

AUCE PROVINCIAL

ASSOCIATION OF UNIVERSITY

AND

COLLEGE EMPLOYEES

LOCAL MONTHLY REPORTS

FOR JUNE 1979 TO JUNE 1980

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OBSERVATIONS ON LOCAL 1 STRIKE

On Thursday, May 29, 1980, approximately 1000 Library and Clerical workers at UBC voted to accept the offer that the University had on the table and return to work the next day. The settlement which must be sent to referendum ballot before ratification, gives the members of the Association of University and College Employees, Local #1, a two year contract with wage increases of 10% in the first year and 9.5% in the second. This brought to an end the four-week selective strike by the workers.

* * *

I've been told that no strike can ever be called a failure -- the mere fact that a group of workers decides to forgo their wages and withhold their labour is in itself a testimonial to their strength and determination. I hope this is true because I know another truth -- having a strike forced to its knees before demands are addressed (let alone won) hurts like hell.

The strike is still too fresh, too close for me to claim to offer accurate observations. Instead

Strikes come on fast -- too fast. And heady. Not an atmosphere conducive to decision making. Hence The Error. I will spend the next two years with four words staring me in the face: "Get the Money First". Would that have done it? Would the membership have stayed unified? Would we have been spared the sight of fellow members sneaking around behind other's backs? Would we have put "time on our side"? Christ, I can't answer that question. But, maybe it would have given us another two weeks. And, another two weeks, we discovered upon return to work, and we would have had the University by the short hairs.

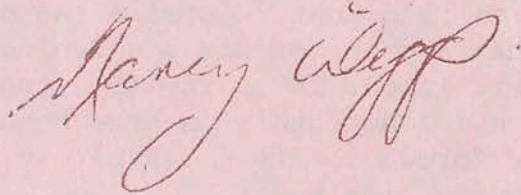
Well, we didn't get the money first. The membership didn't stay unified. Fellow members did sneak around behind backs. We didn't get another two weeks and we didn't have the University by the short hairs.

What we do have is a settlement which boasts a monetary which we had previously (and repeatedly) rejected, along with two non-monetary changes in language. What we have is no strike fund and an \$85,000 debt. What we have is a divided membership -- half feeling they just suffered coitus interruptus and half feeling they've done their civic duty by attending their first union meeting in 5 years. (I only wish the second half had showed up seven weeks ago) What we have are demands for resignations, counterdemands warning of "witchhunts" and promises that the Executive will investigate "things that would curl your hair" and will cure the ailing body.

Well, it looks like a long, hot summer.

On the other hand, this does not mean we don't have a union. It doesn't mean we're only a staff association, and it doesn't mean we should pack AUCE off and sign on with some union that can take care of us. That thinking can only put off grappling with the task that is needed -- indeed has been needed since 1975. That is --

Organize. Not sending out more crap in the mail that the people we want to reach don't read. Not calling division meetings that the people we want to reach don't attend. No -- I'm talking about good old getting out to the people, one-to-one, 1973 style organizing. Organizing like we don't have a union yet. Brick by brick. No amount of union jargon, no big union, no meeting and no strike fund however rich, will ever get you the strength that organizing will. And strength is what wins contracts. Remember 1973 and 1974? What? You say things were different then? You bet they were. We had exactly zip in our strike fund. But we won. We were organized.

A handwritten signature in cursive script, reading "Nancy Wiggs". The signature is written in dark ink and is positioned above the typed name and title.

Nancy Wiggs
Chairperson, Contract Committee, Local 1.
Past-President, AUCE Provincial.

MORE OBSERVATIONS ON THE LOCAL 1 STRIKE

Is time running out for A.U.C.E.?

Even for those of us willing to agree to the possibility of affiliation, the "raison d'être" for A.U.C.E. was, and still remains, equality in the work force. After years of negotiating this issue, it still exists at the University of British Columbia.

Affiliation will not solve this issue; but only the determination of the membership will. Since the beginning of its existence A.U.C.E. has strived for social benefits, more participation in management decisions and has done fairly well, but we are still fighting the employer for equal pay for work of equal value.

Since the federal anti-inflation controls elapsed a major change has taken place in the process and thrust of collective bargaining. Managements and Unions got a taste that collective bargaining had to happen, and very probably did happen, without the threat of striking action. Some may argue that the financial implication was the difference, but was it! The membership of A.U.C.E. Local 1 demonstrated its position during the last set of negotiations and this is my account of how successful we have been.

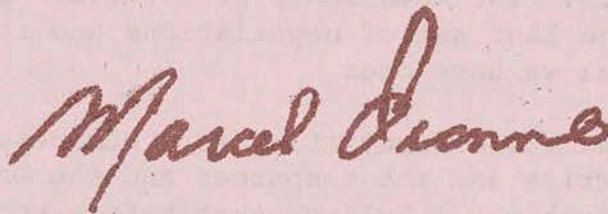
I personally see negotiating as a business. Supposedly, the employer has the expertise and the resources and the Union has the striking power of its membership. I believe that before entering any negotiations, we must have a set of objectives. In our Union, it is the responsibility of the Contract Committee to identify such objectives before negotiations begin. It is highly important to define where you want to come out. What are such objectives worth? What will it take to get them? Is the price worth it?

At the outset of this year's negotiations, A.U.C.E. Local 1 had a set of objectives. At the conclusion of negotiations, only one of the important issues to the Union, "job security for the Local employees" was obtained. I ask the question - Was a month on the picket lines WORTH it all? After long months of negotiations, the Contract Committee had watered down to five the Union's demands. The 72 hour strike notice expired and the University was still holding to its position. The Union felt obligated to put into action its selective picketing plan. They had been convinced that the striking power of its members would make the University change their position.

For me, it is very difficult not to respect this bedrock of integrity in belief. But I cannot be thankful to the Contract Committee, of which I was a member, for having promoted through the democratic system, a set of demands that lead the membership of A.U.C.E. Local 1 in jeopardy. The leadership of any democratic organization ought to be reminded that the elected representatives of this Union are the servants of the people, not to be mistaken for the people being the servants of the elected representatives.

I strongly believe that labour/management relations at the University campus are not a matter of dollars and cents but the strive for recognition and self respect. I don't believe that the membership of A.U.C.E. Local 1 gained any of the latter mentioned at the conclusion of the last labour dispute. I believe this disqualification is not a thesis of my own, but the uncompromising decision of the present democratic system, based on attendance at membership meetings. At the last Union meeting, attended by over 900 members, the majority accepted to send to referendum the same financial offer that the University had made at least one month prior to strike action. Putting a price tag on the strike is worthless if the costing is merely financial, but if hardly any other gains were made, can we justify the whole process?

If we ever hope to recover from this past trauma and keep some form of believable options, we will be wise to lay off the tactics of illusions that "to strike is the only positive answer to our demands", and return to the basic fact that if your membership is together and the end results are acceptable, it's like we all have accomplished something.



Marcel Dionne
President
AUCE Local 1

June 16, 1980.

SEPTEMBER 1979

Richard Melanson reported that there is a dues referendum proposing an increase of dues to 1% from \$5.00 and a referendum approving the hire of a 3rd person to work in the AUCE #1 office as full-time paid Secretary-Treasurer for whom a job description has been drafted.

