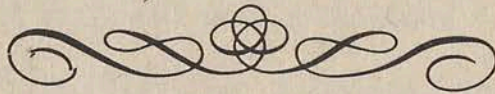
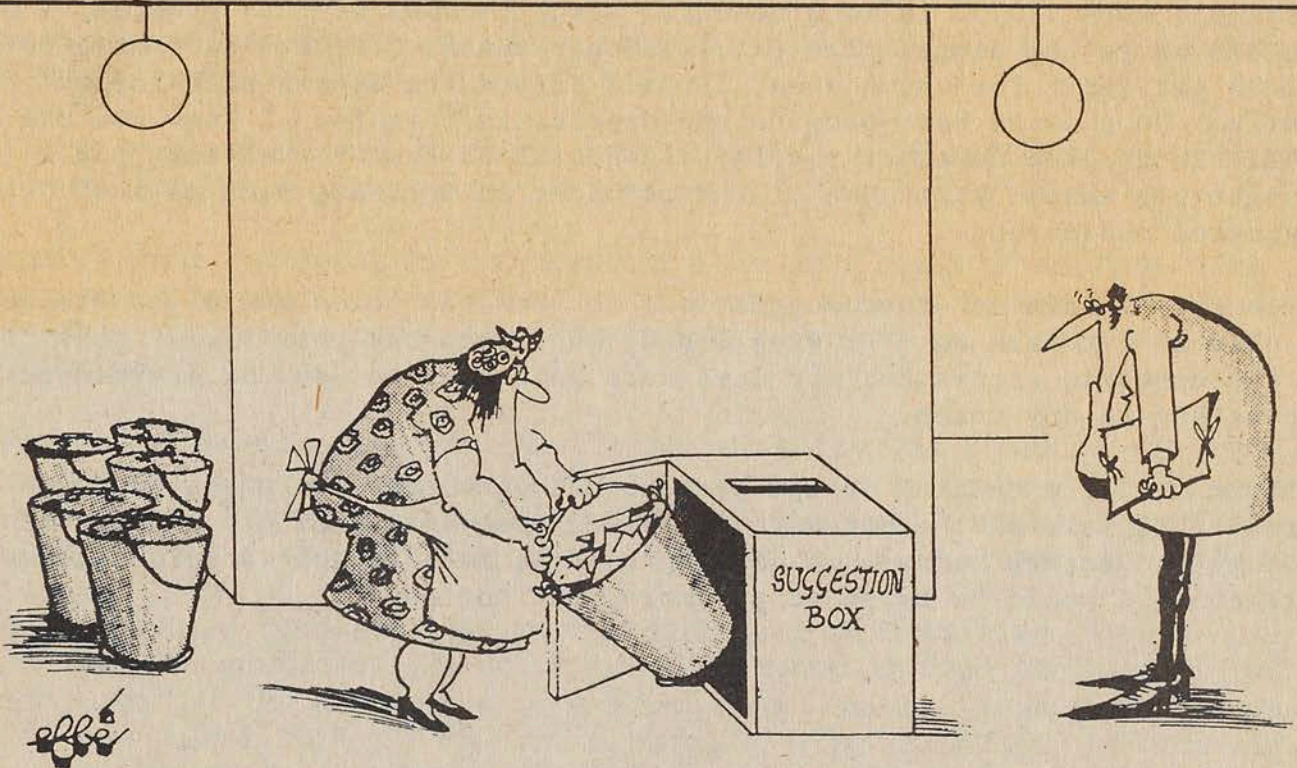


on campus

association of university and college employees

VOLUME 2 NUMBER 4 MAY, 1983



Results of the vote for Union Organizer

The recent poll for a new Union Organizer brought the following results:

Fairleigh Wettig	-	220 votes
Helen Glavina	-	98
Kitty Cheema	-	78
Cathy Davis	-	25

Congratulations, Fairleigh! We look forward to having you with us.

MOTION: THAT THE BALLOTS BE DESTROYED

Nancy Wiggs, President
AUCE Local 1
U.B.C.

April 15, 1983

Dear Ms. Wiggs:

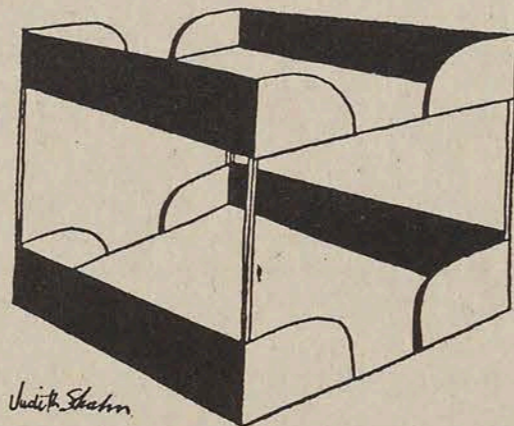
I am writing in response to the issue in the recent newsletter regarding fee increases to \$20.00. My initial response is "no way" that is much too high. Although I realize the union is in need of funding, so am I. With the recent April 1 raise, my take home pay is only \$20.00^{more} every two weeks. A fee increase to \$20.00 would take away one of those \$20.00. As it is, being a working mother supporting two children and an unemployed teacher (my husband), even \$20.00 is much needed. Also, because of this problem, I do not belong to the dental plan (at 17.00 per month). If I didn't have to pay \$12.00 per month for union dues, I could afford the dental plan for my family. None of us have been to the dentist in 3 years. I know you are not really interested in other people's financial or family problems, but I thought you should know some of the problems an increase such as that suggested would cause.

Of course, I have no other suggestions for how the union could get its money or what to cut back on -- I wish I did, but I can say that if, at this time in the economic situation, our dues were increased to \$20.00, I would rather not belong to any union.

This is just the opinion of one person, but with rent increases etc., do you think it is fair of the union to take even more away from us. Sure, when the economy is better, and we are getting paid as much as some stupid garbage collector, I would be happy to pay more, but not now.

Yours sincerely,

Bernice Van Sickle
Secretary III
Health Care & Epidemiology
Faculty of Medicine
U.B.C.



Judith Shalom



association of university and college employees

May 5, 1983

Bernice Van Sickle
Secretary III
Health Care and Epidemiology
Faculty of Medicine

Dear Ms. Van Sickle:

Union dues are like a premium on an insurance policy. You as an individual receive the benefits when you require them.

The Union polices a legal document (the contract) that defines your terms of employment including your salary, hours of work, seniority, etc.

If there is not enough money to maintain a certain level of service, the results could be that only complaints of a very serious nature would be dealt with. This would have meant that the problem you had in January would not have been pursued.

