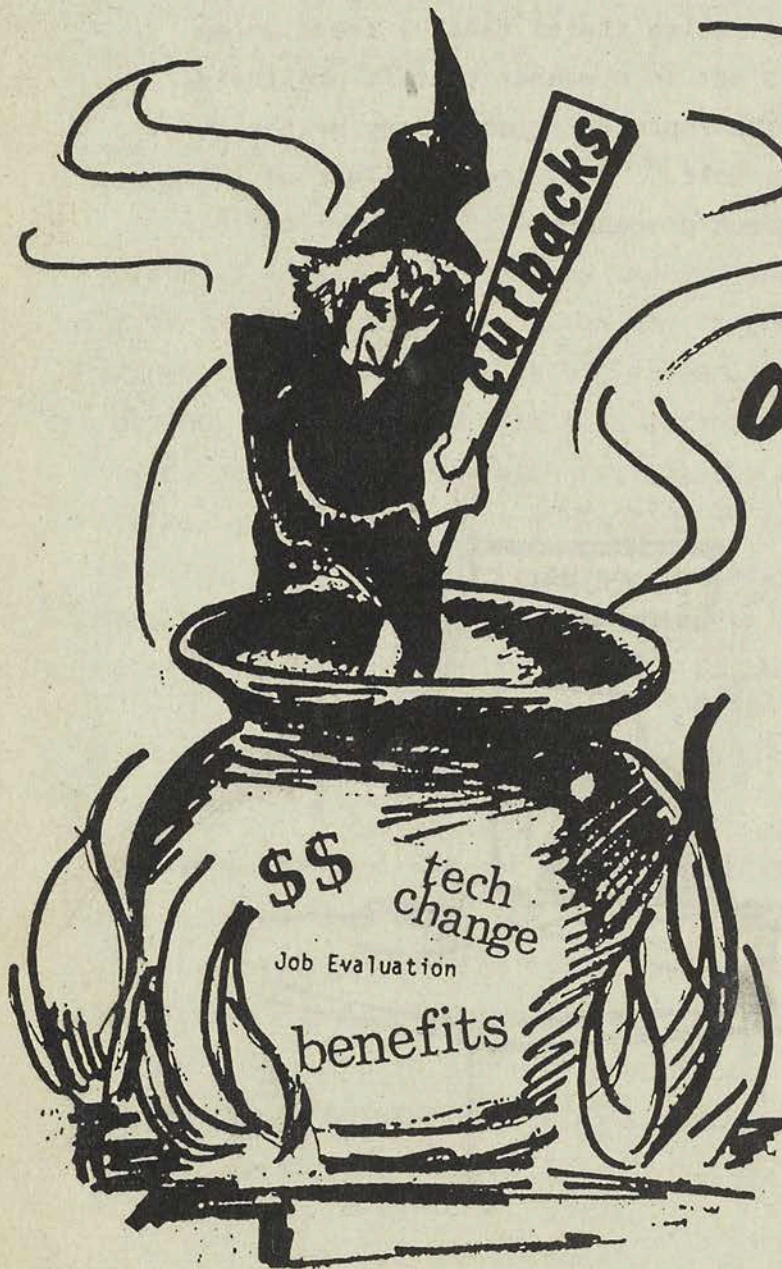


# on campus

association of university and college employees

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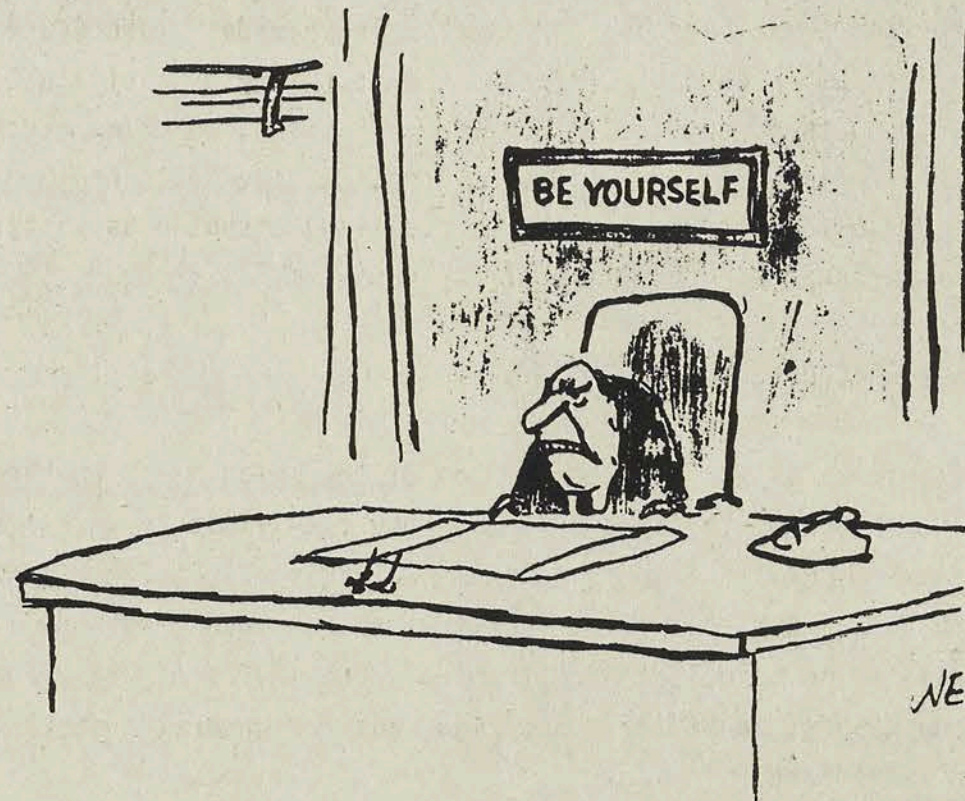
**OCTOBER 1981**

**PREPARING  
for  
NEGOTIATIONS**



#### 4.5 THE UNION'S DUTY OF FAIR REPRESENTATION

Having surrendered the right to contract directly with the University, a member has a right to expect fair representation from the Union regarding any grievance or complaint. The Union's obligation of fair representation of all members and non-members of the bargaining unit is set out in Section 7 of the B.C. Labour Code, which states that "a trade union or council of trade unions shall not act in a manner that is arbitrary, discriminatory, or in bad faith in the representation of any of the employees in an appropriate bargaining unit." This legal obligation is exercised primarily through the grievance procedure.



#### 5.0 ARBITRATION

##### 5.1 DEFINITION

Arbitration is the final and culminating stage in the grievance procedure of the collective agreement which leads to a conclusive and authoritative settlement of a dispute arising out of the application of the agreement, and results in a precise definition of the written word of the agreement. As an adjudicative process, it performs the same function for the parties to a collective agreement as do the courts in resolving issues and disputes arising from the operation of contracts in society. In essence, it is a quasi-judicial system created for each collective bargaining relationship.

##### 5.2 PURPOSE

Arbitration is the first and only stage that gives the union the opportunity to have a settlement imposed on management against its will. It is the last chance the Union has to present and win its side of the argument. Arbitration also has an essential role to play in interpreting and enforcing the collective agreement. It provides a procedure for dispute resolution which facilitates the statutory prohibition of strikes and lockouts during the life of the agreement, which means that grievance arbitration only comes into action after the terms of the agreement have been settled and is limited to resolving disputes as to its meaning which arise during the life of the contract.

