here and you are totally alone, and many times it's two or three days that I won't see anyone, although there are meetings at night and sometimes people will come over on lunch hours about potential grievances or there's lunch hour meetings of different committees, but that isn't a daily thing. Then I start to feel a bit weird and disconnected.

DISCONNECTED FROM WHAT?

Well, from the people I'm supposedly working for. For long periods of time the only people I see are Executive members, and the basis I'm seeing them on is meetings and problems that come up in the Union. I don't see people who are working on a 9 to 5 basis and dealing with the kinds of problems that come up at work. There's a different kind of dynamic working there when you are working with each other and able to talk about what's going on. I don't have that kind of connection at all and it makes what I'm doing seem really abstract.



WHEN YOU FIRST CONSIDER IT, IT ALMOST SEEMS THAT YOU MIGHT BE ABLE TO WORK BETTER WITHOUT THE DISTRACTIONS OF HAVING SOMEBODY ELSE AROUND. BUT I GUESS IT DOESN'T WORK OUT THAT WAY.

It doesn't for me. There are occasions when I'll spend periods here doing nothing. It gets to where the work doesn't seem important - like all I want to do is get out. Instead of thinking that I could go to division meetings or I could be setting up other things, but then again I can't leave here at lunch hour because there's got to be someone here at that time. And a lot of times it's the phone, too - It's not like uninterrupted time where you can get into something. I'll be trying to do something that I feel I could really get into and the phone will be ringing every five minutes and that effectively destroys anything that I want to do. It's different at different periods of time. Sometimes I work great by myself - I don't want to have anyone around. But most of the time it's much better when I have people to talk to about what's going on and what I'm doing.

WHAT DO YOU THINK THE EFFECT WOULD BE IF THE UNION DOES NOT ELECT A SECOND UNION ORGANIZER?

Well, the six month leave periods are so short that the office will only be maintained to a certain extent, and there will always be some dissatisfaction because it's not operating the way it should. It's going to mean that were missing out on a lot of things that we could potentially be achieving. We compare ourselves to the more traditional trade unions and we point out the fact that we're a women's union and that we are in a different kind of struggle and we're trying to get better things for women. All these principles that we hold so dear and true don't work out in practice because our organization tends, for whatever reasons, to be just like everyone else's. We have the same kinds of hierarchies being established and the same kind of "work ethic" in effect so that you've got the kind of thing where people are saying to the Union Organizer, "You can't do the things you'd like to do. Everybody would like to have jobs like that, but it's not possible. You'll have to put up with the same things we do." Instead of saying we have our own organization - we control our organization, we make the decisions, we decide how it's going to be run. Let's make it the way we want it to be! Let's say what we want out of our organization. If we didn't have bosses (and we don't here), and if we could make something different, what would we do with it? Instead we just seem to set it up in the same old ways without any innovations, and allowing a lot of negative energy to take over and move in a direction that's closer to the old forms of organizing than it is to any alternative forms. That's the thing I think people really should talk about because if your principles are established and they are clear and people have discussed them and have worked through some of that negative feeling about it, then you can bring that up in the future when the same kinds of questions come up - "But look we said we wanted to do something different and is that what we're trying to do here or are we just going back?" The thing about setting up a different kind of organization is that if we don't do that, then what we're in effect going to be doing to the people that we pay is setting up a people that we pay is setting up a

power situation where some people are determining the working conditions of others which is what happens in boss-worker relationships, and the logical outcome of that to me would be that the Union Organizers in this office get organized into a different Union so that they can fight for better conditions for themselves!

Ian's made the point about recognizing that the Union Organizer is not an employee but another officer of the Union with the same responsibilities and the same kinds of duties as any other officer, a member of a group of people working together, and there are other ways of dealing with problems besides saying "You'd better toe the line or else!"

## BY-LAWS AMENDMENTS

The following is a recommendation from the Executive to amend the local by-laws to include more specific terms of reference for the Union Organizer.

Be it resolved that:

the organizer receive the same pay and conditions [except as noted below in (i) and (ii)] as s/he would have received if s/he had remained at her/his regular job.