You have also received the benefit of the maternity leave clause this year. Do you honestly believe the Union has been of no value to you? In these tough, economic times, having some legal protection that will guarantee your salary at a set rate or even guarantee your job security is of tremendous value.

While I empathize completely with your financial difficulties, (we are all having the same problems), it seems to me that now is when you have the most critical need of the protection of a functioning Union. In a good economy, layoffs and budget cutbacks are not a problem. The University is actively trying to save every cent they can - often by grinding down some benefit agreed to in the contract. This could result in more expense to you.

In the Union office we are handling a greatly increased number of problems. We feel it is our legal and moral obligation to deal with all of them as best we can.

If we are forced to greatly cut back our service, the next time you need advice or the contract is violated at your expense, we might not be able to help you.

It is a requirement of law, if the Union does not protest (grieve) an infringement of the contract when it happens (or when we find out about it) we are considered to have accepted it. This means we give up the right to pursue it.

The fact is, none of us can afford higher dues, but none of us can afford a non-functioning Union either.

Patricia House.

#202-6383 Memorial Road, University of British Columbia, Vancouver, B.C. V6T 1W5
Telephone: 224-2308

RECEIVED
APR 19 1983
A. U. C. E.

FACULTY OF MEDICINE
DEPARTMENT OF OPHTHALMOLOGY
2577 WILLOW STREET
875-5555 4555
875-4111 LOCAL 2431

April 28th, 1983.

Miss Patricia House,
AUCE Office,
6383 Memorial Road, #202
University of British Columbia.

Dear Miss House:

We received the ON CAMPUS Newsletter announcing the April 21st meeting on Tuesday, April 26th. I hope that the May meeting will be announced previous to the meeting.

You have asked for comments on the proposed 1983 budget. I strongly feel that we should stay within the limits of our budget. I would be grateful if you would enlarge on the following expenditures:

1. Contract Committee	\$4,600
2. Executive Committee	5,000
3. Newsletter	10,000
4. Salary related expenses	31,900
5. Library	2,000

I think we should definitely withdraw from the Provincial Council, thus saving \$20,000. We should cancel the 1982 fund contribution for 1982. We certainly cannot afford a word processor nor an additional Secretary.

I am totally against a dues increase, and feel that it is completely unnecessary at this time if we hold the line on the above and other expenditures.

Yours sincerely,

(Mrs.) Rose Perry



association of university and college employees

May 5, 1983

Mrs. Rose Perry,
Department of Ophthalmology
Faculty of Medicine
2577 Willow Street,
Vancouver, B.C.

Dear Mrs. Perry:

I apologize for your not receiving the last newsletter in time. If anyone at any of the hospitals can suggest a way to get mail to you quickly I would really appreciate hearing from you. So far we have tried campus mail and couriers (depending on a steward to run around handing them out) and it seems whatever way we go someone doesn't get their mail.

In response to your comments on the proposed budget (I am grateful for the feedback):

1. **CONTRACT COMMITTEE:** This item would include expenses incurred for Contract Committee meetings, research, training and seminars. Also any expenses of the Tech Change Committee will be charged to this item.
2. **EXECUTIVE COMMITTEE:** The major portion of this would go to the cost of holding Executive meetings. Also showing of films or having speakers at membership meetings, and anything else the Executive decides is necessary. The Executive cannot spend more than \$250 per item without membership approval. The Executive meets every third week from 2:30-6:00 and the Union reimburses the University for those salaries. In 1982 the printing of by-laws and a film screening were the only items over and above the meeting cost.
3. **NEWSLETTER:** In 1982 we spent \$5,213.05 producing nine issues. The Executive and Communications Committee would like to improve the quality and frequency of the newsletter. We would especially like to go to a higher quality of paper which would allow us much more versatility in production. Also included is the cost of a newsletter workshop held in February 1983, (roughly \$800).
4. **SALARY RELATED EXPENSES:** This includes the employer's (AUCE's) contribution to the full time Union office staff benefits (UIC, CPP, MSA, etc.). The Union also pays members medical, dental, etc. when they are on a medical leave of absence. This item was \$28,957.88 in 1982. We added \$3,000 to cover the higher cost we anticipate for 1983.
5. **LIBRARY:** The Union purchases some materials that are either of interest to our members or committees or that are essential for processing grievances or researching contract clauses. For example, we have purchased a number of publications on VDT's. In 1982 we spent close to \$1900 on library expenses and we anticipate those costs will rise slightly.

#202-6383 Memorial Road, University of British Columbia, Vancouver, B.C. V6T 1W5
Telephone: 224-2308

Since the April newsletter went out, there has been a Provincial Convention. Our share of the Provincial budget will be roughly \$2,000 if we stay associated with it. At the time the local's budget was drawn up we did not know what it would be and so had to allow for the maximum. You can deduct, therefore, \$18,000 from the proposed budget.

The office insurance was transferred to a different agent because I found we could get increased coverage for less money. Our actual cost on this item was \$500 rather than the \$800 we anticipated.

The idea of a small computer or word processor was to handle the mountains of paperwork the Union office has to deal with. However, it was felt we would need someone to input the information, hence the suggestion of a six month term Secretary.

I believe in the long run we would be more efficient and make better use of staff time and have more control over the information if we had a small computer. Right now we are in the Stone Age of office management and would like to enter the 20th Century. Certainly it means an initial start up cost that would be difficult this fiscal year. In the long term, however, it should save us a great deal of money.

Personally, it is my observation, after a year in the Office, that the only way to hold costs down is for the members to take a more active role in the Union. When there is no Grievance Committee, we have to rely more on our lawyer. When no one gives a lunch hour to do a mailing or filing, the Union office staff have to deal with it instead of answering members' enquiries. The work is going to be there regardless. Our choice is, do we want to pay someone to do it, or are we willing to donate some of our own time? At the moment very few people are giving any volunteer help.

I really appreciate the fact that you took the time to write and I hope you will be at the May 19 meeting. At this time we will discuss the whole subject of finances. Maybe, together, we can find a viable solution.

Yours truly,

Patricia House

Patricia House
Secretary/Treasurer



Women Students' Office
Tel: 2747

April 18th, 1983

The Executive,
AUCE, Local #1.

Dear People:

Re: Secession from AUCE

I have received the April AUCE Newsletter and am surprised to find that a motion that was put to the membership at the February, 1983 meeting and PASSED is suddenly up for discussion again and that a further vote will be taken at some future time. I refer to the Secession from AUCE motion. It is my understanding that when a motion is taken and passed at a general membership meeting, *at which there was a quorum*, then surely that motion is in effect, we already have a result. Now I realize that after the motion was passed, another motion to take the issue to referendum ballot was also passed and that is why we will be discussing and voting again on the same issue.