The Local One Executive, Office Staff, and Committees are rolling up their sleeves for the work that begins in earnest this fall.

As well as dealing with a number of lower step grievances, the Grievance Committee is currently gearing up for five cases slated to go to Arbitration this fall. The cases hinge on the perennial issues of improper discharge, forced retirement, and the modified work week.

At the August meeting, the Local Executive will be seeking membership approval for two major changes: the creation of a third paid position in the Local Office, and a change in the monthly dues assessment from a flat rate to a per centage rate. The Executive is proposing one per cent of gross monthly pay. The third salaried officer, if approved, would take on the functions of recording secretary, treasurer, and would be responsible for the communications committee as well as for a share of the general work of the office.

The Local One Contract Committee has been meeting to prepare its ground for the 1980 contract. This fall, the committee will hold a series of consultative meetings with each of the Local's nine divisions, in an effort to encourage membership input into contract proposals.

OCTOBER 1979

Considering hiring a third paid office worker who would assume the Local Executive position of Secretary-Treasurer. This is going to referendum. Referendum to increase local association monthly dues to be put to membership. Affiliation Committee rep. Lissett Nelson is on three months' leave until December, so won't be attending meetings until then. Lid Strand is the other rep. Grievance concerning 'flex-time' is going to arbitration. Charges still pending against member(s) of the bargaining unit who crossed the Operative Engineers' picket line last year; decision to honour the picket line was made by the Local 1 membership at a G/M meeting. - Richard Melanson reported.

NOVEMBER 1979

Richard Melanson reported the Dues increase referendum passed, \$9.00 for full-time workers and \$4.75 for part-timers @ UBC. There is scheduled a two-hour contract meeting for the membership to discuss and ratify proposals on job classification, pension policy.

1980

Reported by Lid Strand that negotiations are well underway. The present contract expires on March 31st, 1980. The membership has voted to demand a 17% wage increase. The university has yet to come up with an offer and says they will do so after all union demands are on the table. Local 1 is working to revise the pension plan to make it voluntary and that eligibility is optional dependent on the age of the employee and the length of service at UBC. Elections are coming up. The local Affiliation meeting for the membership is planned for March 6th at lunchtime; Lissett, Helen, Jet and Lid are planning this meeting.

Lid Strand reported: The Labour Relations Board arbitrated a 'discharge' grievance and ruled in favour of the union. The employee has been re-instated and awarded back/lost wages. Copy of the decision is available from the

Provincial Office. Re other arbitrations: a compulsory retirement grievance that has been heard by the LRB - the decision is not yet known; a 'flex-time' grievance in the purchasing department has gone to arbitration, no decision yet. Re Executive elections - Marcel Dionne has been re-elected as President. Further news can be had by calling the Local 1 office or Lid Strand.

April

Since the last provincial executive meeting there have been significant developments at Local 1. Although our membership is hard to gauge, and even harder to predict, there seems to be a growing sense of spirit and vitality. Our membership is flexing its muscle and enjoying it.

The catalyst for this growing vitality is our rapidly developing contract negotiations. Our membership seems determined that we are not going to settle for a second rate contract.

The first clear sign of this growing determination came at our April 9th special membership meeting where we voted to conduct a 2 hour study session.

Our contract committee presented the university's "final" offer - which consisted of 9% in the first year and a wage re-opener in the second. (This was an improvement over their previous offer of 7, 7 1/2 and 8% over three years).

Speaker after speaker condemned the offer and a motion was moved to show our answer by extending the meeting from 2.30 to 4.00 pm. This was deferred until a motion was passed unanimously to reject the university's offer.

The motion to extend the meeting was passed overwhelmingly and over 400 of the 500 members in attendance remained off the job.

Several other motions were passed to re-emphasise our anger over this totally inadequate offer.

- we voted to conduct a strike vote (The vote will be held on April 22, 23 and 24th).

- we voted to ban all overtime. (a ban on overtime may constitute an illegal job action)

- we voted to return to the table a clause on voluntary retirement

- we voted to distribute "I support AUCE" buttons and to print more if necessary

- we voted to issue a press release outlining the justice of our demands (Focusing on the issue of equal pay for work of equal value).

Since that meeting the momentum has continued.

- our strike committee now has 10 members.

- the strike and contract committees have met with representatives of the other unions on campus and all groups have pledged mutual support. They informed us that their memberships are also upset with the offers that they have received. (i.e. - OTEU's primary issue is retention of their modified work week. Management has tried to remove it. The staff continues to ignore management directives to give up their 9 day fortnight).

- a policy of selective (non-rotating) picketing has been discussed and will probably be adopted. (i.e. we will picket a crucial area until we get a settlement or until that area crumbles).

The study session was significant for two reasons.

- i. It gave us a sense of strength and purpose and

- ii. it undercut the authority of the university's contract negotiators - primarily Jane Strudwick.

They had convinced the university that their final offer would be seen as a serious offer by us. The worst that would happen would be a strike vote - and that could be lived with. Then all hell broke loose - 25% of their employees didn't go back to work - every department was affected. You can be sure that Employee Relations (and Jane Strudwick) was inundated with calls.

Last year they were able to buy a cheap settlement by offering packages that were not quite disgusting and slowly adding a bit more until our membership accepted what was seen as a barely acceptable contract.

Our study session destroyed this strategy. Strudwick's immediate response was to refuse to see us.

Realising that we had a membership meeting the following Thursday, and wanting to undercut our strike vote, they agreed to meet with us. They upped their offer to 10% in the first year and 9 1/2% in the second. Approx. 10 items have been signed - mostly addressing the concerns voiced by the university while most of our items have been dropped. None of our substantive items have been signed (except notice of Term Change) and 10 of our items remain on the table.

All now depends on the strike vote - if it passes, and it probably will, we should be able to squeeze more from the university.

Finally, after four years, the shadow left by the AIB has finally faded away and AUCE Local 1 is coming back to life. It is now essential that we use this growing strength to regain the momentum that AUCE had in its infancy.

June

Last month when I reported to the Provincial Executive that the membership at Local One was very enthusiastic about our prospects of winning a good settlement. Since that time quite a lot has happened. We had our strike vote, we gave 72 hours notice, we went out on strike and we returned to work. We are going to have to deal with the aftermath of our strike for years to come.

The whole situation could be likened to the sinking of the Luisitania except for the difference that it was our own membership that sunk the strike.

By no means was the strike a total loss. Although we did not make any monetary gains, we did make a number of non-monetary gains. We gained Union Leave, Concurrency on Tuition Waivers and two letters of agreement to investigate benefits (sick leave etc) and bi-weekly pay (we are currently paid bi-monthly). We also found that almost half our membership (particularly those on the picket lines) were in favour of continuing the strike and were fully aware of the issues that forced us to strike. Most of the members who voted in favour of returning to work had never attended union meetings and came only to gain a settlement. They voted against paying an assessment rather than for any kind of principle.

