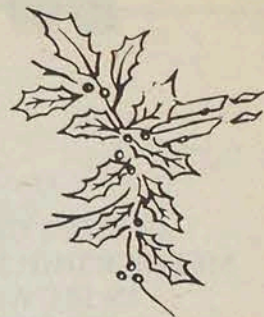




association of university and college employees

on campus



Vol. 1 No. 1

JANUARY, 1982

Budget Report

Well, folks, it's that time of the year again. The following is the annual projected budget which is required by Section J-13 of the Local By-laws. Unfortunately, this item could not be published in the December issue of the newsletter due to the absence of a regular membership meeting in the last month of 1981. It is appearing in January's issue, however, in order that major changes to the categories and to the amounts "can be reported to and receive the approval of the membership at a meeting for which proper notice has been given regarding budgetary decisions."

PROJECTED BUDGET FOR 1982

Rent Expense	\$ 1.00
Salaries and	
Related Expenses	\$78,000.00
Telephone Expense	\$ 1,700.00
Printing and	
Stationary Expenses ...	\$ 8,300.00
Strike Fund	\$19,800.00
Per Capita Tax	\$51,000.00
Professional and	
Legal Expenses	\$18,000.00
Meetings and Conferences	\$ 3,000.00
Office Expenses	\$17,000.00

Projected Total

\$196,801.00
It is going to be a nip and tuck year for AUCE Local One. In the areas of Salaries and Related Expenses, Telephone Expense, Printing and Stationery Expenses, Meetings and Conferences, Professional and Legal Expenses, I have arrived at the totals above by determining the amount of expenses incurred this year to which has been added a 13% inflationary rate. The Consumer Price Index recently reported the inflation rate to be 1% per month. I envision a maximum of 13% for 1982 based on the present economic climate.

For Salaries and Related Expenses, I have allowed for expenses incurred through contract negotiations as well as those amounts paid to the Government for Income Tax, Canada Pension and Unemployment Insurance contributions and for those amounts paid to the University for salaries and benefits for those members who participate in regular union activities (such as Executive meetings) while on University time.

For Meetings and Conferences, I am allowing for a shop steward seminar which was forfeited in 1981 in order to finance the on-going Health Hazards Study (results arising from the study to be the sole property of AUCE Local One).

I do not foresee an increase in the Provincial Per Capita Tax expense. The figure of \$51,000.00 is based on an average payment of \$4,250.00 per month in 1981.

Our Strike Fund will continue to grow on 10% of total monthly dues deposited to that account which averaged out to \$1,650.00 per month in 1981. Whether or not our Strike Fund continues to grow will depend on the success of our contract negotiators who, I believe, are steadfastly preparing their proposals to present to the University early in 1982.

I do not foresee an increase in union dues until 1983. Our income from union dues has, for 1981, been an average of \$16,500.00 per month. If that figure is maintained, it will generate \$198,000.00 for the 1982 fiscal year. Taking into consideration the total projected budget of \$196,801.00, we are left with a very small cushion of \$1,199.00 which may very well end up in the category for Professional and Legal Expenses if grievance and arbitration costs continue to escalate (which is a direct result of the increased number of cases filed in 1981).

Well, folks, as I have already indicated, it will be a year of belt-tightening. Let's hope 1983 is a little more generous.

Wendy Lymer



Happy

New

Year



ELECTION RESULTS

All About Pension Plans—Part 1

AND THEN WE HAVE PENSIONS

At a recent conference hosted by the University of Calgary and in part paid for by the National Action Committee on the Status of Women, we were provided with many interesting and factual pieces of information.

During the next few newsletters I plan to include a digest of what was covered, insofar as I am able. If members would care to send any questions, in writing, to the Union office, the subject matters could be included in subsequent newsletters.

Basically, the conference dealt with National, Provincial and private plans and supplemental funding that is available under particular circumstances.

A conference, similar to the one in November which was sponsored by the Western Women's Committee for Pension Reform in cooperation with the University of Calgary, will be given in Vancouver in March, 1982.

For those of you unfamiliar with the thrust of the changes that are being proposed, let me urge you to attend the Vancouver conference.

The Pension Acts are changed very infrequently. One of the major changes planned for 1982 is the need to delete the inequities as they relate to pensions for women.

The increased participation of women in the paid labour force is recognized as one of the most significant trends of our time. The estimate now is that in the 1980's 70% of the labour force growth will be accounted for by adult females entering the labour market. Fully 58% of women between 20-64 are in the wage earning workforce. Statistically, in 1978 women surpassed the labour force participation rate that Stats Can had projected they would reach in 1984.

FACT SHEET ON PENSIONS . . .

More than 55% of Canada's paid labour force is not covered by any private pension plan.

(The traditional view is that our work force is composed of firstly, full-time participants, and secondly the people they support. If you provide adequate pensions to the first group, it is widely believed that the second group will be taken care of automatically. Such is not the case.)

More than half the employees who participate in **private pension plans** are in plans that do not provide survivor benefits. (This means that approximately one woman in four can expect a widow's pension, most often half of the original pension from the private plan.)

In 1978, 48% of women over the age of 65 had incomes of less than \$4,000 a year.

A 1976 study of OECD showed that Canada ranked 14th out of 17 countries in the amount it paid in pensions to the elderly. (An adequate minimum pension benefit level would be 50% of the Average Industrial Wage — in April 1981, the AIW was \$18,000 per year.)

Women make up 72% of the part-time labour force in Canada. Part-time workers are rarely, if ever, covered by private pension plans.

Only 34% of female workers are covered by employer-sponsored plans, only 22%, if public sector employees are excluded. (Some employers provide plans for some groups of employees and not others.)

Women work in low paying, low status jobs with earnings that are 60% of men. This means they have lower pension benefits though their needs are the same. (The increased thrust for "equal pay for work of equal value" will address this imbalance to some degree.)

In subsequent newsletters the questions of pension benefits will be discussed. This is not meant to exclude male members of A.U.C.E. of course. It is just that when one reads that 60% of those who collect the means tested Guaranteed Income Supplement (GIS) are women, then you can see the enormity of the problem.

Joyce Diggins



Vice-President:	Kitti Cheema Suzan Zagar	161 185
Secretary-Treasurer:	Patricia House Cobie Wennes	216 124
Trustees:	Joyce Diggins Sharon Newman Ron Uldall-Ekman	264 232 123
Spoiled:	23	

Membership Meeting

Minutes

MINUTES OF THE MEMBERSHIP MEETING IN IRC 6 ON NOVEMBER 26, 1981

Announcements:

1) Leaflet re AUCE raid was from Nancy Wiggs, President, AUCE Provincial.

2) Petition to oppose fee increases. If you wish to sign it, come to the front at the end of this meeting. Petition will be forwarded to Cttee to Fight the Fee Hike situated in the Student Union Building.

3) A letter from Horacio de la Gueva of the Latin America Solidarity Committee re a guest speaker from El Salvador who represents the General Association of Salvadorean University Students will be at UBC on November 27. Please come to the front at the end of the meeting or call the Union Office for more information.

4) Darlene Bailey requested more assistance on the sub-committees of the University Health and Safety Committee.

1. Agenda

Moved by Sheila Rowswell. Seconded by Joyce Diggins. THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Sheila Rowswell. Seconded by Nancy Wiggs. THAT THE MEMBERSHIP ALLOW JACK GEGENBERG OF AUCE LOCAL FOUR TO BE SEATED AT THIS MEETING.

The motion was CARRIED.