##### 5.3 TAKING A GRIEVANCE TO ARBITRATION

If a grievance is not settled at Step 3, the Union has 5 working days following expiration of the Step 3 fifteen day time limit in which to notify the University of its intention to invoke arbitration. The Grievance Committee must consider the merits and strengths of each grievance in making a decision to take it to arbitration. The advice of the Union's lawyer may be helpful in making a decision, but the general factors that will be considered are:



- the strength of the grievance, and the likelihood of its success
- the overall effect winning or losing the grievance in arbitration will have on the membership as a whole.
- the principle to be won
- whether other alternatives are available
- the costs of the arbitration

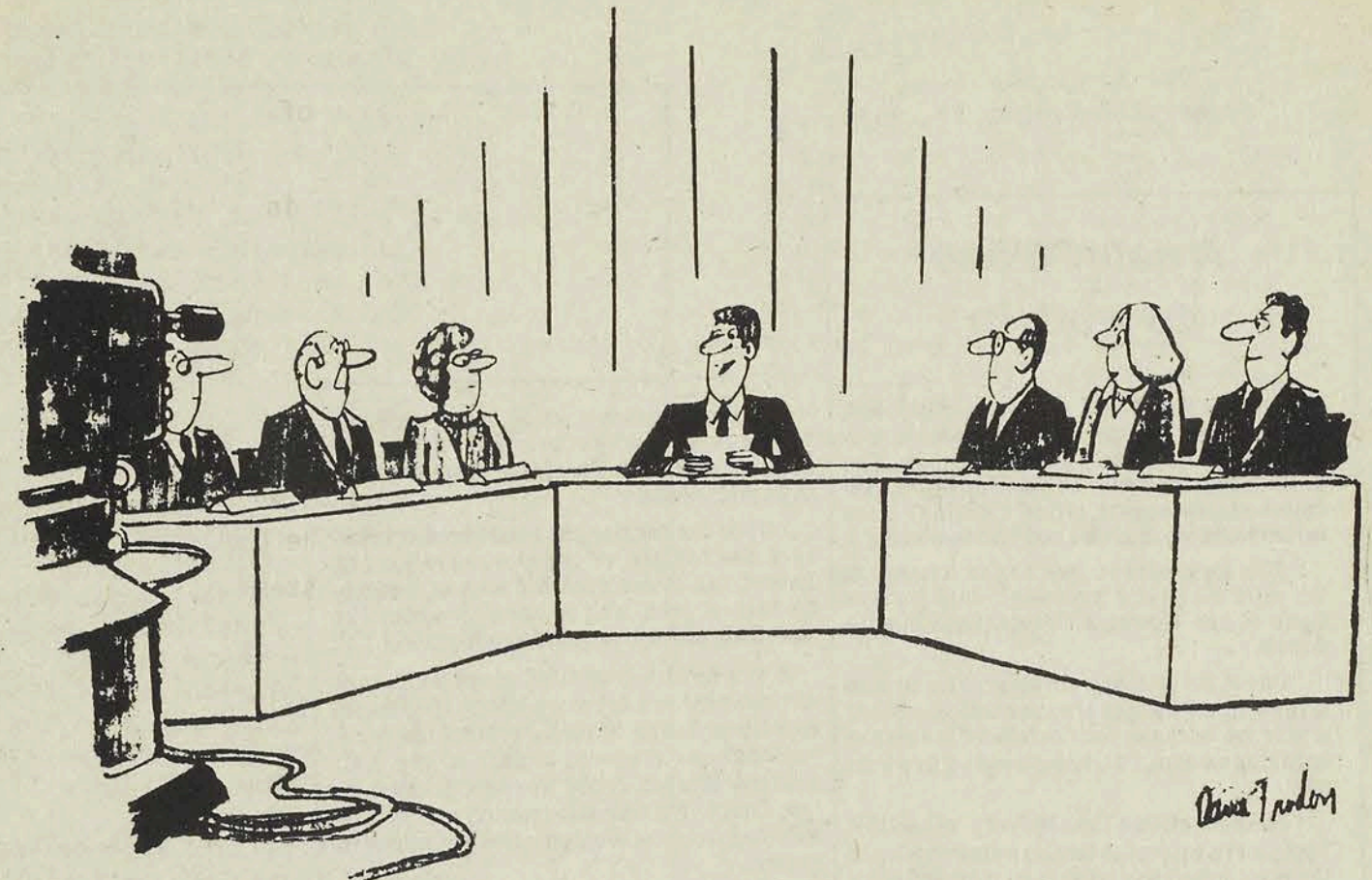
The cost of an arbitrator varies, but over \$1000 per day is an average, with the costs being shared equally by the Union and the University. Additional overhead costs may include conference rooms, stenographic costs, and lost wages for witnesses.

