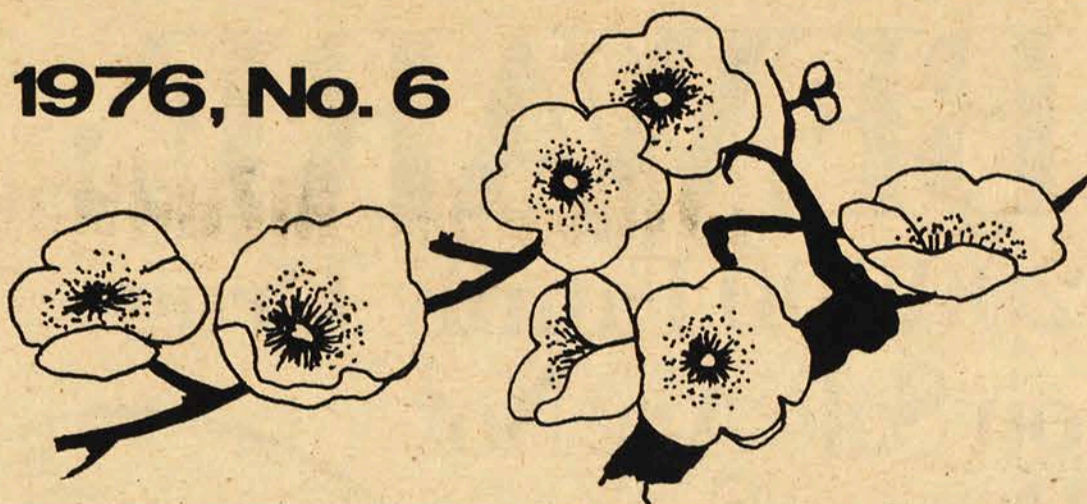


# ACROSS CAMPUS

JULY 1976, No. 6



## SORRY... Something ate your cheque

In our first two contracts, AUCE has accomplished a great deal. We have gained for ourselves many benefits, job security and substantial salary increases. With a new round of contract negotiations fast approaching, it is time to consider what more progress can be made.

For purposes of this article I would like to ignore all the other important areas and concentrate just on money. Our wage increases in the past have been impressive; so much so that there is a temptation this year to content ourselves with relatively little. After all, we know what a hassle it is to get money out of the University, and then there is the AIB to contend with.

But what does this mean to our finances? There is a very important difference between our salaries in dollars and cents and the amount that we can buy with them (real income). If the cost of living increases more than our wages, our real income actually decreases.

Since our first contract came into effect, April 1, 1974 our salaries have increased 64% (I have used the sort-of average Pay Grade III. Percentage figures do not vary very much except at the extreme top and bottom of the pay scale).

But, in terms of the buying power of our salaries, the increase was only 31% in April this year (cost of living figures are from Statistics Canada for Vancouver only). In other words, inflation has eaten up more than half of our hard won increases.

And things are getting worse. By the time the current contract expires (September 30) it will be down to

about 21% (based on last year's inflation rate of 8.33%).

At the time of our last increase, January 1 this year, our pay cheques reached their peak buying power. The Grade III salary was (and in dollar terms still is) \$940 at Step 1, but, by April it was only 900.78 January 1 dollars. By September 30, the figure will be \$813.84.

This means that we must get an increase of 15.5% just to regain the buying power we had on January 1 this year!

It will take \$1085.70 in October to buy 940 January dollars worth of goods and services. And then, of course, it goes down again from there, as another year of inflation eats away at our cheques.

What if we take a smaller increase? If our wages are increased by the 8% we're "supposed" to get, we're actually taking a loss of 6.5%, which, in another year, would mean 12% less real income than at the beginning of this year.

That \$1015.20 (\$940 plus 8%) will buy only what \$827.20 used to in January.

This is what the provincial legislation passed in June is asking us to do--take a substantial cut in real wages while car insurance doubles and triples, ferry rates double, medical insurance is up 50%, provincial sales and income taxes increase and prices in general continue to go up.

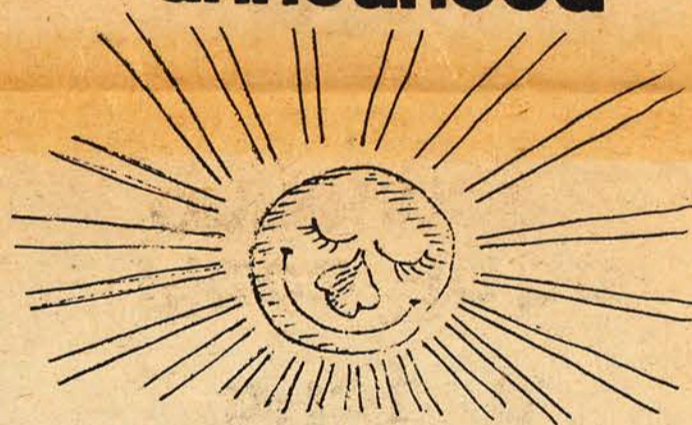
What can we do about it? There are three alternative courses we can take:

1. Roll over and play dead. Accept the small "increase" set out in the so-called guidelines and readjust our lifestyles to accommodate the loss it

## General Membership MEETING

Thurs./July 8  
5:15 p.m.

Place--to be announced



form was outside their job description, and b/ their immediate supervisor, a Union member, after having issued the original instruction, had not insisted on their carrying out the job; rather he had, with the understanding and agreement of the grievors, gone to management to seek clarification of the situation. Yet the grievors were suspended before having had the chance to discuss the situation with management: indeed, the instruction was not even repeated. Therefore the suspensions were unjustified.

In reply, the University contended that, in reference to a/, "dismantling shelving" is included in the job specification for Circulation Stack Attendants. And in response to point b/ above, Erik de Bruijn (who made the initial presentation on behalf of the University at the meeting) alleged that at the meeting in his office at which the suspensions were handed out, he had addressed the grievors in the following words: "Are you continuing to refuse to dismantle the shelving?" The grievors had allegedly replied "yes" to that question, whereupon the suspensions were handed down.

The Grievance Committee immediately questioned de Bruijn about this statement, whereupon he repeated it.

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## VICTORY for MacKenzie/Bennett!

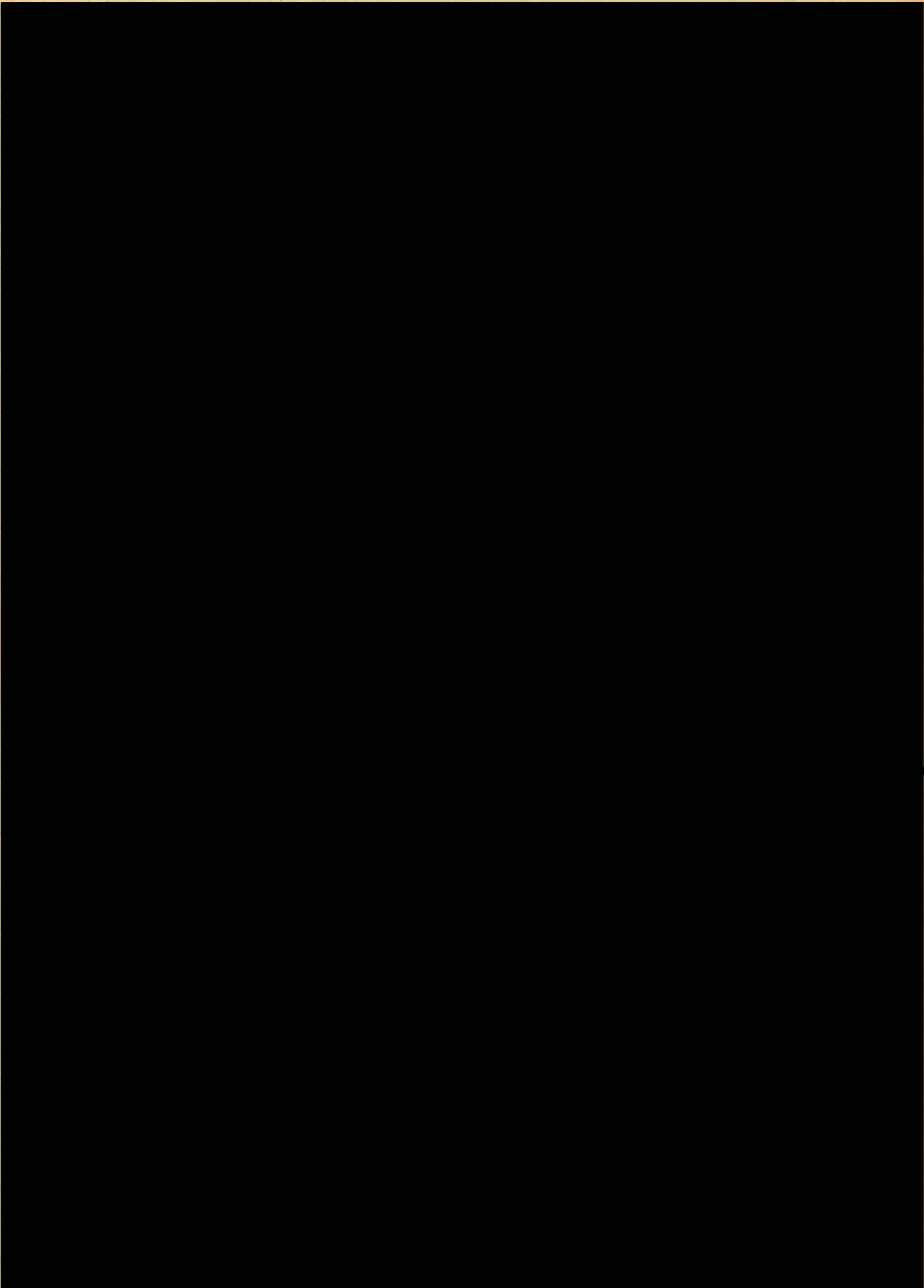
The arbitration decision has finally come down on the Mackenzie/Bennett grievance.