Moved by Sheila Rowswell. Seconded by Nancy Wiggs. THAT THE MEMBERSHIP SEAT JONATHAN KATZ AND PETER FRYER WHO ARE MEMBERS OF THE TEACHING ASSISTANTS UNION (CUPE LOCAL 2278) AND THAT THEY BE ALLOWED TO SPEAK FOR TEN MINUTES ONCE THEY HAVE BEEN SEATED.

The motion was CARRIED.

+ The membership was also asked to seat Sean Boyle who is also a member of the TAU. There was no protest.

+ Jonathan Katz indicated that contract talks were stalled. He felt that TA demands were very just: 1) they want a nominal wage and 2) union security (which would keep membership at an optimal level. At present there is a 50% turnover). He then asked if AUCE Local One would give its support for the TAU strike vote.

Regina Tsanas asked if CUPE 116 has offered their support; Jonathan replied that CUPE 116 would support them. The TAs have been offered 14.2% and 13% respectively over two years. This would mean approximately \$100 per month. The highest paid TA receives \$5,110 per year. Graduate School requires that TAs not work more than twelve hours per week.

Moved by Nancy Wiggs. Seconded by Wendy Bice. THAT AUCE LOCAL ONE PROVIDE CUPE LOCAL 2278 WITH OUR UNQUALIFIED SUPPORT AND THAT LOCAL 2278 PROVIDE US WITH IDEAS TO HELP THEIR EFFORTS TO SIGN A GOOD CONTRACT.

The motion was CARRIED.

2. Adoption of minutes

Moved by Anne Sheck. Seconded by Regina Tsanas. THAT THE MINUTES OF THE NOVEMBER 5, 1981 SPECIAL MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Regina Tsanas. Seconded by Suzan Zagar. THAT THE MINUTES OF THE OCTOBER 22, 1981 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

There was no business arising from the minutes.

4. Business arising from the correspondence

Moved and Seconded by Lissett Nelson, Carole Cameron, Ray Galbraith, Ted Byrne, Helen Glavina, Rosalyn Turner, Judy Wright, Margie Wally, Yvonne Scotchman, Shirley Irvine, Lexi Clague, Ruby Rudd, Lois Gorzalka, Helen McIlroy, Avron Hofmann, Jan Taggart, and Jose Lazar. THAT AUCE LOCAL ONE AFFILIATE TO THE CLC BY BECOMING A CUPE LOCAL.

The Chairperson ruled the motion out of order. The Chair was challenged by June Simpson. The Vice-President, Suzan Zagar, took over the Chair. Marcel Dionne explained his ruling: the motion contravenes our by-laws and the Provincial Constitution. No petition has been circulated to obtain the required 25% of the membership's signatures. Lissett Nelson responded that discussing our future can't be out of order. We have been discussing affiliation for two years. Suzan Zagar put the question to the membership: Shall the decision of the Chair be sustained? The Chair was sustained.

Moved by June Simpson. Seconded by Lissett Nelson. THAT MEMBERS OF AUCE LOCAL ONE AGREE IN PRINCIPLE WITH THE CONCEPT OF AFFILIATING WITH THE CANADIAN LABOUR CONGRESS THROUGH A MERGER WITH CUPE AND THAT A COMMITTEE BE FORMED TO INVESTIGATE THIS PROCEDURE.

The Chair ruled this motion out of order. The Chair was challenged. The Challenger felt that the meaning of the motion had been changed and that a democratic union should allow a concept to be discussed. Suzan Zagar took over the Chair. Marcel Dionne said that the meaning had not been altered and for the same reasons given previously, he must rule this motion out of order. Suzan Zagar asked: Shall the decision of the Chair be sustained? The Chair was sustained.

Moved by Richard Melanson. Seconded by Regina Tsanas. THAT INTERESTED MEMBERS BE AUTHORIZED TO CONDUCT A PETITION TO AFFILIATE WITH THE CLC THROUGH A MERGER WITH CUPE.

The Chair ruled this motion in order because it proposed a correct procedure which could lead to affiliation. Lid Strand challenged the Chair. Suzan Zagar took over the chair. Lid Strand felt that as the other two motions which proposed mergers with CUPE were ruled out of order so should this one have been. Suzan Zagar asked, Shall the decision of the Chair be sustained? The Chair was sustained.

Ann Hutchison urged that the motion be defeated and that another motion be made to set up a Committee to investigate affiliation and report the ramifications to the membership.

Point of Order: It was discovered that the meeting was being taped without previous permission from the membership. A motion to stop the tape was made by Nancy Wiggs and seconded by Wendy Lymer. The motion was CARRIED.

Moved by Joyce Diggins. Seconded by Lid Strand. THAT THE MOTION "THAT INTERESTED MEMBERS BE AUTHORIZED TO CONDUCT A PETITION TO AFFILIATE WITH THE CLC THROUGH A MERGER WITH CUPE." BE TABLED UNTIL THE NEXT GENERAL MEMBERSHIP MEETING.

The motion was DEFEATED.

Richard Melanson's motion was returned to the floor. The vote was taken. The motion was DEFEATED.

Moved by Lissett Nelson. Seconded by Ray Galbraith. THAT AUCE LOCAL ONE TAKE STEPS TO AFFILIATE WITH CUPE.

The motion was withdrawn.

5. Nominations, Closing

President: Helen Glavina, Nancy Wiggs, Murray Adams, Suzan Zagar and Ray Galbraith were nominated but declined. Irene McIntyre was nominated and was declared elected by acclamation. She will take office January 1, 1982.

Vice-President: Ann Hutchison and Ray Galbraith were nominated but declined. Suzan Zagar, Nancy Wiggs, and Kitti Cheema accepted the nominations. An election will be held by referendum ballot.

Secretary-Treasurer: Wendy Lymer was nominated but declined. Pat House and Cobie Wennes accepted the nomination. An election will be held by referendum ballot.

Membership-Secretary: Sharon Newman was nominated but declined. Wendy Lymer was nominated and agreed to stand. She was declared elected by acclamation. She will take office January 1, 1982.

Local Trustees (2): Sharon Newman, Cathy Brown, Joyce Diggins and Ronald Uldall-Ekman have agreed to stand. An election will be held by referendum ballot.

Provincial Reps (2): Shirley Irvine was nominated but declined. Sheila Rowswell accepted the nomination and was declared elected by acclamation. Nominations for the second Provincial Rep position will remain open until the next general membership meeting.

Grievance Committee: Irene McIntyre was nominated but declined. (Anyone interested can volunteer for this committee.)

University Health and Safety Committee Reps: Lid Strand, Estelle Stephen, Joann Hooper, Regina Tsanas and Georgina Smith accepted the nomination and were declared elected. Representatives from Woodward and Sedgewick Libraries are urgently needed.

Strike Committee: Ann Hutchison was nominated but declined. Murray Adams, Anne Bennie, Suzan Zagar and Linda Cregan were nominated and accepted. They were declared to be elected.

Provincial Education Committee: As there were no nominations, nominations would remain open until the next general membership meeting.

Communications Committee: Wendy Lymer, Cobie Wennes and Sharon Newman were nominated and agreed to stand on the Committee.

Nominations, Opening

Job Evaluation Committee: This committee communicates with the University regarding problems and proposals concerning job evaluation and classification which needs attention. When this committee remains inactive, the Contract Committee may fulfil the role by default. Bernie Chisholm and Nikki Bertrams agreed to stand on this committee. Bev Wesbrook was nominated but was absent from the meeting. She can respond in writing.

5 (a). Executive Report

Suzan Zagar drew attention to the 1981 Executive. She then reported on events leading to Executive recommendation to remove Local One from the Provincial Association.