It is theoretically possible for an employer with superior financial resources to push every minor grievance to arbitration, thus forcing the Union to abandon a lot of grievances and face criticism from the membership, or fight the grievances and face bankruptcy. It is unlikely that this situation will evolve however, as the arbitration procedure would be discredited, and union members would likely abandon it for much more direct action.

When the Grievance Committee has made a decision to take a grievance to arbitration, a recommendation to that effect will be presented to the membership at the next general union meeting, and the recommendation will be voted on by the membership.

#### 5.4 FORM OF ARBITRATION

An arbitration procedure can take on numerous formats, such as a single arbitrator, a permanent arbitrator, two-stage arbitration, or a 3-person arbitration board. The three person arbitration board is most common, however, as the board is composed of a union appointee, a management appointee, and an impartial chairman who in fact has the casting vote. AUCE has always opted for a single arbitrator.



"This is our format: three minutes to present your case, two minutes for each rebuttal, one minute for summing up, and thirty seconds for claiming victory."

In choosing an arbitrator, the Grievance Committee and the Labour Committee will attempt to mutually agree upon a list of impartial arbitrators. Fifty percent of those on the list agreed upon must be women, and the arbitrators can serve on a rotating basis, or as otherwise mutually agreed upon by the Committees. If the Committees are unable to agree upon a list of arbitrators, the Minister of Labour may be requested to supply a list.

#### 5.5 POWERS OF ARBITRATION (SECTION 98)

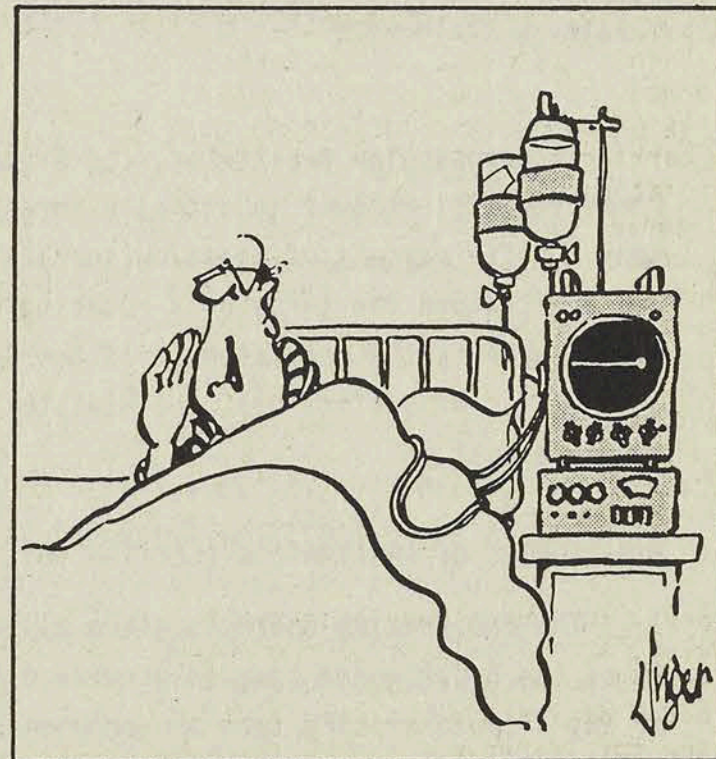
The arbitration board is given all necessary authority under Section 98 of the B.C. Labour Code to provide a final and conclusive settlement of any dispute arising from the provisions of a collective agreement. Section 98 of the B.C. Labour Code is shown in Appendix 10.



# HEALTH AND SAFETY

The Vancouver Sun  
Tuesday, September 29, 1981

## A safer place to work in



"Excuse me. The machine is making a funny noise and the little light is going in a straight line."

5

## Parking Fee Cttee

## Report

6

A Report from the Parking Fee Increase Committee to our Members.

