

THE

BUDGEON

Newsletter of the Association of University and College Employees, Local 3

"All the news that fits, we print."

EDITORIAL

This is the first issue of what we hope will be a monthly newsletter for members of the Association of University and College Employees, Local 3. The name is, of course, outrageous nonsense (bludgeon, n. A short thick club: Collins English Gem Dictionary), or is it? Anyway, your editors like the sound of it. It reminds us of the recent contract negotiations and what our fingers itched to grasp as we moved to the bargaining table.

As we enter this Agreement, one which, given NDU's rather precarious situation, isn't a bad second contract (introducing, within these 19th-century confines, such "advanced" ideas as the 35-hour week, flex-time, and three-week vacations, not to mention sizable pay increases), it is worthwhile acquainting ourselves with the Collective Agreement (you can bet the Employer has studied it), making sure we understand it and know what it can--and can't--do for us. Let management misread the contract. We should know it backwards.

Perhaps the single most important aspect of this contract--touching all of us every day--is successful implementation of flexible hours. Flex-time was grudgingly allowed us, "on an experimental basis," and management is keeping its beady eyes on us for confirmation that Flex-time can't, in its estimation, work. Well, it can work, is in fact working, and it's up to us to keep it working. So make sure you understand its principle and don't abuse its privileges. Taking a mile when you're given an inch not only panders to management's worst suspicions but is inconsiderate of co-workers and could result in the loss, for all of us, of a very civilized arrangement. Flex-time is worth keeping.

The editors have no clear conception of what this newsletter should be, and so will let it assume what shape it will in the next few months. We invite submissions--letters, articles, reports of meetings, poems: anything having to do with work and workers at Notre Dame--and we expect a few groans for the lightness and frivolity of our tone. If the membership wants a heavier (grayer) publication, they should let us know. Meanwhile . . . "all the news that fits, we print," which is the old journalist's pun on the New York Times' famous motto, "All the news that's fit to print." They mean the same thing, actually. In our case, we'll run anything that can be put on size 8 1/2 x 11 paper, subject to the final approval of the Academic Committee and the Board of Governors.

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Editors: Lee Karvonen
Ross Klatte

Typists: Esme Underhill
Nancy Bennewith
Peggy Weinrauch
Linda Stoochnoff

Printer: Secretarial Services

L'AFFAIRE STOOCHNOFF

In late August and early September of this year, Notre Dame University advertised the position of Steno (Stenographer) II. The duties of this position were to be split between the Secretarial Pool and Health Records Administration. On 8 September, Linda Stoochnoff was hired in this new position. Ms. Stoochnoff worked the latter part of August as a temporary employee for N.D.U.

Approximately one week after this hiring the Personnel Manager, Joe DeLucrezio, came to then AUCE 3 President, Lee Karvonen, with the news that he had just discovered Ms. Stoochnoff did not have all the qualifications required for a Steno II. DeLucrezio and Karvonen agreed that this improper classification could cause problems within the Union after the painstaking reclassification, completed during contract talks, had supposedly placed all the positions in the bargaining unit in proper relationship. DeLucrezio suggested that it would be best for all concerned if the mistake were corrected immediately, and Karvonen agreed it should be.

As a result DeLucrezio met with Linda Stoochnoff 16 September and, after explaining the error, informed her she was to be a Steno I, retroactive to the date of hiring. The Personnel Manager informed Lee Karvonen that the error had been corrected, that Linda understood the position of the University and the Union, and that there seemed to be no problems.

However, Linda approached the AUCE Executive with some questions about the situation, and at a subsequent Executive meeting it was agreed that the affair had been handled improperly. On 2 October the Labour-Management Committee (Shirley Bonney of the Library and Karvonen from AUCE 3, and Director of Student Services, Ron Waldie, and DeLucrezio for the University) met to discuss Linda Stoochnoff's case.

The Union's concern was that a dangerous precedent might be set if management were allowed to demote someone immediately and retroactively as they had Linda. Also, the Union felt very strongly that the demotion could not in any way be considered to be in the spirit or the letter of the Collective Agreement. The Union was also aware that should it demand Linda be kept on as a Steno II she would have to be let go because she was not qualified. A compromise was suggested and the two AUCE 3 representatives, with the support of Ron Waldie who urged that justice not only be done, but be seen to be done, were able to get unanimous support for the solution.

Consequently Linda Stoochnoff was considered a Steno II from the date of hire, 8 September, to the date of her discussion with Joe DeLucrezio, 16 September, when she was informed of her incorrect classification. That discussion was considered as giving her two weeks notice of termination of her position as Steno II. The position of Steno I was immediately advertised with the understanding that Linda would be given preference, even though it was possible that more qualified persons would apply. As a result, as of 1 October, Linda Stoochnoff was officially hired as a Steno I.

This situation was unfortunate and the Personnel Manager took full responsibility for hiring Stoochnoff as a Steno II. However, the Executive of AUCE 3 and the Labour-Management reps feel that the solution was as fair as possible to everyone in the bargaining unit and to Linda considering the recently agreed to reclassification.

KNOW YOUR STEWARD

The steward is the union representative for your division. She or he is the person you look for when you have a gripe against management or when management has one against you (see Article Five of the Collective Agreement). The steward is your counselor, your defender, the hardnose who insists that both management and the union live up to the contract. The steward makes the contract work.

It's the steward who signs up new employees in a division as union members, and according to the Agreement can take up to a half hour of the company's time to perform this function.