Moved and Seconded by The Executive. THAT AUCE LOCAL ONE ENDORSE THE EXECUTIVE RECOMMENDATION TO WITHDRAW FROM THE PROVINCIAL ASSOCIATION AND DIRECTS THE EXECUTIVE TO 1) BEGIN SECESSION PROCEEDINGS IMMEDIATELY UNDER 6A OF THE PROVINCIAL CONSTITUTION AND 2) COORDINATE DISCUSSION AND DEBATE ON AVAILABLE OPTIONS FOR THIS LOCAL TO BRING ABOUT A SWIFT AND A CONCLUSIVE DECISION REGARDING THE AFFILIATION/MERGER/INDEPENDENCE.

As Suzan Zagar indicated, this recommendation was based on the following facts:

1) We have no control over use of Provincial funds. \$4500 per month is given to the Provincial which has never offered services or support in return. For example, during the strike last year we were offered an \$8000 interest free loan. When we asked for help, we ended up in a battle over per capita tax.

2) Resources used by this Local have never been provided by the Provincial. The Provincial has often obtained most valuable resources long after we have obtained them.

(Continued on Page 3)

Minutes

(Continued from Page 2)

3) Provincial Association is now at the height of turmoil, instability and division as Locals express dissatisfaction with it. The Locals of the Provincial have forgotten that we are an entity and each has taken steps to go their own way. For example, Local 5 has affiliated with the CCU. Local 2 has discouraged attempts to increase dues and have adopted the Decision Band Method of job evaluation which will be controlled by the administration. Local 4 has refused to pay per capita tax payments for over a year. The Provincial Reps of Local 4 have been stripped of voting rights without membership approval.

4) On the issue of remaining in the Provincial to assist smaller locals, it would appear that smaller locals either reject or resist such assistance, or find assistance in some alternative. We would be better off if our strike fund were increased by \$4500 per month and we could help other locals by other means.

5) The Provincial Association is clearly incapable of supporting financially, emotionally or otherwise, three locals which will be fighting for new contracts at the beginning of 1982, including our own local.

Moved by Marcel Dionne. Seconded by Nancy Wiggs. THAT THIS MOTION BE TABLED UNTIL A SPECIAL MEMBERSHIP MEETING CAN BE ARRANGED TO DISCUSS IT.

Murray Adams indicated that the options open to AUCE Local One, if we leave the Provincial, are not the exclusive property or responsibility of the Executive. He asked that suggestions and/or proposals be submitted to the newsletter in order that all members can be made aware of the options.

The meeting was adjourned at 2:20 p.m.



LETTERS POLICY

Submissions from any member will be printed, editing only for length, good taste and respect for the libel laws and in consultation with the author.

December 3, 1981

On Campus

c/o Union Office
AUCE Local 1

Dear Fellow AUCE Members:

We would like to bring to the attention of the membership the unfair consequences which can result from Clause 22.08 of our contract. The clause states "When promoted or transferred, the employee shall be on an orientation period for 3 months. If an employee finds the job unsatisfactory or is unable to meet the basic job requirements, she/he shall be returned to a vacant position of her/his choice in her/his former salary range. If such a position is not available, she/he shall be returned to her/his former position." No one is informed when they take up a job and are on a three month probation or orientation period that at any time during that period they can be discharged from that position without notice and without just cause (contrary to Clause 33.03 Discharge).

Such a case occurred recently in our department where an employee took a position in another department but was found incapable of fulfilling the basic job requirements a week prior to the end of her orientation period. A quick search of available positions was made but none was found that she was qualified for or wished to take. She informed Employee Relations that she wished to return to her former position. They informed the department the day before the incumbent was to be pushed out of her job. The incumbent was not informed directly of this action until a week later and this only on the insistence of the department. She, therefore, received no notice before the day she was discharged and apparently is to receive no pay in lieu of notice. Carried to its limit, Clause 22.08 could result in a chain reaction of bumping employees to their previous positions.

We believe it is essential that the clause be adjusted so that a person can return to their previous position only if it is vacant and that they be guaranteed another vacant position on campus. At the very least the person being bumped should receive 2 weeks notice.

Yours sincerely,
Ruth Mirza
Gloria Samonte
Heather Troche

cc: Murray Adams,
Contract Committee

Letters

21 December, 1981

Dear Ruth, Gloria and Heather:

I have undertaken to reply to your letter of 3 December regarding the operation of Article 22.08 (Orientation Period for Transfer and Promotion).

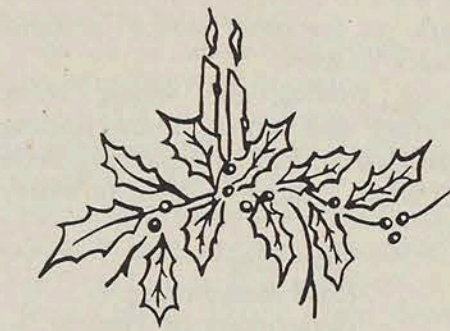
The opportunity to return to one's former position from an unsuccessful promotion or transfer is a negotiated benefit. As I understand it, it provides a safety net under the employee, perhaps one with long service, who moves to a new job and then discovers that she or he has made a mistake. As you observe, bumping the person newly hired or promoted into the former position can have unfortunate consequences, but the alternative might be retaining a junior employee while a senior one waits on a recall list for a job. The seniority system, for all its apparent faults, operates to protect us from arbitrary or unfair management decisions, and to ensure that promotion, transfer and recall follow understandable and defensible rules.

I think you are mistaken in referring to bumping as "discharge." The bumped employee is not fired, but retains bumping and recall rights in accordance with her/his seniority. It is true that a chain reaction of bumping may result; this is especially true when there are few vacancies, and is one reason the Union has filed a grievance against the abolition or freezing of vacant positions.

If you can suggest language for Article 22.08 which both respects seniority and avoids bumping one or more employees, I would be pleased to discuss it with you, and to ensure that it is considered by the Contract Committee. In any case, if this explanation is unclear or unsatisfactory, please call or write again.

Thank you for taking the time to think about the language and operation of our contract, and to suggest improvements in it. I wish there were more like you.

Yours truly,
Murray Adams
Chairperson
AUCE Local 1 Contract Committee
Woodward Library (228)-2882



December 3, 1981

Carole Cameron
AUCE Local 1
The Armory
Campus.

Dear Carole,

Speaking for myself and on behalf of the majority of AUCE members in the New Administration Building, I find it very disturbing that a vote was taken (at the AUCE membership meeting Nov. 26/81) to support the Student Teaching Assistants if they should strike, without informing the membership of the status of our strike fund, and without mention of possible assessments if it became necessary to reimburse affected AUCE members for lost wages.

In May of 1980, when our own union was on strike, the T.A.'s were the ones who came out and manned our pickets to enable us to attend meetings. Although our own membership was urged to come out for a few hours and do the same, to give us a break, a very small percentage actually did.

The majority of the membership have never been physically involved in selective strikes on campus, and do not know what it is like to be put in this position.

As we work in what is one of the more vulnerable buildings at strike time, we feel that we should be given some security and reassurance.

It is also felt that if AUCE is to honor any picket lines, the entire membership should walk out in sympathy, which would equalize losses for the entire membership as well as being more effective.

Sorry I was unable to attend the meeting of November 26th to make my point then.

Sincerely,
AUCE member
Department of Finance

Happy New Year

Dear AUCE member,
Finance Department

You ask some questions and make some points in your letter that are important to respond to. First, the status of our strike fund really has little to do with supporting another union's strike, but in any case, the amount of the strike fund is printed on our financial statement available at each union meeting. Honouring picket lines is something that trade union conscious people don't even think about. Unfortunately early on, the idea of being reimbursed for honouring picket lines was introduced in this union. It is a practice that is not followed in any other union that I know of. This is something one should do automatically, it is part of being a good trade union member. We expect the same union respect when we are on strike ourselves. I don't quite understand your point about the entire bargaining unit supporting picket lines. We could only do this if the entire campus was picketed. I would hope, as people in AUCE become more aware that they are in a union and what that means, that our members will honour picket lines because it is the thing to do, not because they are not going to lose any pay that day.