On June 5th, 1981, the Parking Committee contacted the AMS, CUPE Local 116, CUPE Local 2278, Operating Engineers, OTEU, AAPS, Faculty Assoc., and the Nurses' Association; inviting them to join us in a unified voice of protest against the 96% increase in parking fees for the 1981-82 year.

A letter was sent on June 23rd to Neil Boucher, member of the Board of Governors, requesting that our protest be brought before the Board at the July 7th meeting. Mr. Boucher acknowledged receipt of our letter on June 24 and further replied to our Committee on July 16th. The second letter contained a discussion of the situation and the final outcome which was, to quote Neil, "In short, it is simply too late".

Response from our letter to all major organizations on Campus was weak, with only the President of the Faculty Association replying. Enclosed with his sympathetic letter were copies of the Faculty Association's correspondence to various persons and bodies of authority, pertaining to the parking increase. The Faculty Association has requested that "the published financial statements" of the University "will include a separate, and clearly identifiable, account of the moneys paid to the capital reserve funds from faculty and staff parking fees". They have also asked "for a clear assurance that the new parking structures to be financed by faculty and staff fees will be for the sole use of faculty and staff". These two items are still under discussion.

On Sept. 2nd, upon our Committee's request, AUCE President, Marcel Dionne initiated a letter to Mr. Hutchinson, Director of Traffic and Security; asking for "assurance that parking spaces in Faculty and Staff lots be made available for all AUCE members who will purchase a Faculty and Staff sticker".

In summary, we would like to suggest that parking fees be added as an item for next year's negotiations and we have advised the Contract Committee to that effect. We urge all members to write to Traffic & Security and protest the lack of parking facilities. Document the Lot and time when no space was available. We would greatly appreciate that copies of these letters be sent to our committee, care of the Union Office.

Barbara Brighton  
Ann Hutchison  
Leona Polonich  
Anne Sheck  
Nancy Wiggs  
Lillian Varnals

September, 1981

Correspondence available for viewing:

1. letter to all organized groups
2. reply and other corresp. of Faculty Assoc.
3. letter to Neil Boucher, member of the Board of Governors
4. reply of Neil Boucher
5. a more lengthy reply of N. Boucher
6. letter to Mr. Hutchinson, Dir. of Traffic & Security, from Marcel Dionne, Pres. AUCE local 1.

I FEEL LIKE I JUST GOT A LUBE JOB AND I DON'T EVEN OWN A CAR!!!





# FOUND

EXECUTIVE MEETING  
September 2, 1981

## Motions

Moved by Irene McIntyre  
Seconded by Carole Cameron  
THAT THE AGENDA BE  
ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Carole Cameron  
Seconded by Joan Treleaven  
THAT THE MINUTES OF  
THE AUGUST 12, 1981  
EXECUTIVE MEETING BE  
ADOPTED AS PER THE  
CHANGES AGREED UPON.

The motion was CARRIED.

Moved by Carole Cameron  
Seconded by Joan Treleaven  
THAT THE RELEVANT  
SECTIONS OF SHEILA  
PERRET'S LETTER OF  
SEPTEMBER 1, 1981 BE  
PRINTED IN THE NEWS-  
LETTER WITH RECOMMEND-  
ATION FOR ACCEPTANCE  
FROM THE EXECUTIVE.

The motion was CARRIED.



## GRIEVANCE REPORT

### NOTICE OF MOTION

That AUCE Local One take the LA IV employee files grievance to arbitration and pay all related expenses.

An LA IV who had been given responsibility for scheduling vacations within her unit was disciplined for scheduling her own vacation without the approval of her supervisor. The Grievance Committee feels that the discipline was unjust and discriminatory. There is evidence that the disciplinary action was taken in order to punish the member for grieving against the employer on another, unrelated matter.

