AGENDA

FEBRUARY GENERAL MEMBERSHIP MEETING

THURSDAY, FEBRUARY 23, 1978

BUCHANAN 100 - 5:00 - 7:00 PM.

AGENDA

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from minutes:
   (a) Report on SOFUWU referendum
   (b) Leave of absence grievance motion
4. Correspondence
5. Nominations: Strike Committee (7) ; Grievance Committee (1) ; Asst. Division Organizer (1) ; Provincial Alternates (1) ; Sick Leave Study and Working Conditions Committees ; Provincial Convention Delegates (10) ; Membership Secretary
6. Division Organizer Report:
   (a) 2nd Organizer by-law amendment
   (b) steward seminar
7. Provincial Report
8. Grievance Report: Motions
9. Contract Report: Results of referendum
   (a) That we pay the office rent increase as of February 1, 1978
   (b) That the report be adopted
11. Executive Recommendation: That action be taken against employees in the bargaining unit refusing to pay dues and assess-
12. Other Business
13. Adjournment

FEVERUARY 17, 1978

NO. 2
FINANCIAL STATEMENT

TREASURER'S REPORT.

STATEMENT OF INCOME AND EXPENSE FOR THE PERIOD OF JANUARY 1 - 31, 1978

EXPENSES

Salaries and Related Expense $ 2,694.33
Rent 250.00
Printing and Stationery 610.02
Telephone 35.72
Office Expenses 549.00
Provincial Assessment 2,558.50
Professional Services 669.58
Donations S.O.R.W.U.C. 1,000.00

$ 8,567.15

INCOME

Dues and Initiations $ 9,241.50
Excess of Income over Expenses 674.35

Cash on hand 31/12/77 56,034.33
Cash on hand 31/1/78 56,708.68

Held as follows:

BCTCU Share Account $ 25.00
BCTCU Term Deposit 10,000.00
BCTCU Strike Fund 25,662.90
BCTCU Savings Acc. 100 21,020.78
TOTAL 56,708.68

FURTHER NOTE ON JANUARY EXPENSES:

Office Expenses: Painting $ 410.00
Janitor 65.00
I.B.M., Canada - agreem. on maintenance typewr. 74.00

Printing and Stationery: U.B.C.(Bookstore) 26.25
Superior Business Machines 115.96
U.B.C.(Bookstore) 59.75
U.B.C. Labels 105.72
College Printers Ltd. 306.34

Professional Services:

The Estate of Morley H. Fox $ 669.58

J. (Cobie) Wennes
MINUTES of MEETINGS

GENERAL MEMBERSHIP MEETING - THURSDAY, JANUARY 26, 1978
12:30 - 2:30 p.m., I.R.C. 2

1. Margie Wally to seat Jean Rands, SORWUC. CARRIED
Jay Hirabayashi
Ray Galbraith to include emergency motion re: Operating Engineers after adoption of agenda.
K. Halm
Nancy Wiggs to adopt agenda as amended. CARRIED
2. Pat Gibson to adopt minutes. CARRIED
Margie Wally
2a. Ray Galbraith that should an Operating Engineers' strike occur, that AUCE support the strike and that AUCE members honour an IUOE picket line. CARRIED
Margie Wally
3a. Pat Gibson that AUCE Local 1 accept the 18 month payback period in that the AIB has refused to extend the period to 24 months in their letter of December 28, 1977. CARRIED AS AMENDED
Margot Scherk
Ian Mackenzie to amend to read "... accept with protest the..." CARRIED
b. Jay Hirabayashi that until such time as the Provincial Association conducts another referendum ballot or until the next Provincial Convention (whichever comes first), AUCE Local 1 authorize the payment of twenty-five (25) cents per month per member to be taken from our monthly dues as a donation to SORWUC.
Jean Priest

Jean Rands addressed the meeting on the histories of AUCE and SORWUC, including Bimini's waitresses' and United Bank Workers' campaigns, and called for support of joint AUCE-SORWUC organizing, citing our common goals and plights and the possibility of affiliation.