Carole Cameron,
Union Organizer,
AUCE Local 1

1982 EXECUTIVE

Irene McIntyre
Suzan Zagar
Patricia House
Wendy Lymer
Sharon Newman
Joyce Diggins
Wendy Bice
Carole Cameron
Ted Byrne
Murray Adams
Sheila Rowswell

President
Vice-President
Secretary-Treasurer
Membership Secretary
Trustee
Trustee
Union Co-ordinator
Union Organizer
Grievance Committee Chair
Contract Committee Chair
Provincial Rep

Acute Care Unit, Medicine
Serials, LPC
Serials, LPC
Cat Records, LPC
Physical Education
Acute Care Unit, Medicine
Union Office
Union Office
Cat Records, LPC
Woodward Library
Biomedical Communication, VGH

Letters

To Anonymous Correspondent

I would like to reply to some of the allegations contained in your letter to the AUCE Local 1 Executive.

The recommendation you object to was not made by the Executive, but by the Contract Committee.

Was it irresponsible, as you suggest? The decision to recommend rejection of the University's wage/job evaluation offer was made at an open meeting of the Contract Committee, which you and all interested members were invited and encouraged to attend. It was preceded by a lively and searching discussion of the merits of the proposal, and of the probable consequences of acceptance or rejection. The Committee members who made the decision were elected by acclamation at membership meetings where neither you nor anyone else was prepared to volunteer, nor to question the credentials of those elected. We made a difficult decision after careful consideration — one for which we are publicly accountable. You chose to remain silent, despite frequent invitations to participate in our deliberations, and only after the membership strongly supported our recommendation did you produce your anonymous letter. Which of us is irresponsible?

You say that AUCE's "biggest difficulty . . . is a lack of trust in negotiations," and that we lack "a desire to negotiate instead of going for confrontation and strike." I can confidently reply that no one involved with the Contract Committee has any taste for confrontation and strikes in preference to negotiations. We are expending a great deal of energy in preparing reasonable and well-researched proposals for the coming round of negotiations. We have not yet benefited from your assistance in this effort.

I think your statement contains a larger misconception about the relationship between negotiations and strike action which needs a careful reply. Negotiations and strikes are not alternatives; we do not choose one instead of the other. Like virtually every other union, we negotiate to the point where no further agreement seems possible, then seek the advice of our members. Is the University's "final" offer acceptable? Are we willing to bear the costs of strike action to change it? Should we serve strike notice? Each of these questions is put before our members and discussed, and their decision is binding on even the most blood-thirsty Contract Committee. If you have a quarrel with AUCE's past record of strikes (not very illustrious, but not very extensive either), your quarrel is with the members who either voted to strike or declined to vote at all, and so put themselves in the hands of those who did.

My fundamental points are these: (1) where persuasion and bargaining fail, strike action is our only remaining means of securing a contract; and (2) the entire process of formulating contract proposals and attempting to negotiate them is wide open to your participation and supervision.

If you wish to discuss these matters further, please call, write or visit. We could use your help.

Yours truly,
Murray Adams
Chairperson
AUCE Local 1 Contract Committee
Woodward Library (228)-2882



2 December, 1981
Mr. A. M. Hutchinson
Director
Traffic & Security
Dr. Mr. Hutchinson,

I just cannot find a parking place these days. The attached ticket was received yesterday under the same circumstances as I described to you in my last letter of 27 November. This morning I was in at 5 minutes to 9:00 and again couldn't find a parking spot. I would like to know what I am supposed to do in this situation?

Surely you can have your patrol people relax their control somewhat in this area?

This morning I had to park in the faculty club lot — I don't know what else to do — I have to park somewhere.

I don't mind paying for parking — if parking is guaranteed and I certainly don't want to come in 15 minutes early to park on the other side of campus and walk to work.

I am finding the whole thing frustrating and worse, I am finding myself preoccupied with parking these days. What a thing to have to worry about!

Sincerely,
Rose Ann Janzen
Department of Theatre
cc AUCE Contract Committee

2 December/81
AUCE Contract Committee
As you can see by the enclosed copies of letters, I am having problems parking these days.

I would like you to consider publishing one or part of one of the letters in our Newsletter.

Thanks,
Rose Ann
Theatre

27 November, 1981
Mr. A. M. Hutchinson
Director
Traffic & Security

Dear Mr. Hutchinson,
Attached please find a traffic ticket which I received today. I was parked at the end of a row of allotted spaces — but I was definitely not obstructing traffic.

I start work at 9:00 a.m. and on most days I try and get in early — just to find a parking space. Why should I have to come in early to get a parking space when I am supposedly guaranteed a space by paying a parking fee every year? Today I arrived just at 9:00 a.m. and after driving around this area several times, and not wanting to be late for work, finally had to park illegally.

I realize your problem in controlling the traffic out here but you might relax your enforcement a bit over in this area — at least until the new parkade is finished.

I feel under the circumstances that you should cancel this ticket and a previous one that I received a couple of months ago — under the same circumstances (I have misplaced that ticket).

Thanking you in advance,
Rose Ann Janzen
Departmental Secretary
ccAUCE



October 23/81
Mr. Paul Bullen,
Senior Accountant
Department of Finance.
Mr. W. L. Clark, Manager,
Labour Relations Section,
Employee Relations Department.

CONFIDENTIAL
I wrote to you on October 13, 1981 concerning deduction of membership fees for A.U.C.E. Local 1.

Apparently someone in Payroll has been in discussion with the Union office, specifically, Carole Cameron and the Union is concerned that there may be a number of employees who have been hired since the cards were changed to have not been deducted the \$1.00 membership fee.

Once the program is established for deducting this one dollar one-time fee, is there a mechanism for catching-up on those persons who have not been deducted the one dollar membership fee previously?

Evidently this is the question which was the substance of discussion between someone in your Department and the Union Office.

W. L. Clark, Manager,
Labour Relations Section
and
Assistant Director,
Employee Relations Department.
WLC:ash

November 19, 1981
W. L. Clark
Assistant Director
Employee Relations Department
CAMPUS MAIL
Dear Mr. Clark:

With respect to letters you are sending out to employees being laid off and our conversation at the Labour Committee meeting yesterday, the Union has the following concerns: —if the University intends to set up a procedure or plan, should a number of coincidental lay-offs occur, the Union would like to be apprised, moreover, we would have our own suggestions to offer

—you are advising employees being laid off that they are entitled to exercise their seniority according to Article 34 of the collective agreement. We would ask you to draw employees attention to Article 34.05(a)(i) and further make it clear that the choice of bumping is not theirs. The contract is very clear when it states "the employee with the least amount of seniority in the classification shall be laid-off".

I am sure we will continue to have discussions with respect to anticipated layoffs in the months to come.

Yours truly,
Carole Cameron
Union Organizer
AUCE Local 1

cc: Across Campus

Correspondence

Oct. 7/81 Letter from Ken Hemmerick, BCSPCA, re financial support.

Oct. 8/81 B.C. Federation of Labour news re Grace McCarthy's policy changes affecting welfare recipients.

Oct. 9/81 B.C. Federation of Labour news re the Provincial Govt.'s legislation for sewage system on Salt Spring Island.

Oct. 9/81 Letter from Sheila Perret, Provincial Sec.-Treas., re status of Local 5 discipline charges laid by Local 1.

