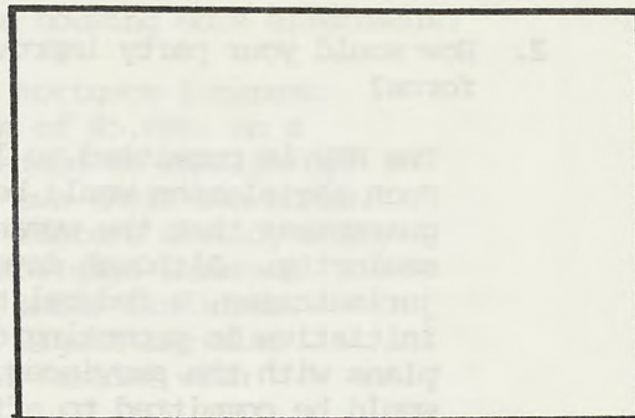


ACROSS CAMPUS

May 1979



POLITIC·TAC·TOE (X's and OH's)

Local One's executive recently wondered aloud if, during this season of elections, the membership might be ready to commit A.U.C.E.'s support and funding to a certain political party. As soon as the question was raised, the executive collectively, bemusedly began shaking their heads. Proposing politics to a membership which has shown itself divided on even such issues as basic to their own common interest as the honouring of picket lines, seemed an extravagant, ill-advised and futile gesture. Any motion of support for a political party would also jeopardize that polite fiction which has proven so handy for sidestepping contentious issues: that A.U.C.E. is a non-political association, that workers can organize to achieve specific limited goals without achieving or professing a political consensus.

The membership should consider the merits of making a collective political statement. Perhaps from the plurality that we are there will emerge a majority to give A.U.C.E. a positive public voice.

Although the executive has chosen not to advocate a particular party line, it has asked ACROSS CAMPUS to poll the various political parties on questions relevant to A.U.C.E. interests and to report to the membership through the newsletter. Various federal candidates were contacted and given an opportunity to respond to three questions:

RON JOHNSON NEW DEMOCRATIC PARTY VANCOUVER CENTRE

1. What is your party's position on collective bargaining rights and the right to strike for public sector employees?

The NDP believes collective bargaining rights are fundamental. An NDP government would ensure that public sector employees are guaranteed the same rights, including the right to strike, given to private sector employees.

CONTINUED.....

2. How would your party improve conditions for women in the work force?

The NDP is committed to legislating maternity benefits. Such legislation would be "substantial" and would contain guarantees that the woman would not lose her position or seniority. Although daycare is primarily a provincial jurisdiction, a federal NDP government would take the initiative in promoting daycare through cost-sharing plans with the provinces. A federal NDP government would be committed to affirmative action for women in the federal civil service. The NDP recognizes that women as a group are among the chronically poor and would strive to reverse that. The Party's industrial strategy is not realizable without the full and equal participation of women in the economy.

3. What plans does your party have to make housing more affordable?

The NDP opposes the Conservative Party's proposal to make mortgage interest payments tax deductible, because that plan would primarily benefit the middle and upper income brackets. The NDP proposes instead a "mortgage reduction grant" which would be limited to households with an annual income under \$30,000. The grant would be paid in monthly installments and would reach a yearly maximum of \$1,000. Generally, the NDP promotes affordable housing through rental control programs and plans to control the profits from real estate speculation by taxation. An NDP government would also undertake to make more serviced land available for residential construction.

PAT CARNEY PROGRESSIVE CONSERVATIVE PARTY VANCOUVER CENTRE

1. What is your party's position on collective bargaining rights and the right to strike for public sector employees?

Pat Carney deferred answering this question. She felt it was outside her own area of expertise and could be better answered by John Fraser, the Conservative Labour Critic.

2. How would your party improve conditions for women in the work force?

The Conservative Party favours equal access and opportunity for women in the work force. While Pat Carney is not running her campaign on "women's issues" she is aware that women are not treated equitably and feels strongly about improving the position of women. As a candidate, she is primarily concerned with economic issues. Of particular interest to the A.U.C.E. membership may be her personal position that wage settlements should be made across the board rather than as per centage increases. "Per centage increases discriminate against persons on the lower end of the wage scale".

CONTINUED.....

3. What plans does your party have to make housing more affordable?

The Conservative Party proposes that mortgage interest should be tax deductible to a maximum of \$5,000. on a \$50,000. mortgage. This program is aimed at mobilizing particularly young people wanting to own their own homes. Pat Carney also pointed out that many renters already enjoy through lower rents the benefits of mortgage interest deductibility presently available to their landlords. Conservatives David Crombie and Jean Pigott are also sponsoring a "shelter policy" to deal further with rental housing.

BURT OGDEN COMMUNIST PARTY VANCOUVER CENTRE

1. What is your party's position on collective bargaining rights and the right to strike for public sector employees?

The Communist Party believes that workers are entitled to free collective bargaining and the right to strike with "no strings attached". The Party is against governments ending strikes by enacting back-to-work legislation.

2. How would your party improve conditions for women in the work force?

The Communist Party "naturally feels the emancipation of labour is impossible without full equality for women". As welfare director for the Fishermen's Union, Mr. Ogden was involved in the 1974 pioneer effort to eliminate separate pay categories for men and women in that bargaining unit. The Communists have, for many years, been pressing for properly supervised, 24-hour-a-day daycare facilities, without which women are not entirely free to participate in the economy. Further, they are unequivocally in favour of full maternity benefits with no reduction in pay and with guarantees to return to full seniority.

3. What plans does your party have to make housing more affordable?

The Communists view housing as a public utility. Land should be taken away from private developers. As a government the Communists would set a goal of constructing 300,000 housing units per year. Further, the Party would as a government move on its commitment to total disarmament by halving the present arms budget of \$6 billion and devote this saving to housing.

ART PHILLIPS LIBERAL PARTY VANCOUVER CENTRE

1. What is your party's position on collective bargaining rights and the right to strike for public sector employees?

The Liberals were the government which first extended the right to strike to employees in the federal public sector. Mr. Phillips agrees with that decision. There may be occasions when a government, to safeguard the larger national interest, must move to order workers, whether in the private or the public sector, back to work.