- i. Sick Leave: that interest earned on union funds be utilized to provide unlimited sick leave benefits for the organizer.
- ii. Vacation entitlement:
  - a) If incumbent organizer returns to the employ of the University, their vacation entitlement accrued be paid by the Union to the University at rates which apply to incumbent.
  - b) If incumbent is not returning to employ of University then accrued vacation entitlement at 6% should be paid directly to incumbent.

(The Treasurer should be designated as contact person for the Union Organizer in case of sickness, medical-dental appointments, etc., so that alternative arrangements can be made should the office need to be staffed.)

### General Working Conditions for Union Organizer (to be appended to by-laws)

1. The Organizer is not an "employee" of the Union, but rather an Officer with particular terms of reference. S/he is responsible to the membership, just as the other Officers are, for fulfilling those terms. The Executive may determine the conduct of the Organizer only in the same way and to the same degree as it may determine the conduct of any of its other members.
2. There shall be an item entitled "Union Office" on the agenda of at least one Executive meeting per month, in order that s/he may seek advice and suggestions from the Executive. There shall also be a regular office report in the newsletter.
3. Each full-time organizer shall work the same total number of hours as specified in the collective agreement for full-time employees. The organizer shall choose the form of work week as per Article 28 (Hours of Work) in the collective agreement. Having chose a form of work week, every effort will be main to maintain these hours for the duration of the term of office. Office hours will be well publicized.
4. The Organizer will attend Executive meetings on her/his own time.
5. There shall be no overtime.

### Tasks of the Union Organizer

Answer the phone and deal with the calls. Deal with urgent matters if the persons who would normally handle them (e.g., Division Stewards are not available). Give regular, detailed reports to the Grievance Committee re: (potential) grievances.

Perform clerical duties: e. g. pick-up open and distribute mail  
maintain files and other office records  
maintain equipment  
acquire and maintain supplies  
create and maintain a Union directory (with Communications Committee)  
maintain an office schedule (calendar)  
book rooms and arrange sound systems for meetings

Help ensure that agendas get out on time

Distribute minutes of General Membership meetings (with Communications Committee)

Set up and maintain library

Send out contracts and membership information sheets to new employees as information is sent to union from Employee Relations Department.

Inform Stewards and executive representatives of new employees in their division.

Keep up-dated stewards list, informing University of any changes.

Maintain information contacts with outside groups.

Undertake major projects (e.g., research) assigned by the committees or the membership.

Assist Executive in keeping in touch with the functioning of committees.

Assist in the maintenance of membership records.

We have three further recommendations:

1. That the Executive authorize the organizer and the treasurer to purchase publications and subscriptions as required.
2. That the Executive recommend that the membership authorize the use of a clipping service for research in the event that the Provincial does not do so.
3. That we recommend that each committee do their own filing, with the organizer being responsible for filing of minutes of all meetings,

Two percent of our population possess half the wealth. In any community 100 of the leading capitalists possess as much as all the rest put together. Have they contributed more labour, physical, intellectual or moral to the community? A wrong has been committed somewhere in the distribution of production. Labour is the operative source of all wealth. No man can exist independent of labour, but many do exist on the labour of others.  
-- John Hewitt, president of the Toronto Typographical Society, striking for recognition and a nine hour day. March, 1873.

Inflation has been beaten.

--- Pierre Elliott Trudeau, August, 1972.

# THE EFFECTS OF LIGHT

by Robert Gaytan

This is the first in a series of articles on lighting and its effect on the human body. Since we are all office (or at least, indoor) workers, artificial lighting is an inescapable fact of life, so it's about time we started to deal with it on a practical but serious level. It's my hope that these articles will help fill that need.

Since all life has evolved under the influence of sunlight, it is not surprising that many animals, including man, have developed certain bodily responses to the sun's spectrum and to its light. These include daily and seasonal responses. In the summer millions of people take to sun-bathing in order to darken the shade of their skin and to replenish the body's store of vitamin D, the vitamin that is so essential for the proper use of calcium.