Lid Strand
Neil Boucher Whereas this motion involves a substantial outlay of funds, and, whereas this is a contentious issue which involves strong feelings on both sides, and, whereas it has always been a principal that important issues be decided by the maximum number of people and through a thorough discussion of the issues,
I therefore recommend and move that the issue of donating money to SORWUC be taken to referendum vote and, further, that ten minutes be set aside on the agenda for a discussion of this issue,
The movers agree to incorporate:
and further that statements by contributors on both sides of the issue shall accompany the ballot.
CARRIED
Jerry Andersen that we donate $1,000 to SORWUC on a oneshot basis until a referendum can be conducted. CARRIED

4. Correspondence:

Jean Lawrence read a summary of correspondence from December 9, 1977 to January 26, 1978.

Nancy Wiggs asked what is being done about non-members not paying dues. Jay Hirabayashi replied that this had now been resolved and that all are now being deducted or paying by some other arrangement.

Nancy Wiggs asked how much bill for negotiations amounted to. Jeff Hoskins replied that it was $2,917.19.

5. Closing Nominations

a) Strike Committee
Paula Brown and Faith Brand elected by acclamation.

Nominations reopened for 7 remaining positions.

b) Grievance Committee
Leeta Sokalski elected by acclamation.

Nominations reopened for 1 remaining at large position.

c) Division Organizer Assistants
Michelle McCaughran and Sheila Weaver elected by acclamation.

Nominations reopened for 1 remaining position.

d) Trustee
Valerie Siegal elected by acclamation.

e) Provincial Representatives
Richard Melanson elected by acclamation.

f) Provincial Alternates
Joan Cosar elected by acclamation.

Nominations reopened for 1 remaining position.

g) Sick Leave Study Committee
Nominations reopened.

h) Working Conditions Committee
Carol Wisdom elected by acclamation.

Nominations reopened for remaining positions.

i) Job Evaluation Committee
Avron Hoffman, Barbara Wynne-Edwards and Gloria Sparks elected by accl.
6. Open Nominations

a) Provincial Delegates
   Ian Mackenzie, Judy Todhunter, Joan Cosar, Neil Boucher, Jean Priest, Sandy Masai, Pat Gibson, Ann Hutchison, Jeff Hoskins nominated.

   Nominations will remain open until next meeting.

b) Membership Secretary
   Wendy Lymer nominated.

   Nominations will remain open until next meeting.


   Jerry Andersen to adopt financial report for November and December 1977.
   Jay Hirabayashi
   CARRIED

   Jeff Hoskins that $1,000 interest be deposited to the strike fund.
   Jay Hirabayashi
   CARRIED

8. Certification

   Pat Gibson that we retain a lawyer to investigate certification.
   Ian Mackenzie
   CARRIED


   Ray announced the schedule for preparations for negotiations and thanked those who had contributed to the seven page compilation of contract proposals which was sent out to the membership. He then called for responses to this mailing, which will in turn be mailed out prior to a special membership meeting to discuss same.

10. Grievance Committee Report – Lid Strand

    that the membership authorize the Grievance Committee to take the "Notification by the University" policy grievance to arbitration, and approve all related expenses.
    CARRIED

    that the membership authorize the Grievance Committee to take the "Testing" policy grievance to arbitration and approve all related expenses.
    CARRIED

   The Grievance Committee cited two cases where they believe testing is being used unfairly by the University to prevent employees from being successfully placed when they are involuntarily transferred.

    that the membership authorize the Grievance Committee to take the Library Leave of Absence grievance to arbitration, and approve all related expenses.
    DEFEATED
that the membership authorize the Grievance Committee to take the Discharge grievance to arbitration and approve all related expenses.  

CARRIED

Sandy Masai
Cathy Agnew

that we reconsider the Grievance Committee motion that was defeated re: Library Leave of Absence grievance.

CARRIED

Jerry Andersen
Nancy Wiggs

to defer the Leave of Absence motion to the next meeting.

CARRIED

Adjournment 2:18 p.m.

Files?

WHO'S GOT THE FILES???