A full account of the events leading to the grievance was given in the newsletter at the time. In a nutshell, it involved the refusal of the two grievors (who just happened to be the Local President and a Steward) refusing to carry out a job clearly outside their job

description. They were both suspended without warning for the maximum of 5 working days, whereupon they launched the grievance.

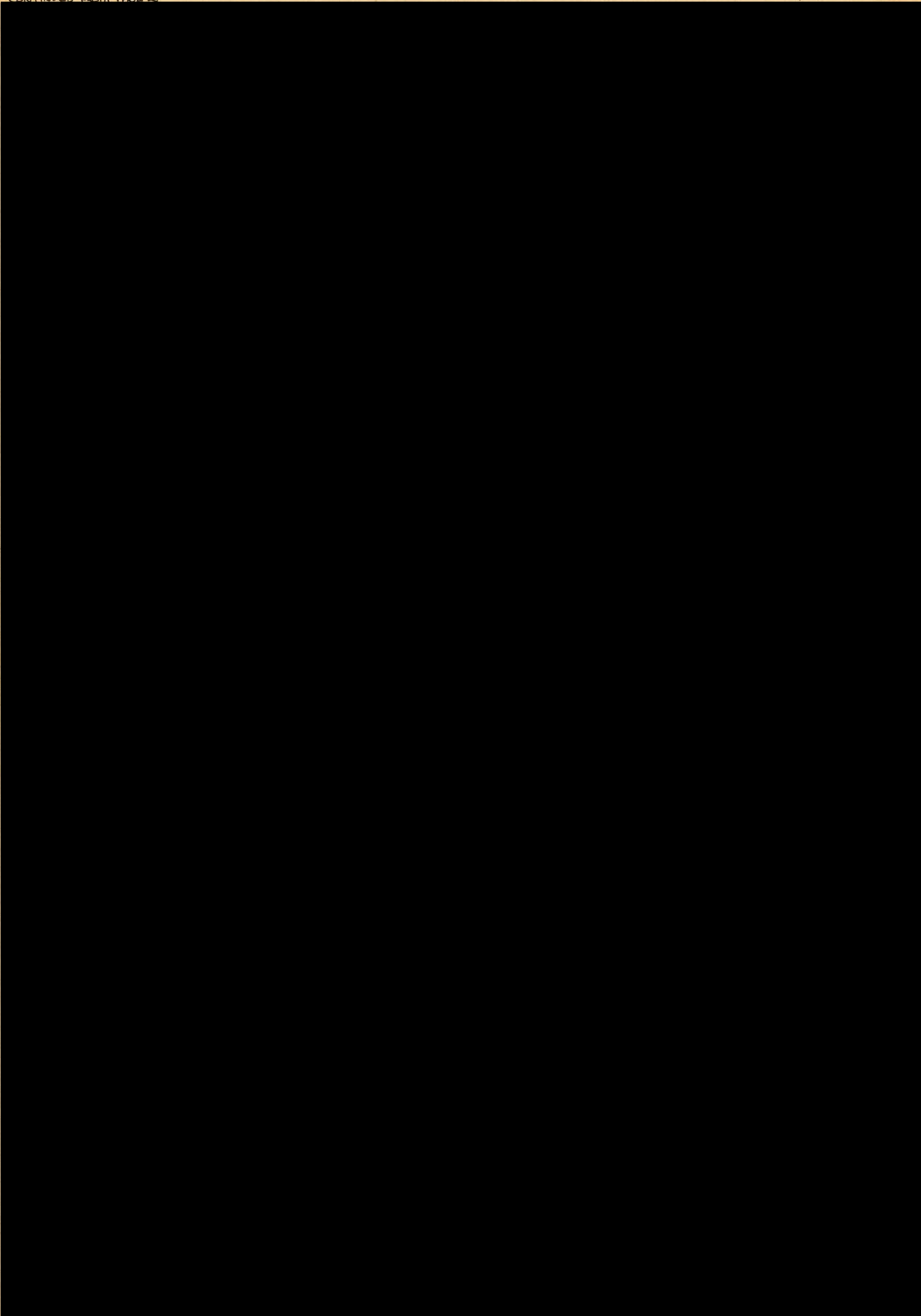
The grievance immediately went to Step 4 of the Grievance Procedure. At the meeting between the Grievance Committee and the University Labour Committee, the Union argued that the suspensions were unjust, in that a/ the task they were asked to per-





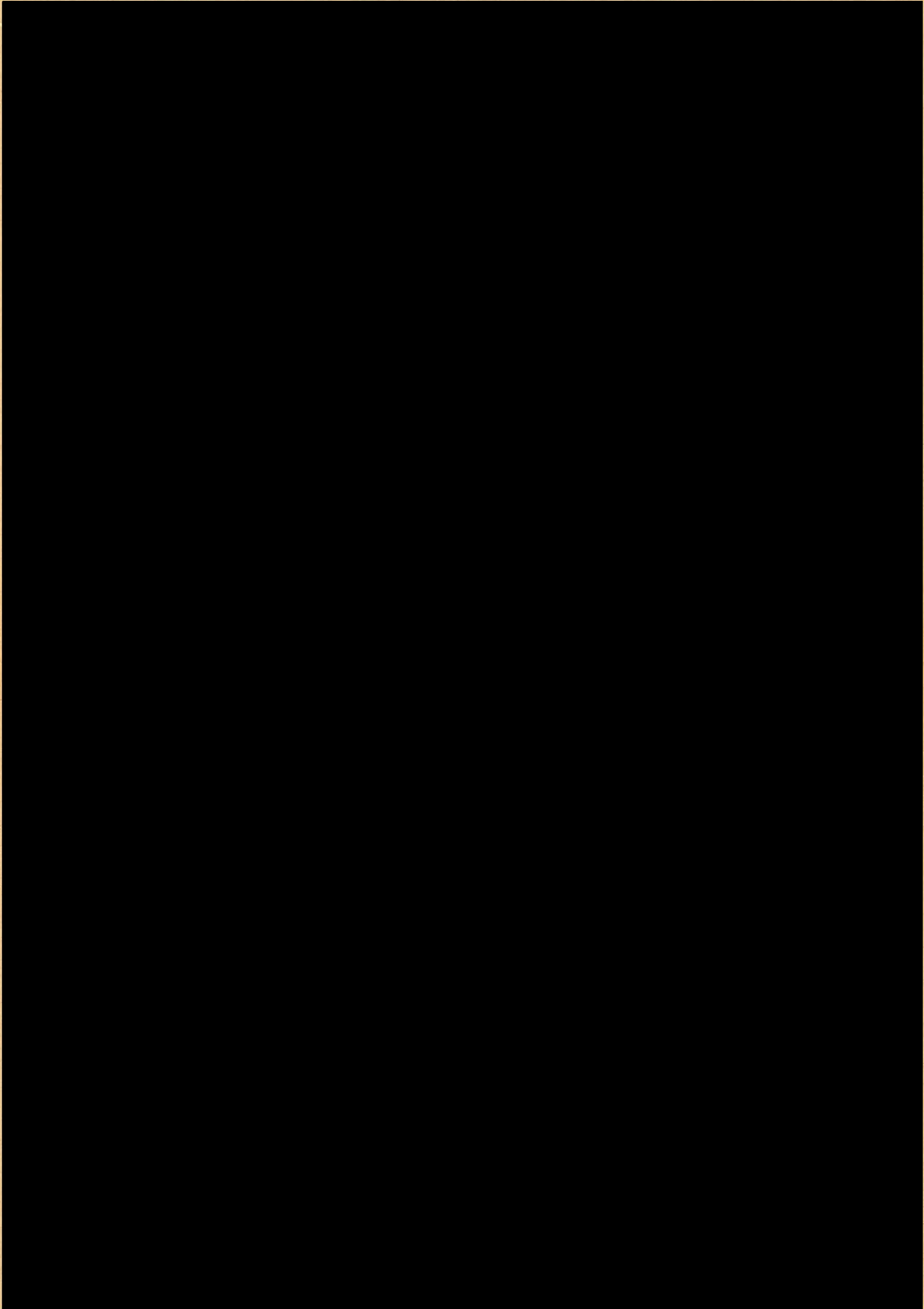
"CONSUMER BEWARE..."  
CONTINUED FROM PAGE 2.

PAGE 3



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## TALKING TO OURSELVES:

### HYLDA CHAMBERS

Hylde Chambers can be found in the printing shop of Carr Hall at the Centre for Continuing Education. Her correct title is Machine or Equipment operator.

#### HOW LONG HAVE YOU WORKED AT THE UNIVERSITY?

Ten years in all. For one year I worked as a stenographer with the School of Nursing. But for the last nine years I've worked with the Centre in Printing.

#### WHAT DO YOU DO IN YOUR JOB?

I operate a mimeograph machine along with the offset and other machines that fold, staple, collate, bind and also one machine that folds and stuffs papers into envelopes.

I work usually alone with the occasional help when things get a little more harried than usual.

I do most of the printing jobs needed by the many departments in the Centre. This includes brochures, flyers, and many of the publications etc.

#### DO YOU LIKE WHAT YOU ARE DOING?

Yes, I enjoy it very much. I find it interesting to keep in touch and work with the programs the Centre is involved with.

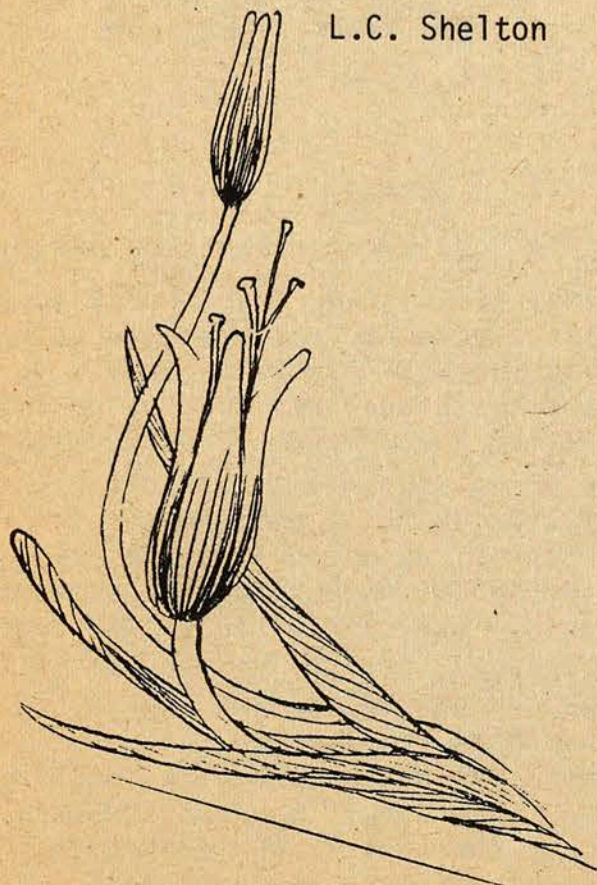
#### WHAT ARE YOUR WORKING CONDITIONS LIKE?