It seems to me that we have discussed and voted on this topic more than once for literally years now. When are we going to act?

I am getting increasingly exasperated at attending meetings, listening to the arguments on a particular topic, voting on the issue - only to find that that particular vote at the meeting meant virtually nothing because the whole question will be put to a referendum ballot anyway. Why bother to attend the meetings? Are we going to continue to do our business by referendum for the benefit of those members who cannot be bothered to attend membership meetings? With the summer weather on the way, we may as well sit in the sunshine for two hours on meeting day and just wait for the referendum ballot to come to our desks by mail and vote that way.

I believe that members who do not show up for meetings, even though they are given time to attend, relinquish their vote and input on issues. If they can't put any effort into attending meetings, then it's too bad if they don't agree with what we, who attend, decide. They do get the opportunity to attend, they have no excuse, and therefore I suggest that we should stop sending so many issues to referendum ballots to pander to those people who are not concerned in the first place. If they were, they would attend the meetings.

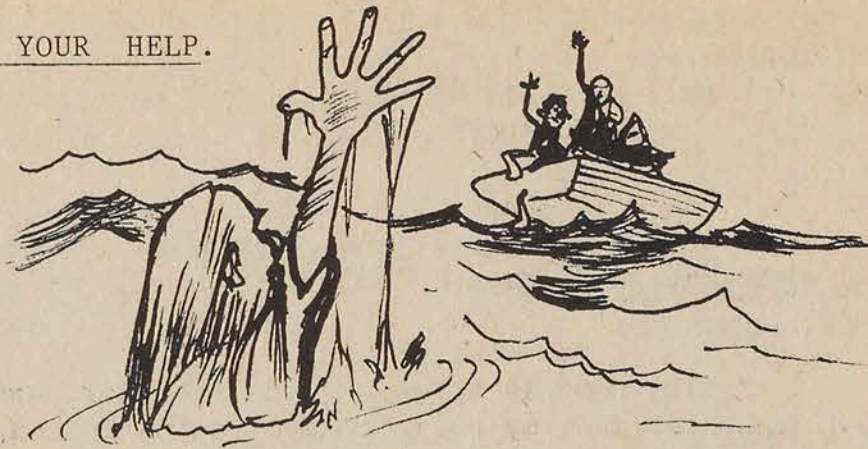
In response to your call for views on the topic, I believe that Ray Galbraith put the whole situation to the membership very succinctly at the February meeting. We voted to leave AUCE (for the umpteenth time) - let's get on with it.

Sincerely,

Barbara Brighton
Barbara Brighton

PROCESSED
APR 20 1983
A.U.C.E.

WE NEED YOUR HELP.



THIS IS YOUR NEWSLETTER: LET US KNOW WHAT YOU'D LIKE TO SEE IN IT.

- 1. Articles on V.D.T. safety and work hazards. Yes No
- 2. Articles on pension plan Yes No
- 3. Articles on maternity benefits Yes No
- 4. Articles on retirement policy Yes No
- 5. Interviews with union members, such as Union organizer, shop steward, contract committee member Yes No
- 6. A day in the life of a typical union member Yes No
- 7. Comparison of other unions' contracts with ours Yes No
- 8. Would you like the newsletter to be:
 - (a) more humorous ; (b) more informative ;
 - (c) more cheerful ; (d) more serious ?
- 9. Would you like more in-depth detail on grievances that are in process? Yes No
- 10. Interview with a person who has "survived" a grievance procedure? Yes: No
- 11. Do you think it is important to print the minutes of each meeting as they are done now? Yes No

OR:

Would you like to see only the results of motions passed or rejected?

Yes No

YOUR SUGGESTIONS:

.....

Memo to: All Members of the Executive
AUCE Local 1

From: Nancy Wiggs

Date: May 4, 1983

This memo is to inform you that for personal health reasons, I am resigning my position as President (and as well my position as Provincial Council member) effective immediately.

I hope that the Executive continues to make the progress that it has so far this year, and wish you the best.

NW

DUES INCREASE RECOMMENDATION

As you are aware from the various financial reports which have been circulated in the recent past, the amount of income received in dues by our Local is no longer able to cover the expenses of the Local. The Executive has taken a very careful look at how we spend our money, and at our priorities. We find that we are in agreement with the type and level of expenditures, and we cannot recommend a cut in the servicing provided to our members.

We are therefore recommending that the following motion for a dues increase be sent by a membership meeting to referendum:

"Are you in favour of:

- a) an across-the-board increase to make dues \$20 per month
- b) an increase to make dues 1.25% of each member's wages
- c) no increase"

We welcome any questions or feedback you may have.



association of university and college employees

TO: THE MEMBERSHIP
FROM: THE EXECUTIVE

PROPOSED 1983 BUDGET

Arbitrations (This allows for 5 or 6 hearings)	25,000
Audit	1,300
Contract Committee	4,600
Courrier charges	450
Donations (note: \$1100 already spent)	1,500
Executive Committee	5,000
Legal Expenses	30,000
Library	2,000
Meetings & Conferences	3,000
Newsletter	10,000
Office equipment (This includes \$10,000 for a computer or word processor)	15,000
Office Insurance	800
Provincial Council dues (This would be a maximum amount)	20,000
Petty cash	1,000
Phone	2,200
Postage	1,300
Printing (This includes the cost of the new contract--\$1235.96)	2,500
Salaries for the three Union office staff	66,000
Salary related expenses	31,900



association of university and college employees

Strike Fund (This does not include any of the 1982 commitment)	24,200
Supplies	5,000
Sub-total	252,750
Outstanding 1982 bills	5,500
Total	258,250
Proposed strike fund contribution for 1982	10,000
Proposed Secretary III for Union office work	17,500
<u>GRAND TOTAL</u>	<u>285,750</u>

***Please note:

AUCE Local 1 took in \$195,394.96 in 1982. It is apparent to the Executive that we do not have enough money to continue the level of service we presently provide without a dues increase.

Even if the membership decides to cease contributing to the Strike Fund, reject buying a computer or word processor, and to reject hiring a Secretary III to work in the office, we will not have enough money. Those items account for \$61,700 of the proposed budget.

note:

THIS PROPOSED BUDGET WILL BE DEBATED AND VOTED ON AT THE MAY MEMBERSHIP MEETING. AS WELL THE PROPOSED DUES INCREASE BALLOT WILL BE DISCUSSED AT THAT TIME.

In the meantime any comments, criticisms or questions can be forwarded to Patricia House in the Union Office.