I spent a day and a half last week looking for a file that apparently is not in the office. Fortunately I was able to get the information that I needed from another source. If you have any union files that you are no longer actively using please return them to the office. We need to have the documentation here where it can be put to use. Otherwise we end up spending countless hours reinventing the wheel over and over again.

Jean Priest

Conting Contract Committee

MEMO TO: Contracting Committee

FROM: Margaret Hopkinson (currently in Education)

DATE: February 9, 1978

RE: Paid Statutory Holidays and Sick Leave for Temporary/Continuing Employees

There must be some way that Continuing Employees (those full-time Temporary personnel who have worked continuously, but in different departments for 3 months or more - Art. 3.04(d)) be paid for Statutory Holidays when they have worked the full month(s) prior to that Holiday. To the best of my understanding this is, in fact, covered by the contract. What actually happens, however, is that a department will hire such an employee and put a Termination Date (now obligatory I gather) the day immediately preceding the Statutory Holiday. They then hire someone else for the period following the holiday. In this way they get out of paying for the Statutory Holiday.

cont'd on next page
At the next Membership Meeting discussion will continue on the Grievance Committee’s motion to take to Arbitration the Main Library Leave of Absence Without Pay Grievance.

Following is the 'brief outline of the difference to be settled' by the LRB, taken from the 96(1) application form:

A continuing employee, replacing another who is on a leave of absence until April 28, 1978, was denied her request for a leave of absence without pay for the period May 1, 1978 to April 30, 1979.

If the denial of the leave of absence without pay is upheld one of three things will occur within the one month notice period, on or before May 1, 1978 - see 34.07: 1) she will be involuntarily transferred to a coincidentally vacant position in her classification - see 34.04; or 2) in the event that there is no coincidental vacancy she will displace the employee with the least amount of seniority in her classification - see 34.05; or 3) in the event that she is the employee with the least amount of seniority in her classification she will be laid-off and placed on the recall list - see 34.06.

In this employee's particular case option 3) is unlikely because a check of the seniority list dated July 22, 1977 reveals that there were, at that time, nine employees in the classification with less seniority than her.

I have been working continuously on Campus on a full-time (but hourly paid) basis since May 1977. Prior to that I was on permanent full-time for eighteen months. However, I lost 6 days' pay over the Christmas/New Year period because one department hired me with a Termination Date of December 23, 1977, and my next assignment did not start till January 3, 1978. Not only did I not get paid for the Christmas and New Year Statutory Holidays, but neither could I collect for 3 days hospitalization from December 28 - 30. The rationale is that since "I don't belong to any particular department - having been terminated on the 23rd, there is nowhere for the money to come from." This type of situation must apply to numerous Temporary/Continuing employees. I can understand the departments' position - "Why should we pay Sick Leave/Statutory Holidays for an employee who may only have been working here for maybe one or two days?" However, that same employee may have put in six months continuous full-time service in a number of different departments and is not getting paid for Statutory Holidays or legitimate Sick Leave.

Would it be possible for there to be a general University "Pool" of money for Statutory Holidays/Sick Leave for those Temporary/Continuing Employees who qualify for it through their accumulated hours/months of service? This would ensure that the Employees get their entitlements and that Departments are not "jipped" by having to pay "one week's sick pay for one week's work". All departments would be required to contribute to such a "Pool", but they would not be liable for Statutory Holiday/Sick Leave pay for any Temporary/Continuing employees they may have working for them at a particular time. This may not be entirely feasible, as some departments may never hire hourly personnel, but some agreement of this type would surely be more fair for all concerned.
## Division Organizer Report

### Shop Stewards

*Contact People*

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<th>Name</th>
<th>Department</th>
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<td>Sharon Newman</td>
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<td>Judith Willcox</td>
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<td>Rosali Demetruck</td>
<td>Med. Sciences</td>
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<td>James Mather</td>
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<td>John Cosar</td>
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<td>Lisa Strand</td>
<td>Registrars</td>
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<td>Joan Ellis</td>
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<td>Marjorie Williams*</td>
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### Division Organizer Report

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<td>Elsie Hudson</td>
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<td>Wendy Manning</td>
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<td>Sheila Weaver</td>
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<td>Karen Poppel</td>
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**NOTE:** All V.G.H. phone locals go through the 871-5441 switchboard.
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**AUCE NEEDS YOU**
The Labour Studies Program is committed to meet the special education needs of B.C. workers, their organizations, and the labour movement in general. From its inception in 1974, the Labour Studies Program has been a co-operative venture of Capilano College and the B.C. Federation of Labour.