CONTINUED.....

2. How would your party improve conditions for women in the work force?

Mr. Phillips favours collective agreements which include provisions for maternity leave. During his term as Mayor of Vancouver, day care facilities were provided for City Hall employees, and Mr. Phillips is generally in favour of employers providing such facilities wherever they are needed. Further, he feels that unionized voters should recall with confidence his term as mayor and the harmonious relationship his administration had with municipal workers.

3. What plans does your party have for making housing more affordable?

The key to affordable housing is the control of inflation. Improving the performance of the general economy is the best way of responding to a specific concern such as the price of housing. As well, direct grants and loans should be made to seniors and other particularly disadvantaged groups to help them meet their housing needs. The Liberals oppose the Conservative proposal to make mortgage interest a tax deduction as it would selectively benefit middle and upper income groups.

FRED GILBERTSON REVOLUTIONARY WORKERS' LEAGUE VANCOUVER QUADRA

Mr. Gilbertson provided a written statement which has been edited (shortened) for the purposes of this article.

"The real issue is to replace all big business rule with government by workers acting in the overwhelming majority. While we encourage you to vote NDP as the NDP represents political action by the labour movement independent of the capitalist parties, the Revolutionary Workers League is contesting Quadra to raise socialist answers. The NDP's industrial strategy is only a pale imitation of the tax concessions promised to the corporate elite by Trudeau and Clark. The NDP apes the national unity swan song of Trudeau and Clark when workers' unity between Quebec and English Canadian labour demands that we support Quebec's right to self-determination up to and including independence.

Key demands we raise are for a crash program to expand public services, for the shorter work week to abolish unemployment, effective cost of living allowances, and free 24 hour child care.

I came to socialist conclusions as a fighter for gay rights. The R.W.L. actively defends the women's and gay and lesbian movements. We recognize as exemplary the leadership A.U.C.E. has given to the women's and labour movements in the struggle for equal pay for women and other key women's issues.

INFORMATION IS NEEDED!

If any member, over the last year, has applied for and not gotten a position for reasons, she/he felt were insufficient, please contact the Union Office (224-2308 or 224-2309).

ALSO

If any member, who is or knows of anyone who is, 65 years of age or over and is currently working or has worked in the bargaining unit please contact the Union Office (224-2308 or 224-2309).

Your information would be greatly appreciated and would be treated with confidentiality.

Carole Cameron
Union Organizer
and
Michelle McCaughran
Union Co-ordinator

Grievance Report

APRIL 1979

Carole Cameron, Union Organizer

The Union has a new lawyer as of this month. Barbara Findley is leaving Vancouver and after investigation we have decided on Katy Young of the firm of Laxton and Company.

The maternity hassle is alive and well again. The Unemployment Insurance in conjunction with the Attorney General of Canada have filed a Notice under Section 28 of the Federal Court Act indicating their intention to appeal the decision of the Honourable Mr. Justice Hugh F. Gibson. The Union intends to stay with this case to the end. It is significant that the federal government is appealing this decision. They must feel the paying of maternity benefits under a collective agreement is very important to be willing to take the case this far. I will keep you posted as we have further news.

Several retirement problems have come to our attention this month. For some reason the University has chosen this time to enforce the idea of people retiring at age 65. Up to this point we know of a number of women who have continued working after this age. Now they are all being advised their employment with the University is finished. If you have opinions on retirement or will be in this boat soon or know of someone who is or of anyone that has continued working beyond their retirement date please let me know.

NOTICE OF MOTION - "That AUCE Local 1 take the two retirement grievances to arbitration and pay all related expenses."

Starting this month the Union wishes to publish letters we receive from present and former AUCE members relating their experience with particular administrators on campus. We invite submissions from you. The Office would like to know who they come from but if you wish, no names will be published in the Newsletter. We would also like to hear your comments on this idea. If you feel the Newsletter is not the forum for members gripes let us know. These three particular letters come from ex-employees all working in the same location. One very important thing to remember here is that the contract exists to be enforced and the Union should have the opportunity to assist you before you consider something as drastic as quitting.

CONTINUED.....

LETTER #1 - SEPTEMBER 22, 1978

This is to advise you of my sudden resignation from my secretarial position in the Faculty of on the afternoon of September 20, 1978 following a confrontation with N.J. on the same morning. I would like to record the events which led to this particular confrontation, as follows:

Last August, the Dean's secretary resigned from her post and I applied for the job. A few weeks later, I was informed that my application was not successful. I wished to find out what qualifications were necessary for promotion to a Secretary III position and I wrote to Employee Relations requesting information as to why my application was not successful.

On the morning of September 20, N.J. called me into her office and told me that she had heard from Employee Relations about my letter. She told me then that I should have gone to her instead of writing to Employee Relations. I told her I did so because I felt it was the proper procedure. My reason for writing was that since I had applied for the job through Employee Relations, I should approach them for an answer to my query concerning the position. I wished to have this information from the proper authority in writing, in order that I would know what qualifications I lacked which would prevent me from applying for and obtaining a similar position in the future. N.J. continued to argue the point that I should have gone to her instead of Employee Relations as it would have been better to discuss it (verbally) with her rather than have the reasons documented in my file because she felt it would be detrimental to my obtaining another job. I still maintained that I had gone through the proper channels and this led to her listing every minor error that I had made as though each were a major disaster. At this point, I got up and left in disgust as I knew that whatever I said would be misconstrued and held against me as had been done in the past.

I would like to record that this incident on September 20 is only one of many similar incidents over the past three years.

Yours truly,
Dorothy Whitehead

LETTER #2 - JANUARY 20 - 1979

It has come to my attention that there are presently some problems in the Faculty of between the support staff and the Administrative Assistant, N.J. I was employed as a secretary in the Faculty of from 1972 to 1974 (my maiden name was Perry) and I wish to submit my impression of the situation at that time, in the hope that the current problems may be solved.