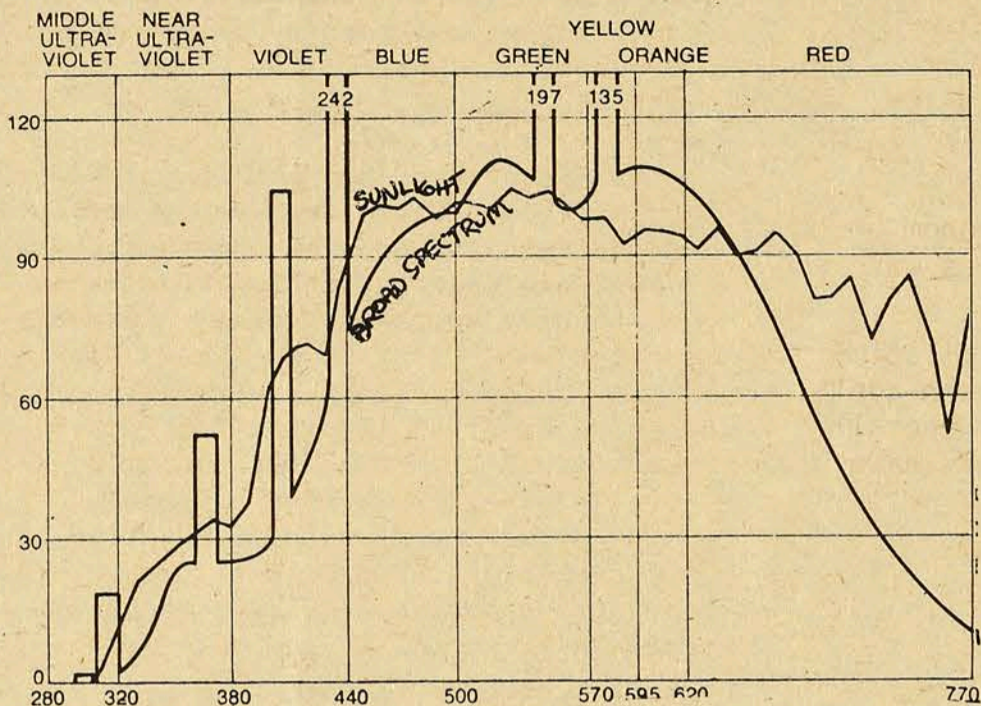
But there are other more subtle responses of the human organism to sunlight which are now being fully researched. In the past few years, neonatal jaundice has been treated with light since it was discovered that infants sleeping in cribs near open windows showed less evidence of jaundice than those less exposed to light. More recently the common skin inflammation psoriasis has proved receptive to light combined with a sensitizing drug.

Even more significant is the growing evidence that fundamental biochemical and hormonal "rhythms" of the body are synchronized, directly or indirectly, by the daily cycle of light and dark. Scientists at the Massachusetts Institute of Technology have recently discovered a clear daily rhythm in the rate at which humans excrete melatonin (a hormone synthesized by the pineal gland in the brain) which has the effect of inducing sleep, inhibiting ovulation and modifying the secretion of other important hormones. Cortisol is another hormone whose presence in the blood stream varies with a 24-hour cycle. These examples of "biological rhythm" are significant in that they are indirect effects produced by light on the human body, and our continued exposure to certain kinds of artificial light may have harmful effects of which we are not aware.

The most familiar type of artificial light is the incandescent light bulb, whose light source is a hot filament of tungsten. About 90% of the total emission of an incandescent light lies in the infrared end of the spectrum. Which puts it almost beyond what the human eye is able to perceive as light!

The effect of this true light is significant enough that I will deal with it in a future article.

(The above information is paraphrased for the most part from an article by Richard J. Wurtman in the July 1975 issue of Scientific American.)



Fluorescent lights differ from the sun and incandescent bulbs in that their light is not produced by heating methods but rather by luminescent phosphor compounds which coat the inside of the tube. When these are bombarded by ultraviolet photons the phosphors emit visible light characteristic to the kinds of compounds used in the coating. The standard "cool white" fluorescent tube has been designed for a particular purpose (economic, of course): "to achieve the maximum brightness for a given energy consumption." However, brightness is a subjective phenomenon that depends on the photoreceptive cells in the retina of the eye. Since these cells are most sensitive to yellow-green light, most fluorescent tubes are designed to give the maximum output in that area of the spectrum. So it can be easily understood that incandescent and cool white fluorescent lights differ radically from the light under which life has, until now, grown.