COURSE ANNOUNCEMENTS

INTRODUCTION TO ECONOMICS FOR TRADE UNIONISTS (LSP 100)
Introduction to the basic concepts of economic theory with special emphasis on their use for labour. In addition to basic analytical concepts the course will look at the problems of employment, inflation, recession, government fiscal intervention, trade and tariffs etc.
THURSDAYS STARTING MARCH 2 (8 SESSIONS) 7:30-9:30
PLACE: LONGSHOREMEN'S HALL, COMMERCIAL DRIVE & FRANKLIN STREET, VANCOUVER
INSTRUCTOR: DIANE MACLEAN
FEE: $12.00

LABOUR LAW: B.C. LABOUR CODE AND PUBLIC STAFF RELATIONS ACT (LSP 110)
Fundamentals of labour law for unions under the provincial jurisdiction. Special emphasis on skills necessary for arbitration procedures as well as main elements of the Code.
MONDAYS STARTING FEB. 20 (8 SESSIONS) 7:30-9:30
PLACE: INTERNATIONAL UNION OF OPERATING ENGINEERS BUILDING, 4333 LEDGER AVE, BBY.
(Off Canada Way, Willingdon South 401 Exit)
INSTRUCTOR: LEO MCGRADY
FEE: $12.00

LABOUR LAW: CANADA LABOUR CODE (LSP 111)
Fundamentals of labour law for unions under the federal jurisdiction. Special emphasis on teaching the unionist how to research and assert Code and contract rights.
SATURDAYS FEB. 25, MARCH 18, APRIL 8, 9:00 a.m.-1:00 p.m.
PLACE: BRITANNIA COMMUNITY CENTER
INSTRUCTOR: LEO MCGRADY
FEE $6.00

ISSUES IN OCCUPATIONAL HEALTH AND SAFETY (LSP 115)
A general overview of the main social, medical, economic, technical and legal issues involved in the health and safety issues facing workers. Part of the course will deal specifically with the provincial and federal jurisdictions on a separate basis.
SATURDAYS STARTING FEB. 25 (4 SESSIONS) 9:30 a.m.-1 p.m.
PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4330 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: CRAIG PATTERSON
FEE: $8.00

THE WORKERS' COMPENSATION ACT AND THE WORKERS' COMPENSATION BOARD (LSP 116)
A look at the statutory framework providing for Workers' Compensation in B.C. and the procedures for claims and appeals under the statute.
SATURDAYS STARTING APRIL 1 (3 SESSIONS) 9:30 a.m.-1:00 p.m.
PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4220 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: CONNIE SUN
FEE $6.00

INTRODUCTION TO UNEMPLOYMENT INSURANCE PROCEDURES (LSP 117)
Introduction to the general theory and principles behind UIC with practical information on benefits, claims, appeals etc.
SATURDAYS STARTING APRIL 22 (3 SESSIONS) 9:30 a.m.-1:00 p.m.
PLACE: INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS HALL, 4220 NORLAND
(Off Canada Way Between Sperling & Douglas)
INSTRUCTOR: ALAN MACLEAN
FEE $6.00
HISTORY OF THE LABOUR MOVEMENT IN CANADA (LSP 140)
A survey of the history of the labour movement in Canada from the formation of the working class in the 19th century through the period of mass industrial unionism. Each period will highlight the struggles the labour movement had to wage to gain its rights to organize, obtain union recognition, bargain collectively.