Perhaps an example of my experience will be helpful. I recall a time when A.U.C.E. was preparing to seek ratification on campus. Among the literature distributed to our office was a table showing the various secretary and stenographer grades and pay levels, information which had not been available to us before. We were quite shocked to learn that of the seven secretaries in the office, all but two were still on the probationary pay level, including one senior lady who customarily substituted as the Dean's secretary in the absence of N.J. After some consideration, we confronted N.J. as to the reason for this rather odd situation. We were told that in her opinion, no one deserved an increase above the minimum level unless they distinguished themselves to her, usually by working long evenings or weekends on some special project for a member of the Faculty. This work, of course, was to be performed without requesting overtime pay. When several of the staff readily cited examples of extra work recently done, N.J. answered that she did not consider the calibre of work produced by the staff to ever merit an increase in pay, despite the fact several women had served the Faculty for many years and had never been informed of any shortcoming. N.J.

CONTINUED.....

added that it was she who made the decisions, and if anyone did not like the way things were run, they were free to quit. I believe this illustrates that N.J. does not hold the principles of staff morale, incentive or mutual respect as valuable tools in the field of employee relations. This is only one of many examples I could cite.

While I was employed in the Faculty of the turnover rate in the secretarial staff was the highest of any place I have worked since. I know that many of the staff left primarily because of disagreements with N.J. or because they found working in the atmosphere she created too unpleasant. In summary, it is my opinion that N.J. is a highly competent personal secretary; unfortunately, her inability to deal effectively with subordinate personnel render her unsuitable as a supervisor.

In closing, I would like you to know that personnel problems have long plagued the Faculty of I wish you success in solving these problems.

Yours truly,
(Mrs.) Judy Schellenberg

LETTER #3 - APRIL 30, 1979

This letter is to advise you that on Friday, April 27, 1979, I walked out at 3:00 p.m. from the Faculty of and have no intention of returning to my secretarial position in that Faculty. My resignation, therefore, from employment at the University of British Columbia is as of the end of that day, i.e. Friday, April 27, 1979. In this letter I will not bother going into details of what took place in the Faculty of which resulted in my walking out. Should the need arise, I can provide a complete record of the incidents leading to my resignation.

Shortly after I had given verbal notice of my intended resignation to the Associate Dean and N.J., Administrative Assistant, Faculty of, N.J. told a Shop Steward from my Division, in the presence of two other persons, that she and Mr. Bob Grant of Employee Relations were working towards arranging an involuntary transfer for me from the Faculty of at the end of this term. From this I gathered that, had I not resigned, my days in the Faculty were numbered anyway.

I worked till 3:00 p.m. on April 27, 1979, without any breaks, in order to finish a few jobs and to tidy up my work area prior to leaving. About ten minutes before I left I received a telephone call from Marianne Moore, a former employee of the Faculty of She told me that N.J. had asked her to call me to find out what day would be suitable for her to come around to the office in order that I could show her what needs to be done as she had been asked by N.J. to take over my job for the summer. I asked her to get back to N.J. as I was leaving in a few minutes and did not have time to talk to her.

Around 4:00 p.m. a member of AUCE Local 1 telephoned N.J. to tell her that I had left the office early because I was unwell. This is what I told the lady who telephoned on my behalf, but what I did not tell her was that I was, in fact, sick with disgust at the prevailing intolerable situation with N.J. in the Faculty of - a situation which is being perpetuated by an apparent lack of attention by the proper authorities despite numerous complaints by members of the support staff of the Faculty of over a number of years.

Yours truly,
Hyacinth Wettasinghe

on the record

REPRINTED FROM "DATA NEWS"
PUBLISHED BY THE COMPUTING
CENTRE, U. B. C., MAY 1979

- position control
- recall lists
- seniority lists
- salary administration

These special documents of personnel data provide the necessary information for decision-making in regard to

- cost of proposals and agreements in union negotiations
- development of salary policy for union-exempt staff
- analysis of benefits including insurance

Apart from the statistical information compiled on employees collectively, detailed information defining and describing the individual's relationship with the University is maintained for department heads, Employee Relations, and the employee personally, and also to comply with provincial and federal legislation.

A complete salary and classification history is compiled on every employee and is retained in Personnel Records. This information is also used by the Payroll System to complement the record of wages paid and hours worked kept by Payroll. This information serves both the needs of personnel administration and the various government agencies who require the University to keep a register in the English language of the names, occupations, ages and residential addresses of all employees. Legislation also requires the keeping of records relating to annual holidays and payments made. The records of annual holidays are presently maintained by individual departments. Consideration is being given to a system of central maintenance of all leave records, for whatever purpose, to relieve departments of excessive record-keeping and to meet legislative requirements more accurately.

Upon termination of employment the individual's records must be retained in full for six months. Thereafter, various agencies such as Revenue Canada require basic records to be kept for up to four years. To save space and permit ready retrieval, the records and relevant documents are transferred to microfilm.

The quality of a record, like all data storage, is only as good as the input. It is in an employee's own best interest to keep personal history data up-to-date by advising Employee Relations of any relevant changes concerning education or training accomplishments.

DATA CONTAINED IN PERSONNEL RECORDS

— R.A. Grant, *Employee Relations*

Records on all employees are maintained from the start of their initial employment to several years after that employment has ceased. The information compiled and stored on computer tapes, microfilm and in personal folders provides a history of an individual's relationship with the University. These records or statements of the individual's relationship can be re-arranged and presented in many different ways according to the purpose for which the data is required.

Data on personnel is required for three main purposes:

1. Administration and control
2. Support for decision making
3. Reports required by legislation

The need for this data is not only confined to the interests of the Employee Relations Department. The Payroll and Budget Control Departments are also vitally concerned. Reports from the Computing Centre identify individuals by department, rank code (classification), salary, and account code so that departments can monitor and control their major operating expense, staff. Special reports are also distributed to the Employee Relations Department to assist in the following administrative and control areas:



A QUESTION OF HONOUR

The dispute between our sister Local 2 and the SFU Administration, in which AUCE Local 2 escalated its pickets to Triumph and threatened to shut down UBC, brought to our attention the need to discuss the responsibility of trade unionists in respecting another Union's picket line.