The Centre is a nice place to work. The people are great and the atmosphere is quite relaxed and pleasant. I enjoy working on campus don't think I would work elsewhere.

#### HAVE THERE BEEN ANY CHANGES IN YOUR JOB OR WORKING CONDITIONS SINCE THE UNION WAS FORMED?

No, conditions have been pretty well the same all along. I thought there might have been some change but, other than wages, nothing has really altered.

Basically I'm very happy with my situation. I'm my own boss, I work with really good people and there is always something going on to make the day interesting.



L.C. Shelton

## THE EFFECTS OF LIGHT

### SUNBURN:

Natural sunlight acts directly on the cells of the skin and subcutaneous tissues in generating the most familiar example of a pathological response - sunburn. In susceptible individuals exposed over many years sunlight can even cause a variety of skin cancer. However, the best protective response is tanning. Tanning is caused by a narrow band of ultraviolet wavelengths (from 290 to 320 nanometers) which excites a reaction from the mechanism responsible for skin-pigmentation.

Sunburn is largely an affliction of industrial civilization. Were people to be exposed to sunlight for one or two hours a day their skin's reaction to the solar radiation that occurs during late winter/early spring would provide them with a protective layer of pigmentation for withstanding ultraviolet radiation of summer intensities. The accelerated cell division thickens the ultraviolet-absorbing layers of the epidermis. The skin remains tan for several weeks and offers much protection against further damage to the tissues by the sunlight.

### RASH:

A number of widely prescribed drugs (such as the tetracyclines) and constituents of foods (such as riboflavins) are potential photosensitizers which can initiate reactions that affect compounds present in the blood, in the fluid space between the cells or in the cells themselves. "Transient intermediates" are produced which can damage the tissues in sensitive individuals and a typical response is the appearance of a rash on the parts of the body that are exposed to the sun.

### PSORIASIS:

In a new treatment for psoriasis a special photosensitizer is administered by mouth and two hours later expose the afflicted skin areas for about 10 minutes to the radiation from special lamps that emit strongly in the long-wave ultraviolet range at about 365 nanometers. The sensitizing agent is present in small quantities in carrots, parsley and limes. Many patients have responded successfully to this treatment which will shortly be generally available.

### THE FORMATION OF VITAMIN D<sub>3</sub>:

The formation of vitamin D<sub>3</sub> in the skin and subcutaneous tissue is the most important of the beneficial effects known to follow exposure to sunlight.

Vitamin D<sub>2</sub>, a biologically active compound found in milk and other foods, has not been demonstrated to be as effective as the vitamin D<sub>3</sub> formed in the skin. Investigators have concluded that sunlight was vastly more important than food as a source of vitamin D. (Although vitamin D<sub>3</sub> is also found in fish, seafood is not an important source in most diets.) As a point of interest, the fortification of foods with vitamin D<sub>2</sub> has been curtailed in Britain and several other European countries because of evidence that in large amounts vitamin D<sub>2</sub> can be toxic, causing general weakness, kidney damage and elevated blood levels of calcium and cholesterol.

### THE ABSORPTION OF CALCIUM:

A direct study of the influence of light on the human body's ability to absorb calcium was conducted among elderly, apparently normal men at the Chelsea Soldiers' Home near Boston, suggests that a lack of adequate exposure to ultraviolet radiation during the long winter months significantly impairs the body's utilization of calcium, even when there is an adequate supply in the diet. The calcium absorption of a control group and an experimental group was followed for 11 consecutive weeks from the onset of winter to mid-March.

During the first period of seven weeks, representing the severest part of the winter, all the subjects agreed to remain indoors during the hours of daylight. Thus both groups were exposed more or less equally to a typical low level of mixed incandescent and fluorescent lighting. At the end of the seven weeks the men in both groups were found to absorb only about 40 percent of the calcium they ingested. During the next four-week period, from mid-February to mid-March, the lighting was left unchanged for the control subjects, and their ability to absorb calcium fell by about 25 percent. The men in the experimental group were exposed for eight hours per day to 500 footcandles of light from special fluorescent (Vita Lite broad-spectrum) lamps, which simulate the solar spectrum in the visible and near-ultraviolet regions. (See last month's article.) In contrast with the control subjects' loss of 25 percent of their capacity to absorb calcium, the experimental group exhibited an increase of about 15 percent. The additional amount of ultraviolet radiation received by the experimental subjects was actually quite small; roughly equivalent to what they would get during a 15-minute lunchtime walk in the summer.

Clearly the study indicates that a certain amount of ultraviolet radiation, whether it is from the sun or from an artificial source, is necessary for adequate calcium metabolism. Another study conducted by the Mineral Metabolism Unit at the General Infirmary at Leeds in



England found that under-mineralization (osteomalacia) is far more prevalent in autopsy samples collected in England during the winter months than it is in samples collected in the summer. Thus it seems likely that properly designed indoor lighting environments could serve as an important public-health measure to prevent the undermineralization of bones among the elderly and others with limited access to natural sunlight.

#### NEO-NATAL JAUNDICE:

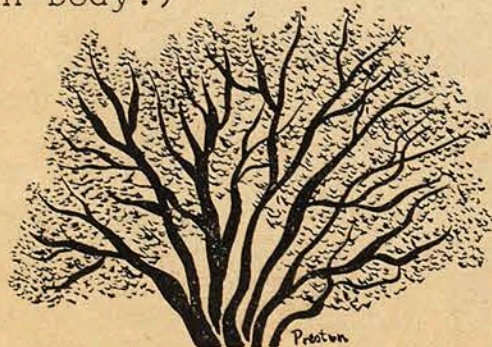
Some years ago it was discovered that bilirubin (degraded hemoglobin, the excessive production of which causes the skin to take on its characteristic jaundiced color) in solution could be bleached by light and thus destroyed; the nature of the photo-decomposition products remains unknown. This observation prompted R.J. Cremer, P.W. Perryman and D.H. Richards, who were then working at the General Hospital at Rockford in England, to see if light might be effective in lowering the plasma bilirubin in infants suffering from hyperbilirubinemia. That possibility was supported by informal observations that newborn infants whose crib had been placed near an open window tended to show less evidence of jaundice than infants whose crib was less exposed to light.

In a controlled study at the University of Vermont College of Medicine, it was initially assumed that the light converted the bilirubin into non-toxic products that could be excreted, but it is now understood that a major fraction of the excreted material is unchanged bilirubin itself. Hence it is at least conceivable that phototherapy has a direct beneficial effect on the liver and the kidney.

The observation that ordinary sunlight or artificial light sources can drastically alter the plasma level of even one body compound (in this case bilirubin) opens a Pandora's box for the student of human biology. It presents the strong possibility that the plasma or tissue levels of many additional compounds are similarly affected by light.

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

(Second in a series of articles on the effect of light on the human body.)



## History of Unionism

a continuing series

BRITAIN 14th to 19th century  
CANADA 18th to 19th century

Historians do not agree as to whether or not trade unions are descended from the craft guilds of Medieval times. If they are not direct descendants, I would say they are descendants in spirit at least.

The oldest form of guild, the Frith Guild was formed (like trade unions) for mutual protection. It was partly religious, partly social and partly industrial. There were no towns at this time, only village communities. As these villages grew into towns, better organization was needed. So the Town Guild was formed, consisting of freemen, mostly landed proprietors. These men became the governors of the town (some becoming known as Burgher's Guilds).

Then began an interesting pattern of power struggles. At this point the Town Guilds had all the power. The traders then decided they would form a guild for their own protection. This was the merchant guild. They struggled with the Town Guild for the right to an equal share in the government and regulation of industry and eventually won.

When they won, they became exclusive. So the craftsmen were forced to form a guild for protection and a say in their own affairs. This conflict was internalized by allowing the masters to join the crafts guilds, but eventually the craftsmen won and achieved some control over their own affairs.

Thus the Guilds laid the foundations of local government and free association. They created the conditions under which trade developed and industry was carried on. They also had absolute power and in the 14th century the people revolted against this power. In 1349 the Statute of Labourers was enacted reducing wages. Wages had been high before this because of an expanding economy and a scarcity of labourers. Also prices were rising. In 1360 the first laws were passed against combinations of workmen. Thus the guild system had all but died by the reign of Edward VI (1547-1553). Guilds continued to exist as corporate bodies and trading companys. The laws of the guilds were so intertwined with the statutes that they continued to be a force for several centuries.

Elizabeth (1558-1603) tried to codify the laws and superceed guild law. Her laws tried to regulate master, apprentice, and conditions of trade. They failed and were not administered properly. However, the labourers wanted to keep the laws because they were all they had and they feared return to older methods. Employers wanted the laws repealed. This struggle continued for 200 years.