Reprint of 1982 Financial information

MEMO TO: The Membership, AUCE Local #1
 FROM: Nancy Wiggs, President
 DATE: February 18, 1983
 RE: MONEY, BUDGET

This memo is a report on the Financial activities of our Local during the 1982 year. Also attached are financial statements for the whole year. I promise to write the report in English, not jargon. If any member has any questions about the report, please call me at 228-2880. If you have questions about the financial statements, call Pat House at the Union Office.

Pat House and I knew that the only way we could prepare a budget for this year was to take a close look at what we actually spent last year against what we actually took in. We sat down and looked at every single cheque issued during 1982 and assigned it to a category. I was surprised by the results, and would like to share them with you. First, the categories and totals

ITEM	TOTAL SPENT IN 1982	WHAT DOES THIS ITEM INCLUDE?
Arbitration & Grievance Committee	\$13368.31	Reimbursing University when AUCE members went to meetings, arbitration bills, catering at arbitrations, cost of the steward seminar. BUT DOES NOT INCLUDE legal services, which are listed separately.
Audit & Accounting Fees	1180.00	In B.C. law requires every Union to be audited annually
Contract Committee	4197.82	Salaries of our negotiators over the 4 we get free & job evaluation committee, catering at negotiations, cost of a job evaluation expert to give us a seminar; copying job descriptions, rent for room in SUB for ratification vote
Courier Charges	404.92	Delivery & pick-up of stuff (like from lawyer)
Donations	770.00	10 donations (largest was \$250, smallest \$5)
Executive Costs	2981.84	Reimbursement for salaries for committee meetings; printing of by-laws; screening of a film
Legal Services	23053.64	Most of this is for grievances, a bit for contract
Library	1841.10	Subscriptions (labour & arbitration periodicals) & books
Meetings, Conferences & Courses	2080.31	Sending AUCE people to seminars for skills training
Newsletter	5213.05	Printing & delivery (I think there were 8 issues)
Office Equipment	9094.05	Buying, renting, servicing the equipment in the office (typewriters, postage meter, copying stuff, etc.) This is not the cost of supplies like toner or paper.
Office Expenses	558.50	\$1 is annual rent, 405 insurance, & 153 for moving the office
Per Capita Tax	44838.24	Amount sent to Provincial for January-September after which time per capita as such ceased to exist
Petty Cash	903.27	Cost of taxis for VGH people to come to meetings, coffee for office, etc.
Phone	2022.14	Cost of 3 business phones, 2 lines each

1982 Continued

Postage	1000.00	The cost of the meter rental is under Office Equipment
Printing	972.40	Printing up forms
Salary (for Union Office People)	56325.37	This is the NET paid to all those who worked in Union Office (including temporary people) and also includes payments for full-timer's parking fees. Overtime in 1982 was \$3488.05.
Salary (not full-time, not Committee)	142.47	We reimbursed university for 2 people for one day. I think it was to go to a conference, but have no more definite info.
Salary -- Related Expenses	28957.88	Money paid to university for full-timers benefits (& our contribution of those benefits as employer) and the money we sent to Receiver General for tax, UIC & CPP
TOTAL UNDER SALARIES (ABOVE THREE ITEMS = \$85,425.72)		
Strike Fund	6000.00	By-laws say 10% of all income, PLUS interest from all accounts, PLUS August assessment, must go into strike fund each year.
Supplies	4198.73	Paper, pens, file folders, etc.

The total of the items spent during the whole year is \$210,284.04

There are about \$5500.00 worth of 1982 bills remaining to be paid

\$215,784.04

TOTAL EXPENSES FOR YEAR

BUT, we only took in (we also got a small grant & a couple of hundred to pay for xeroxing from the TA's, but that can't be counted on)

195,394.96

So we spent \$14,889.08 more than we got in. As if that is not bad enough, however, we should have put into the strike fund more than the \$6000 we did put in -- the figure should have been more like \$25,000. This money remains money we owe to the strike fund and will show up as a debt if we do not pay it. We must either honour our obligations or remove the obligations.

So, if we add the amount we should have paid the strike fund, but did not (\$25000.00 - \$6000 = \$19,000) to the total of our expenditures, we get our real expenses:

\$234,784.04

Now subtract what we earned last year:

195,394.96

And we are left with our real situation which is that we spent \$39,389.08 more than we took in.

I would hope that you would agree with me that this situation cannot continue, or we will build up a huge debt. I cannot agree that deficit financing is the way for the union is the way to go. So, WE MUST CUT OUR EXPENSES TO FIT WITHIN OUR INCOME (WHICH MAY MEAN DECIDING THAT SOME SERVICES MUST GO) OR WE MUST RAISE OUR DUES.

NOTICE OF MOTIONS:

Moved and Seconded by the Executive

THAT THE EXECUTIVE RECOMMENDS A DUES INCREASE.

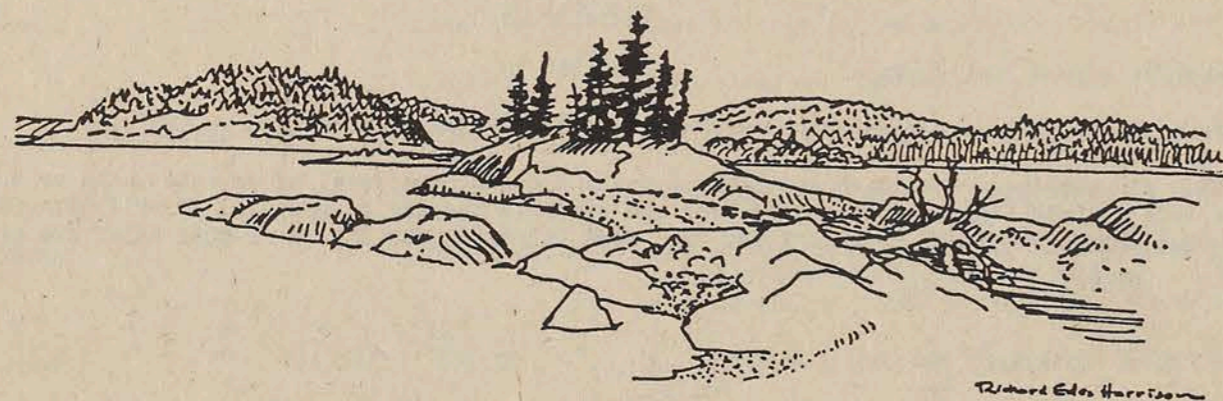
THAT THE PROPOSED 1983 BUDGET BE RECOMMENDED TO THE MEMBERSHIP.