Architects and lighting engineers have tended to assume that the only significant role of light is to provide adequate illumination for working and reading, and have based their designs on economic and technological considerations rather than on any knowledge of man's biological needs.

So it is of interest to note that in this regard there are fluorescent lights available which almost exactly duplicate the spectrum of the sun. These are called "broad-spectrum" fluorescent lights. This is achieved simply by coating the inside of the tube with the appropriate phosphors.

## British Columbia Teachers' Federation

### WAGE & PRICE REPORT

If you thought wage and price controls were effective during World War II, you're wrong.

An independent economic research organization based in Vancouver, the Fraser Institute, has found that:

"even during the war, wage and price controls didn't work -- except to cover-up the true rate of inflation."

Which brings into question the current state of affairs. Mr. Trudeau has often stated that traditional economic tools have failed us. Why then have we reverted to economic policies which are both traditional and proven failures?

#### THE UNITED STATES

The U.S. introduced a wage and price package in mid-71. During 1972, inflation did drop back to 3.3%, erroneously creating an impression among many people that politicians were doing 'something' about inflation.

In 1973, however, the lid was starting to pry loose. Price increases were averaging 6.2% and, by 1974, they exploded to 10.5%, the highest recorded increase ever in U.S. history.

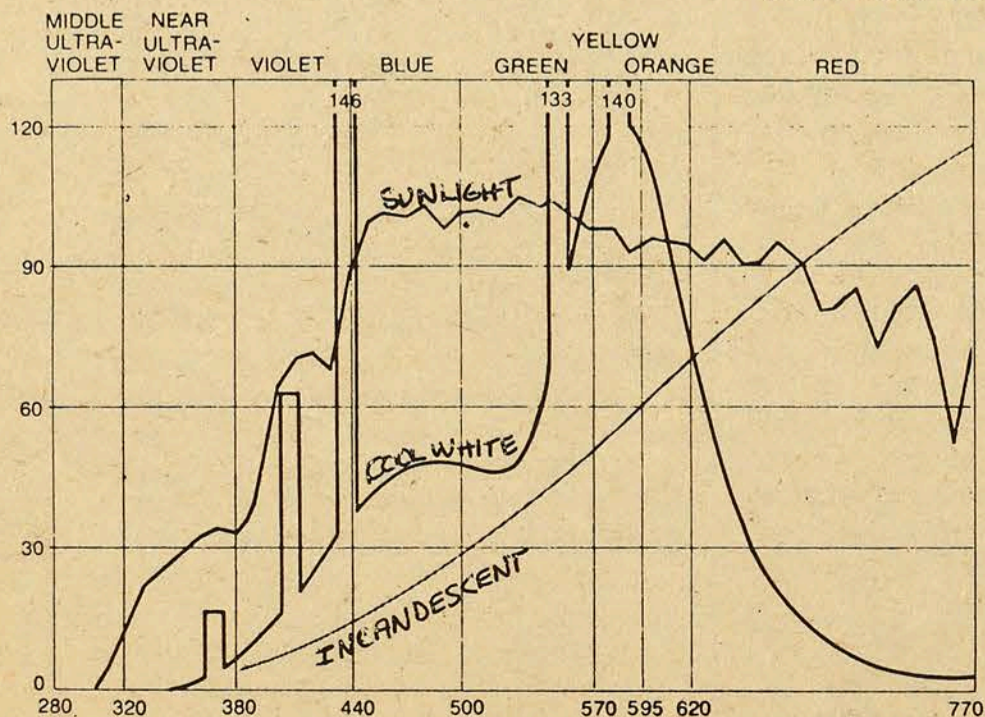
What went wrong? Controls, to the extent that they had any effect, created mass distortions in the economy, including shortages and black markets. Investments, which would have otherwise proven profitable & useful, were reduced. Depressed economic growth eventually propelled prices skywards, the result of too much money chasing too few goods.

Simply put, Washington moved to contain politically visible inflation (wages & some token prices) so as to ignore the far more difficult and crucial problems of economic growth and its impediments.

#### BRITAIN

Britain's experimentation with controls produced much the same results as in the United States.