The return to work was approved by a membership meeting attended by over 950 of our 1350 members. The meeting had been called in response to a deluge of calls that had inundated our office as soon as notice of a referendum to approve a weekly assessment of \$40 per member. The tone of the calls were "Why should we pay those people to picket for four hours a day when we work seven hours a day" and "We can't afford the assessment." The executive felt that it was preferable to face those comments and the possibility that they reflected the views of the majority of the membership rather than the possibility of the assessment failing and then being left with no means to continue the strike.

The meeting lasted four hours (interestingly the university gave "permission" for the meeting to last as long as necessary) with heated comments coming from all sides. By a narrow margin the membership voted to reject the university's proposal of a two year contract of 10% and 9% with 1/2% in the second year to rectify anomalies. Somehow the University was contacted during meeting and they immediately offered to change the offer in the second year to 9 1/2% and to remove the 1/2% for anomalies. The membership immediately responded and resinded their previous motions and voted to send the "final" offer to referendum.

LOCAL 2
Sept.

1

1. Industrial Inquiry Commission settlement (for details, see Commission's report): March-November 1978, under AIB guidelines, no increase; November 1978-November 1979, 6% increase; November 1979-March 1980, 1% increase. Vacation entitlement: commencing in 15th year of employment, 1 additional day of annual vacation, to a maximum of 5 days (6 weeks in 19th year of service).
2. Local 2 President and Vice President (Threlfall/Wellington) met with Pres. Pedersen...apparently Alan Williams has asked Pederson to meet with Ed Peck, IIC Chairperson, to discuss issues/problems on campus which the Commission came across in their investigations, but did not include in the report.
3. Overall enrolment stats (incomplete): SFU down 1.2%; UVic up 5%; UBC up 6%.....implications for next year's budget.
4. Polyparty (SFU) settlement: 2 year contract, 9% in first year, 7.5% in second.
5. Library layoffs update: the University withdrew the original layoff notices, which generated 141 possible grievances by the union; there have been several Labour Management meetings on the topic; the Executive feels the layoff notices will be re-issued in the near future.
6. The Joint Union Council has been re-established (first meeting in August) to work on joint strategy to promote inter-union communication and strengthen union resistance to the University's divisive tactics in attempts to weaken unions at SFU. The Council will provide a forum for exchange of information amongst SFU unions, previously lacking in any formal way.
7. An informal Constitutional Review Committee, comprising the Trustees, stewards, and interested members of the local, has been struck to study and make recommendations on possible revisions to the local's bylaws. The CRC will be circulating a questionnaire among the membership in the near future.
8. The dues change ballot was re-called...the ballot set-up was questioned by several members, not all members had an opportunity to review the budget, and it was felt not enough time had been provided for full discussion of the issues involved.
9. The Executive is looking into re-activating the joint Union/University Food Services Committee...all food prices were increased the beginning of this semester, the quality of the food is deteriorating, and the service provided is poor.
10. The Executive is looking into setting up an Education Committee, or appointing an Education Program representative.
11. The Treasurer is looking into having a professional accounting firm do our books.

2 Job descriptions

A grievance concerning job descriptions' wording was filed following the April 24 library workers' walkout. That walkout stopped the university from trying to make library assistants do work outside their classification when they returned to work after the strike. But to provide better protection in this area the grievance committee is demanding deletion of the words "other

duties as required" from all job descriptions. The committee is asking to replace that wording with something to the effect of "other duties consistent with the job description and job title", said Chief Steward Ann Sullivan. As of late August, there was no resolution of this grievance, which is now at Step 4 in the procedure.

Job postings

HAVE YOU NOTICED: Lately there's been an increase in non-union job postings at SFU--four in one week last month. The funny thing about them is, they neither require dealing with confidential information nor do they involve hiring/firing powers. Examples are the Distance Education coordinator

jobs in Kinesiology and Criminology (at \$20,373-24,509/yr.); Program Information coordinator in Continuing Studies (\$17,713-22,179/yr.); Technical Editor I in the Computing Centre (\$22,870-28,691/yr.).

Now, management wouldn't be trying to boost its forces at AUCE's expense . . . would it?

Sick leave

Union secretary Joan Meister's grievance regarding physiotherapy treatments was settled in favour of the union August 21st.

Meister was claiming pay for two and three-quarter hours spent in three physiotherapy sessions. The union argued these were covered under the casual illness rather than the medical appointments clause and thus constituted paid time off work.

The university agreed to pay Meister for the time, based on the fact that she "would not have been able to continue working if it were not for the physiotherapy treatments". Any union member currently losing pay or having to make up time for physiotherapy treatments should see their supervisor or steward about changing the situation!

Grandfathers

AUCE Local 2 voted August 24 to reject an offer by about 23 grandfathers that they be excluded from the bargaining unit in exchange for withdrawing their complaints to the Labour Relations Board against the union.

The grandfathers (individuals excluded from compulsory union membership but covered by the contract) have applied to the LRB for reimbursement of \$11,638 from the union. They claim that the union violated sections 5, 7 and 28 of the Labour Code in assessing them money during the strike while "unfairly" repre-

senting them.

Concerns raised by union members regarding the grandfathers' proposal included: lack of clarity whether the positions involved would become union jobs again after the grandfather leaves; lack of clarity as to whether the grandfathers would become part of another association on campus or be on their own. Several speakers also felt the grandfathers already get a "free ride" from the union by receiving contract benefits without having to support the fights that go into winning them.

OCTOBER 1979

3

Carol Knight has resigned as the 2nd Provincial rep in order to co-ordinate the Local 2 newsletter - AUCE Anchor. Bob Anderman reported.

NOVEMBER 1979

Hester Vair reported that an impending re-call on Bob Anderman is underway with frequent membership meetings for both accused and accusers to speak on charges resulting from article in SFSS Peak newspaper regarding affiliation and Local 2 workers. President Peter Threlfall has resigned his job and his executive position in order to take a post with the Human Rights Branch of the BC Human Rights Commission. Vice-President Kathryn Wellington is assuming Presidential responsibilities until a new President is elected.

DEC.

There appear to be problems in management's interpretation of the hiring policy, for a variety of reasons SFU is not following the contract. The union will be following this item closely.

The Modified Work Week Committee is working hard, the contract clause is strong, especially since a Section 91 at the LRB deciding the interpretation and validity of the modified work week clause, management must now allow implementation of requests for modified work weeks. In spite of the decision which was favourable to the union, the university is dragging its heels on implementation and the committee is watching this closely.

An arbitration before the LRB, a Section 7 complaint lodged by the 'grandfathers' because of what they felt were discriminatory special assessments during the AUCE #2 strike @ SFU, has been extended for a full week in February. Joan Wood is a witness for the hearing.

A new Contract Committee has been elected, with reps from each division. Regarding maternity leave, continuing part-timers are not getting UIC Maternity Benefits because UIC/EIC claims that their less-than 20-hour work-week disentitles them from benefit eligibility.

President election resulted in Pat Georgeson winning the interim chair in place of Peter Threlfall who left the university to take a position with the Human Rights Branch. Kathy Moore is the new Treasurer. Regarding the Industrial Inquiry Commission, which is not yet finished, the former and newly elected negotiating teams are sorting out responsibilities in this area. The union is working on an up-dated submission on the '0' and '1' categories of jobs. A document on the history of temporary workers, part-timers, etc is being drafted and it is expected that this report will form a good resource tool for other AUCE locals.