THAT \$10,000 BE PUT INTO THE STRIKE FUND IN LIEU OF THE 1982 BY-LAW OBLIGATION.

THAT AUCE LOCAL ONE PUT ASIDE \$10,000 FOR THE PURCHASE OF A COMPUTER OR WORD PROCESSOR FOR THE UNION OFFICE.

THAT AUCE LOCAL ONE HIRE A SECRETARY III TO WORK ON A SIX MONTH CONTRACT (June to December 1983) IN THE UNION OFFICE.

ANY QUESTIONS OR COMMENTS SHOULD BE ADDRESSED TO Patricia House in the Union Office



AUCE NEWS IN BRIEF

*PROVINCIAL CONVENTION

The convention was held on April 30. Elaine Bernard was the featured speaker. The budget that was adopted will require that Local 1 will only have to contribute \$2000 for 1983.

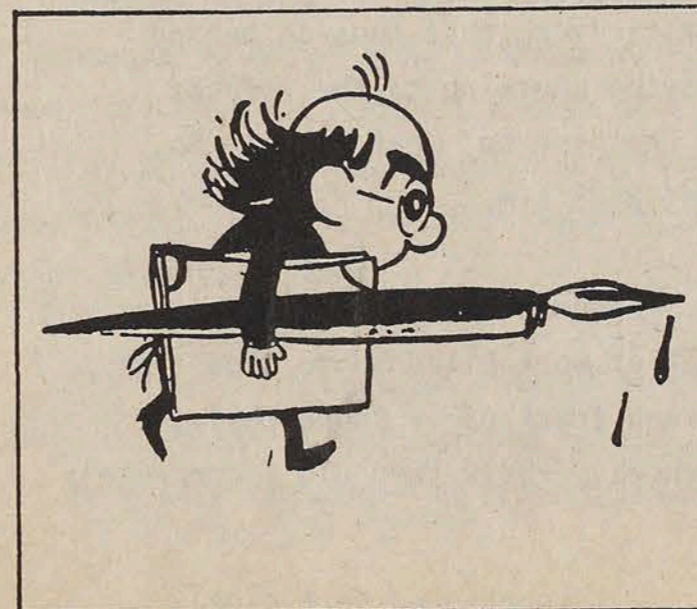
*THE UNION OFFERS TRAINING/COURSES for anyone interested in becoming involved in any committee or as a steward. For more information please contact Patricia House in the Union office.

*VOLUNTEER HELP IS ALWAYS GRATEFULLY ACCEPTED in the Union office. There are all kinds of small jobs to be done. Even a half hour lunch visit would be of great help to the staff. Did you ever stop to think that if every member gave one lunch break of their time, the office would have help every day for over three years before calling you again? Sometimes there are small jobs that could be done on your own time at home. If you are interested in helping keep costs down and donating some of your time, please contact Patricia House in the office.

*FAIRLEIGH WETTIG will be starting in the Union office on May 16, 1983 as the new Union Organizer.

*BOTH AUCE LOCAL ONE AND CUPE 116 have been having problems with the University with regard to requests for medical certificates. If your supervisor has asked you to supply a medical certificate please contact the Union office.

*SPECIAL THANKS TO SHELAGH PENTY for putting together this issue of the newsletter. Due to administrative problems the Communications Committee has not yet taken over production.

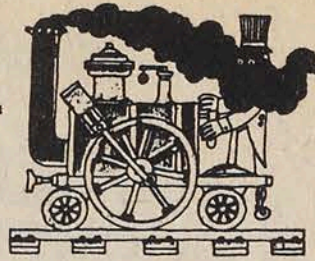


NEXT ISSUE DEADLINE:

May 30, 1983

All in a Day's Work

A DAY IN THE LIFE OF AN AUCE UNION OFFICE STAFFER



Since most union members have no idea of what goes on in the Union Office, this is a modest attempt to give you a picture of an average day. Some days are better, more are worse. If there is sufficient interest, examples of bad, worse, worst and beyond the pale days can be provided. Also, this is one person's day. Please multiply by three to get a total view.

Arrive at work at 8:00 a.m., put on coffee, try to prioritize work to be done that day before the phone starts ringing. Work on desk consists of files started, correspondence which needs files started, books, pamphlets, legal material to be read, job postings to be reviewed, advertisements to be considered, membership files which need work. This conglomeration is anywhere from one day old to one year old. Work is reprioritized every time the phone rings since emergencies come up constantly and obviously some things are more important than others. Of course, putting off some issues means that they do not get dealt with in a timely manner or at all, which hurts individuals and the contract but the union office staff are overloaded with work and these decisions have to be made.

Decision-making is an important point. Have you noticed that no one wants to make a decision or be responsible for one. The union office staff are the end of the line. They cannot pass the buck to anyone else. So, here I am making a decision because no one else will, then being a sitting duck so all those non-decision makers can take shots at me. Something that really is heartening too is all the back-stabbing and criticizing that goes on behind the union staffers' back--so much safer than saying anything to their faces. Easy to criticize the work being done without checking out what we do. So, where was I? Well, the phone starts ringing at 8:25 a.m.

I used to wonder just what I did all day. Frequently I was exhausted at the end of the day, but there was no neat stack of work piled up to show that work had really been done. So, I started to keep track of my phone calls, appointments, meetings and files worked on each day. Only then did I concretely see what had been done.

(continued next page)

A Day in the Life continued

Here I am, at the end of the day reviewing today's work. I had 19 phone calls - 4 with Employee Relations, 3 with AUCE shop stewards, 1 with the Union President, 1 with the Chair of the Grievance Committee, 2 regarding the possible teaching assistants' picket lines, 1 with the Union's lawyer, 5 calls from union members with questions concerning vacation, job classification, sick leave of absence, an AUCE member doing CUPE work, 1 call about a seminar on the Labour Code, and one call regarding an AUCE member in a correctional institution. I was somewhat fortunate to have only one meeting today. Other days it is almost impossible to get paper work done because I am in and out of the Union Office so much. The meeting was successful too. The Union and the University were able to agree on arbitrators for re/misclassification cases, something we could not do in negotiations.