THURSDAYS STARTING MARCH 2 (8 SESSIONS) 7:30-9:30 p.m.
PLACE: OFFICE & TECHNICAL EMPLOYEES UNION, 960 KINGSWAY
INSTRUCTOR: ED LAVALLE
SPONSORED BY OFFICE & TECHNICAL EMPLOYEES UNION LOCAL 378 FEE $12.00

CONTRACT CLAUSES CONCERNING WOMEN
Why special clauses for women can benefit everyone. How to sell clauses such as Affirmative Action, Child care, Personal rights, etc. to fellow union members. Also a look at what is to come in this area.

WEDNESDAYS STARTING MARCH 1 (6 SESSIONS) 7:30-9:30 p.m.
PLACE: B.C. FEDERATION OF LABOUR BOARD ROOM, 3110 BOUNDARY RD., BBY.
INSTRUCTOR: ASTRID DAVIDSON FEE $20.00

INTRODUCTION TO THE CANADIAN POLITICAL SYSTEM
A short course on the structure, organization and operation of the political system especially as it has affected labour.

MONDAYS STARTING FEB 20 (3 SESSIONS) 7:30-9:30 p.m.
PLACE: B.C. GOVERNMENT EMPLOYEES HALL, 4911 CANADA WAY
INSTRUCTOR: SONJA SANGUINETTI FEE $12.00

PERSONAL SERVICE COURSES
The following courses are part of a series designed to assist workers in dealing with day-to-day financial problems. These courses are in no way offered as a substitute for labour's collective trade union and political action focusing on the problems of wages, working conditions and social issues.

MONEY MANAGEMENT FOR WAGE EARNERS
A practical course in budget planning and avoiding the traps that affect spending habits. The course will deal with credit in general, how to establish a good credit rating, how and when to borrow money and practical advice about major purchases and saving money. The course will also deal with the emotions people feel when confronted with situations resulting in overspending.

TUESDAYS STARTING MARCH 14 (3 SESSIONS) 7:30-9:30 p.m.
PLACE: FISHERMAN'S HALL, 138 E. CORDOVA STREET
INSTRUCTOR: TED BLAIR FEE $12.00

INCOME TAX COUNSELLING FOR WAGE EARNERS
A short seminar on how to use the Income Tax Act and Regulations for the benefit of wage earners. Designed to alert workers to filing information of which they may not be aware.

TUESDAYS STARTING FEB. 21 (2 SESSIONS) 7:30-9:30 p.m.
PLACE: FISHERMAN'S HALL, 138 E. CORDOVA STREET
INSTRUCTOR: PAT MUGGERIDGE FEE $8.00

REGISTER BY ATTENDING THE FIRST MEETING OF THE CLASS

INQUIRIES:
ED LAVALLE, CHAIRPERSON LABOUR STUDIES PROGRAM
CAPILANO COLLEGE, 2055 PURCELL WAY, NORTH VANCOUVER, B.C. V7J 3H5. TELEPHONE: 9861911, LOCAL 334

Special labour education requests. Trade unions which wish special short courses or seminars as part of their in-house education program for members or stewards have available the services of the Labour Studies Program. We offer a wide variety of labour and labour-related educational programs: trade union history, economics, law, occupational health and safety, civil rights, parliamentary procedure and public speaking, corporate financial analysis, Canadian politics, race and ethnic relations, and a host of other subjects specially tailored to trade unions needs.
NEW EXECUTIVE

President: Ann Hutchison
Reading Rooms
2819

Vice-President:
Pat Gibson
Law
6731

Union Organizer:
Jeff Hoskins
Union Office
224-2308

Division Organizer:
Jean Priest
Union Office
224-2308

Membership Secretary:
nominations to close at
the next General Meeting

Treasurer: Cobie Wennes
Woodward Library
2570

Trustees: Valerie Siegle
Main Library
4434

Lid Strand
Registrar's Office
6471 or 4367

The Union Office is located at
2162 Western Parkway (in the Village
above the Health Food Store). The
Office hours are 8:30-4:30 Monday to
Friday.

Grievance Committee Report

GRIEVANCE COMMITTEE REPORT

Although four months have now passed since the contract was signed in September the University has not seen fit to implement article 5.03 (Notification by the University). This article asks for notification within 5 days of employees who have been hired, promoted, transferred, recalled or resigned. This would enable the union to ensure that the University is living up to their obligations to hire, promote, transfer and recall employees within the terms of the contract.