The trade union movement in B.C. has succeeded in developing among trade unionists a respect for picket lines which is unsurpassed on the North American continent. This has enabled workers in B.C. to win extremely difficult disputes of a kind which are often lost in other areas. We, however, have been remiss in understanding the principles of and in assuming the responsibilities consistent with being a member of a trade union. What we fail to realize is that we are workers covered by a Collective Agreement - the same as 451,000 other unionized workers in B.C., 50.5% of which are men and 35.5% of which are women. The majority of articles in our contract are directly based on other contracts and these articles which we take for granted such as: the 7 hour work day, sick leave, wages, holidays, and job security were struggled for over many years by other organized workers and their unions. Therefore, it is unrealistic for us not to see ourselves as part of the entire organized community.

We haven't related ourselves to the mainstream of the labour movement because we are geographically isolated and because, in the past, it was felt that it did not represent our concerns.

Although, the Labour Relations Board feels that a member of a union must make her/his own decision about respecting a picket line, the Board for its own general purposes regards a picket line as an "electric fence" which workers just do not cross.

Because of the socio-economic climate throughout the 70's it has become increasingly clear that women are to be a permanent part of the labour movement. Active participation in the organized labour movement is one of the ways we can insure increased equality of opportunity and equal pay for work of equal value. Consistent with this, we must acknowledge the fact we are trade unionists and as such what our responsibilities are.

Carole Cameron
Union Organizer
and
Michelle McCaughran
Union Co-ordinator



MINUTES

Minutes of General Membership Meeting April 29 1979

1. Adoption of the Agenda

Ian Spence
Carole Cameron

An ammendment to make the Provincial Report #4 and to include an emergency motion in that item

Ian Spence
Carole Cameron Carried

An ammendment to open nominations for Union Co-ordinator position and add it to Nominations (item 5).

Lid Strand
Carole Cameron Carried
Carried

2. Adoption of the Minutes

Carole Cameron
Ian Spence Carried

3. Business Arising from Correspondence - None.

4. Provincial Report

Motion to seat a speaker form Local 2 - S.F.U.

Neil Boucher
Rosalind Turner Carried

Moved that the membership declare support for the Executive decision to declare Local 2 picket line at U.B.C. a bona fide picket line.

Neil Boucher
Marcel Dionne Carried

Moved that the A.U.C.E. Local One membership authorize payment from its strike fund compensation in the amount of net wages lost to those Local One members who incur a loss of wages by respecting the picket line raised by A.U.C.E. Local Two at the TRIUMF site. Further, that the period for which compensation be paid shall begin with and include April 17, 1979, and all subsequent days on which the picket line remains in effect.

Ian Spence
Jean Lawrence Carried

Speaker from A.U.C.E. Local Two on their negotiation and strike.

5. Nominations

- Secretary - no nominations - will stay open one more month
- Grievance Committee (3 at large)
 - nominated - Michelle McCaughran
 - will stay open one more month
- Alternate to Provincial Executive
 - Rosalind Turner elected by acclamation.

CONTINUED.....

-Provincial Convention Delegates (10)

- elected by acclamation - Neil Boucher
 Carole Cameron
 Joan Ellis
 Ian Spence
 Michelle McCaughran
 Cathy Mooney
 Valerie Malanson
 Lissett Nelson
 Cobie Wennes
 Deborah Frank

- Alternate Delegates (5) to Provincial Convention

-nominated - Judy Wright
 Ann Hutchison
 Margo Sherk
 Lil Legault
 Judy Blair

-nominations left open until the next meeting.

- Union Co-ordinator

- nominated - Michelle McCaughran
 nominations left open for one more month

6. Treasurer's Report

Moved to accept Treasurer's Statement for the period March 1-31, 1979.

Richard Malanson

Lisette Nelson Carried

7. Provincial Report - Richard Malanson announced that there will be a referendum ballot to approve a Provincial Strike Fund assessment.

8. Contract Committee Report - Ray Galbraith

9. Grievance Committee Report - Carole Cameron

Moved that A.U.C.E. Local 1 take the Job Postings grievance to arbitration and pay all related expenses.

Carole Cameron

Rosalind Turner Carried

Moved that A.U.C.E. Local 1 take the Hiring Policy grievance to arbitration and pay all related expenses.

Carole Cameron

Rosalind Turner Carried

Moved that A.U.C.E. Local 1 take the Sessional Employees Tuition Waiver grievance to arbitration and pay all related expenses.

Carole Cameron

Lid Strand Carried

Moved that A.U.C.E. Local 1 take the Clerk II discharge grievance to arbitration and pay all related expenses.

Carole Cameron

Lisett Nelson Carried

10. Bylaws Motions

Moved that the following section be added to section G DUTIES OF LOCAL ASSOCIATION OFFICERS:

13. Local Association Representatives to the Provincial Association

The Local Association Representatives to the Provincial Executive shall be responsible for informing the membership of the activities of the Provincial Association and shall represent to members of the local association to the Provincial Association.

Although nto members of the local association executive, the Representatives shall attend the meetings of the local executive.

CONTINUED.....

Also moved that the following be added to section I RECALL, 3:

3. Between the words "Table Officer" and "may be recalled" the following
"Local Association Representative to the Provincial or any other
member elected at a membership meeting to represent the membership
of the local association."

Lid Strand

Carole Cameron Carried

Moved that the following changes be made in section J MEETINGS;

1. that the wording of J-5 now reading as "Except where persons who are
non-members..." be changed to:
J-5 Non-members may not attend union meetings except when specific
approval is given by the membership at that meeting."
3. that J-5 as reworded follow J-7.

Lid Strand

Neil Boucher Carried

Moved that the paragraph in section G reading:

"No agreement shall be entered into by a local association officer...
unless approval has been granted for such action by the membership
of the bargaining unit."

be deleted from the constitution and replaced with a new section of the
constitution between sections M STRIKES AND LOCKOUTS and N DISCIPLINE reading
N CHANGES TO EXISTING LABOUR AGREEMENTS

"No agreement shall be entered into by a Local Association Officer,
Committee Member or Member elected to represent the bargaining unit which
changes any terms or provisions of an existing agreement unless approval
has been granted for such action by the membership of the bargaining unit."