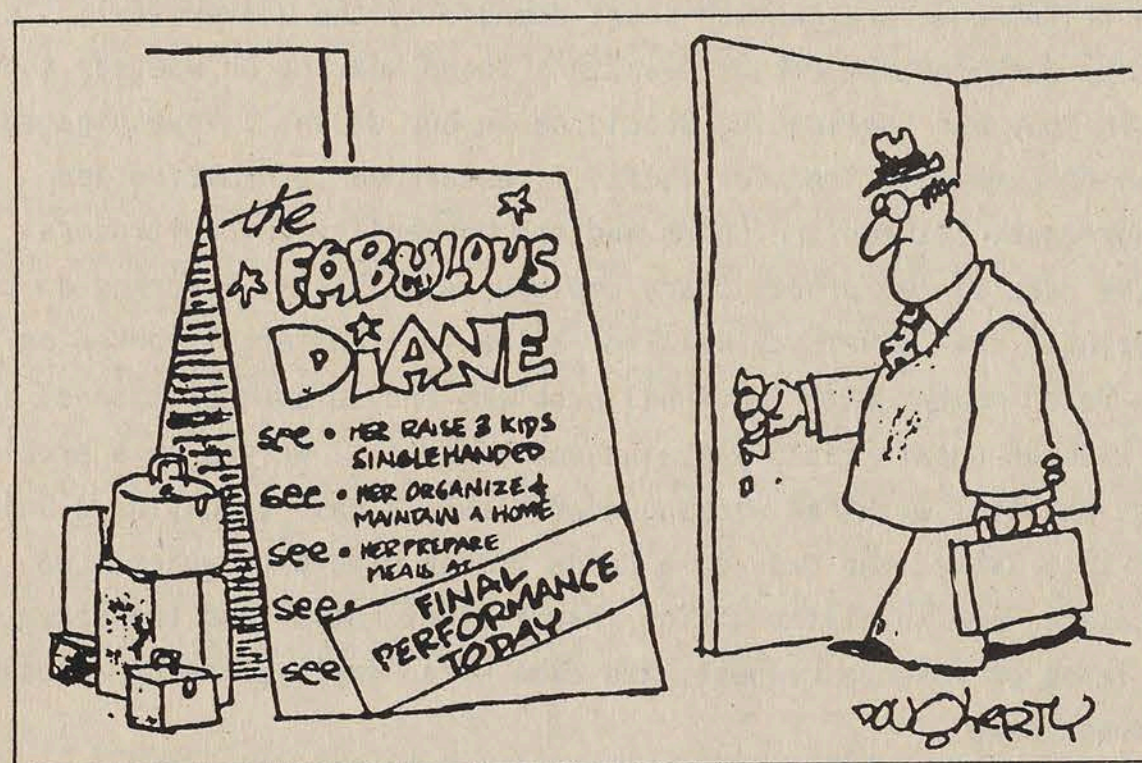
I was also able to get some paper work done today. This always makes me feel good. I worked on a policy grievance concerning the Extended Health Benefits Plan (I think we are getting short-changed by the University); I did some preparatory work for the Labour Relations Board hearing on whether the AUCE members in Copy and Duplicating should be in our Union; I investigated the case of an AUCE member fired for theft; I researched information and prepared an agreement between the Union and the University on arbitrators; I did work on the case of two probationary employee dismissals; I worked on the case of an employee the University will not allow to transfer; I worked on the case of a Union member with emotional problems and on another case of a Union member with an unsatisfactory evaluation report. I worked on a problem at Shaughnessy hospital with bad working conditions; a case involving a Union member off on sick leave, the case of a Union member owed back wages; two arbitration cases: one involving giving insufficient notice and the other concerning a leave of absence request; the case of an employee being harassed by her Department Head.

All in all, a regular kind of day. I didn't get coffee or lunch breaks today, but that is usual around here. Oh, and I don't want to forget the phone call from a Union member at home in evening. That happens from time to time too.

A Day in the Life continued

So, how does it sound to you? Like any of many jobs in the bargaining unit? I don't think so, but I hear many people think these union office jobs are a piece of cake. Well, cake was good enough for Marie Antoinette. She lost her head though, didn't she?

Carole Cameron
Patricia House
Shirley Irvine



UNION OFFICE STAFF APPLY FOR CERTIFICATION

Before Carole Cameron left, she, Shirley Irvine and I made application to the Labour Relations Board for certification as an independent union to be known as the AUCE Staff Union. This would not preclude us from remaining in AUCE as well.

We want the membership to understand our reasons for such action:

1. We believe in any employee's right to organize
2. We believe in an employee's right to have defined working conditions
3. We, in the Union office, are not protected by the AUCE/UBC contract because our employer is not UBC but rather AUCE