During this period of struggle another factor came into play which drastically altered the situation. This was the "Industrial Revolution"- a series of economic changes between 1760 and 1820. These included inventions and large scale machine production, improvements in transport facilities, widening markets, enclosure of common fields dispossessing agricultural workers, the supersession of many handicrafts by machine work,

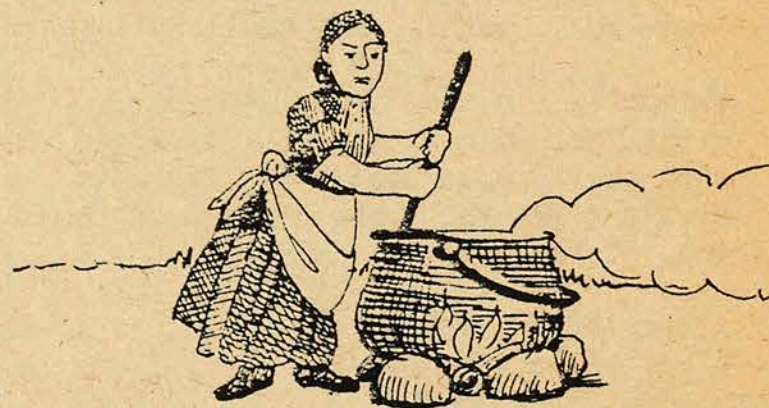
and the increase in economic and political power of those furnishing the capital to develop industry.

The public had turned against the old system of having justices of the peace or public authority fix wages. This forced working men (brought together in large groups by factory work) to try again to combine to improve their wages and conditions of work.

In 1799 Combination Laws were passed again prohibiting both employer and employee from combining to regulate wages or prices. There were numerous convictions of workers, but none of employers though they were known to combine.

Finally in 1824 the Combination Laws were repealed. By this time workers had seen that they could not depend on anyone but themselves to help better their conditions. Combination began to increase among all workers. In 1829 cotton spinners formed a national trade union and in 1830 the National Association for the Protection of Labour was formed. In 1834 the Grand National Consolidated Trades Union was formed by Robert Owen. Three quarters of a million joined but like the other two unions mentioned, it was doomed to a short life. Employers attacked it and made employees sign "the document," a promise to give up their membership. The employers also obtained heavy sentences for minor offences for those in the Union.

In 1834 also, at Tolpuddle some labourers tried to form the first agricultural union in protest of a reduction in wages from 9 to 6s per week. Five were arrested on charges of conspiracy, sentenced and sent to Australia. Immediately a campaign to free them began. On April 1, 1834 thousands paraded in London led by Robert Owen. The government sent out 5,000 special constables, 29 pieces of artillery, 8 battalions of infantry, the light guards and the household troops. The people won the fight for amnesty and the five men were returned to England. Four of the men and their families left for Canada shortly thereafter



Canada

It is hard to pin-point the exact beginnings of union development in Canada. There are early evidences of labour 'unrest.' In 1778 an official of the North West Fur Trading Co. asked the government to take action to keep workers (voyageurs and canoe-men) from quitting employment to look for higher wages. On August 3, 1794 the voyageurs struck for higher wages at Rainy Lake (Lacla Pluie) and lost. The leaders lost their jobs. In 1816 a law was passed in Nova Scotia prohibiting combination.

There was a shortage of labour in Canada when labour was surplus in Britain (because of the Industrial Revolution). This prompted many



workers to come to Canada. They brought with them their traditions of combination.

In Canada organization into unions was often the result of a specific grievance or protest. In 1833 Carpenters organized the Montreal Mechanics Mutual Protective Society to fight for a shorter working day. They asked for and eventually succeeded in getting a 10 hour day. However in 1834 the masters tried to get an 11 hour day. In the spring of 1834 other unions joined the fight for a 10 hour day and from this came a central council "trades Union." In Ontario in 1830 and 1831 there were strikes for prompt payment of wages and a 10 hour day.

In 1830 York shoemakers struck. Employers wanted them to work for scanty wages and board in their houses paying \$2.00 to lie in beds of straw.

In New Brunswick, in 1833, mechanics protested against legislation dratting them for roadwork. They published "The Humble Petition of Mechanics and Others of the Province of New Brunswick to their Representatives now sitting in the House of Assembly." It begins thus:

"Pray harbour not that vain conceit, that yon high Legislative seat Makes you our Lords or Masters, We've learnt our dignity of late, Our servents now we designate - M. P.'s as well as Masters."

Although these strikes were often the beginnings of organization, the unions or societies tried to show employers that they did not want to threaten them. In 1839 Quebec printers through their Society Typographique petitioned for a wage increase. They pointed out increases in the cost of living and said they had no intention of operating "what is called in English 'a strike'."

In 1843 the Toronto (York) printers revived the York Typographical Society which had been dislodged earlier. They did so because their employers got together to cut wages, to combat unemployment, and to collect statistics of trade to get a clear view of the wage and job situation. Their motto at this time was "united to support, not combined to injure." In 1845 George Brown, editor of the Globe dismissed two union officials because they belonged to the society. The printers struck for wages in 1854 and employers had union members arrested on 'conspiracy' charges.

Other areas of Canada saw unions spring up. Saint John, New Brunswick was referred to as the trade union capital of British North America in the 1830's to the 1850's. It was the home of the Sawyers Friendly Society, the United and Friendly House Carpenters and Joiners Society and the Labourers Benevolent Association (longshoremen).

In B. C. the Practical Bakers of Victoria formed in 1854. Minors struck at Fort Rupert in 1849 and in 1858 at Nanaimo. In 1862 a shipyard workers union was functioning in B. C.

There were also some fights against mechanization. In 1852 the Journeymen Tailors Operative Society tried to get the removal of Singer sewing machines from the shops. In 1854 tailors in Hamilton struck against

mechanization.

This was a period of isolated locals. There was little communication between different societies even of the same trade, except in rare instances. Up to this point the general public was not friendly to unions. The worker was almost entirely dependant on the goodwill of a small group of employers or masters in his own town. Very little stood between the worker and the poverty that came with only a few days unemployment. During this time there were minor recessions and fluctuations in the economy. Often societies were formed just to keep wages at the same rate. Employers advertized for workers from outside the town or city to come, when they were not needed. A well stocked labour market put employers in a stronger position. Unions had no legal status and the laws were mostly favorable to employers. In spite of these conditions workers continued to organize.



## LOOKING FOR AN ALTERNATIVE?

Kitsilano Food Co-op has been operating in the Vancouver area for over three years now. Our membership is mainly concentrated in Kitsilano, but covers many other areas as well.

The way it works is simple. We offer ourselves a wide variety of foods, ordered primarily from local wholesalers. Each week, a food list is printed up, listing each of the items available that week.

The co-op is divided into neighbourhood groups - we call them collectives. Within each collective, individuals total up their food list for the week and take them (along with their money) to one house. At this house, all the individual orders are compiled into one collective order. The collective order is then taken to the co-op warehouse, where it is compiled with all the other collective orders, to make one order for the entire co-op.

The above process occurs on the weekend. On Monday, the food is ordered from the various wholesalers. Over the next few days, the food is delivered (or picked up) and prepared for distribution.

Finally, on Thursday, the food is distributed. Each collective sends someone to the warehouse to pick up the food for everyone in their collective. The food is taken back to a house in the collective and divided up into individual orders.

Each collective in the co-op is responsible for running a different aspect of the co-op (ie: one collective does vegetables, another prints the food list, another does bread and dairy, etc.) Each week, the collective in charge of vegetables orders the total amount needed from the wholesalers. They will then make sure

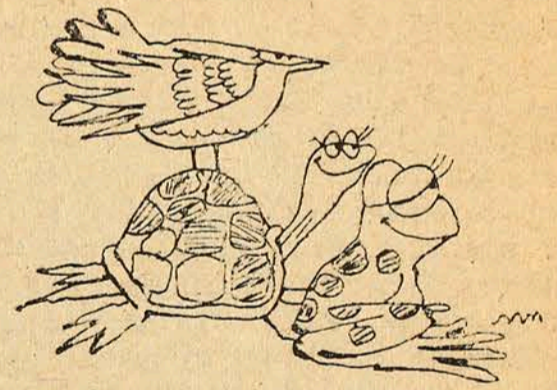
that the food is received from the wholesalers, in time for Thursday distribution. When the food arrives, it is broken down into the quantities people ordered them in. For example the carrots arrive in a 50 lb. sack and must be weighed out in the exact quantities ordered. This is basically the way every item on the list is ordered and prepared for distribution.

Dividing the ordering and the work on a collective basis works very well. In my own collective, we have gotten to know each other through working together. We divide up our tasks as best suits us - I am sure to choose a job that coincides with my free time.

Why do we do it? A lot of people are pretty tired of the existing food distribution system. Tired of the deception and the impersonal atmosphere of the supermarkets. Tired of being pushed around by the large corporations whose only interest is increased profits.

Our co-op provides us with a way to help each other. We can work with our neighbours to gain some control over our food.

Not only do we work together in our co-op, but our co-op works with some 50 other co-ops in B.C. to provide better services to each other. This organization is called Fed-Up. By working together as Fed-Up, we are able to buy from many suppliers that we cannot as individual co-ops. The more of us that work together, the more equitable and complete a system we can create. We can now begin to provide a direct market for many producers of our food. As Fed-Up, we co-operate with 8 similar wholesalers on the West Coast - stretching from Vancouver to Tucson, Arizona -



to buy our rice in 40 ton lots direct from the grower. More importantly, things are also beginning at the local level. A co-op cannery has started to provide the co-ops with quality canned goods. A beekeepers co-op now supplies the co-ops with a substantial portion of their honey needs. A bakery will soon be operating to serve the local co-ops. These are just small starts, but they mean a lot in our continuing efforts to help each other.

Our co-op is always open to new members. Every week or so we have a meeting to explain to anyone interested the details of how the co-op works. If you give me a call, I can tell you when the next one will be.

My name is Keith Jardine, and my number at home is [redacted] or at work - [redacted].



Chile, a long narrow country on South America's West Coast was founded under the Spanish Colonial period. Then as today, Chile's main function has been a supplier of raw and semi-refined resources to the developed world. Copper, Chile's main export, accounts for 80% of Chile's foreign exchange earnings, and is such a mainstay to the Chilean economy that a 1¢ difference in the price of copper on the world market means a gain or loss of \$17 million.

Chile's history is a history of constant oppression from overseas powers. At first the Spanish, followed by the British in the late 1800's and early 1900's. The British dominated the mining of nitrates which were vital to the refertilization of the European countryside. With the synthesis of artificial fertilizers the bottom dropped out of the nitrate market and Chile plunged into a long depression. This period was marked by grave unemployment and malnutrition.