(Continued on Page 11)



Controls were initially imposed from January 1967 to late 1969. During this period, inflation rose from pre-1967 levels of 3.7% to 5.2% and by 1971 was at 8%. Back on went controls in 1973 and 1974 and up, yet again, went inflation, to 14% and 17% respectively.

The difficulty in effectively controlling price increases was particularly highlighted with the British case. Of the estimated nine million price changes occurring between 1967 and 1969, only 345 were rejected or modified, a miniscule .0004%.

The London Weekley, The Economist, summed up England's lack of success with controls by noting:

"There is evidence that inflation rebounds (after having been contained by controls)...this has generally been when non-wage factors have been pushing up prices."

Non-wage factors simply boil down to problems of economic growth.

#### JAPAN AND FRANCE

Neither nation has achieved any success in dampening inflation as the result of government intervention. Japan went so far in September as to scrap her controls, reasoning they could serve no useful purpose even though inflation comparable to Canada's uncontrolled 1975 rates, she has suffered one of the harshest productive recessions of any European nation.

There has never been a recorded case of effective wage/price controls, except, perhaps, in totalitarian regimes. So why have we got controls? Principally for the same reason that any other nation has tried them. The federal government finds it more expedient to tackle the symptoms of inflation rather than the causes. In point of fact, it won't even acknowledge the causes.

Much of the rise in Canada's cost of living is attributable to our relationship vis-a-vis the U.S. (thus the parallel price movements).

Now, with wage and price controls, we appear committed to creating our own distinctive brand of inflation.

## TALKING TO OURSELVES:

MARY HUDSON

I've wanted to do interviews like this as a way of getting to know other people, what kind of work they do and how they feel about it. I believe the more we know about each other, the more we share our experiences, the more will we find that we have a lot in common, and the more effectively will we be able to deal with common problems.

-Peggy Smith

#### HOW LONG HAVE YOU BEEN WORKING ON CAMPUS?

Three years. I worked two years in the Main Library, then took a year off to finish school. I've been in Woodward for a year.

#### WHAT WERE YOU DOING AT SCHOOL?

I had a year to complete to get my arts degree in Psychology. The courses I took qualified me to be a parole officer, but I didn't want to be a parole officer. I had thought of going into library sciences, but since then I have decided against it as a career. When I finished school I was broke and needed money, so I came back to work in the library.

#### WHAT DOES YOUR WORK INVOLVE?

I handle all requests for material from the Biomedical Branch at Vancouver General. Most of my time is spent tracing and searching books. Books are put in tracing for a year, at which time the cards are marked "missing - ordered" or "missing - not ordered". Once a book has been lost, it is not usually replaced. The tracing drawer is about 10" deep with IBM cards on lost books.

#### HOW DO BOOKS GET LOST?

Unfortunately, the large majority of "missing" books are stolen. We receive books catalogued in the Main Library. These are new publications that sit on Display near the checkout turnstile on the main floor in Woodward. With every shipment there are about 5 out of approximately 75 missing off the new book truck. I think it's disgusting that people steal books from a library.

#### WHAT ELSE DO YOU DO?

Like every other LA within the system I file into "author/title" files. Also I have desk duty, which, on the average amounts to 2 hours per day. Lately I've had to work on the occasional turnstile hour, because there haven't been any student assistants. LAI's are usually the only ones that work on turnstiles. Everybody works the same number of nights and weekends. One night I had a fellow tell me the men's washroom on the 2nd floor was flooding all over the floor, it turned out that there was nothing wrong. A rather peculiar false alarm. The LAI's have to work late Sunday nights though, from 2:30-11:00. The LAII's only have to work from 12-8:15 p. m. There is a lot of bitterness about an LAI having to be responsible for the entire library after the other LA has left at 8:00. There have been cases of men hiding in the washrooms, peeping over doors. You don't know if it's someone from the Health Sciences hospital a student or what. I work one night a week til 11:00, and every fifth weekend.



#### THERE'S BEEN A HIRING FREEZE IN THE LIBRARY SYSTEM. HOW HAS IT AFFECTED YOU?

Around Provincial election time in December, one person quit to work on the campaign and wasn't replaced. That meant an extra night every so often and weekends came up sooner.

Another woman in the library was transferred to Main, but she wasn't in this department so it didn't affect us much.

One woman took an extended leave of absence, and she wasn't replaced.