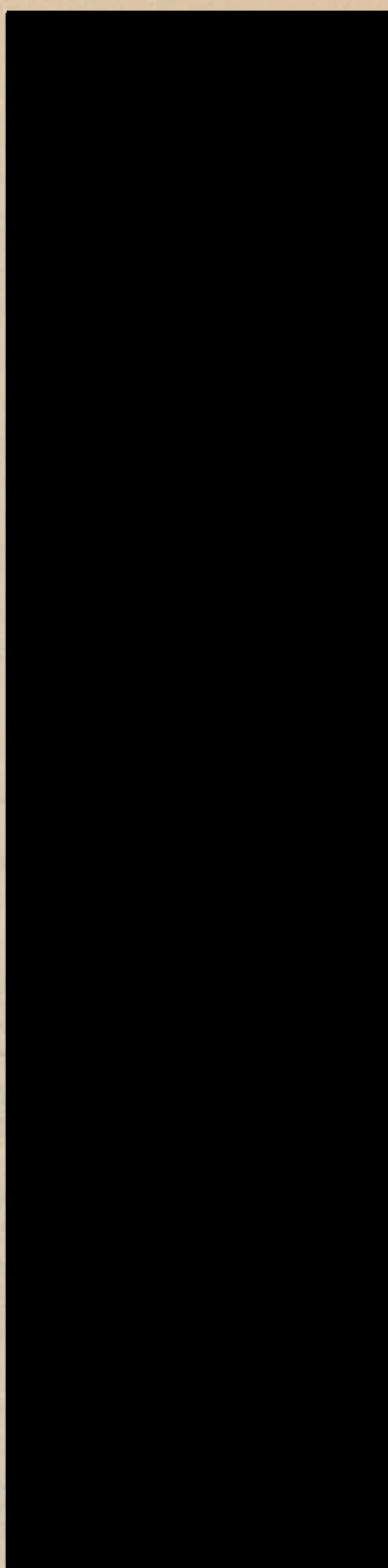
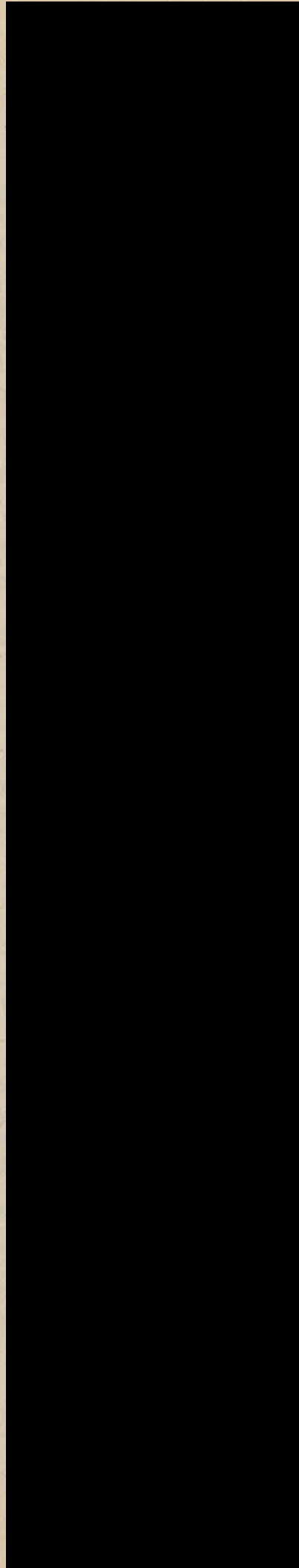
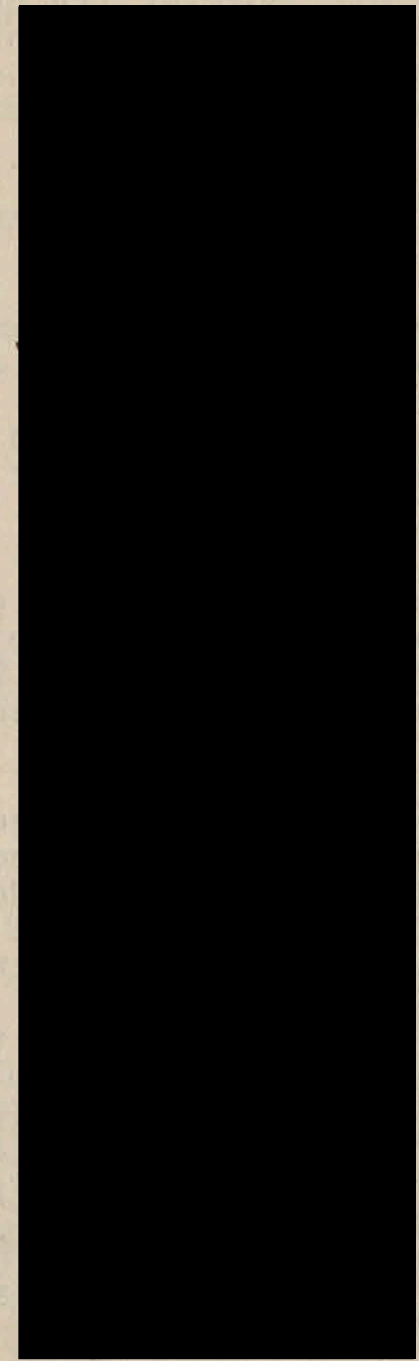
For a considerable length of time the various people working in the Union office have tried to negotiate their working conditions with the various Executives. For at least two years the possibility of certification has been discussed amongst the Union office staff.

The present Executive has been attempting to address our problems but in a volunteer organization there is no guarantee how long this would continue or whether what had been done would be reversed in a week, a month or a year. We all know of the constant turnover of Executive and committee members.

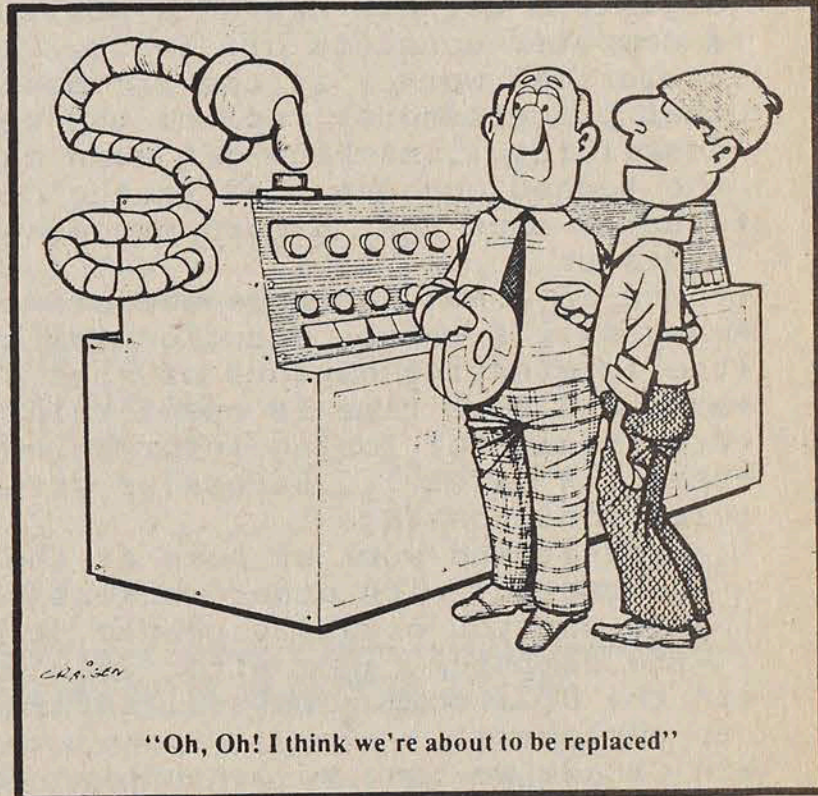
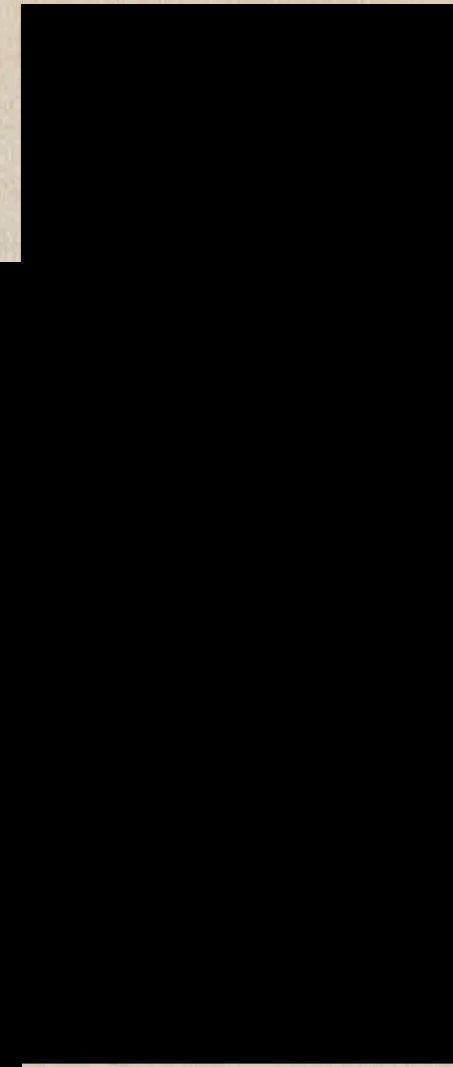
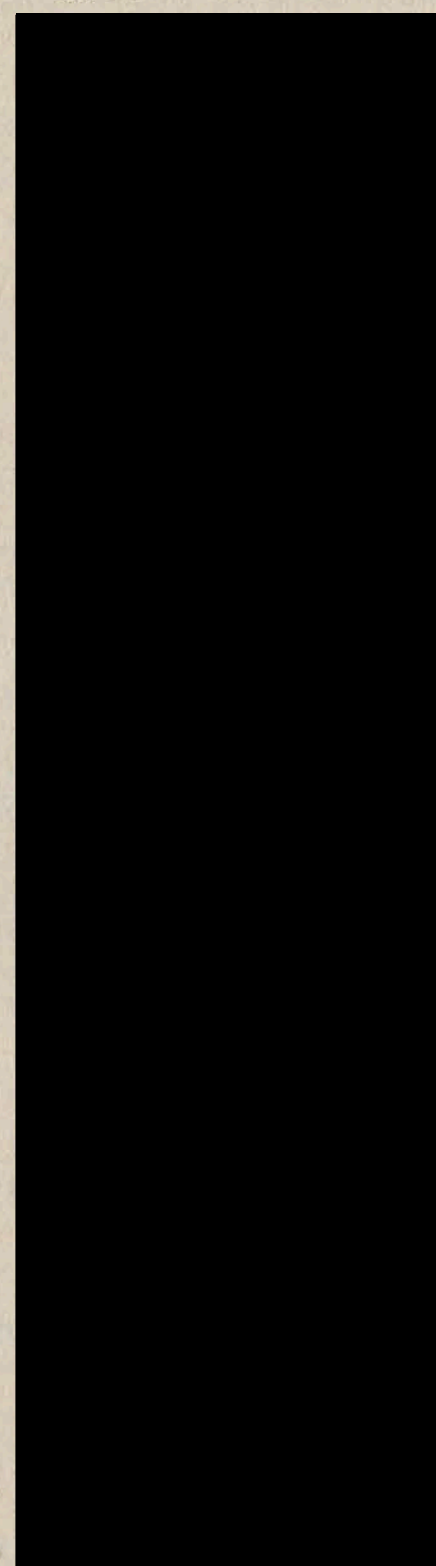
There are a number of other unions whose full time employees are certified as a separate union. For example, the Vancouver Municipal and Regional Employees' Union (VMREU) has several employees who are certified as the VMREU Staff Union.