Lid Strand

Lisett Nelson Carried

Two further motions were withdrawn by Lid Strand

11. Job Evaluation Committee - no report.
12. Other Business - None.
13. Adjournment.

IMPORTANT ITEM FOR DISCUSSION

Since 1973, there has been an AUCE Local 2 member employed in the Interlibrary Loan division of the Library. The position was funded by SFU. We have been advised by AUCE Local 2, who was formerly advised by the Interlibrary Loan Librarian, that it was direct result of the dispute between AUCE Local 2 and the SFU Administration that UBC no longer wanted AUCE Local 2 members working in the Interlibrary Loan division. When the position is posted, how will members feel if the AUCE Local 2 person was the successful applicant? In addition, how do you feel about the AUCE Local 2 person maintaining their seniority to-date? This matter will be discussed at our evening meeting May 24th and a steward from AUCE Local 2 will be there to better explain the situation.

TREASURER'S STATEMENT

13.

FINANCIAL STATEMENT FOR MONTH ENDED APRIL 30, 1979

INCOME:

Dues	\$8,203.00
Initiations	<u>7.00</u>

\$8,210.00

EXPENSES:

Salaries	\$2,029.72
Rent	300.00
Printing & Stationary	472.80
Office Expenses	642.80
Provincial Assessment	2,507.75
Professional Expenses	879.70
Meetings & Conferences	<u>195.00</u>

\$7,027.77

EXCESS OF INCOME OVER EXPENSES

\$1,182.23

TOTAL ASSETS, MARCH 31	\$65,034.49
PLUS: NET INCOME FOR APRIL	1,182.23
PLUS: DIVIDEND ON SHARES	<u>1.37</u>
TOTAL ASSETS, APRIL 30	\$66,218.09

HELD AS FOLLOWS:

BCTCU TERM DEPOSIT	\$10,000.00
BCTCU STRIKE FUND	40,624.89
BCTCU SAVINGS 100 ACCOUNT	15,556.83
SHARE ACCOUNTS	<u>36.37</u>

NOTES ON EXPENSES:

PRINTING: Nabel Leasing	451.44
Labels	21.36
OFFICE EXPENSES: Charlton Ltd.	10.00
Petty Cash	93.29
B.C. Tel	64.66
C.C.H. Canadian	322.75
Pied Piper	15.00
Pacific Addressing	44.10

P.M. Wash Bucket	65.00
B.C. List	28.00

PROFESSIONAL EXPENSES:

J. Priest	400.00
Warren, Ladner	479.70

Valerie Melanson
Treasurer

CORRESPONDENCE

March 1, 1979 Labour Canada - All items index of consumer prices for Canada based on the 1974 Basket for the urban population with family and income constraints.

March 6, 1979 Copy of a letter from Dean Kitts to Dr. Kenny confirming acceptance of a request from the Kidney Foundation of Canada to hold a CYCLO-THON on the campus May 27th from 9:00 A.M.

March 8, 1979 Vol. 5, Issue 5 of the BCGEU NEWS AND VIEWS

March 12, 1979 British Columbia List - confirmation that one 1979 edition of B.C. List Directory will be forwarded to AUCE upon publication for two weeks approval.

March 19, 1979 AUCE Provincial - confirmation June 2nd and 3rd set by the Provincial Executive for the 1979 Convention. (UBC Law Building)

March 20, 1979 Volunteer Grandparents

March 23, 1979 The Monitor - Centre for the Study of Inflation and Productivity

March 28, 1979 Vol. 5, Issue 6 - BCGEU NEWS & VIEWS

March 20, 1979 2 AUCE letter requesting financial assistance.

March 23, 1979 U.I. C. Newsletter, Vol. 1, No. 1.

March 23, 1979 Letter from Jane Strudwick on behalf of the University's Negotiating Committee to Ms. Michelle McCaughran expressing appreciation for the way the AUCE committee conducted negotiations this year.

March 27, 1979 AMS Business - Student Orientation Program, May 7 - 11, 1979

March 27, 1979 A.M.S. Orientation Program - Employer Response Form from J. R. Connell, Senior Administrative Assistant, Faculty of Commerce and Business Administration.

March 27, 1979 Confirmation from Employee Relations re: Full-time Leave of Absence for Ms. Carole Cameron for the period April 15, 1979 to October 15, 1979.

March 29, 1979 Copy of article: "Both Feet in the Working Class".

March 29, 1979 B.C. Government Employees' Union Schedule of Meetings:
April 3 - May 11. May meetings listed here: May 1, Vancouver,
May 2, Victoria, May 7, Cranbrook, May 8, Nelson, May 9, Kelowna,
May 10, Revelstoke, May 11, Kamloops.

April 2, 1979 2 AUCE - thank you to AUCE Local 1 for \$5,000.00 cheque.

April 2, 1979 AUCE Local 6 - application for financial assistance

April 2, 1979 Labour Canada - March, 1979 - All items index of consumer prices for Canada, based on the 1974 basket for the urban population with family and income size constraints.

CONTINUED.....

CORRESPONDENCE CONT'D.....

March 28, 1979 Correspondence from President Kenny to Ms. Carole Cameron, Union Organiser: AUCE Local 1 will not be required to perform work for SFU that is not normally a part of their duties.

April 4, 1979 NEWS from the B.C. Federation of Labour

April 4, 1979 AUCE Provincial -bulletin

April 6, 1979 BCGEU NEWS

April 6, 1979 NEWS from the B.C. Federation of Labour re AUCE strike

April 6, 1979 NEWS from the B.C. Federation of Labour - news release re: Political Debate

April 6, 1979 Correspondence to Mr. M. Dionne, President, AUCE Local 1 from W. L. Clark, Assistant Director, Employee Relations re: Dental Care Plan

April 17, 1979 Correspondence from M. Stickney, Richmond- South Delta NDP candidate.