With the discovery of the enormous copper deposits north of Santiago, the capital, the foreign corporations returned to remove the wealth of Chile, but this time the exploiters were the North American monopolies, notably Kennecott Copper and Anaconda Copper.

The Chilean worker has historically suffered at the hands of the foreign corporate interests. In 1906 when thousands of miners gathered in the city of Santa Maria de Iquique, to protest their terrible working conditions and low pay, they were met by the Chilean military complex who opened fire on the strikers, leaving 2500 dead in less than 10 minutes, one of the largest massacres in the history of working class struggles around the world. These same tactics at guaranteeing the 'stable investment climate' the business interests are so fond of talking about have been used time and time again in Chile to 'settle' labour disputes.

In the late 60's, Eduardo Frei, leader of the right-wing Christian Democrats, under pressure from the Chilean working class to obtain a greater share of the wealth of Chile for Chileans, by unanimous decision by the Congress 'Chileanized' the large copper mines or 'Gran Minería' as they are called in Chile. This Chileanization simply meant that the government purchased minority interest in the large corporations, which had the net effect of reducing the return to Chile and vastly increasing the corporate profit.

In 1970, Dr. Salvador Allende, leader of the Unidad Popular (UP) a coalition of the Left, came to power in a split between the 3 major political alliances with 36% of the popular vote. Under authorization from President Allende, intensive research into the activities of the Transnational corporations operating in Chile revealed the excessive profits removed from Chile, all the parties of Congress voted to nationalize the Gran Minería as well as other industries vital to the national interest. The right-wing parties went along with the nationalization in order not to be shown publicly as accomplices of the North American monopolies in the plunder of Chilean resources.

One of the most revealing aspects of the economic research was that Kennecott Copper had managed to make an average profit from its Chilean operations of 52.6% while the average profit from all their other operations in foreign countries was less than

10%. In 1967 it was shown that Kennecott had made a profit of 205%.

Using a formula that allowed the nationalized industries to claim an average profit of 12% before declaring excessive profits, the nationalized industries were compensated according to their own book value within the terms of the formula. Since Kennecott had managed to remove more than \$725 million in excessive profits, which vastly exceeded the value of all their Chilean operations, it was correctly argued that no further monies would be paid to Kennecott as they had already received more than fair compensation.

What followed has turned out to be the most incredible act of corporate revenge in global history. Evidence confirms the actions of Kennecott Copper and ITT in engineering with the aid of the U.S. Government, and certain elements of the Chilean elite and military (now the Junta) a campaign to sabotage the Chilean economy in order to discredit the Allende Government.

## CHILE A PARTISAN VIEWPOINT

With great cooperation from the major U.S. controlled lending institutions and private corporations both within and outside of Chile, a systematic program of cancelling and freezing credit to Chile was begun. Spare parts were either refused or slowed down to the point of almost stopping, food and other vital commodities were hoarded by the wealthy only to be later released on the Blackmarket to vastly increase profit and inflation. El Mercurio, the powerful right-wing newspaper began a smear campaign. Right-wing terrorists like the Nazi influenced 'Patriad de Libertad' (Fatherland and Liberty) were responsible for hundreds of acts of bombings and industrial sabotage aimed at drastically reducing production.

Despite the enormous pressures, Allende's policies of economic improvement had real gains in providing a better standard of living especially for the poorer sectors of Chilean society. In 1972 in the bi-elections the Unidad Popular gained in the popular vote, and it became apparent that the Elite and the U.S. corporations would not get back their privileges by democratic means, this marked the beginning of a program to plan and execute a coup. On Sept. 11, 1973, after a battle in Santiago, Dr. Salvador Allende was murdered while defending the Presidential Palace, and within hours the brave Chilean experiment of the peaceful road to Socialism was over. The military dictatorship, led by General Augusto Pinochet, and leaders of other military wings formed the Junta and assumed iron fisted control of Chile.

The murder and torture that followed was to establish the Junta as the most brutal dictatorship in the history of Latin America, leaving an estimated 30,000 dead, thousands imprisoned and tortured and hundreds on the growing 'disappeared' list. All opposition parties and press have been smashed. Workers rights to unionization no longer exist, meetings of more than 5 persons are banned and even the use of the word 'worker' is illegal. All work and living places are rife with government informers who are instructed to inform the

authorities of all suspicious persons, particularly those whose names end in 'berg' or 'stein', which smacks of nothing less than WW 2 Germany.

Today, while the Junta is receiving approx. \$1 million dollars in military and other aid from the U.S. government and U.S. controlled lending institutions, very little in the way of direct foreign investment by private corporations has flowed into the Chilean economy. This investment is crucial to the continued rule of the Junta, as their absolute brutality has alienated even many of its previously staunchest supporters.

At a time when Britain has withdrawn its diplomatic mission in protest, the International Labour Organization has heavily criticized the policies of the Junta, European workers are refusing to off load Chilean cargo. The UN Commission on Human Rights has entered a report to the UN General Assembly damning the Junta and demanding the re-establishment of human rights and democracy, Noranda Mines Ltd., a Canadian corporation with its head office in Toronto is planning to invest \$350 million and agree to arrange a loan on behalf of the Junta for \$250 million to develop the Andocollo copper deposit, one of the world's largest and richest. Noranda will receive 49% control with 51% going to the Junta.

This investment can only serve to increase the repression being levied against the Chilean people as the only way to guarantee the 'safe investment climate' the Junta is proposing to attract much needed investments. Not only will this investment harm the Chilean people, but the actual terms of the agreement would seem to be in question when one considers that the Panamanian government recently concluded a deal with a Transnational to develop a large nickel deposit in that country. A deal in which the government gets 80% control with no capital investment what so ever. And it would appear even stranger when one considers that a U.S. corporation actually offered a better deal than the one offered by Noranda. Clearly Noranda was chosen to develop this deposit, which in the minds of many experts is considered the plum of the existing known but undeveloped copper reserves, for no other reason than their 'safe' Canadian image to serve as the ice-breaker for other corporate investments to come.

Noranda claims it will not be doing business with the Junta, rather they will do business with the state owned copper corporation, CODELCO, but it requires no degree in international affairs to realize that under a dictatorship, a deal with a state owned corporation is a deal with the dictatorship.

The Canadian government position that comes from P. Charpentier, of the Latin American Division of the Department of External Affairs for Canada, in response to a letter expressing protest at Noranda's planned investment was, "While we appreciate your concern, it is not the policy of Canadian Governments to interfere in private transactions by Canadian firms and individuals abroad, except in compliance with Security Council decisions. In this instance, such interference could have several negative effects. Apart from affecting a Canadian firm, it could only delay the restoration of human rights which is more likely to occur in prosperity than in depression."



"CHILE..."  
CONTINUED FROM PAGE 8

It seems rather strange that our Canadian government has little or no questions when it comes to lending money, expertise and insuring private investments overseas with Canadian tax dollars, but pleades a 'hands tied' policy when it comes to protecting life and human rights. It would seem the government is more interested in Canadian corporate profits abroad than the morality of the Chilean issue. Moreover it is totally reprehensible to suggest that human rights are contingent on corporate success at obtaining profits, and certainly it is a total missuse of the word depression, Chile is not suffering from depression, it is suffering from oppression.

Not only will this investment have dramatic effects in Chile, but also severe effects here in Canada. Noranda's assets are stated to be 1.7 billion dollars, the Andocollo investment accounts for almost 1/6 of their total worth channeled into one project. Noranda controls well over 105 operations in Canada, with further operations in 17 foreign countries. It does not seem reasonable that Noranda is unable to settle a 4 1/2 month strike at Bell Copper, Granisle, British Columbia where the workers have been offered something of the order of a 10% wage increase providing they will accept something like a 12% cut in fringe benefits. If Noranda can place almost 1/6 of their total worth into one operation, surely they can afford a fair settlement for Canadian workers.

Noranda is interested in the 'stable investment climate' of Chile, where they won't have to deal with strikes, where the military will guarantee a 'docile' labour force, where if Kennecott could make a 205% profit in one year under a pseudo-democratic system, Noranda should be able to shatter all records.

Our Chilean brothers and sisters need our solidarity and help, and they need it now, you can help by writing to the following people to protest the gross injustice that Noranda is seeking to perpetuate with their investment;

Alfred Powis,  
President and Chief Executive Officer,  
Noranda Mines Ltd.,  
P.O. Box 45,  
Commerce Court West,  
Toronto,  
Ontario

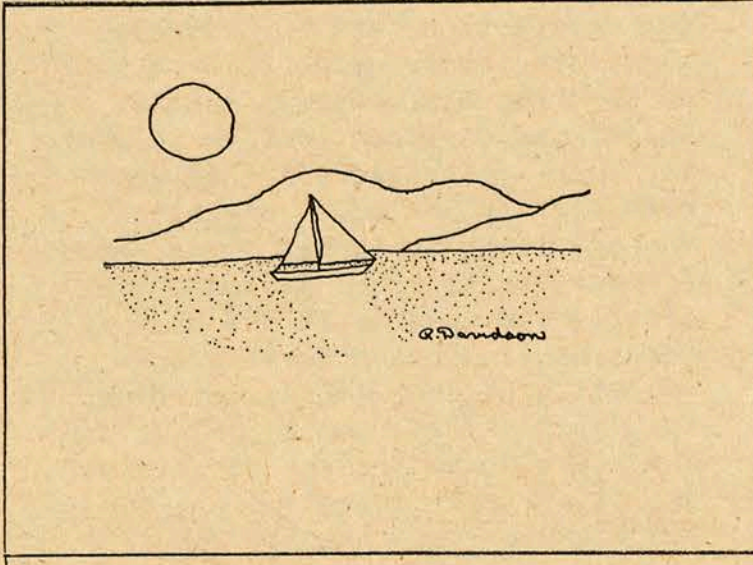
To the following ask that no Canadian government department, agency or institution give any form of assistance for use in Chile until such time as full human rights and democracy are restored. There is much concern that the Canadian government may assist Chile through the Export Development Corporation, as one of the long time Directors of the EDC, Mr. Adam Zimmerman is also a Director of Noranda. Remember, those are your tax dollars that will be going to support the repressive Chilean Junta.