## letters

September 23, 1981

Association of University and  
College Employees  
Provincial Office  
#901-207 West Hastings Street  
Vancouver, B.C.  
V6B 1J8

To ALL AUCE Locals  
c/o The Local Executives

Dear People:

Re: Labour Studies Course Fee  
Assistance

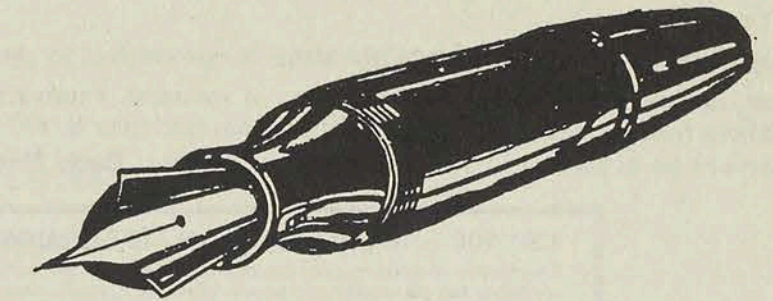
At the recent meeting of the AUCE Provincial Executive a motion was passed that, for the Fall Term, will allow AUCE members to have their course fee for any Labour Studies Programme paid in full by the Provincial Association.

If any member wishes to take a Labour Studies course offered by Capilano College, AUCE Provincial will pay the tuition fee. In order to have the fee paid, the member in good standing must:

- 1) decide which course to take, from the accompanying brochure
- 2) call the Provincial Office, 684-2457, and arrange for their registration to be completed.

The Provincial will pay Capilano College Labour Studies Programme IF the member registers through this office. If the member wants to pay the fee and then be reimbursed by the Provincial, they can go to the class, pay the fee by cheque or cash, and then send the receipt to the Provincial Office.

The value of these programmes cannot be overemphasised. Please encourage the membership to take a course - in the long run, the knowledge gained can help save costs in grievances, arbitrations,



and negotiations as well as make for a well-informed member who can hopefully assist the locals with their increased experience.

Of particular note this term are three new courses:

- 1) Arbitration - LSP 120  
Wednesday nights, instructed by labour lawyers, Leo McGrady and Stuart Rust @ Britannia Centre.
- 2) Costing Out Contract Proposals & Settlements  
LAST 87101 September 26 & 27  
instructed by Peter Cameron & Peter Burton at Capilano College
- 3) Women & Power in Trade Unions  
with Sue Hoeppner and Gail Borst, @ Hospital Employees' Union Offices, 2286 West 12th Ave., in October & November (LSP 150)

the Annual Convention this summer allocated funds to Union Education and we hope that members will make use of this provision.

Again, please direct members to make their arrangements through the Provincial Office, for speedy registrations.

It would help if this letter could be printed in your next bulletin or newsletter.

In Solidarity,

*Sheila N.L. Perret*

Sheila N.L. Perret  
Secretary-Treasurer

for the Provincial Executive  
684-2457



# LABOUR STUDIES PROGRAMME FALL '81

The LABOUR STUDIES PROGRAMME 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 Programme, publicly funded through Capilano College, has had over 5,000 participants, involving 120 B.C. Unions and locals. If we can be of service to you, please contact either: Betty Merrill or Ed Lavalle at 986-1911, Local 334.

**LSP 100 — INTRODUCTION TO ECONOMICS FOR TRADE UNIONISTS**  
This course introduces economics and emphasizes orthodox and alternative views of how the Canadian economy has developed and how it operates. Canadian economy is placed in an historical and international perspective. Discussion will centre around government policies towards unemployment, inflation, and the Canadian dollar.

THURSDAYS: Oct. 1, 8, 15, 22, 29; Nov. 5, 12, 19 8 sessions 7:00 to 10:00 P.M.  
PLACE: Longshoremen's Hall  
1685 Franklin Street (Franklin & Commercial), Vancouver  
INSTRUCTOR: Nigel Amon FEE: \$18.00

**LSP 110 — THE BRITISH COLUMBIA LABOUR CODE**  
Among other issues, this close look at the B.C. Labour Code examines unfair labour practices, the Labour Relations Board, collective bargaining, strikes, essential services, and grievance arbitration. Sessions will also cover labour law, procedures before the L.R.B. and arbitration boards, as well as notions of the Human Rights Code. A casebook and materials will be available at a cost of \$15.