Then Main Library requested two LAI's and an LAII to be transferred from Woodward to Main because they said they were short-staffed. We couldn't afford to let any LAI's or II's go because they have the heaviest workload, so our LAIV was sent over. It was supposed to be for a month, but it's been almost

7 weeks already. If she doesn't grieve the right to transfer back within two months, she'll have to stay there (Article 34.07). She was good in her job - it doesn't seem to be as organized since she left.

I have to work two nights this week. One girl had to work 3 extra nights because of confusion in scheduling. Fortunately, it's end of term, so the book circulation is slackening off. It means we can get down to the work that piled up because loans were so heavy.

#### WHAT DO YOU LIKE ABOUT THE WORK?

I can work independently. I'm not sitting all the time. I prefer to be active and the job allows that - I'm on my feet all the time.

#### WHAT DON'T YOU LIKE?

I have no direct gripes about the job. I figure things have to be done, so you might as well do them. As far as the setup in Woodward itself goes, management here take our contract very seriously. Personal exceptions to the contract are very rare, and if granted it's usually in a begrudging way. Management has taken away any authority my direct supervisor had (she's a union member) which means that everything now has to go to management for a decision. It's annoying. Nothing can be settled informally. People often think that problems are caused by unreasonable staff, but most problems come from tension created by management. If you come in 15 minutes early, you have to inform management the day before or earlier that day that you're going to take an extra 15 minutes for lunch. If you don't inform them, it's considered a shift change. I can vouch for myself, and others that I work with, we're all very responsible people, but with management everything's picky and high-handed. Some LAI's complained about working til 11 on Sunday nights by themselves, which means no librarian and no turnstile person. They reported to our librarian who thought it would be a good idea to have the security patrol come by 15 minutes before closing and clear out the building. It was supposed to have been forwarded to the Assistant Head. However, as of this date nothing concrete has been settled. One night an LAI had to wait 20 minutes for the janitor to come to close up - there was no one else in the building, but there could have been. She missed her taxi home.

There is a tense and uneasy atmosphere when management is around. It's been worse since the strike. Some of them are very nice people on an individual basis, but as a group, when they're "management," they come across like heavies.

One thing though, in confrontations with faculty and library patrons across the desk, they always stand behind us if we've been following library procedures. We defend each other in those cases too, because patrons get very nasty. Once a woman (faculty member) called to renew a reserve book. She was told that we don't renew reserve books over the phone. She called back three more times and was told the same thing by the same person. The last time she called she said, "Look, I've called four different times and gotten four different answers. What's this run-around?" The woman answering her query knew she was lying and told her so.

One person was hired here on the basis that she wouldn't have to work nights, shift or on the desk or turnstiles.

(continued page 12)

Just before Christmas she was moved into our area, put on the desk, had to give up her 3 day weekends and was told it was only a matter of time before she would have to work nights. Now her day's off are staggered throughout the week. That's unfair when you take on a job specifically because you won't have to work nights, and then have that threat hanging over your head.

WHAT ARE WORKING CONDITIONS LIKE?

It's better here than Main Library, building wise. I used to work on the 7th floor in Main. There's air conditioning here. At Main I couldn't walk up stairs without perspiring. And it's clean. Main is an old building and it's dusty. Books attract dust, and bugs. But there don't seem to be any here. One girl here has asthma, but it's never affected her here. I might go to Main if there was a job there though, to get out of public service.

WHAT'S WRONG WITH PUBLIC SERVICE?

It's very trying. People are very rude. You reach a point where you don't even want to talk to anyone at the desk. People swear and call us names. We sent out our year-end call on books, and people would come in throwing the books on the desk saying, here are your damn books. It's like they expect us to start yelling at them. Every once in awhile someone will express appreciation, but it's rare.

a rap on the knuckles

\*\*\*\*\*

Kevin Grace, Stack attendant in Woodward Lib. and member of the Grievance committee, raised the issue of LA I's working alone Sunday nights with the University Labour Committee.

In response, Erik DeBruin of the Library Admin. made a Personal visit to Woodward and solved the problem to the University's satisfaction by placing Kevin Grace and the other Woodward Stack attendant on the Sunday night shift. Neither person had previously done shift work.