John A. MacDonald,  
President,  
Export Development Corporation,  
110 O'Connor St.,  
Ottawa,  
Ontario

Hon. Allan J. MacEachen,  
Minister of External Affairs,  
House of Commons,  
Ottawa,  
Ontario

Much work must be done here in Canada to inform Canadians of the Chilean situation with particular reference to Noranda at this time. If you are interested in helping with the work or can support it financially, please contact Jef Keighley, Canada-Chile Support Group, 732-1814, 2524 Cypress St. Vancouver. Your assistance will be much appreciated.

Jef Keighley,  
for the Canada-Chile  
Support Group,  
2524 Cypress St.,  
Vancouver,  
British Columbia



"SORRY..."  
CONTINUED FROM PAGE 1

really means.

2. Bargain for an increase of whatever we can get plus a cost of living allowance (COLA) to slow down (certainly not stop) the loss of real income during the life of the new agreement.

3. Bargain for an increase that really is an increase or at least keeps us even. There is nothing in the law to prevent an agreement of any amount. It's just that some bureaucrats in Ottawa can shove us back down again. But, generally, the higher the original settlement, the higher the final increase turns out to be.

None of these options are particularly attractive. It seems that the government is determined to make the workers pay for the country's economic problems. Whatever happens AUCE members will probably be losers.

This is likely the most serious problem our Union has yet faced. It is time we began to seriously discuss our position.

Jeff Hoskins  
Contract Committee

"VICTORY..."  
CONTINUED FROM PAGE 1

The Committee caucussed, and then returned to the room and stated that the conversation in de Bruijn's office had consisted of the following: De Bruijn: "This shouldn't take long. I understand that you refused to dismantle some shelving on level 7 this morning. Is this true?" Mackenzie: "Yes, it involved unscrewing it from the floor." Bennett: "Yes." De Bruijn: "I am hereby suspending you for five working days." The Committee stated that nothing more had been said, and that there had been neither implicit nor explicit reference in de Bruijn's question to the grievors continuing to refuse to dismantle the shelving.

At this point Wes Clark appeared to get upset, and challenged the Union to "put that in writing": the Committee said it would do so for the arbitration. The meeting adjourned.

The arbitration hearing took place on March 24, in Cecil Green Park, with Dick Bird, a Vancouver Island lawyer, acting as arbitrator. The University had retained Bryan Williams, a slick (and very expensive) criminal lawyer. (An interesting aside: looking through the arbitration precedents, we saw both men's names on all three sides of arbitration hearings: sometimes representing the Union, sometimes management, sometimes acting as arbitrator). When the hearing opened, we knew virtually nothing about such proceedings. Our one previous arbitration had been under a lay person, who ran a very informal hearing: Bird ran his hearing much more like a court of law. First the "prosecution" presented its witnesses; then we presented ours. As in a court, documentary evidence was generally inadmissible; the facts could only be established through the testimony of witnesses. Examination and cross-examination of witnesses is no easy prospect for the inexperienced, especially when you're up against someone like Williams with years of court-room experience. As the person presenting the case, I don't mind admitting that at times I felt hopelessly inadequate. However, after it was all over, the Grievance Committee felt it was really good that we hadn't retained a lawyer of our own. Firstly, we would have been giving in and playing their game: why should we feel forced to get a lawyer just because the University gets one? Secondly, we gained all that experience for ourselves. And thirdly, although we were often pretty rough around the edges, we did do a good job and didn't make any major mistakes. And the Arbitrator was very careful to make provision for our inexperience, and explained the rules as we went along.

Getting back to the hearing itself. A variety of witnesses were called upon to testify under oath. Brian Varty, Stack Supervisor, Rita Butterfield, Head of Circulation, and Erik de Bruijn, Administrative Services Librarian, were asked to give their respective versions of what had occurred on the day of the incident. The University also called Walter Harrington to identify the notorious screws; and Wes Clark, on account of his unparalleled expertise on several points of University policy and procedure. The Union called Duane Lunden, Executive member of CUPE 116, to testify that the use of tools and the moving of furniture is in the exclusive domain of that union. The grievors themselves took the stand to explain their motives; they then handily withstood the buffeting of William's cross-examination, in which he failed, despite his extremely provocative and pseudo-emotional manner, to depict the one as an arrogant hot-head and the other as a docile follower.

One of the more interesting portions of testimony was the Union's examination of Erik de Bruijn. He was asked what it was he had said in his office on the day of the suspensions. Somewhat to our surprise, he now concurred with the Union's version: he said he had asked us if we "had refused" to



dismantle shelving on level 7. We asked him if, in the meeting of January 9 between the Grievance Committee and the Labour Committee, it was true that he had stated that the question had been "Are you continuing to refuse to dismantle the shelving." He replied yes, he had stated that, but when the Union pointed out to him that this was incorrect, he realized we were right and was now in complete agreement that there had been no reference to "continuing" in the famous question. We then asked if it was true that, at the Grievance/Labour Committee meeting, he had re-affirmed his assertion about "continuing". He denied having repeated the erroneous statement; we asked again, and he again denied. We then put several members of the Grievance Committee on the stand, and they all swore under oath that he had not only made the "continuing to refuse" statement, but had repeated it when challenged by the Grievance Committee, and that the meeting had adjourned with the University sticking to the false version.

Finally all the evidence was in, and Bryan Williams made his summation. This was characterized more by razzle-dazzle than by substance. We noticed that Bird, whose pen had been in continuous motion during the evidence portion of the hearing, hardly took any notes during William's argument. As an experienced arbitrator, Bird had already sized up the merits of the case, and knew in advance what relevant arguments Williams was going to present. And as for the irrelevant arguments - like the size of the screws and how not removing them was going to be responsible for the destruction of the entire social fabric - well, all that rhetoric and hyperbole wasn't for Bird's consumption anyway, but for the University's. After all, one's clients must feel they're getting their money's worth. A dazzling oration it was, but one wonders if it really was worth the four-figure legal bill we the taxpayers will have to foot.

After William's presentation, we adjourned for the evening. At this point, Williams tried to make a deal with us, to reduce the penalty by a couple of days and to call it quits. He must have been disappointed to find we weren't reduce to cowering wrecks by his oratorical excesses. We refused out of hand: we'd paid our money, and we were going to get our adjudication.

The next morning we made our summation. In contrast to the University's, it was low-key and brief. It emphasized the obvious Union discrimination and the fact that management had exploited a situation just to get the Union. By this time, we knew pretty well the arbitrator's opinion of the merits of our case: on several occasions he had actively intervened in the proceedings, and, all the while explaining various rules and precedents, made it clear what was running through his head.

The contents of his award, with one exception, were therefore no great surprise to us. The arbitrator rejected our argument that we hadn't really been properly ordered to do the job in the first place. We had argued that our Stack Supervisor is a Union member and not "management", and that he had in effect temporarily

suspended his instruction to move the range by going to management to seek clarification rather than insisting we do the job immediately. Even during the hearing Bird said he "had no problem with the chain of command. An order is an order." We had technically refused, which brings us to the next point in the award: the old "work first, grieve later" rule.

Every member should know of this rule, enshrined in numerous arbitration precedents. At the time of the suspensions, we were ignorant of it. We were operating according to a common-sense assumption that we get paid to do certain work, within our job description, and not anything else: therefore we don't have to do anything else. Alas, much of labour law does not conform to what is "fair". The fact is that your boss can ask you to do anything, and providing it is not a) dangerous to your health or b) illegal, technically you must do it and only afterwards launch a grievance over violation of your job description. Your boss may ask you to go out and buy a Christmas present for his wife (still par for course in many boss/secretary relationships), and if you refuse, you are technically subject to discipline for just cause even if afterwards it is proven in a grievance that buying presents just isn't part of your job. I suppose the point to make is this: you just have to play such situations by ear, and only if you think the "balance of forces" in your office is right, should you refuse. Otherwise do the job and make a huge stink afterwards.

Getting back to the award, here's the part that deals with the above issue:

"What happened was that Mackenzie and Bennett refused to do certain work believing they didn't have to do it and wanting to talk to someone in management about it. No one in management wanted to talk about it and it is clear that while those in management were not pleased with the grievors' actions, someone in management wished to make the most of the occasion. The Union President had place himself squarely in the sights of management's gun and no further order to work was given because to do so could spoil the target neatly presented. To repeat the order would be to run the risk that it would be obeyed thereby minimizing the transgression. It is plain from the circumstances and most particularly from the form of the suspension letters that those in authority knew that Mackenzie and Bennett were in breach of a fundamental rule of labour law. This rule is in force in practically all North American jurisdictions, including British Columbia, and is sometimes summarized as "work now and grieve later".

The next area that the arbitrator dealt with was that of Job Description. This was the "surprise" of the award, but I hasten to add an extremely agreeable surprise indeed. We expected the arbitrator to evade this issue, but rather he ruled that indeed the job we were asked to perform was outside our Job Description!

To quote:

"If working with tools were intended the job description should have said so. If it said so A.U.C.E. might have objected and then the matter could have been resolved

under the provisions of the collective agreement. Perhaps the University could have insisted on the use of small tools based on the past practise and perhaps not. My concern is for what did happen, not what might have happened. ...I am not suggesting that the use of tools could not possibly be covered by the job description. I find that it is not covered." Bird also defined what a Job Description was versus a Job Specification. Accepting our argument in its virtual entirety, he explained that only Job Descriptions were part of the Contract and no Job Specification could incorporate duties outside the Official Job Description.

"The Circulation stack attendant's specification antedates the first collective agreement. To the extent it is valid is the extent to which it is within the job description. To that extent the specification is supported by the management rights clause set out above. The Job description is the governing document because it is sanctioned by the collective agreement. (emphasis added)

The above is why we can justly call this award a "victory". It accomplished all that we wanted to accomplish at the outset: to get the Library to cease improperly assigning CUPE 116 work to AUCE stack attendants and (male) library assistants. But even more important than that: the award has finally clarified the status of Job Descriptions and Job Specifications. This sets a campus-wide precedent: the University can no longer trifle with them and confuse the one with the other.