1980

Hester Vair and Joan Wood reported. The Local 2 membership voted in favour of recalling Provincial Executive representative Bob Anderman. Regarding grievances, it has been found that management is imposing dress codes in certain departments, and that the job postings are now including reference to 'correct and proper attire'. The union discussed the issue with management at a Labour-Management meeting, management denied any knowledge of the department imposing the dress requirements, the end result is that the item was thrown out of the meeting, a victory in a sense.

Reported by Hester Vair & Joan Wood that local executive elections are coming up for nominations in early March. Joan and Hester got their job split after threatening to file a grievance. The LRB hearings on the 'grandfathers' complaint vis a vis appropriation of earnings for strike funds has not yet finished and is scheduled to resume in March. Negotiations for the IIC left-overs, the 0's and 1's are still going on - no indication when this item will be finalised.

4 MAY 1980

Members of the local are approaching the membership with proposals to recall all personal loans made to members during last year's strike, with the possibility of garnisheeing the wages of those members whose personal loans are outstanding as of March 31st, 1980. Members have applied for 'job-splits' in the Registrar's Office and in the Library; the latter being an extension application for our own President and Vice-President, Joan Wood and Hester Vair, SFU Library Loans employees. Not all delegates have been elected for the Regular Convention.

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LOCAL 4

Sept, 79

1

Local 4 - Carol McQuarrie reported that the Negotiating team has been meeting regularly with management and main issues to be resolved include: wage increase, length of contract, the exclusion of Student Assistants demand by the College, 100% Dental Coverage on the 'A' basic plan, and a Maternity Benefits clause similar to the clauses in the #1 & #2 contracts.

Local 4 - Carol McQuarrie and Sheila Perret reported. Main item was the contract settlement: A two year agreement, effective October 1st, 1979 to September 30th, 1980. In the first year, the Capilano College employees' wages were increased from between 6 & 8 %. The lesser percentages (6%, 6.6%, 7.5%) apply to pay groups 5, 6 & 7, the lowest pay groups, and those which are occupied by mainly temporary and part-time clerical and library workers. The acceptance of this contract item came after much debate during frequent meetings between the general membership and the negotiating team. Arguments against the acceptance ranged from criticism of negotiating and accepting a different percentage for a different group of people in the bargaining unit - women, student employees and temporaries who have traditionally been neglected in contract negotiations universally, to, charges that management was attempting to split the union by even offering such a wage 'increase'. One member who works full-time but as her job is pegged on the lowest pay group stood to get only the lesser percentage, stated quite strongly that she found nothing wrong with the lesser increase and that she felt it was her personal responsibility to seek a higher wage increase, that the responsibility did not rest with the union. The wage offer was definitely the issue to decide the contract ratification - the contract vote passed by 50.9%. The turn-out was the highest in the local's history - 154 of a possible 168 voted. The split is interesting to note in view of the fact that a few weeks earlier the local voted 77% in favour of going on strike over the issue of paying employees who happened also to be students, a rate less than that presently being earned (a reduction from \$6.00 + to \$4.50 per hour); there was also a move on the part of the College management to have these employees removed from the bargaining unit and thereby lose all rights and privileges membership in the union would provide. The local also aimed at increase dental benefits - from 80% to 100% paid; this, as well as an attempt to secure for women on maternity leave, the difference paid by Employment and Immigration Canada (maternity benefits) and the woman's regular salary was met with strong resistance by the college. The union decided to drop those demands. Details of the contract settlement are available through the Provincial Office, or, call the Local 4 reps, Anne Gilbert or Carol McQuarrie at 986-1911. Local 4 has opened nominations for a new executive, elections will take place after the December meeting. The Social Committee is planning an all-college Christmas party.

Sept.

Local 4 - re Grievances: Arbitration being considered on Promotion and Hiring question. Qualifications for a particular job were added after the posting date expired and after the interviews had taken place. The grievor in this situation had seniority but was not interviewed for the job and was passed over for another member of the bargaining unit who had the extra qualification requirements beyond the class specification, but had not as much seniority accrued as the Grievor. A re-classification grievance has been settled successfully with the member being pegged at a suitable wage for the job in question. Reclassification grievances on more than a dozen expired re-class applications are pending. Regarding negotiations the G/M mtg details are 'in camera'. The contract expired on the 30th September, 1979. The major issue is that the College is demanding the exclusion of workers who are also students from the bargaining unit. It seems that the membership is really solid on this issue. The College has offered a 2 year contract of 5 3/4% per year - this is in exchange for #4 taking the demand to retain the student assistants in the bargaining unit.

If the local persists in refusing to allow the exclusion of the student assistants (who by the way will be hired to work in the Media Centre, Audio Visual, the Library, Registration/Registrar's Office to begin with) the College is insisting on a 3 year contract with the following percentages: 5 3/4%, 6 1/2% & 7 1/2%. The Union is refusing also the Colleges demand for a carte-blanche approval of the Ministry of Labour Youth Employment Projects instead of the one-by-one approval to which all unions are entitled by the Ministry anyway! The Union is demanding double-time for all overtime in excess of the regular work-day. Also demanded by the Union is 100% pre-paid dental plan instead of the current 80%. In view of the College's refusal to eliminate the 'step' method of a pay-grid system the Union is going after a bonus for those employees who remain on staff after 5 years, the last step on the scale.

MOTION: In order to better facilitate an understanding by the Local 4 membership of the situation that exists at Local 2 regarding the separate category of student assistants, the Provincial Executive authorises that Hester Vair attend, with the approval of the #4 membership, the next G/M, and that her lost wages be paid.

Moved by: Joy Smith

Seconded by: Sheila Perret

Carried.

NOV.

Local 4 - reported by Carol McQuarrie and Anne Gilbert. A promotion and hiring grievance is being pursued through arbitration. On November the 6th, 130 of a possible 168 membership voted 77% in favour of strike Arrangements for picket duty and other job action logistics are being planned by a well-organised strike committee composed of all 12 shop stewards and one rep from each department. College wants to reduce to \$4.50 from \$6.08 the pay for employees also taking 6 or more credit hours of courses at Capilano College. Faculty Union (Capilano College Faculty Association - 'Fac-Ass') has voted overwhelmingly in support of AUCE #4, as has the Student Union - evidenced by a letter of support. A full discussion by the Provincial Executive ensued concerning Provincial's support for the Local (on tapes in the Provincial Office), resulting motions, after an initial request by #4 Treasurer and Provincial rep Anne Gilbert for a \$10,000 interest-free loan. Also considered before making the final decision: Contracts at Locals 1 and 2 expire within the next 3 months, Local 6 has no contract yet and is still negotiating with the same tough administration that forced #2 to take action for 5 months.

Motions:

1980 Jan-Feb

Local 4 - Anne Gilbert reported that a couple of grievances have been filed on hiring and promotion where an employee with seniority was rejected for a job vacancy. The local has restructured the steward system and has a problem getting people to volunteer to be stewards; steward training would be great for this local. Youth Employment Programs and Work-Study Programs proposals are being discussed and negotiated by management and the union. The college is in the final stages of hiring a new Personnel Director.