Oct. 9/81 Memo from Sheila Blace, Prov. Trustee, re Provincial Constitution and Local One newsletter

Oct. 9/81 Unsigned memo circulated in the Finance Dept. re University's mid-contract 3-phase proposal

Oct. 9/81 Letter from Sheila Perret, Prov. Union Organizer, re bibliography on microtechnology/health effects of VDTs.

Oct. 13/81 B.C. Federation of Labour news re closing of Labatts Brewery in Victoria.

Oct. 13/81 Copy of B.C. Federation of Labour news received Oct. 9/81

Oct. 13/81 Copy of B.C. Federation of Labour news received Oct. 8/81.

Oct. 13/81 Letter from Stephanie Ross (circulated with October newsletter) re petition to protest lack of transit service from Richmond to UBC.

Oct. 13/81 Letter from Kathleen McTigue, Coalition for the Medical Rights of Women, re balance owing for subscription.

Oct. 15/81 Copy of B.C. Federation of Labour news received Oct. 13 re Labatts Brewery.

Oct. 16/81 Letter from Joan Treleven resigning from Local One Executive.

Oct. 19/81 Letter from Larry Thiessen with letter from H. M. Craven, UBC Pension Officer, re refund of contributions.

Oct. 20/81 Letter from Monica Jones, Pratt 3 Defense Cttee, with information on the case & requesting a donation.

Oct. 20/81 B.C. Federation of Labour news re reinstatement of Jim Kinnaird as President.

Oct. 20/81 Letter from Mary Mabin, Prov. Office, re ballot labels for the Local Trustee.

Oct. 20/81 Letter from Robert Grant re 3-phase proposal for wages and job standards.

Oct. 21/81 B.C. Federation of Labour news re resignation of Secretary-Treasurer Dave McIntyre.

Oct. 21/81 B.C. Federation of Labour news re Conference on Racism on Oct. 16 at Biltmore Hotel in Vancouver.

Oct. 21/81 B.C. Federation of Labour news re possible settlement of dispute between Federation and Canadian Paperworkers Union Local in Powell River.

Oct. 23/81 Letter from Sandra Yiu re name change.

Oct. 22/81 Memo from Sheila Perret and Lid Strand, re Local One special assessment grant.

Oct. 22/81 Letter from Astra Zemars, Working Women, re membership application and publications order.

Oct. 26/81 Copy of B.C. Federation of Labour news received Oct. 20/81 re Jim Kinnaird.

Oct. 26/81 Memo from Irene McIntyre, Geol. Sci. & Medicine, nominating Murray Adams for President.

Oct. 26/81 memo from Irene McIntyre resigning from Job Evaluation Committee.

Oct. 26/81 Copy of B.C. Federation of Labour news received Oct. 21/81 re Dave McIntyre.

Oct. 26/81 Copy of B.C. Federation of Labour news received Oct. 21/81 re Racism Conference.

Oct. 26/81 Copy of B.C. Federation of Labour news received Oct. 21/81 re a Canadian Paperworkers Union Local.

Oct. 26/81 Letter and brochure from E. Docquier, United Steelworkers of America, re films available on U.S.A. women.

Oct. 27/81 Letter and brochure from Cindy Brooke, B.C. Govt., re poster and essay contest for International Year of Disabled Persons.

Oct. 27/81 Letter from Marshall Smith, Admin., I.Y.D.P., re special grants program.

Oct. 28/81 Letter from Carole Cameron nominating Wendy Lymer for Sec.-Treas.

Oct. 28/81 Letter from Carole Cameron nominating Suzan Zagar for President.

Oct. 22/81 Letter and Price List from T. E. McNulty, IBM Canada, re service agreement.

Oct. 26/81 Letter and list of OTEU and AUCE wage rates from Wes Clark, ER, re 3-phase proposal to AUCE and OTEU.

Oct. 28/81 Letter from Douglas Perry, Delta Copy Shop, re duplicating services.

Oct. 21/81 Letter from Lid Strand, Prov. Sec.-Treas., re per capita tax remittances.

Oct. 27/81 Poster from Vancouver Women in Focus Society re films and video-tapes available.

Oct. 27/81 Letter from J. Bonser re student assistants and certification.

Oct. 29/81 Memo from Neil Armstrong, UBC Press, re changes to mailing list.

Oct. 29/81 Letter from Samia Fadl, et al, SFU, re Health Hazards study program and budget.

Oct. 30/81 Letter from Helen Glavina with copy of memo from R. Grant to Dept. Heads, etc., re salary review for Executive Administrative and Administrative/Professional staff.

Oct. 30/81 Letter from Anne Sheek re group reclassification of front-line staff (who deal with students continually).

Nov. 2/81 Letter from Warren Allmand, M.P., re final report on Employment Opportunities for the '80s.

Nov. 3/81 Copy of letter and wage lists from Wes Clark received Oct. 26/81.

Nov. 3/81 Two notices from Vancouver Women in Focus Society re films and videotapes.

Nov. 3/81 B.C. Federation of Labour news re secretary-treasurer, Mike Kramer.

Nov. 3/81 Letter from R. Grant re 3-phase proposal.

Nov. 4/81 Letter from Lynne Warneboldt, ER, re appointment notice for Kathryn Shynkaryk.

Nov. 4/81 Letter from R. Grant re 3-phase proposal.

Nov. 5/81 Letter from William Dunsmuir, Graphic Arts Internat'l Union, re current collective agreement.

Nov. 5/81 Letter from Arthur Dick, Fund Raiser, re Timmy's Xmas Telethon and donations.

Nov. 5/81 Letter from Warren Gill, SFU/Downtown Program, re courses offered.

Nov. 6/81 Letter and brochure from B.C. Civil Liberties Assoc. re support.

Nov. 6/81 B.C. Federation of Labour news re new sec.-treas., Mike Kramer.

Nov. 6/81 Letter from Bev Young, Local 4, re special assessment.

Nov. 10/81 Letter from Barbara Pinkiewicz, Fraser Valley College re collective agreement.

Nov. 10/81 Letter to shop stewards of Div. D re morning meeting.

Nov. 10/81 Letter from Martin Hat-

field, Hot Jazz Society, re room rentals.

Nov. 10/81 Letter from Brian Chapel re student assistants and AUCE certification.

Nov. 10/81 Letter from Vancouver Cttee on Occupation Safety and Health re proposed changes to WCB regulations.

Nov. 12/81 Letters from the Latin America Solidarity Cttee re meeting with guest speaker (student leader) from El Salvador.

Nov. 17/81 CCH Canadian Dispatch re decrease in UIC premiums for 1982.

Nov. 19/81 Copy of memo to Dept. Heads, etc. from R.A. Grant re AUCE rejection of wage package.

Nov. 10/81 Letter from R.A. Grant to Carole Cameron re negotiation of revised job standards.

Nov. 19/81 B.C. Federation of Labour news re re-affiliation with Canadian Paperworkers Union, Powell River.

Nov. 23/81 Letter from Carole Anderson re change of campus address.

Nov. 23/81 Letter from Alvin Hughes, Public Service Alliance of Canada with two collective agreements.

Nov. 16/81 Letter and newspaper clipping from Patsi McMurchy re wage negotiations.

Nov. 19/81 Letter from Vancouver Policemen's Union with collective agreement.

Nov. 20/81 Letter from Lila Wood, CUPE Local 379, with collective agreement.

Nov. 15/81 Letter from Pat Nicholls, CUPE Local 728, re collective agreement.

Nov. 13/81 Letter from P. Thomas, BCIT Staff Society, re collective agreement.