Patricia House

The Workplace
Preparing for
automation



Workers complain
about VDTs



“Oh, Oh! I think we're about to be replaced”

Chair: Kitti Cheema

Secretary: Shirley Irvine

1. Adoption of minutes

Moved by Bev Westbrook

Seconded by Mary Forquin

THAT THE MINUTES OF THE MARCH 24, 1983 MEETING BE ADOPTED.

The motion was CARRIED.

2. Nominations

Union Co-Ordinator -- Shirley Irvine, Helen Glavina were nominated.

Membership Secretary -- Helen Glavina nominated.

Provincial Council Convention delegates -- Kitti Cheema, Suzan Zagar, Richard Melanson, Shirley Irvine, Fairleigh Wettig
Helen Glavina, Kitti Cheema, Suzan Zagar were elected.

Contract Committee -- Nominations will remain open.

Grievance Committee and Communications Committee -- Nominations will remain open.

Tech Change Committee -- Diane Brown, Mary Forquin were elected.

Then the film Good Monday Morning was shown.Our guest speaker, Elaine Bernard, then took the floor.
Her subject was Technological Change.

- +the new equipment is cheaper and smaller
- +you can't stop technological change
- +organized workers are in a position to control it
- +a computer consists of: Input, Processing, Outout
- +a clerical worker is the processing function; the machine can aid that processing or replace the worker who processes
- +deskilling....machine can even check spelling, introduction of the the technology can lead to the deskilling of the operator.
- +studies show that a word processor can replace the jobs of 3 or 4 typists.
- +there is a 40% decline predicted over this decade
- +many skills can be embodied in the computer eg. bookkeeping
- +the interesting aspects of jobs are eliminated
- +more and more time is spent relating to a machine
- +frustration of losing information in the computer
- +health & safety....stress of sitting 8 hours/day in front of machines
- +electronic cottage
 - babysit and work at home at the same time
 - no contact with other workers/isolation
 - how can you organize people at home?
 - the computer can monitor your work, can count keystrokes
- +in the U.S. companies sell information on people's medical histories to employers
- +in Canada we have no protection against the collection of that sort information which computers can do very well
- +technology can be an aid but the problem is for the user to design input

- +design & implementation....problem is that it is not used to aid the user but to replace the clerical person
- +technology is not neutral but is designed by people with certain interests
- +it is a myth that the equipment is designed scientifically for optimum convenience of the user
- +protection under the B.C. Labour Code is weak
- +what can we do?
 - insist on inclusion in the total process of introduction of new equipment beginning with the initial planning stages
 - negotiate strong contract language
 - work on the legislation.....health & safety protection
 -strength the Labour Code to be more like Scandinavian legislation
 -access to information
 -protect the right to privacy
- +we need to know the long range plans of the University

There was a question and answer period, general discussion.

The meeting was adjourned.

LEGAL COLUMN

KERR-MARTIN LAW:

1. In dealing with their own problems, faculty members are the most extreme conservatives.
2. In dealing with other people's problems, they are the most extreme liberals.

BUNUEL'S LAW:

Overdoing things is harmful in all cases, even when it comes to efficiency.

KAMIN'S SIXTH LAW:

When attempting to predict legislative moves by a politician, never be misled by what he says; instead, watch what he does.

Membership Meeting

thursday may 19, '83
irc 2

12.30 - 2.30

AGENDA



1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. Nominations:

Closing - Union Co-Ordinator - Shirley Irvine, Helen Glavina

Opening - President

Provincial Council Representatives

Continuing - Contract Committee

Grievance Committee

Communications Committee

Membership Secretary - Helen Glavina

Tech Charge Committee

5. Secretary-Treasurer's report
6. Executive's report
7. Grievance Committee report
8. Provincial Council report
9. Other business