3. Local 4 (Capilano College) Report -

The local is going to arbitration over the interpretation of a contract article which provides union rights and union wages for students employed on the Provincial Government's Ministry of Labour Youth Employment Programme (YEP). The College has offered to increase the government-allocated salary by a mere 10% which falls short of the base campus rate by at least \$1.60.

Another grievance is headed for arbitration and it concerns an employee applying for a job opening, qualifying for it according to the job-posting - the College changed the requirements for the job without consulting the union and after posting the vacancy. The grievor is employed elsewhere in the College in a similar position at the same salary.

March

3

We have two grievances on hiring practices. We have won one of these wherein the person doing the job on a short term hire subsequently replaced by a new staff person, grieved and was re-instated in the job and was awarded back pay and reinstatement of seniority. The new person hired was also kept on to the end of their temporary hire. The other grievance is going to arbitration.

On March 11th we held a special evening information meeting on Affiliation which was quite well attended and useful. The discussion was very general and no motions passed. Members expressed a desire for more information.

The general membership meeting of March 20th dealt with the affiliation issue. Delegates to special convention were elected. One resolution was passed and that to re-affirm the original convention resolution re direct affiliation to the CLC.

Local 4 is taking a strong stand on student employment through work study programs, YEP, etc. We are following the guidelines set by convention when we endorsed the 6 point policy on student employment.

Work Study Programme was presented to us late January. The college had the proposal last July, but decided not to present it to us while we were in negotiations. The program runs out in April. We responded to the program proposal in writing giving approval subject to following conditions: 1. we receive copies of college's request to internal constituents for project submission. 2. union review & approve all proposed projects submitted. 3. project reviewed by the union include an evaluation by personnel of the actual worth of the duties to be performed. 4. all parts of the decision making process include representatives of the student society. 5. all project participants receive, at a minimum, our union base rate of \$6.44 an hour. We have met with the college about YEP, to discover that we have very differing interpretations of the contract language dealing with these projects. College maintains clause allows them to hire into our bargaining unit under YEP at YEP rates. We have suggested that we re-open this section of the agreement and re-negotiate so that both sides have same understanding of the clauses. The Principal is considering this suggestion.

MAY

There has been some concern, at the executive level, over the format of ballot #1 of the Affiliation Referendum. Concerns expressed were that having the choices in the form of a question, indicated the need for a YES/NO choice, the second choice was not a distinct choice from the first (as AUCE could remain independent and join a labour organization), and that the questions showed a certain bias. At the last executive meeting stewards (invited to discuss the ballot) reported that the membership had shown no concern or confusion over the wording of the ballot, and had no difficulty completing it.

At the last general meeting, we voted to add the position of Union Education Officer to the executive. The executive will present to the next general meeting a list of responsibilities for this position. It is seen generally as a position that will co-ordinate educationals, submit items to the monthly newsletter, and help with the executive workload.

We are applying for a Labour Canada grant to subsidize a shop steward seminar.

4

We increased our Local 4 bursary (given to student chosen by Financial Aid Officer) to \$300 (from \$200). Bursary given twice a year.

We have come to no agreement with the college on the wording of our clause regarding Work Study Programme and Youth Employment Programme. We have no Work Study Programme on campus this year. YEP is operating but not under our conditions - mainly wages at our union base rate - \$6.44 an hour. We did agree to \$4.57 an hour and union benefits. This represents about a 12% increase on the YEP \$4.15 rate. Discussion on the interpretation of this clause will continue and will be taken to arbitration by Local 4 if necessary. Those on YEP are AUCE members.

Local 4 is an institutional member of Vancouver's Co-op Radio (\$52 per year).

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JUNE

June

Submitted by V. Gibberd

- Nancy Wiggs and Neil Boucher visited Local 4 general membership meeting and spoke about the strike at Local 1. Local 4 members donated \$100.00 in paper for the Local 1 strike.
- All delegate positions for the upcoming Annual Convention have not been filled as yet, however, we have a general membership meeting on Thursday at which time we can elect further delegates and alternates.
- We also have not had anyone wishing to run for the position of Provincial Rep. Hopefully this will be cleared up in June at the General meeting.
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- Further to the grievance that was to go to arbitration. It was settled the day before after a day of negotiations between the Colleges lawyer and AUCE 4's lawyer. The basic settlement is as follows:

College agreed that notice of new position given to the union pursuant to article 2.03 of the collective agreement was insufficient. College agrees that in future the notice requirement will be complied with and a formal letter headed 'notice pursuant to article 2.03 will be forwarded to the union. College further agrees that should a written set of qualifications for a position be developed by or for the use of a selection committee, the union and any candidate for the position will be advised of the qualifications so that candidate may more properly address their application to the position.

There is also a letter to be sent to the grievor (from the college) stating that future applications will not be prejudiced by this grievance.

- Not exactly a fantastic win on the Union's part but at least a clearer understanding has been reached on the hiring practises which have been of continual problem at Loc. 4

5

- RE-Classification- again two ^{people} applied for re-class and were given retro-active re-class for 4 months- they are at present working to rule. I don't know wether they will be re-classified when they start back in August (after they come back from bridge period or not). This is just another of many re-classifications that have gone this route.

- Further to re-classifications- A process has begun to re-classify the entire Media Centre except one area. There are some incredible violations of Union contractual rights so far. Such as : calling an informal meeting with the shop stewards ~~the official~~ meeting with the union. Not giving the shop stewards any form of new job ~~descriptions~~, the new job ~~descriptions~~ are to be given to the staff before the end of June. The plan is to be implemented by August 1st, and then the job disc. will be refined !! after people are working under these new classifications.

The plan sounds like it could be a start for equal pay for work of equal value but at present the type of combinations the personnel department is plaming are a little different from what the members feel is equal pay for work of equal value. Management is also not including one area of the Media Centre, the Media Production Center (the reasoning behind this I believe is that we are undergoing a complete re-structure of our lines of authority, what dean we report to etc. , and what kind of jobs we preform etc, etc. politics sure gets in the way of doing any work) but, as I stated to the personel representative, I felt that if the AV department was to be included so should MPC. The main thing I see as the problem is that someone is very much in a hurry to rush these new classifications through, but I am happy to say that the Union is running just as fast to see that the collective agreement is honored.

- Union business on college time - There has been 2 memos circulating around the college from admin. and personel department about 'tightening' up on this union business on college time. No specifics have been given and the union replied that if they do not have any specific incidents, only 'stories' then it is difficult to carry on any conversation on this matter,

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MONTHLY REPORT

SEPT, 1979

- 1) Classification drafts have come through from Administration. Wilf Bellmond and Jenny Somero will review them and make recommendations for revision.
- 2) An emergency General Membership Meeting was called for Friday, Sept 14/79 at noon. This was to discuss the possibility of BCBE (BC Building Corp) an on-campus B.C.G.E.U. affiliate, going out on strike. The membership turnout was great! The following motions were made:
 - a) That the A.U.C.E. # 5 membership recognize the B.C.B.C. pickets as being bone fide. Motion carried
 - b) That the A.U.C.E. # 5 membership honor their pickets. Motion carried

Ed Bodner, Sales Rep. for B.C.G.E.U, attended this meeting to provide clarification of the matters in dispute and to ask for our support.