Collectively the stewards form the Grievance Committee, which deals with disputes between management and the union. A grievance is a complaint, by the union or a union member, about management's "interpretation, application, administration, operation or alleged violation" of the Agreement. In other words if the boss is just mean and nasty, you may not have a case, but if he toys with the contract you can jump on him. The same, however, holds for him. The Agreement is mutual.

Division stewards (and committee members) are Jeanette Poty, academic offices; Nancy Bennewith, secretaries; Petra Price, kitchen; Jack Rich, maintenance; Sheri Platt, library; Joan Rich, custodians. Petra Price is chairperson of the Grievance Committee.

The custodians, as yet, are not formally a separate division (at present they are part of maintenance), but it is anticipated that a by-law change (see Bludgeon 2 Bits) will give them their own division.

WHAT THE FUTURE HOLDS

Education Minister Eileen Dailly announced last week that she has asked the Universities Council of British Columbia to start work immediately on plans for the establishment of a fourth university in the province.

The new institution would offer third and fourth year courses at different centres in the province outside the lower mainland and southern Vancouver Island.

In the meantime, Mrs. Dailly said that she had decided that Notre Dame University of Nelson, due to be phased out at the end of the current academic year, will remain in existence for one more year until June 1977 "to ensure that students can continue their studies uninterrupted during the transition period." The new institution would come into being in September 1977.

Mrs. Dailly said that the present Notre Dame University--to be renamed Kootenay University Centre when Notre Dame ceases to exist--will become the first campus of the new university.

"This means that four-year university courses will continue to be offered at the Kootenay University Centre with the first two years possibly being offered in co-operation with Selkirk College in Castlegar," the Minister said.

Mrs. Dailly said it is her understanding that the present faculty union at NDU would, under the labour relations code, have successor rights at the Kootenay University Centre.

The Minister said that the Universities Council discussed the proposal of establishing a fourth university in B.C. at a meeting in Vancouver and passed a motion supporting the idea as being in accordance with a resolution that it had passed at a meeting in September.

That motion stated that the council "strongly supports and recommends acceptance of the principle that there be established a single co-ordinating agency to provide university degree completion programs at various additional geographic locations throughout the province."

Mrs. Dailly said that in addition to establishing a campus of the proposed university in the Kootenays, she also envisages a campus centre in the Thompson-Okanagan, North-Central British Columbia and Northern Vancouver Island, all to be established as economic conditions permit.

"It will be our policy to ensure that each campus will have a maximum amount of community input and local planning of courses and programs," the Minister said.

Mrs. Dailly warned, however, that the final decision to serve all areas of the province will have to await an improvement in economic conditions.

A.U.C.E. LOCAL #3 (NDU)

1 October 1975

Treasurer's Report

Balance on hand 1 October 1975 - \$ 7.06

Receipts

8 October 1975 Transfer from shares 36.56

14 October 1975 Transfer from shares 11.50

21 October 1975 355.50

\$403.56

Expenses

Cost of transfer of shares .50

Cost of transfer of shares .50

N.D.U.
for duplicating .73

Nelson Stationers
for dictaphone 37.30

A. MacKay
rebate on pro-rated dues 24.80

A. Isherwood
rebate on pro-rated dues 16.50

\$ 87.39

Balance on hand 31 October 1975 316.17

\$403.56

BLUDGEON 2 BITS

Former AUCE 3 member Jim Draginda approached the Union at the 14 October general meeting to buy a Theatre-supporting ad in the Anne of Green Gables program. AUCE 3 voted to purchase a \$35.00 half page ad.

The union would like to have a Christmas party. The move, once again, is for a general affair--faculty, staff, and students (a kind of NDU goulash: delicious!)--and Nancy Bennewith and Linda Stoochnoff are working on details.

A union office will be set up across from the Bookstore in Maryhall. Meantime, hang onto your union scraps. There will be a depository (a filing system?) for all such matter eventually.

The AUCE Executive meets at noon each Monday in the cafeteria. If you have a beef, if you're simply curious, come to the meeting. Any union member is welcome. The new Executive: Sigrid Shepard, president; Pati Beaudoin, vice-president; Sherry O' Fallon, secretary; Ron Driedger, treasurer.

The following committees have been set up and already are functioning: Grievance, Negotiating, Labour-Management, Communications. Still to be organized are Social (see above), Reevaluation, and Insurance/Retirement. Our local is so small, and our committees so many, it is vital that every member work on at least one committee. Think about it. Then join the committee of your choice.

The AUCE convention will be held on 15-16 November in Vancouver, and an important consideration there will be whether to continue the Provincial Council (composed of two representatives from each local) or return to a standard executive (like the one heading our local). Delegates to the convention will be Sigrid Shepard, Rita Campese, Stan Strutin, and Dorris Andersen. Lee Karvonen will chair the convention.

At December's general meeting members will discuss and vote on the proposed by-law change that would split maintenance and custodial personnel into separate divisions. This would be done for the sake of balance: the divisions--Library, Kitchen, Maintenance, Custodians, Secretaries, Academic Offices--would contain between six and eight members each.

Hugh E. Farquhar took the position of interim President of NDU in August of this year, and most people were given the impression that he would be here until the alleged takeover by the government 1 July 1976. On Monday 10 November Farquhar announced that his work was nearly complete and that he would be leaving NDU at Christmas.

One wonders who will be President in January 1976. Perhaps the B.O.G. (Board of Governors) will simply leave the position vacant for several months as they did with the Registrar's position. It is hoped that there is absolutely no possibility or even the slightest, most miniscule consideration, of bringing back Cecil L. Kaller. For, if so, come Kaller, come the Revolution.