Nov. 12/81 Letter from Georgina Coustalin, Capilano College Faculty Assoc., re collective agreement.

Nov. 12/81 Letter from John Waters, Douglas & Kwantlen Faculty Assoc., with collective agreement.

Nov. 23/81 Letter from Betty Yetman, Dalhousie Staff Association, with current agreement.

Nov. 24/81 Letter from Roger Growther, CAIMAW Local 14, re current agreement.

Nov. 25/81 Letter from Murray Adams nominating Ron Uldall-Ekman for Trustee.

Nov. 17/81 Memo from Kathy Brown, Registrar's Office, accepting nomination for Trustee.

Nov. 25/81 Letter from Hugh Tilley, Salvation Army, re donation.

Nov. 25/81 Notice from Women In Focus Society (Vancouver) re art work for sale in December.

Nov. 26/81 Notice circulated by Nancy Wiggs urging opposition to CUPE raid on AUCE members.

Nov. 26/81 Letter from Murray Blok, student, re complaint filed with the Human Rights Branch for discrimination based on marital status.

Nov. 26/81 Copy of letter to Murray Blok from Dima Utgoff, Coordinator, Residence Student Affairs, re application for Advisory position.

Nov. 26/81 Letter from Erik DeBruijn re handicapped employee in Crane Library.

Nov. 26/81 Letter from K. Nelson, College Printers, re increase in printing costs.

Nov. 27/81 Letter from Erik DeBruijn re extension of a position in Crane Library.

Nov. 27/81 Memo from Lissett Nelson to Communications Cttee re deadline for submissions to newsletter.

Nov. 27/81 Letter from Audrey Campbell to Mavis Dunsford, ER, re negative termination notices for two AUCE employees.

Nov. 27/81 Memo from Marion Tostowaryk, Finance, with memo from Libby Nason, ER, re maternity benefit eligibility.

Nov. 30/81 Letter from Cheryl

Jones re change to mailing list.

Nov. 30/81 Copy of unsigned memo re possible strike action by TAUUS.

Nov. 30/81 Memo from Murray Adams to Wendy Lymer re volunteers to Communications Cttee.

Nov. 30/81 Copy of letter from Rose Janzen, Theatre, to A.M. Hutchinson, Traffic & Security, re traffic tickets and lack of parking facilities.

Nov. 30/81 Letter from Lynne Berkowski, CUPE Local 1816, with current collective agreement.

Dec. 1/81 Unsigned letter directed to the Local One Executive re wording of motions at meetings.

Dec. 2/81 Memo from Leanne Barnes, Crane Library, re changes to mailing list.

Dec. 3/81 Letter from Heather Fink, to Contract Cttee re proposal to upgrade medical secretaries.

Dec. 2/81 Ballot platform from Kitti Cheema and note from Nancy Wiggs who was withdrawing her name from the nominations for Vice-Pres.

Dec. 2/81 Three letters from Rose Janzen, Theatre, re campus parking problems for Dec.-Jan. newsletter.

Dec. 3/81 Ballot platform from Sharon Newman, nominated for Trustee.

Dec. 3/81 Ballot platform from Pat House, nominated for Secretary-Treasurer.

Dec. 3/81 Ballot platform from Suzan Zagar, nominated for Vice-President.

Dec. 3/81 Ballot platform from Ron Uldall-Ekman nominated for Trustee.

Dec. 3/81 Ballot platform from Cobie Wennes, nominated for Secretary-Treasurer.

Dec. 4/81 Copy of letter from Wes Clark, ER, to Paul Bullen, Finance, re initiation fee deductions.

Dec. 4/81 Copy of letter from Wes Clark, to Paul Bullen re catching up on initiation fee deductions for members who haven't paid.

Dec. 9/81 Letter from Kathy Brown withdrawing her name from the nominations for Trustee.

Dec. 8/81 Letter circulated to the membership from Nancy Wiggs re her endorsement of Kitti Cheema for Vice-President.

Dec. 9/81 Copy of Memo from Erik DeBruijn to Safety Cttee members re Safety Cttee procedures and meetings.

Dec. 9/81 Copy of Memo from Erik DeBruijn to all staff re Safety Cttees.

Dec. 9/81 Copy of order form for revisions to "Working with Video Display Terminals" from Ministry of Labour.

Dec. 7/81 Letter from Ruth Mirza, Gloria Samonte, and Heather Troche re Article 22.08, proposing changes to protect existing employees (for newsletter).

Dec. 7/81 Letter from Deborah Luney, Medicine, re membership card.

Dec. 10/81 Copy of Memo from Erik DeBruijn to Anna Leith, Florence Doidge, Woodward, re Safety Cttee reps.

Dec. 10/81 TAU press release re rejection of the University's final contract offer, serving 72-hours strike notice although Labour Minister Jack Heinrich has imposed a mediator to prevent job action.

Dec. 4/81 Ballot platform from Joyce Diggins, nominated for Trustee.

Dec. 14/81 Letter from Ralph Robson, Occupational Environment Branch, Ministry of Labour, to June Prenty, School of Nursing, re guidelines for operators of VDTs in the Research Room.

Dec. 15/81 Postcard from Nancy Thompson re change of address.

Dec. 11/81 Letter from D'Anne Green, HEU, with current agreement.

Dec. 11/81 Letter from Leona McCormick, City Hall Employees Assoc., CUPE Local 388, with current collective agreement.

Dec. 10/81 Letter from Francine Bonevitch to Mr. R. Grant re salary increment.

(Continued on Page 6)

Full Service!

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Your Campus Credit Union

2150 Western Parkway in the University Village



Corresp. Continued

(Continued from Page 5)

Dec. 17/81 Memo from Kitti Cheema with two questionnaires.

Dec. 21/81 Job posting from Pat Hannah for a research assistant position.

Dec. 21/81 B.C. Federation of Labour news re declaration of Solidarity Day on December 19 in Vancouver.



Supervisor Wins Labour Victory at B.C. Tel

By ROD MICKLEBURGH
Province Labor Reporter

From The Province,
December 16, 1981

FROM THE GRIEVANCE COMMITTEE

In the midst of the budget cuts on campus, AUCE members are increasingly feeling the pinch. The University has not been refilling many positions which have been vacated within the bargaining unit. They have been actively downgrading vacant positions with no notice of intent to the Union. The Union is currently engaged in a grievance protesting the University's right to arbitrarily delete and downgrade vacant positions.

At the same time, positions currently held by AUCE members are being systematically eliminated, the incumbents and the Union are receiving notice that these people will be transferred to a coincidental vacancy. These vacancies often are not considered desirable by the employees concerned who are nevertheless accepting the transfers, glad they have a job to transfer to!

The situation will get worse. There could be no coincidental vacancies to transfer to, and the employee concerned would either have to await recall, or "bump" a more junior employee.

This is an extremely serious matter. The arbitrary elimination of positions is drastically reducing our bargaining unit and is imposing an enormous added work load on our members. We MUST protect ourselves, utilizing relevant articles in our collective agreement, and grieving any infractions of them. This is our legal right. Only if we stand up for the rights we now have are they of any use to us, as protection against the intention of the University to continue eliminating jobs on this campus. As long as AUCE members are prepared to assume the job duties of the "vacant positions" in addition to their own job duties, we are helping the University to erode our own job security.

I am outlining some articles of the AUCE contract which you should be aware of. A copy of this statement along with these relevant articles have been sent to all AUCE members. En-



sure that there are no infractions of these Articles. If you need clarification or feel there are infractions, call the Union Office at 224-2308 and we will proceed from there.