Three letters were sent out to indicate that A.U.C.E. # 5 members would be honoring the B.C.B.C. pickets. They were sent to C.N.C. Administration, B.C.B.C., and B.C.G.E.U.

- 3) Our local reps are still attending interviews and submitting recommendations for the selection of Dean of Student Services and Bookstore Manager.
- 4) Forms have been issued to our membership for advance nominations for the A.U.C.E. Local 5 Executive. Further nominations will be taken from the floor at our next General Membership meeting on Wednesday, Sept 26/79. The final date for elections has not been set - probably mid October as the new Executive will assume their positions on November 1/79.

JANUARY 1980

Our new executive is beginning to gel and long stalled projects are being tackled. After much persistent persuasion by our President, Peter Burton, we have been granted a permanent location on campus in which we can set up our AUCE office. The area will require a bit of clean up and organization, but a small group of volunteers is more than willing to do the job. Finally a place we can call our own!

The personnel department has agreed to meet with our designated union rep (probably Jenny Somero) from 9.00 am to 12.00 noon every Wednesday to finalize the job classifications and start looking at job descriptions in relation to those classifications.

Due to several departments being re-located in different areas on campus, the stewards have been reorganized to be compatible with geographical locations. Five of our original stewards have agreed to stand for a second term and the five new people, relatively new on campus, have offered their services with much enthusiasm.

After the meeting a general discussion evolved around how the Executive should be having more input in the form of motions rather than the decision making falling on one person's head which has resulted in some conflict among members. Staff Development is being promoted by the College and our membership feels it's a good candidate for our contract.

Grievances

Two so far this spring. One resolved at the first step. This was a grievance involving Health and Safety. The second is a little more complex involving job description, wages, reimbursement, etc. Open for discussion.

Other problems at Local 5 consist of Communication vs Isolation reviewing Sweden's Resolution to this problem. Turnover of staff seems to be quite high over the last few months. WE WOULD LIKE TO RESOLVE THIS. PROBLEMS SUDDENLY SEEM TO BE ENDLESS AT THIS POINT. CARRIED FOR NEGOTIATIONS: NOT GREED: JUST NEED

Prov. Min.

4. Local 5 (College of New Caledonia @ Prince George) Report -

The College has offered the union staff development programmes which may lead to increased skills. Time off from work (with pay) will be allowed. Provincial is providing the Local with Carole Cameron of AUCE Local 1's office, for one week in June. Carole will assist the local in setting up their newly acquired office and will also conduct a Shop Steward's Seminar for the Local's stewardship. The College has granted the Stewards time off with full pay for all stewards attending the workshop.

Moved by Sheila Perret
Seconded by Star Rosenthal
DEFEATED (After a tie vote,
broken by the Chair)

That in case Carole Cameron cannot go to Local 5 because of commitments presented by the Local 1 strike, for any or all of the week planned, that Suzanne Marria take Carole's place and be paid at Carole Cameron's rate of pay in order that Local 5 be serviced.

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

In the event that Carole Cameron cannot attend Local 5, then the Provincial Executive is authorised to make alternative arrangements to ensure that the Local is serviced.

Further report appendaged to the minutes

5. Moved by Suzanne Marria
Seconded by Lid Strand

That the Provincial pay lost wages for at least 6 of the Local 5 Shop Stewards for 1/2 a day in order that they may attend a Shop Steward Seminar.

4

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- 1). Local 5 will set up an office in the old print room location. (The Bursar was previously consulted and agreed that possession was 9/10 of the law)
- 2) A group of volunteers (8) were organized to clean out the print room for occupation. This was set up as a lunch hour project for Thursday, March 27/80. Subsequently done and looking good!
- 3) The membership approved purchase of another filing cabinet and a typewriter.
- 4) All minutes of our General Membership Meetings will in future be typed and distributed to the entire membership. (As an additional form of communication and possible sparking of interest in union involvement)

** May

The political atmosphere seems to be getting warmer at Local 5. We are approaching the expiry date of our contract and so it seems others are aware of this as well. John Calvert and Maurice Gagner of CUPE called shortly after April's Convention and asked if they could meet with our executive to ask any questions about CUPE or just to have a general discussion. Local 5's answer was to the tune of Don't Call Us We'll Call You!

Faculty vs Management

Ugly dilemma! Management is definitely putting on the squeeze, however Faculty are not budging. Lack of funds to pay for legal fees have created a problem, so faculty have called for volunteers to assist in paying the legal fees. Faculty members have donated \$100 from their paychecks. The big fight is still for Technological Change and arbitration is on its way in but things are being kept on the hush. Mr. Macaffrey had received a vote of non-confidence by faculty to be followed by a vote of confidence by the Board. A local 5 rep attended the board meeting and was asked Local 5's feelings on the whole issue. We decided to stay neutral at that time.

Membership Meeting

Local 5 had its membership meeting on May 7, 1980 to hand out ballots and to have a general discussion on the up and coming contract negotiations. About 30 members showed up at the meeting with a good show from the shops. The emphasis seemed to be on wages and the concern seemed to be whether we would have the support from the membership as a whole if a strike vote had to be taken. Local 5 was also introduced to the new Assistant Principal and Information's Officer, a former news director of CKPG in Prince George. Some concern was brought up about the Steward's Meeting at U.B.C. and some members were wondering if instead the workshop could not be tied in when Carol Cameron comes up and a request of Provincial for lost wages for 6 stewards for 1/2 day???

Negotiating Committee

We held our first negotiating committee meeting on May 9, 1980. It was noted that there was room for more organizing and how to resolve some of the problems we were incurring. A few of the articles we tackled were Temporary employees, Classification, Student Placement just to mention a few. The end result, lots and lots of work for the negotiating committee over the next few months and any help would be gratefully appreciated.

JUNE

Local 5 Report

1) Faculty vs. Management

- Currently in Mediation (requested by college)

Membership Meetings

Local 5 had two membership meetings since the last provincial meeting
1) May 21 - 30 people present, with a good turnout from the accounting department and the shop areas. The meeting was called to elect delegates for the June convention and to announce notices of motion to change our bylaws.

Delegates elected were: Peter Burton, Jenny Somero, Marj Drummond, Alternates Wilf Belmond, Kaye Gibb

Bylaw changes: Notices of motion were received to: Add the position of Union Education Officer to the Executive. Limit the Term for serving in any 1 Executive Position to a maximum of 2 years. Delete article XVI (organization year) from the bylaws. These will be dealt with at the June 25 meeting.

2) June 11- 20 people meeting dealt with-

Results of dues increase vote - passed 53 yes - 11 no
this will raise our dues to \$ 7 for full time persons and to \$ 4 for part time regular. The extra funds will be placed in a Strike/Lockout Fund. Also an emergency resolution was passed for submission to the convention. The main purpose of the meeting was to hear a report from the local BCGEU and CUPE Pension meeting . A member of the Faculty Association attended the meeting and reported. The feeling of the membership is that the Superannuation is a rip-off and they want out. We will be talking and writing to our MLAs about this in future. As far as we are concerned there are better private plans than the Superannuation. More to be reported at a later date, when we have more information. Carole Cameron (Local 1) answered some questions about the Local 1 contract.