LABOR CODE

This is the first of hopefully a continuing series of articles on the Labour Code and its contents. Many employees are not familiar with the information in the Labour Code.

It is important that one is aware of the codes contents because sometimes an employer may impose certain restrictions in a contract that is contradictory to the Labour Code; the Labour Code takes precedence over the contract.

"The wording in the act is broad enough to encompass every action an employer may take. When the Board rules on a complaint of an unfair labour practice it looks to the motivation of the employer not the reasons he puts forth for his act. The Board members, with long experience in labour relations, and having heard many cases, have the expertise to detect in most cases, when an employer has acted unfairly."

Section 3(2) of the Code states:

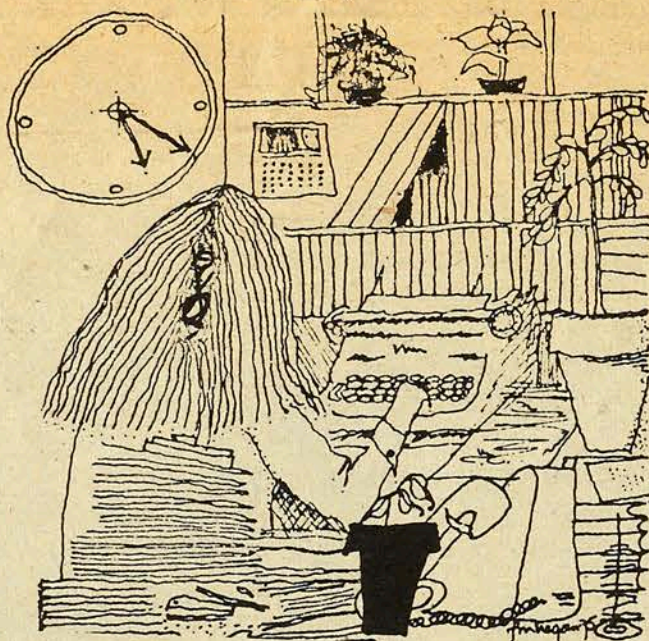
(2) No employer, and no person acting on behalf of an employer, shall

- (a) refuse to employ or to continue to employ any person, or discriminate against any person in regard to employment, or any condition of employment, because the person

- is a member or officer of a trade union; or
  - (b) impose any condition in a contract of employment seeking to restrain an employee from exercising his rights until this act; or
  - (c) seek by intimidation, by dismissal, by threat, or by the imposition of a penalty, or by a promise, or by a wage increase, or by altering any other terms of employment, or by any other means, to compel or to induce an employee to refrain from becoming, or continuing to be, a member or officer or representative of a trade-union; or
  - (d) discharge, suspend, transfer, lay off, or otherwise discipline an employee for the reason that the employee
    - (i) is, or proposes to become, or seeks to induce any other person to become, a member or officer of a trade-union; or
    - (ii) participates in the promotion, formation, or administration of a trade-union; or
  - (e) use, or authorize or permit the use of, a professional strike breaker or an organization of professional strike breakers; or
  - (f) interfere with lawful concerted action by employees for the purpose of obtaining collective representation,
- but except as expressly provided, nothing in this Act shall be interpreted to affect the right of an employer to suspend, transfer, lay off, or discharge an employee for proper cause. 1973 (2nd Sess.), c. 122, s. 3.

Judy Todhunter

LETTER



Suggestions regarding the recommendation for a \$5 per member assessment for strike fund.

Further clarification of the necessity for the above deduction of dues might be provided for the membership under the following guidelines:

- 1) make available to the membership a statement of past strike expenses, including money spent on UPCHUCK buttons.
- 2) use #1 above as a basis for estimating expenses for a future strike fund
- 3) make expenditures subject to approval by membership
- 4) provide more information on the topic of paying members for picket duty. (I don't believe there would be enough money for this to be a real possibility.)

K. Hayne  
Div. D

published by THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES LOCAL ONE (U.B.C.), 2162 WESTERN PARKWAY, 224-5613

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 engine  
Is just as fast as a speeding bullet  
walks on water in an indoor swimming pool  
Talks with God if special request is approved.

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 inflicting 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.

**NEXT  
ISSUE  
DEADLINE:  
May 28**