ALL THE BEST IN 1982
Wendy Bice, Union Co-ordinator
on behalf of the AUCE Local 1
Grievance Committee

Contract Committee Report

by Murray Adams

Thanks to everyone who took the time to complete and return the contract questionnaire. Sue McLintock is compiling and analyzing the responses for the Committee. We will report the results at the 14 January membership meeting.

I expect that our report to the January meeting will include an outline of contract proposals, and that a complete package will be discussed and voted on at the 18 February meeting. There are three routes to having your proposals included in the package. One is simply to make your proposal in the form of a motion at a Union meeting. Another is to prepare a proposal, and bring it before a Contract Committee meeting. The third is to contact the member of the Committee whose area of responsibility covers yours interest, and to assist him or her in preparing proposals.

No matter which route you choose, you are invited to attend any meeting of the Committee. Beginning 6 January, we will be meeting Wednesdays at 5:00 p.m. Please call me if you have questions or ideas.

These are the members of the Contract Committee, and their areas of responsibility:

Murray Adams, Woodward Library, 2882, Chairperson, grievance procedure.

Wendy Bice, AUCE Local 1 Office, 224-2308, Benefits.

Carole Cameron, AUCE Local 1 Office, 224-2308, Benefits, grievance procedure.

Susan Horner, Woodward Library, 2882, Librarian/secretary.

Shirley Irvine, Commerce, 6304, Technological change, health and safety.

Irene McIntyre, Faculty of Medicine, Acute Care Hospital, Mon-Wed. 875-4111, local 2338. Thu-Fri. 82-7158, Job evaluation, wages.

Sue McLintock, Economics, 6282, Questionnaire.

Susan Zagar, Serials, LPC, 4578, Wages, pay grades.

Exec. Report

At an Executive meeting in early Oct., the Executive raised concern regarding numerous long-term problems and other serious matters which have been affecting our union:

- Problems such as:
 - Priorities of the Union and its Committees
 - Priorities of the Union Office Staff
 - Role, responsibilities and direction of the Executive
 - Role and responsibilities of Union Committees
 - Membership participation/organization problem.
 - More recently, budget cut-backs/layoffs.

Also at this meeting, it was further noted by the Executive that a Special Convention scheduled for the previous weekend (Oct. 4) to hear the issue of the AUCE Local 5 affiliation to the CCU had been cancelled by the Provincial Executive at the 11th hour, and declared unconstitutional.

A brief summarized history of the Local CCU affiliation issue is as follows:

In March of this year after a brief strike at the College of New Caledonia in Prince George, the membership of AUCE Local 5 voted to affiliate to the CCU (Canadian Confederation of Unions), the major reason given being due to the help the small local had received from the CCU during their brief strike. Much concern was raised by the other locals that such action was in direct contradiction to a policy recently approved by the membership of the Provincial Association, that AUCE Provincial lobby the CLC (Canadian Labour Congress) to affiliate to them intact, as AUCE.

The act was indeed serious enough that the 1981 AUCE Convention, in June of this year spent an entire weekend attempting to come to an agreement on a vehicle which would hear and handle the issue. The unfortunate barrier was a lack of a provision in the Provincial constitution and the policies of the Association. The result of the 2-day session was a vastly revised discipline section of the Provincial constitution (section 19F), which established this power, and enabled a local to lay charges against another local for violations of the constitution; and also left one particularly unhappy local (Local 4) which left the Convention on instructions from their membership not to remain at a Convention which had been infiltrated by the CCU. The matter was brought to the attention of this membership at our June membership meeting, which passed the following motion:

THAT the membership support the following charge against Local 5:

AUCE local 1 hereby charges AUCE Local 5 under Section 19 (F) of the Provincial constitution in that it affiliated to the Canadian Confederation of Unions in contravention of AUCE's policy decision to affiliate intact to the Canadian Labour Congress. Further, it is the position of AUCE Local 1 that a reprimand is totally inadequate and inappropriate given the severity of the situation. We urge that a hearing be held on the matter as soon as possible.

In response to the Local 1 charges against Local 5, a hearing was held by the Provincial Executive on August 22. The Local 1 charges were represented by Nancy Wiggs, with the assistance of a UBC law student, Don Chang; Local 5 was represented by Peter Burton, also a UBC law student. The following motions were passed at this hearing:

1. THAT the AUCE Provincial Executive finds that in affiliating with the Confederation of Canadian Unions, Local 5 has violated the AUCE policy decision to affiliate to the Canadian Labour Congress by lobbying the Canadian Labour Congress.

2. THAT the AUCE Provincial Executive reprimands AUCE Local 5 for joining the Confederation of Canadian Unions (CCU) in violation of a policy of AUCE and hereby calls a Special Convention to consider the matter and what further discipline would be appropriate.

The Special Convention was scheduled for Oct. 4, and cancelled at the last minute when the Provincial Executive discovered that they had not correctly interpreted the new discipline section of the Provincial constitution, and that to call a Special Convention was in fact unconstitutional. Under this section, the Provincial Executive can take specific courses of action against a local found "guilty as charged." 1) reprimand the local, and/or 2) recommend suspension, and/or 3) recommend expulsion. If the recommended remedy is suspension or expulsion of the offending local, then that recommendation must constitutionally go to a Special Convention for consideration. If the remedy is reprimand alone, then the accused local or the accusing local(s) can only appeal that decision at the next regular annual convention. As the Provincial Executive made no recommendation to suspend or expel Local 5, a Special Convention cannot be held, and an appeal by either this local, or Local 5 must wait until the 1982 convention.

As Local 1 was the charging local, the available options to us were discussed. These included:

- appealing the decision or discipline (reprimand) of the Provincial Executive (this would be the first item of business of the 1982 convention).
- relaying charges against Local 5 (i.e. violation or "crime" still continues).
- secession from AUCE Provincial.
- dropping the issue entirely.
- no further action from Provincial Executive.
- "guilt" has been determined and found by Provincial Executive.
- "crime" still exists.

After hearing a report on the general state of affairs within the Provincial Association, it was clear to the Local 1 Executive that the time had now come to seriously consider the status of our future relationship with the Provincial Association. A special all day Executive meeting was held on November 1 to consider the problems affecting both our internal and external organization, and to attempt to rectify these problems. Numerous weighty decisions resulted from this all day strategy/prioritization meeting, which the Executive would convey to this meeting:

DECISIONS

After considerable discussion around our own internal organization and state of affairs, the following strategy decisions were made:

1) Executive role

In order to make Executive activity and decisions more evident to the membership, it was decided that all

major decisions of the Executive will be placed on the Executive report at membership meetings on a regular and firm basis. Effective immediately, the Executive report will now be the first committee report on the agenda of membership meetings, to follow immediately the nominations, and to precede other committee reports. This would follow a logical sequence as the Executive forms the first and the governing committee of the union. The responsibility of presenting the Executive report at the membership meetings was given to the Vice-President.

2) Membership participation/activity

Much discussion took place regarding the urgent need for increased membership participation and the relative inactivity of many who assume a committee position. A form of training for new committee members was considered necessary. The Executive would once again submit its plea for increased and continued membership participation and activity, particularly with a contract coming up for renewal early next year. It has become evident that a low level of participation is becoming damaging to all of us, and for quite some time a very small number of people have struggled to shoulder the entire responsibility of keeping the union going from day to day.

The Executive believes that there are many typical members not wishing to devote a large amount of time in committee or decision-making level tasks, but who would happily devote one or two lunch hours a month to some necessary task. There are numerous continuing tasks ranging from making union cards, maintaining membership files, labeling and most important, putting out the monthly newsletter. Each of these small tasks in itself are essential enough to keep the union in existence from day to day. The union office staff is hard pressed to keep up with the enormous number of small, but important tasks that must be done. The Executive has recently discussed the grim possibility of reducing the newsletter to a bimonthly publication. This would be an act of desperation — communication with the membership has always been considered a priority. But unless more people are willing to contribute a small effort to produce and distribute our newsletter, communication will fall down. If you are one of those who would gladly donate one or two lunch hours a month, we'd love to hear from you . . . please call the Union Office and leave your name as a willing volunteer.