Grievances

The 2 grievances mentioned in the last report were solved at the Step 1 level.

Job Classifications/Descriptions

This project is scheduled to be completed by July 1. It must be completed prior to commencement of negotiations. July 1 is a commitment made to the Principal. Results to date: A new category for Secretaries; Classifications and descriptions for Day Care Workers and TAs were written from scratch due to the fact that these 2 categories are new to the Local 5 unit; Jenny S. is currently meeting with the personnel officer twice a week with 1 day sessions each.

Negotiating Committee

We have held about 10 meetings to date. An optimistic date for beginning negotiations has been set for July 1. A more real date would be August 1 and even then we would have to hold more frequent meetings than now. We have covered 8 articles with a further 20 to go. Changes made to date can be discussed at this meeting.

1

Sept. 79

During the past six weeks Local 6 has been preoccupied with a hearing before the LRB on an unfair labour practice, and with negotiations.

This semester teaching support staff are being appointed yet again at 1977 rates of pay. This is because the administration failed to implement the pay increase for our bargaining unit which was approved by the Board of Governors in 1978. As a freeze period was in operation at that time, pending our certification vote, the union filed an unfair labour practice with the LRB, based on the claim this was a change in the terms and conditions of our employment, since regular practice over the past 5 years was to implement an annual increase. The university's argument is that no increase is routine and regular, and that the increase could only have been implemented as part of a package which included structural changes to the conditions of employment. The case was heard by Mr J.M. MacIntyre, Vice-Chairman of the LRB, over one and a half days, but no decision has been heard yet. The union has asked that the increase should be implemented, retroactive to September 1978.

Negotiations appear to be progressing better. The University's team have all returned from vacation, and they have finally presented a response to the Union's proposals. Some articles have now been initialled, including grievance procedure and dues check-off. The University's response on some items - job description in particular, is so far from the Union's demands, however, that it is obvious that the final contract is still a long way away.

The other important area of union work remains organising. We have a large number of new bargaining unit members to be contacted at present. Mary Mabin will be employed as organiser for one month, to co-ordinate this work, and we hope to mount an intensive drive during September and October.

Oct.

Local 6 - Organising proves to be an ever enormous task; nearly half of the bargaining unit this semester consists of people new to SFU. Most efforts are now directed at signing up new members. Negotiations continue and a sexual harassment clause has been signed and will be subject to ratification by the membership when the contract talks are completed... One result of SFU's continuing practice of cutbacks is that teachers are being faced with an increased workload by larger classes this semester. Grading is becoming out of hand. Local 6 awaits the decision of the BC Labour Relations Board on the Unfair Labour Practice filed by the union against SFU in March - the university refuses to implement the annual increase which was due to the teaching support staff more than two years ago! September '77. Job descriptions and appointments are still outstanding - SFU refuses any language that would limit the workload of Teaching Support Staff. Because tutorials are increasing in size the pay is working out to be less for the job although the actual amount has not changed, and the quality of the education is decreasing with the larger class sizes. The university is also opposed to any language that would allow academic freedom; TA's would be restricted from free comment about the material being taught or other general questions about education. SFU wants to define the TA's in terms of student status: Grad students would be from MA or PhD programmes, Undergrads could be hired and paid less than grad students - such a contract item would allow students of differing levels of education to be paid less for essentially the same work with similar degrees of responsibility & skill.

Nov.

Negotiations have been progressing very slowly. The article under discussion for several weeks has been job descriptions, and the university has been unwilling to move significantly.

Organising has met strong resistance, as a result of a growing conservative, and anti-union sentiment on campus.

Local 6's official opposition, the "Ad Hoc Group" of concerned TAs continues to distribute material, write letters etc. Recently they approached Simon Fraser Student Society to request funding. Although this was not approved, the Student Forum seriously entertained the idea, which was supported by several members. Forum does have an official policy of support for Local 6, but this may be challenged in the next few months.

We feel that a concerted effort needs to be made, by all unions on campus, to educate student across campus - both graduates, who form our potential bargaining unit, and undergraduates.

Local 6 finds itself in a very vulnerable position now. It is three years since the organising drive began, 11 months since we were certified; and we are still negotiating our first contract. We are faced with an anti-union sentiment on campus.

AUCE Provincial has already invested a considerable sum in Local 6, both in grants and in loans.

We hope to conclude our first contract in three to four months. We represent a bargaining unit of about 500 part-time employees, and when we begin to collect dues, should pay per capita tax of approximately \$6 000 per year, and be in a position to begin repayment of loans and debts.

Now, however, in order to assist us in reaching a contract, and in retaining our current membership, and signing up new members, we request that the Provincial assist us financially with the following amounts:

- One GTA 1 salary for 4 months (\$2315) to pay a negotiator.
- One GTA 1 salary for 4 months to pay an organiser.

Dec.

Local 6 - Mary Mabin reported that an organiser has been hired and has been working for approximately 2 months - lots of new members have been signed up although it is very hard now because potential members are gearing up for the end of term, and, want to see how the contract negotiations succeed before joining up. A stronger drive is planned for the beginning of the Spring semester. Negotiations are lagging, meetings are taking place and progress is slow. The TSSU wage proposal is on the table - management has not responded in any way. Local 6 reps met with some members of the UBC Teaching Assistant local, CUPE 2278 to discuss each others' progress. The CUPE local has sufficient numbers signed up in order to apply for certification. That union has two paid workers.

Local 6 won the hearing before the BC Labour Relations Board which ordered Simon Fraser University to pay the Teaching Assistants their increase of September 1978 (4%), but will only be paid retroactive to January 1979. The university is apparently contemplating an appeal of the decision yet has agreed to go ahead and pay the award - it must be paid to those eligible by March 31st, 1980. It is up to the union