April 12, 1979 Correspondence from W. D. Kitts, Dean to Dr. J. Stager, Faculty of Arts re: request from Vancouver Symphony Orchestra

April 18, 1979 Correspondence from W. D. Kitts, Dean regarding Wheelchair Wheelathon on Saturday, May 12, 1979

April 19, 1979 C. Kelly Mooney acceptance of nomination for Provincial Delegate

April 19, 1979 Valerie Melansion - will stand for Convention delegate.

April 20, 1979 Correspondence from L. H. Lederer, Manager, Wage Indemnity Claims, M.S.A. regarding possible costs involved for various types of Wage Indemnity Plans

April 20, 1979 Correspondence from L. Llewellyn-Hunt

April 29, 1979 Vol. 5, Issue 8, BCGEU NEWS

April 28, 1979 Correspondence from Gestetner to AUCE

April 29, 1979 Correspondence from the Secretary, Office of Research Administration, University of Victoria re: information on AUCE's latest wage scale and job description material

April 20, 1979 Correspondence from Administrator, Management and Technical Services, TRIUMF re: Leave of Absence without pay for AUCE 1 personnel as a result of the AUCE 2 picket line at TRIUMF

April 24, 1979 S.O.R.W.U.C. NEWS April 79

April 25, 1979 Correspondence to AUCE Local 1 from Division E, AUCE Local 1 protesting AUCE members from Simon Fraser University picket, April 17

April 25, 1979 AUCE Provincial Re: \$5.00 Special Assessment Referendum

CONTINUED.....

CORRESPONDENCE CONT'D.....

- March 20, 1979 Correspondence from Barbara Findlay, Barrister and Solicitor to Labour Relations Board of B.C. re: Association of University and College Employees Local 1, University of British Columbia, and Canadian Union of Public Employees, Local 116 (section 34)
- April 26, 1979 Correspondence from Lloyd Ingram on behalf of the Defence Committee, Canadian Union of Postal Workers re: Protest Rally May 18th at 12 noon at the Courthouse
- April 29, 1979 Correspondence from W. D. Kitts, Dean to Dr. D. T. Kenny confirming that the members of the Committee on Charitable Donations approved the planned Wheelathon on Saturday, May 12, 1979.
- April 27, 1979 RNABC 1979 Annual Meeting, May 9, 10, 11, 1979 at the University of British Columbia.
- April 30, 1979 Labour Canada - All items index of consumer prices for Canada, based on the 1974 basket for the urban population with family and income size constraints
- April 30, 1979 Correspondence from M.S.A. enclosing specimen riders for the following benefits: Vision Care, Hearing Aid, Hospital Co - Insurance, Lifetime Maximum.
- April 30, 1979 Correspondence from Katharine P. Young, Laxton & Company to Ms. Carole Cameron: "Thank you for your letter of April 23, 1979. I am very pleased that A.U.C.E. will be retaining me, and I very much look forward to working with you in the future."

MEMBERSHIP, PLEASE NOTE: The dates noted here indicate the date correspondence was received in the AUCE office. If you care to refer to any of this information, please come to the AUCE UNION OFFICE AND ASK TO SEE THE INCOMING CORRESPONDENCE FILE.



MUCKAMUCK RALLY
MAY 12, 1979
5:30 P.M.
1724 DAVIE ST.



The workers at the Muckamuck Restaurant, members of SORWUC, have been on strike for over a year in an attempt to get their first contract. The Muckamuck workers, who are native West Coast Indians, have faced racist attacks, firings and harrassment but they are determined to carry on until their demands for reinstatement of the fired employees and other demands are met. Attend the rally on May 12 and show your support of fellow workers. Or you can join the picket line any time. Just phone the SORWUC office at 684-2834 any time.

LETTERS

CANADIAN UNION OF POSTAL WORKERS

APR 26 1979

VANCOUVER LOCAL

AFFILIATED TO: VANCOUVER AND DISTRICT LABOUR COUNCIL B.C. FEDERATION OF LABOUR

A. U. C. E.

Office:

950 A Richards St.
PHONE 685-6581



Mailing:

BOX 2411
VANCOUVER 3, B.C.

April 23, 1979

Dear Brothers and Sisters:

As you have no doubt heard, our National President, Jean Claude Parrot, was convicted on April 10 of defying an act of Parliament. The date for sentencing has been set for May 7th. As of yet, we have no indication what that sentence will be, but regardless, it is clear that he is being used as a scapegoat for supposed crimes that every C.U.P.W. member committed.

As a union you know that these divide-and-conquer techniques have been used throughout the history of the labour movement in an attempt to break unions.

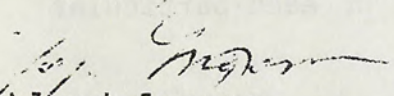
In an effort to fight these government tactics, we are planning a protest rally on May 18th, at 12 noon, at the Courthouse on Georgia Street in Vancouver. The demonstration will also protest our Regional Director, Frank Walden's court appearance, also on May 7th, on the same charges.

The main speaker will be Jean Claude Parrot, providing he is not in jail. We are also inviting speakers from the B.C. Federation of Labour, the Public Sector Committee of the Federation, and A.U.C.E. provincial. George Hewison, of the U.F.A.W.U. will lead the rally with songs.

We are asking your union to inform your membership and encourage their attendance. A flyer which can be posted, will follow this letter, once we have confirmed the speakers.

Your support in our struggle is greatly appreciated.