By not receiving this information our effectiveness has been severely hampered. It is impossible to keep our membership list up to date when we are not informed when employees leave their positions for new ones.

We feel we have given the University sufficient time to implement this article and since they have not complied we have invoked arbitration and submitted our grievance to the Labour Relations Board and are awaiting their decision.
The University's attempt to use testing to intimidate employees must be stopped. The University has a legitimate right to administer tests to job applicants to ensure they meet the qualifications of the positions they are applying for. The grievance committee feels however that once you have established your ability and qualifications by successfully filling a position there is no need for the University to ask you to submit to further testing. In one case, an employee who they had earlier characterized as a "slow learner with degrees of retardation..." was threatened because she would not accept a position in another union, washing test tubes. They proposed a special test for someone with her limitation and when the grievance committee became involved the issue was dropped.

This individual had worked on campus for 13 years - 9 years as an equipment operator.

In the other case, a probation employee was told that she was not doing the quality of work necessary for the classification she was in. She was placed on a special two week trial period, during which the University insisted she undergo testing and although the grievance committee objected we found there was nothing we could do at the time to prevent it. This employee who was under considerable pressure due to the trial period she was on, was then forced to undergo further testing although she had been tested and hired only a month and a half earlier. Incidentally she improved her typing speed on her second test but was discharged by the University. We are grieving this discharge and have invoked arbitration on this case.

With their refusal to acced to our request that they use testing only as a means to test an employee's qualifications when applying for a specific position, we were forced to invoke arbitration and submit a 96.1 form to the Labour Relations Board for their decision on our interpretation of Personal rights.

The 3rd Policy grievance we are handling is Job postings article 3.01-3.04 Definition of Employee and article 22.01 - 22.03 Promotion, Transfer, Job Postings and Selection. This is a very important grievance in that presently the word 'position' is not defined in the contract and the University therefore are not posting jobs where there is a termination date to the position. This allows them to hire off the street and after a three month period the person is considered a continuing employee and the involuntary transfer clause comes into effect. This is one of the major reasons for a lack of job postings in many areas. The grievance committee feels that although temporary position is not defined in the contract temporary employee is and the intent of the clause was to prevent this occurring. We have sent a 96.1 form to the Labour Relations Board and if it is resolved in this way we won't have to go to arbitration.
ARTICLE 23 - EMPLOYEE FILES

23.01

"Document" refers to any document, letter, report, etc.

Each employee shall have access to all her/his personal files. The employee shall have the right to insert written comments to any document. On written request the employee shall be provided with copies of any such personal material providing she/he pays the cost of copying.

The University shall inform an employee of any reports received which cause or may cause the employee to suffer:
(a) termination of employment
(b) restriction of opportunity of promotion, OR
(c) restriction of opportunity of future employment.
Any employee so affected shall be given the opportunity to reply in writing, and/or have recourse through the grievance procedure.

Should the accuracy of an entire document or part thereof be disputed and successfully grieved, said document, or part thereof, shall be removed from all files and destroyed by the employee concerned in the presence of both parties.

ARTICLE 33 - DISCHARGE, SUSPENSION, DISCIPLINARY ACTION AND RESIGNATION

33.06 Disciplinary Action/Employee Files

Any written censures, letters of reprimand and adverse reports, other than official evaluation reports, shall be removed from the employee's files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

A file is kept on all employees at UBC both by the department concerned and by the Employee Relations department. They contain appointment and severance notices, evaluation reports, comments about the employee's work performance - there are no limits as to the type of material that can be put in these files. These documents are reviewed when the employee applies for a transfer or promotion.

Since it is the University management that creates these files it is their point of view that is represented. Check your files periodically - you may be surprised at what you find there. Make any comments that you deem necessary. If you disagree in whole or in part with the contents of any document you have recourse through the grievance procedure.
It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

Communications Committee
C/o AUCE Local 1
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.