In order to encourage and solicit further membership participation, the Executive has approved the following action:

a) The Chairperson of each committee will be given the responsibility of training new committee members and acquainting them with the functions, activities and role of the committee. It is hoped that more people might be willing to serve on a committee if they were aware that adequate training and initiation into activities would be provided.

b) The Grievance Committee currently meets weekly, usually on Tuesday lunch hours. One of these weekly meetings every 4-6 weeks will become a Shop Steward meeting. This will provide a forum for questions and problems, and will hopefully help Shop Stewards learn that it is not difficult to work on the Grievance Committee. Grievance meetings are always open to this membership, and Shop Stewards and members (possible future Grievance Committee members) may learn a lot about the process of handling a grievance by attending these meetings! Potential future Grievance

Committee members are encouraged to participate in Grievance Committee activities.

c) Further efforts to reach Shop Stewards will be conducted by Carole Cameron and Wendy Bice who are currently in the process of having coffee meetings with Stewards to get feedback from members, to answer and ask questions and to find solutions to problems. Carole and Wendy will report back to the Executive on this in December.

d) Various interested Executive and committee members will be scheduled to represent and introduce the Union during the twice weekly employee induction process at Employee Relations. In an effort to reach new employees.

e) An Open House will be held in the Union Office on December 16 (Weds) all day long. This is your opportunity to see the office, meet your union representatives, ask questions, and let us know what you think the Union can be doing for you! Drop in anytime during that day when it is convenient for you, and bring your co-workers.

3) Priorities and goals

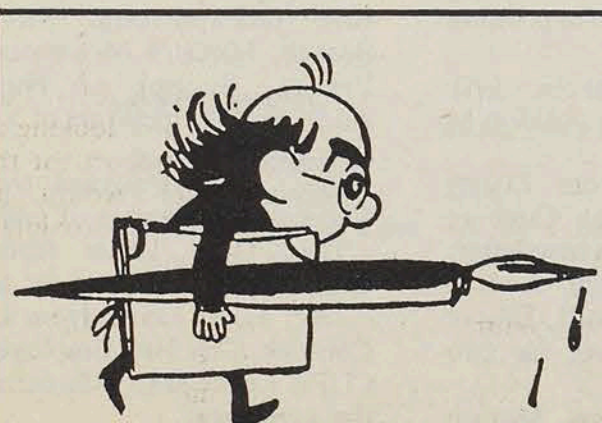
It is important that our Executive, salaried officers and committee members have established priorities and goals to work under and guide almost all activities. The Executive has determined that the priorities of this union are, in this order, "organising, contract negotiations, contract administration, and public relations." These priorities and their particular ordering are not intended to be a "cure-all" or ultimates but only a rough guide to those who work every day in administering the activities of the union, nor do they preclude the possibility of any urgent situation arising, which would be handled on its own account. The ordering of priorities is somewhat logical in that unless we are properly organized to do so, we cannot successfully negotiate a contract, and it follows that unless there is in fact a decent contract negotiated, contract administration is either extremely difficult, or not possible. The Grievance Committee has felt severe limitations in how far certain grievances can be pushed, primarily due to poor contract provisions, or no provisions at all. Expedited arbitration will be an item of top priority on our negotiating team's agenda in 1982.

4) Budget Cutbacks and Layoffs

What can be said about budget cutbacks and layoffs? There is little consolation for the serious implications of this unpleasant scenario, and it would appear that the worst is yet to come. We are suffering harsh consequences. For quite some time, the University has been gradually laying off our members — these layoffs are now occurring more frequently, and in larger and larger numbers due to budget cutbacks. The most recent layoffs are about 10 members working in Copy and Duplicating and in the Library Processing Centre. More layoffs are forthcoming. The University is acting swiftly and efficiently in its examination and action in the implementation of cutbacks and layoffs. For example, the Library is now looking at the issue of cutting its support for the Reading Rooms, which would affect the employment of approximately 21 of our members.

We know little more than what all of you probably know, picked up through UBC reports, publications, circulating memorandums, and rumours. The University does not provide us with any additional information on the state of affairs, nor do they tell us what they

(Continued on Page 8)



NEXT ISSUE DEADLINE:

SUBMISSIONS FOR THE
FEBRUARY ISSUE WILL BE
ACCEPTED NO LATER THAN
JANUARY 26, 1982.

Exec. Report Continued

(Continued from Page 7)

intend to do or are doing. We only feel and see what is happening.

If the Executive's recommendation to withdraw from the Provincial Association were approved, it would mean that this membership would then debate and choose a direction to take from the range of options available to us. The options are the same as those presented in the Provincial-wide affiliation/merger/independence debate which has haunted us for over several years. The debate can no longer continue on a long term basis — we must come to a firm decision now, and concentrate all energy & efforts to fighting for a decent contract next year. The reality is that whatever option is chosen, only this membership can fight for that contract!

The Executive has not made a recommendation for a particular op-

tion for obvious reasons: the decision belongs to this membership, not the Executive. Nor could the Executive come to an agreement on such a recommendation. The Executive would encourage debate and discussion from groups advocating a particular option. However, the decision to withdraw from the Provincial must be taken first, or any decision would be unconstitutional as long as we belong to an organization with a CLC lobby policy, for the same reason that the Local 5 CCU affiliation decision is unconstitutional. Upon deciding to withdraw from the Provincial other options would become debatable.

HOW DO WE SECEDE??

Procedure —

Section 6A of the Provincial constitution states that:

Section 6: LOCAL ASSOCIATION AUTONOMY

A Local Association may secede only under the following conditions:

A. Upon receipt of a petition of twenty-five percent (25%) of the membership of the Local Association involved, the Provincial Executive shall conduct a full enquiry and a referendum vote of the Local Association concerned. The Provincial Executive shall circulate notice of referendum outlining the matters in dispute one (1) month prior to the referendum. The vote shall be by secret ballot. A majority of the Local Association membership shall approve the motion for secession before it will be considered passed.

If the Executive's recommendation is endorsed, the Executive would coordinate the distribution of a petition as specified under this section. The petition would require roughly 350-400 signatures.

ON BEHALF OF THE EXECUTIVE:
MOVED THAT:

"AUCE Local 1 endorse the Executive recommendation to withdraw from the Provincial Association and directs the Executive to 1) begin secession proceedings immediately under Section 6A of the Provincial Constitution and 2) coordinate and encourage discussion and debate on available options for this local to bring about a swift and conclusive decision regarding the affiliation/merger/independence."



FOUND

A black and white telescope umbrella with green and yellow flower pattern and beige plastic handle. Found at the December 10 Special Membership Meeting. Can be picked up at the Union Office.

AUCE
LOCAL 1

association of university and college employees
202 - 6383 MEMORIAL ROAD, UBC, VANCOUVER, B.C. V6T 1W5

Membership Meeting

Thursday, Jan. 14, 1981

IRC 6

12:30-2:30

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the minutes
4. Business arising from the correspondence.
5. Nominations, Opening

Communications Committee
Grievance Committee
Job Evaluation Committee
Provincial Education Committee
Provincial Rep (1)
Strike Committee

6. Secretary-Treasurer's report
7. Grievance Committee report
8. Contract Committee report
9. Executive report
10. Provincial report
11. Other Business