In Solidarity,


Lloyd Ingram

on behalf of the Defence Committee

OFFICE STUDY LOOKS TO THIRD POST

EXECUTIVE SUBCOMMITTEE TO STUDY THE REORGANIZATION OF THE UNION OFFICE AND THE STRUCTURE OF THE EXECUTIVE

- Ian Spence's excellent and informative article, "Office Overhaul", in the last edition of Across Campus was valuable first step in initiating a Union discussion on the reorganization of the Union Office.
- the Executive Subcommittee has had four meetings to date - the results of which follow, culminating in three job descriptions. The first two correspond to the existing Union Co-ordinator and Union Organizer positions, while the third tentatively sets out the duties for a third paid position.
- by adding the Treasurer's duties and responsibilities to the Union Secretary job description we could create a paid Secretary/Treasurer position. In our meandering discussions as a Subcommittee this is the most favoured alternative at present.
- we have experienced immense difficulties, in fact insurmountable ones, in nominating and electing a recording secretary. Ian, on the other hand, has provided compelling justification for a third paid position. We could solve both problems with the least expense to the members by considering this alternative.
- the practical rule of thumb for paid positions within a Union appears to be one paid position per 500 members; with approximately 1400 members that would indicate that another position is necessary.
- if this should be the route we as a membership choose to follow then we have to discuss another issue in tandem - that of financing a third paid position. The Subcommittee is now investigating a percentage approach for dues payment, either .75% or 1% of our gross pay. This method of dues deduction is popular with other Unions and has the advantage of being indexed to increases in our wages; we should then be in the position of having to raise dues in only the most extraordinary circumstances.
- one point the Subcommittee would like to stress is that six months is too short a period for the two existing positions - an extension to a year would be most practical and effective.
- our intent is to report our discussions to you through the newsletter and the Union Meetings. We wish to initiate a debate on the issues at hand, a debate which should span a period of months. If you have any suggestions in the interim please contact: Executive Subcommittee on Office Organization, AUCE Local #1, Union Office, Campus Mail.
- attached for your information and perusal are the three job descriptions and some further notes outlining the time in hours spent on each particular function.
- the formation of this Executive Subcommittee resulted from real and pressing needs which have not been fulfilled. The Subcommittee will eventually take a series of recommendations to the Executive who will make, in turn, a recommendation to the membership.

CONTINUED.....

STANDARD JOB DESCRIPTION - Union OrganiserJob Description

Under union and/or Grievance/Executive Committee direction, organises and performs work of a clerical nature. May initiate and develop methods and procedures. Exercises independent judgement and initiative based on knowledge of union procedures, practices and policies. Able to deal effectively and efficiently with members of the union and the University.

Typical Job Duties

1. The Union Organiser acts as Chairperson to the Grievance Committee. She/he maintains the files and minutes of that Committee. Handles all correspondence for the Committee as well as phone calls pertaining to grievance matters. Does some applications to the LRB. Arranges and attends Labour Committee meetings and Grievance Committee meetings (which are usually held on a weekly basis). (at least 16 hours per week)
2. Interprets the Collective Agreement to members either by phone or in person. (2 hours per day)
3. Deals with the University on matters involving members and their rights under the Collective Agreement. (1 hour per day)
4. Organizes the Division structure - arranges meetings in each division to elect Executive Committee members and stewards. (35 hours, once a year)
5. Responsible for organizing a Shop Steward Seminar once a year and in writing, re-writing, or updating the steward's handbook. (70 hours per year)
6. Does 1 hour explanations. (2 hours per week)
7. Maintains contact with the Union's Lawyer getting legal opinions and information. Also, maintains contact with the LRB, MSA and other government departments relating to the agreement and our members. (5 hours per week)
8. Writes articles for the newsletter, such as: "Know Your Contract". plus submits updated Steward and Committee lists, etc. (3 hours per month)
9. Attends meetings or hearings, on and off campus, as a union representative. (7 hours per week)
10. Buys office supplies, such as: coffee and makes it. (1 1/2 hours per week)
11. When urgent, acts as a mail courier.
12. Helps to maintain membership list and address file. (1 1/2 hours per week)
13. Attends Executive meetings and acts on various Sub-Committees. (7 hours per mo.)
14. Prepares materials, envelopes for referendum ballots, etc. for membership use. (2 1/2 hours per week)
15. Does research for grievances being presented at Step 3 or going to arbitration. (10 hours per week)
16. Ability to delegate work to others (1 hour per day)

CONTINUED.....

STANDARD JOB DESCRIPTION - Union Co-ordinatorJob Description

Under union and/or Contract/Executive Committee direction, co-ordinates and performs work of a clerical nature. May initiate and develop methods and procedures. Exercises independent judgement and initiative based on a knowledge of union procedures, practices and policies. Able to deal effectively and efficiently with members of the union as well as other labour or union representatives, the media, LRB, etc..

Typical Job Duties

1. The Union Co-ordinator is responsible for:
 - maintaining office files
 - mail - incoming and outgoing
 - General Correspondence
 - keeping an accurate membership list and address file
 - updating labels for newsletters and when required.
2. Maintains office - keeps office equipment in good working order
 - orders office supplies such as: paper, gestetner, toshiba, etc.
 - buys and makes coffee
3. Answers telephone enquiries as to matters respecting the Collective Agreement and answers calls of a general nature. Also, meets with members to discuss their problems (such as: reclassifications, transfers, etc.).
4. Contacts the University on matters respecting the Agreement.
5. Maintains contacts with the Union's Lawyer, LRB, Media, and other government bodies on matters respecting our collective agreement.
6. Maintains contacts with the other AUCE Locals, Unions, and labour bodies.
7. Acts as Chairperson to the Contract Committee and is responsible for co-ordinating meetings with the Committee, Strike Committee, University Negotiating Committee and the Mediator. She/he frequently does the Contract Committee's typing and correspondence (such as: the typing up of contract proposals, bulletins and applications for mediation, etc.).
8. Prepares Contract Committee Bulletins, envelopes for referendum ballots and other materials for membership use.
9. Attends meetings or hearings, on and off campus, as a union representative.
10. She/he is a member of the Executive and functions as a link to the rest of the Executive. She/he sends out notices of meetings, does telephone polls as required and is active on Sub-Committees of the Executive.
11. Books rooms and audio-visual equipment for Membership Meetings.
12. Maintains a list of volunteers to help out in the office.
13. Ability to delegate work to others.

CONTINUED.....

The following is the approximate amount of time spent doing the Union Co-ordinator's work.