to supply the university with the names of those eligible for the increase. Suzanne Marria expanded the information on the union's wage proposal: The demand includes a COLA (cost of Living Allowance) clause that makes adjustments for an increase in the cost of living every semester. The union has also initiated a system to establish rates of pay using the system used at SFU 2 years ago; the reason is that two years ago there were 2 rates for TA's - one for PhD candidates and another for everyone else. In the meantime the university has created a differential so that there is one rate for PhD candidates, one rate for Masters students, one rate for undergraduate TA's and another rate for non-student TA's. SFU's explanation for the different rates is as a scholarship portion of their gross pay. The TA's are not getting straight wages for the work being done; they receive a certain percentage as a wage and a certain percentage as a scholarship because of their 'educational potential', and this is presenting a problem in negotiations - SFU refuses to budge on this item at the present time. Another problem that has emerged in negotiations is that the administration is becoming increasingly rude and intransigent about several things. The meeting this week, which came after the LRB decision on the 4% increase, was difficult. The next negotiations session will happen after the Christmas break. Regarding the 4% decision, SFU has been really obnoxious about it; Local 6 suggested that a form in duplicate be sent to each member to determine for both the union and the university how much the TA expected in retro pay, based on their salary scale. SFU objected strongly to such a form being sent out at all. The principle upon which the decision was based is very clear; the university admitted a violation of the interpretation of Section 51 of the BC Labour Code. The vice-chairman who heard the case had the chairman of the BCLRB read the decision before it was published - an indication that this decision is a very important precedent. Regarding the SFU appeal of the decision it is suspected that they will appeal the award amount but not the decision as a whole. Hopefully the favourable decision will give the union alot of flex to work with in the organising drive and in negotiations. Re the Ad Hoc anti-TSSU group, (about 5 or 6 people who are actively anti-union and regularly publish anti-union propoganda) they don't feel the union represents a majority of the members. Their tactics amount to a smear campaign - suggestions that the union is strike happy. The student newspaper, The Peak, slammed the Ad Hoc group for their methods - an editorial opposing their tactics was published recently. They (A/H) have approached the Student Forum for funding to work in opposition to the TSSU, the Student Forum meeting was not quorate and the request was refused; there was some support for the Ad Hoc group's request. Student Forum is on record as being in support of the Union's organising efforts. TSSU representatives spoke to Student Forum and presented a letter to S/F refuting the Ad Hoc claims and substantiating the union's position, and further explaining what was/is happening in the organising and negotiations. Decertification rumours are being checked out carefully as they emerge.

Regarding the second request for funding the wages for an organiser, at the equivalent salary to that earned by a GTA-1,

**Motion to defer the request to the January meeting. See item 6 below.
 Moved by: Mary Mabin 2nd/ Joan Wood Carried.

It was asked whether or not the local has considered asking the Labour Relations Board to impose a first contract - Suzanne replied that the matter had been discussed with the local's lawyer who feels the such an order is difficult to get unless there exists documentation of gross interference by the administration. Options which could still be considered are mediation and arbitration.

JAN. 1980

Local 6 - Mary Mabin reported that negotiations are still underway. The Ad-Hoc (anti-TSSU) committee has told #6 that they have sent a letter to the LRB in complaint of TSSU failure to represent the majority of the bargaining unit.

Local 6 has hired two workers to do organising - Louise Normandin and Nick Coleman. SFU has made a wage offer which they claim to be worth a 17% average increase - they've yet to prove this. #6 wants a COLA clause; the University has refused. 265 people are now signed up.

March

The Labour Relations Board has rejected SFU's appeal of the Board decision that the 4% increase in pay to the TA's be paid. The local used a lawyer, Leo McGrady to assist them in the appeal. The bill is \$1100+. See motion above re donation of \$500 for assistance in the payment of the bill. Negotiations continue. The Local has applied for mediation. Tutorial size limits are an outstanding issue for TSSU and are seen as a necessary aspect of quality education, and as well would result in a limit in the amount of work to be done. In exchange for a secure provision on tutorial size the local may decide to drop their demand for a 'union-shop', which would result in a Rand Formula structure. The University rejected any movement on this issue of tutorial size and was not willing to discuss compromises. The LRB has forwarded to TSSU a copy of an application for decertification by certain TA's working at SFU - there are 13 signatures on the application out of the bargaining unit total of 450+ people. It is not known how the LRB will move on this since the local is negotiating and since there is also an unfair labour practise filed with the Board. The unfair labour practice concerns the University's decision to not rehire certain of the sessional instructors in the English Dept., stating as their reason, the lack of course offerings. The University then offered the course and did not hire the former employee, who was in the job for 5 years and is a union negotiator.

A new executive is being elected - all positions have one nomination except for the President position which is being contested by Bob Wiseman and Michele Preston. Wendy Frost will replace Susan Knutson as the Provincial Rep. A grievance is being considered for filing on behalf of a member who worked for three semesters without pay on the understanding that a regular job would be promised at the end of that time.

MAY

1. Mediation. Our first meetings with the mediator, R.L. ("Phil") Phillips were brief. Two days of meetings were scheduled, but he cancelled meeting with the union on the second day. The mediator decided that in order to apply pressure to both parties, he would schedule a limited time of intensive negotiations. So next week, from Monday to Friday we will be in negotiations with the university and the mediator.
2. Decertification. The LRB rejected the application by a bargaining unit member to have a representation vote held, on the grounds that of the 280-odd signatures received only 254 were not duplicates, and of those only 119 were currently employed. As this was less than 1/3 of the bargaining unit, the application was rejected. The anti-union group has not given up, however, and have started a fresh petition - much more sophisticated, giving it much more legal basis, with additional information required.
3. Organising. We hired two organisers in January. One worked for a short period of time - and reduced the hours worked during the week, having found the pressures of organising a hostile bargaining a tremendous nervous strain. The other was a very successful organiser. He worked steadily throughout the semester, and contacted the majority

of our bargaining unit. He wrote a good, comprehensive report - and his assessment of the situation was depressing. He felt his major successes were in terms of neutralising anti-union sentiment, not insinuating up new members, which was very difficult. He did sign up some - and succeeded in raising the total sign-up level by a few percentage points - but we still have a lot of work to do.

The past month has covered exams and semester break, so has been very quiet for our local. We have been meeting to plan our summer activities however, and have some ideas for summer work, which we hope will give us a good base for building support in the fall, particularly if we have signed our contract by then.

June

1. Negotiations have been the focus of attention, so other matters have been neglected. Organising is not really happening this semester - the bargaining unit is much reduced during summer, and few people have not been employed at SFU before. Grievances are at a standstill - we cannot make progress without a contract. In legal matters - the LRB's decision to dismiss the decertification application has been appealed, and further submissions are being received - so we are awaiting a further ruling on that; we still have an Unfair Labour Practice on Sessional Instructors before the Board.
2. Our negotiations are now reaching a climax. We have been in mediation for 6 weeks now; the mediator has been of very little use to us - however, we continue to meet with him present, whenever possible. It may serve to make the administration marginally more reasonable. After a 24 hour session 2 weeks ago, the differences between us were reduced to a few items, and after a subsequent meeting, were further reduced to 3 clauses: Management Rights; Withdrawal of Services; Membership. Management's clauses on the first two are totally unreasonable. Their position on withdrawal of services has been reduced during discussions in the past week, but still maintains potentially the right to discipline people who choose to respect picket lines on campus - though it allows the right to make the choice; and establishes that anyone who does cross picket lines, may be obliged to scab, as well as doing their own work. At a membership meeting on Thursday, the membership rejected the University's last proposal, and directed the executive to organise a campaign to get us a decent settlement. The wage proposal is difficult to explain - the structure of wages has been changed, so the % increase is not constant, but overall represents approximately 20% of the total budget. We have 6% retroactive to September 1979; the term of the contract will probably be to April 30 1982, with 9% increase in the second year. Other items in the contract will be reviewed once it is signed. We have begun to publicise the state of negotiations through press releases, and letters to other unions. This appears to have had some effect on the university - who after having walked away from our last meeting while the union was caucusing, saying there was nothing further to discuss, have now agreed to meet again. We will be meeting with the mediator on Monday - and hope to see some movement.