The third area Bird dealt with was the penalty. Herein lies the irony. As was previously pointed out, although the grievors refused a job which an arbitrator later ruled was improperly assigned, they still did not "work first and grieve later". Therefore, says the arbitrator, a penalty is justified: the question is only how severe.

"The collective agreement makes a five day suspension a heavy punishment next only to dismissal, so that if either grievor transgresses again and the five day suspension is left standing it might seem that the proper progression of discipline would be to dismiss. The seriousness of the matter has been exaggerated. The orderly functioning of the Library was not seriously threatened. The grievors acted upon a partly mistaken notion of their rights. They were not acting defiantly. The discipline was excessive particularly in view of the fact that once the grievors refused to do the work no effort was made to get them to change their minds for the reason alluded to above. Also, as I have found, it was not properly their work. I substitute a one day suspension for the record and direct the University to pay the grievors what they would have earned had they worked the four working days during which they were suspended following the first day of suspension, subject to the University making all deductions and remittances required by law and the collective agreement in respect of the four days pay."

*Copies of the arbitrator's award and other relevant documents are available in the office for perusal by any interested members.*

-Ian Mackenzie



# TO BE DISCUSSED AT GENERAL MEMBERSHIP MEETING

## AGENDA

Proposed Agenda for July 8 mtg.\*

1. No smoking
2. Adoption of agenda
3. Adoption of minutes
4. Financial report
5. Close nominations for Vice-President
6. Amendments to By-Laws
7. Contract Committee
8. Status of Non-Professional Women
9. \$200.00 donation for SORWUC
10. Grievance Committee
11. Office Manual
12. Clipping services
13. Provincial report
14. Correspondence
15. Skyway strike

\* This is not the final agenda. A quorum was not reached at the scheduled Executive meeting. A special Executive meeting will be held and a final agenda drawn up. That agenda will be handed out at the meeting.

For 7  
Against 3  
Abstentions 2

CARRIED

That a Special Membership Meeting be held on Thursday evening (17 June 1976) concerning the lay-offs in the Registrar's Office and the Grievance Committee be responsible for the agenda.

CARRIED

That we commit ourselves to honesty within the Executive, clearing up internal conflict so that we can present a concise, workable agenda and clearly defined issues and a commitment to getting the work done.

CARRIED

A straw vote was taken to have either a general or specific discussion of Executive material. A general discussion was

CARRIED

Financial Report Motions:  
Frances Wasserlein

1. That the financial report be adopted as presented.
2. That \$750.00 be allotted for printing, stationery, office expense and furniture for July, 1976.
3. That the Treasurer be authorized to send the correct amount of per capita tax to the Provincial Assn as soon as the June check-off is received from the University. (If check-off is received prior to membership meeting I'll have the correct figures.)
4. That A.U.C.E. Local # 1 authorize the ordering of a bus for each 2-hour lunch meeting to bring Division I members to the meeting and then return them to VGH.  
(Should cost about \$75.00)
5. That the membership of A.U.C.E. Local # 1 authorize payment of \$929.28 to Dakralda Properties Limited (\$896.06 - taxes; \$33.22 - water. This complies with the terms of our lease. Our portion of the taxes represents 6.5% of the total bill for the property.)

## EXECUTIVE REPORT

Monday, 21 June 1976

Motions discussed:

That Fairleigh gets her holidays  
CARRIED

That in absence of a committee chairperson that the committee will delegate an alternate to represent it as a voting member to the Executive.

That the motion be postponed to Wednesday, 23 June 1976 Executive Meeting  
CARRIED

Tuesday, 15 June 1976

Motions discussed

(re letter from Robert S. Chapman asking for job as research officer)  
That we write Mr. Chapman noting contents and stating that we do not employ personnel.  
CARRIED

That we refer the letter from Mr. Grant to the next Executive Meeting.  
CARRIED

That we accept an article concerning Mario Munoz for our next newsletter.  
CARRIED

That we hold a Special Executive Meeting to clear up issues which are bothering the Executive.  
DEFEATED

That we have a Special Executive Meeting on 21 June 1976 to continue present agenda and resume previous discussion  
CARRIED

That we draw names to see who will attend the Assertiveness Training Workshop from our local.  
CARRIED

Marcel Dionne asked that the "Registrar's Office Grievance" be discussed. It was

## FINANCIAL REPORT

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES LOCAL #1

Statement of Income and Expenses  
For the period 1-30 June 1976

### INCOME

Dues	\$ 5,178.00	
Initiation fees	26.00	
Return on s.t. leave salary	181.32	\$ 5,385.32

### EXPENSES

Printing and Stationary	\$ 231.45	
Rent & Utilities	250.00	
Telephone and Telegraph	30.21	
Bus for Division I	28.25	
Office Expense and Furniture	92.00	
Salary & Related Expenses	1,297.63	
Wages to VGH workers (net)	617.36	
Lost wages	55.16	
Arbitrations:		
Mackenzie/Bennett	814.28	
Secretary II B	190.16	
Murphy	175.00	
Per Capita Tax - May	1,276.00	
Library	7.00	5,064.50

Excess of Income over Expenses \$ 320.82

Cash on hand 31 May 1976 (according to General Ledger figures) 20,579.85

Cash on hand 30 June 1976 \$20,900.67 \*\*

**CIBC chequing account	\$ 4,669.49
Van-city C.U. chequing acct.	170.86
Van-city C.U. Plan 24	6,035.32
Van-city C.U. Share acct.	25.00
University Community C.U.	10,000.00
	<u>\$20,900.67</u>

The amount shown in the CIBC account will be transferred to the Van-City Plan 24 account as soon as all outstanding cheques are in.

Prepared and submitted by Frances Wasserlein, Treasurer.



# Contract Committee

The contract committee is still quite optimistic about beginning negotiations in July. To date we have been meeting regularly every Wed. and so far have managed to clear up most of the "housekeeping" items. With the return of the contract questionnaires we have been undertaking the more laborious task of improving articles like vacations, sick leave, lay off & so on, some of which we hope to have in shape for the July membership meeting. In the meantime your suggestions and comments are invited & welcome. Also, a reminder to divisions B, E, F & I that you are still without reps. on the contract committee. If you feel the contract committee can be of assistance in helping you find a rep. (such as attending division meetings) feel free to contact any of the people below:

Lil Legault 5226  
Neil Boucher 3141  
Pat Gibson 2854  
Tracy Mitchell 3881  
Marilyn Healey 6725  
Jeff Hoskins 5982  
Margie Wally 6351

## CONTRACT PROPOSALS

The following is the Contract Committee's first batch of proposed amendments to our Contract for the upcoming negotiations. We're taking a somewhat different tack this year: rather than writing up a whole new proposed contract, we'll be working on the basis of amendments to the present document. The net effect will be the same, but it will mean much less paperwork for the Committee.

The following are mostly "housekeeping" amendments. They close a lot of loop-holes in the Contract but aren't major and shouldn't be too controversial. In our next batch of proposals we should be getting into more substantial and monetary issues.

If we can vote on these at our July 8<sup>th</sup> membership meeting, we can open negotiations in July - thus giving us enough time to negotiate a new contract before the old one expires September 30<sup>th</sup>.

1/ Article 27.13 to be re-written as follows:

Where an employee is eligible for sick leave while s/he is on vacation, illness or injury occurring during such time shall be tabulated against the employee's sick leave, rather than vacation entitlement. Their pay shall not be altered unless and until the accumulated sick leave is exhausted.

2/ Article 27.03 \*Vacation Schedule for Second Calendar Year - to be deleted.

3/ Paternity Leave: Leave of absence for two weeks with no loss of pay shall be granted for paternity leave. All employees returning from paternity leave shall return to their former positions. Seniority shall accrue and there shall be no loss of benefits during paternity leave. Upon request, an additional leave of absence without pay for two (2) weeks shall be granted.

4/ Article 32.05 (No loss of seniority) The following to be added:

(ii) In the event of a resignation an employee is entitled to a period of up to six (6) months in which to apply for positions within the bargaining unit. Such employees shall be considered internal applicants.

(iii) Such employees shall neither accrue nor lose seniority entitlements or sick leave credits which may have been accumulated.

5/ Article 33.03 (Discharge) to be amended to provide that written notice of discharge include all reasons for discharge.

6/ Article 34.09 (Recall) to be amended to provide for weekly copies of the recall lists to be sent to the Union.

7/ Article 3.06 (Student Assistants) Last sentence to be deleted and replaced by: "Student assistants shall only perform duties equivalent to those of a Clerk 1, LA 1, or Data Control Clerk 1, and shall be paid at the base hourly rate of pay grade 1."

8/ Article 5.04 (Reduction in the Workforce). The last sentence to be deleted and replaced by: "Employees' workload will not be increased as a result of layoff, attrition, or changes in the Uni-

versity procedures or methods of operation."

9/ Article 10.01 (Union meetings). Delete the word "other" in "every other month".  
10/ Article 5.05 (Pay for Casual Labour) to be deleted and replaced by "No Contracting Out" Article: "No employee of the University or any other person excluded from the definition of "Employee" (Article 3.01) shall perform work presently or formerly performed by Employees as defined in Article 3.01.

LETTER OF AGREEMENT  
Between the  
ASSOCIATION OF UNIVERSITY AND COLLEGE  
EMPLOYEES LOCAL 1  
and  
UNIVERSITY OF BRITISH COLUMBIA  
June 25, 1976

The Union and the University agree that the employees listed below will be considered "laid-off" as of July 4, 1976 and will retain their accrued seniority in accordance with article 32.05 of the current collective agreement.

It is understood that this undertaking is in the best interest of both the Union and the University and is made without prejudice to the interpretation and / or application of the current collective agreement in future cases.