- | | |
|---|---|
| 1. Maintaining office files | - 1/2 hour/day |
| mail - incoming and outgoing | - 1/2 hour/day |
| General Correspondence | - 1 " " |
| keeping an accurate membership list/address file | - 5 hours/week |
| updating labels for newsletter and when required | - 6-9 hours/month |
| 2. Maintaining office | - 3 hours/week |
| 3. Answering telephone enquiries | - 3-5 hours/day |
| 4. Contacting the University on matters respecting the Agreement. | - 1 hour/day |
| 5. Contacting Lawyer, LRB, Media, etc. | - 5 hours/week |
| 6. Contacting AUCE Locals, Unions and Labour bodies. | - 1 hour/day |
| 7. Acting as Chairperson to the Contract Committee. | - 8-10 hours/day
during negotiations |
| 8. Preparing Contract Committee Bulletins. | - 8 hours/week |
| 9. Attending hearings or meetings. | - 10 hours/week |
| 10. Executive Committee duties. | - 1 hour/day |
| 11. Booking rooms, etc. for Membership Meetings | - 1/2 hour/monthly |
| 12. Maintaining list of volunteers | - 1/2 hour/monthly |
| 13. Delegating work to others. | - 1 hour/day |

Total amount of time spent per week (not including negotiations) - 44 hours approx.

During Negotiations amount of time spent per week - 50 hours (approx.)

CONTINUED.....

STANDARD JOB DESCRIPTION - Union SecretaryJob Description

Performs a wide variety of responsible and complex tasks requiring independent judgement and frequent decisions in accordance with Union policies, practices, and procedures. Requires a good knowledge of office skills.

Typical Job Duties

1. Acts as recording secretary for Membership and Executive meetings.
2. Prepares minutes of Membership meetings for the Newsletter as well as prepares minutes of the Executive meetings. Also, is responsible for the List of Correspondence for the Newsletter.
3. Sends out general information to the membership which would involve cutting stencils, running them off, and addressing them.
4. Maintains office address file of the membership.
5. Is a member of the Executive and is also an ex-officio member of the Communications Committee.
6. Responsible for ordering and maintaining office supplies.
7. Responsible for mail - incoming and outgoing.
8. Responsible for establishing and updating Committee lists as well as advising the University of the membership on the Executive and their Departments.
9. Requests labels and updates them for any Union publication.

A.U.C.E. #1 ???

College staff ratifies paternity leave

Reprint from Vancouver Express, March 16, 1979

AUCE CONVENTION

JUNE 2nd 3rd

The Convention delegates met on May 1st, and passed the following motion to be passed by the membership before convention time.

MOTION:

1. AUCE Local I requests that the Provincial Convention discuss the various possibilities of affiliation; and if a concrete proposal is not agreed upon, that a Provincial committee be struck to study this question and to render a report to each AUCE membership in no more than three months time.
2. That the Convention invite the other locals of AUCE to establish their own subcommittees on affiliation.
3. That an updated Provincial Policies and Procedures Manuals, and an updated Provincial Constitution be distributed to the members at the earliest possible date.
4. That the Provincial Reps be charged with the responsibility of reporting the activities and finances of the Provincial Association to the membership of their locals.
5. That the AUCE Provincial strongly support the OFFICE and TECHNICAL EMPLOYEES UNION in the attempt to gain a fair settlement from the Teamsters and the Registered Nurses Association of B.C.

UBC LAW BUILDING

NOTICE - CLOSING NOMINATION UNION CO-ORDINATOR

The deadline for nominations for the position of Union Co-Ordinator (AUCE Local 1 office) is 5 pm May 18, 1979.

Nominations would normally be closed at the May 24th membership meeting, however, the present incumbent's term ends June 19, 1979 and the Union is required to give the University 30 days notice of application to extend the present incumbent's leave of absence in the event that she (Michelle McCaughran) is elected to another term. If other nominations are forthcoming a referendum ballot will follow.

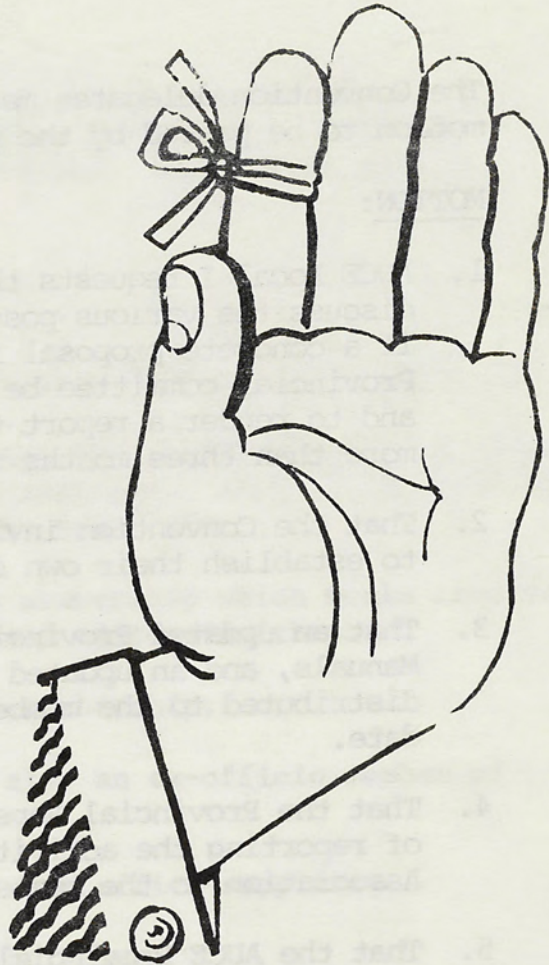
AGENDA

GENERAL MEMBERSHIP MEETING

THURSDAY, MAY 24TH

5:00 P.M. - 7:00 P.M.

BUCHANAN 102



No Smoking

1. Adoption of Agenda
2. Adoption of Minutes - April 19, 1979
3. Business Arising from Correspondence
4. Closing Nominations:
 - Recording Secretary
 - Grievance Committee (2 at large)
 - Union Co-ordinator
5. Treasurer's Report
6. SFU Library Employees problem
7. Provincial Report
8. Grievance Committee Report
9. Bylaws Motions
10. Job Evaluation Committee
11. Other Business
12. Adjournment