It is further agreed and understood that the reasons for such an undertaking are solely as follows:

i) The employees listed below were, at the time of their respective appointments, given definite termination dates. These termination dates in all cases surpass the aforementioned date of July 4, 1976, and apply to their length of service within the department to which they were hired. As their services are no longer required in that department the application of the "bumping procedure" as outlined in article 34.08(b) would, to our knowledge force them into continuing positions where their original termination dates would no longer apply.

ii) The employees listed below would, under the terms of (i) above lose their seniority if they chose to discontinue their employment with the University on their original termination dates; and would not be considered laid-off as was their understanding under the original terms of their employment.

(signed)

Jo-Ann Anderson	Anja Christensen
Stephanie Ellis	Angela Fong
Denise Heap	Jan Johnson
Lisa Ko	Irene Maier
Joanna Moss	Susan Sallis
Anna Wang	

\*Jennifer Dent \*Karen Duffek  
\*Sharon Staples

\*Employees who have obtained off-campus employment and will also retain seniority entitlements in accordance with this agreement.

Robert Grant	Marcel Dionne
on behalf of the	on behalf of the
University	Union



STUDY COMMITTEE ON  
NON-PROFESSIONAL  
WOMEN

June 10, 1976

Mr. Ian Mackenzie  
President  
A.U.C.E. Local 1

Dear Mr. Mackenzie,

I have discussed with Mr. C. J. Connaghan the questions raised during my discussion with your Executive Committee Tuesday, June 8.

Mr. Connaghan assures me that, in accordance with our normal procedure in examination of reports, these will be forwarded to the President.

I feel that an undertaking to publicize all the reports in any particular form might be premature at this time. There are a number of groups involved in the Study Committee and when there has been enough time internally to study the reports, they may have a number of ideas on the need to publicize the information and what method might be most appropriate.

As far as Administration is concerned, the University in an open community in which many opportunities will be provided for publicizing the reports and any action which might arise out of them.

Yours very truly,

(signed) R. A. Grant  
Director  
Employee Relations

STUDY COMMITTEES  
ON  
THE EMPLOYMENT OF WOMEN  
IN NON-ACADEMIC POSITIONS

An ad-hoc committee shall be established to assist in a review of the University's policies and practices affecting women in the work force. The committee shall concern itself with occupational groupings within its jurisdiction.

The function of the committee shall be to identify and investigate those policies and practices which affect the participation by women in the work of the University.

The objective is to identify specific policies and practices which may be seen to discriminate against women in their employment relationship with the University and to report on these to the University Administration for amendment or redevelopment.

TERMS OF REFERENCE

1. The committee, within its area of jurisdiction, will report those differences in policy and practice which are based on the sex of an employee, particularly where they may be seen to discriminate against women in their employment relationship with the University.
2. The committee shall be an ad-hoc committee reporting to the University through the Vice President, Administrative Services and coordinated by the Director of Employee Relations.
3. The committee shall be responsible for identifying, investigating and reporting on those policies and practices which affect the participation of women in the non-academic work of the University.
4. The committee shall be concerned with those matters properly associated

with the employer/employee relationship such as recruitment, compensation, conditions of employment, promotional opportunities, training and development, and general employment policies.

5. The University Administration shall make available to the committee those statistics and information as may be required by the committee in the implementation of these terms of reference.
6. The committee shall report, within six months of its establishment, the results of the fact-finding study for consideration by Administration.

OFFICE MANUAL

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

Be it resolved that:

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

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

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

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

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

Tasks of the Union Organizer

Answer the phone and deal with the calls.

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

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

Help ensure that agendas get out on time

Distribute minutes of General Membership meetings (with Communications Committee)

Set up and maintain library

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

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

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

Maintain information contacts with outside groups.

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

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

Assist in the maintenance of membership records.

We have three further recommendations:

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

Tasks of Officers and Committees

President:-chair general membership meetings

-co-ordinate committees

-general communication

between committees and

members

Vice-President: - shall assist President

-assumes authority and

duties of President in

her/his absence

Recording Secretary: - takes minutes

of general membership

meetings and Executive

meetings

-keeps Communications

Committee informed of all

decisions of meetings

-responsible for official

correspondence as directed

by membership or Executive

meetings

Membership Secretary: - keeps member-

ship records up to date

-with Union Organizer, is

responsible for sending

information to new members

Treasurer:- maintaining bookkeeping

system

-contact person for Union

Organizer

annual financial statement

to be circulated to local



and provincial executives by January 1 each year - to be read at January membership meeting  
**CHEQUES:** require signature of Treasurer and one of following: President, Vice President or Secretary

**LEGAL DOCUMENTS:** require signature of President & Secretary

**Trustees:** - conducts referendums  
 -upholds constitution at all Union functions  
 -is responsible for amendments to constitution and local by-laws and reprinting of same

COMMITTEES

Each committee will be responsible for its own filing.

**Communications Committee:**

- newsletter
- notice of meetings
- distribution of agenda & minutes of meetings
- communication of important decisions to membership

**Contract Committee:**

- research and presentation of contract proposals to membership
- negotiating with University on behalf of membership

**Grievance Committee:**

- ensure rights of individual members on job are respected
- represents the interests of individual members in respect to their working conditions

**Standing Committees:** as per contract

ALSO: Committees will all be responsible for keeping minutes of their meetings and making these accessible to other members.

**CLIPPING SERVICE?**

**NOTICE OF MOTION:** Frances J. Wasserlein for the July Membership Meeting.

That the membership of A.U.C.E. local # 1 authorize the use of a clipping service (the only one in Vancouver is Western Press Clipping Bureau, 207 West Hastings 684-8928) to clip the Vancouver Sun and

Province, the Toronto Globe and Mail and the Victoria Times for the topics: Labour (general), White Collar Workers, Women in the Labour Force.

**PROVINCIAL REPORTS**

This is just a brief report which will be supplemented by a complete analysis of the Provincial Convention in next month's newsletter.

1. The Convention took place June 12 and 13 at the Holiday Inn. Because the most important constitutional amendments did not come up until late Sunday afternoon, the delegates voted to reconvene on Sunday, 27 June at Capilano College to finish the agenda.

2. We have a new local! At the Convention, A.U.C.E. Local 5, College of New Caledonia, was granted a charter by the Provincial Executive. Local 5 has drafted their bylaws and are applying to the Labour Relations Board for certification after signing up 70% of their 62-odd staff.

3. There is a possibility that in the Fall we may have a sixth local - the Teaching Assistants at Simon Fraser University. Two T.A.'s spoke to the Convention about their interest in starting an organizing drive in the Fall.

4. The Provincial has become involved in a loosely-knit group of Public Sector Employees' unions, representing 127,000 employees in B.C., who are meeting informally to discuss issues common to all unions who bargain directly or indirectly with the provincial government. The primary purpose of the meetings, which Nancy Wiggs and Melody Rudd of the Provincial are attending, is educational.

That's about it for now. A referendum will probably come out as soon as possible after the Convention, which will allow every member of the Provincial to voice their opinion on the direction the Provincial is to take in the future.

Next month: What happened at the Convention, and what it means to you as a member.

Margot Scherk

**NOTICE OF MOTION:** Kevin Grace for August, 1976 meeting

Whereas the duty of the Provincial Delegates from A.U.C.E. Local #1 to annual convention is to represent the wishes of the members of our local and

Whereas the Provincial Delegates to the annual convention have approved highly contentious political issues without the consent of the membership of Local # 1 and

Whereas the resolutions approved by the delegates to the convention included;

1. a resolution of support and a cash donation of \$300.00 to the strikers violating a Supreme Court order in Kitimat and
2. a resolution proclaiming the inalienable right of all workers to strike and

Whereas these resolutions are in direct opposition to the wishes of the A.U.C.E. Local #1 membership

Therefore, be it resolved that the membership of A.U.C.E. Local #1 censure the delegates who voted in favor of these resolutions

**SKYWAY STRIKE**

Employees of the Skyway Luggage Plant at 1400 Charles St. are mainly immigrant women. They have been working for an average of \$2.85 an hour, under some of the worst working conditions in B. C.

These people live mainly in the East End, and they represent most of the different ethnic groups living there. Their health and well being, and that of their families, are

being severely affected by their wages and working conditions. As one of the women said, "after two weeks of work, I go home with \$160.00. With a family of six kids, that's not much money. Three years ago the money was just enough - but now I can't buy anything."

**WORKING CONDITIONS**

The plant is a sweat shop. Skyway Luggage has been here for 50 years, and has paid minimum wages to immigrant workers for that long. The employees here produce as much as the 300 employees of the main plant in Seattle. In an effort to speed up production, safety guards have been removed from the machines; employees are escorted to the washrooms and timed: and people caught talking are docked up to two hours pay.

**THE STRIKE**

Because of these conditions, the workers - members of the International Upholsterer's Union - went on strike April 5th. They are asking for a raise of \$3.50 an hour above their present wage over the next two years. The Company has offered them an increase of 70¢ an hour over the next three years. The profits of Skyway Luggage Co. were \$10.7 million last year.

The company has attempted to drive through the picket line with stock-piled luggage. The workers are preventing this. So far, one picketer has been knocked down, and 21 more have been taken to Court. Seven of these have been fined, and fourteen more face possible jail sentences.

The skyway management refuses to negotiate seriously with its employees, preferring to use the Courts to break the strike. The plant manager, Kingston, has said, "This is a minimum wage industry, and we're going to keep it that way..."

**HERE'S WHAT WE CAN DO!**

1. Come by the picket line at 1400 Charles and talk to the people on strike
2. Support the "Skyway Strike Fund" P.O. Box #2065, New Westminster
3. Phone the Company - 253-1121 - and indicate your support for the strikers.

**For Sale**

- 1 10 speed Falcon "Olympic" 24" Asking \$75 OBO
- 1 Manual Typewriter - Royal "Safari" Portable with case Asking \$25 OBO
- 1 Manual Typewriter - Smith-Corona - Portable with case Asking \$35 OBO
- 1 Folding Net Playpen \$8

Call Linda [redacted] local 220

	1	2	3	4	5	6	7	8	9	TOTAL
<b>REALISTS</b>	2	0	1	4	2	1	0	6	2	0
<b>IDEALISTS</b>	0	0	0	0	0	0	0	0	0	1



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