TUESDAYS: Oct. 6, 13, 20, 27; Nov. 3, 10, 17, 24 8 sessions 7:00 to 10:00 P.M.  
PLACE: Britannia Community Centre (Family Activity Room)  
1661 Napier Street at Commercial, Vancouver  
INSTRUCTOR: Leo McGrady FEE: \$18.00

**LSP 111 — THE CANADA LABOUR CODE**  
A broad examination of the Code and decisions which affect unions under Federal jurisdiction. This course will introduce methods of labour law research and their application. Emphasis will be placed on the policy underlying the Code and the creation and effect of the collective agreement. A casebook and materials will be available at a cost of \$15.00.

TUESDAYS: Oct. 6, 13, 20, 27; Nov. 3, 10, 17, 24 8 sessions 7:00 to 10:00 P.M.  
PLACE: Britannia Community Centre (Room L5)  
1661 Napier Street at Commercial, Vancouver  
INSTRUCTOR: Stuart Rush FEE: \$18.00

**LSP 210 — ARBITRATION**  
This course, which is open to students who have previously completed LSP 110, 111, 113, or any other Labour Law course, will be an advanced arbitration course, dealing with matters such as rules of evidence, procedure, selection of arbitrators, arbitration powers, and a brief history of arbitration. It will deal with grievance arbitration arising out of the collective agreement.

WEDNESDAYS: Oct. 21, 28; Nov. 4, 18, 25; Dec. 2, 9, 16 8 sessions 7:00 to 10:00 P.M.  
PLACE: Britannia Community Centre (Family Activity Room)  
1661 Napier Street at Commercial, Vancouver  
INSTRUCTORS: Leo McGrady, Stuart Rush FEE: \$18.00

**LSP 115 — ISSUES IN OCCUPATIONAL HEALTH AND SAFETY**  
This course gives a general background to and overview of the main social, medical, economic, technical and legal issues facing B.C. workers in the field of health and safety. Special attention will be given to the Workers' Compensation Board.

WEDNESDAYS: Oct. 7, 14, 21, 28; Nov. 4, 18 6 sessions 7:30 to 10:00 P.M.  
PLACE: Canadian Union of Postal Workers Hall  
950A Richards Street, Vancouver  
INSTRUCTOR: Craig Paterson FEE: \$12.00

**LSP 116 — WORKERS COMPENSATION ACT AND WCB**  
The statutory and administrative framework of the Workers' Compensation Board is examined. The course is adjusted to the expectations of the majority of people enrolled in any term, but is generally geared to familiarize students with the preparation and presentation of appeals to the Board of Review and Commissioners. All phases of claims handling are examined, from initial acceptance or rejection, including setting of wage rates to assessments and the payment of pensions. (A casebook of materials will be available at a cost of \$4.00)

SATURDAYS: Oct. 3, 10, 17, 24, 31 5 sessions 9:30 A.M. to 12:30 P.M.  
PLACE: NB 101 North Campus, Capilano College  
2055 Purcell Way, North Vancouver  
INSTRUCTOR: Connie Sun

## letters

SEP 10 1981

A.U.C.E.

Dear Sisters and Brothers:

We are asking for your support and assistance for our initial project: we want to raise \$ 3,000 to send two IBM self correcting selectric typewriters with Polish keyboards and balls to the research office of Solidarnosc's national office in Gdansk. These were requested from Stan Persky by Solidarity staff during his recent trip there in May.

We would appreciate if your local or association would

1) pass a resolution similar to the following:

*Whereas Polish working people have set up their own self managed union independent from the State;  
whereas we support their initiative;  
whereas they are in dire need of material assistance in order to sustain the life of this union;  
and whereas the previous government of Poland has brought that country to a state described recently by a european relief commission as close to famine;*

*Therefore be it resolved that our local (association) ..... send a message of support to Lech Walesa*

*Solidarnosc - MKZ  
Hotel Morski  
Grundwaldska 103  
Gdansk - Poland*

*and therefore be it further resolved that we donate \$ 100 to the 'Solidarnosc Typewriter Fund'- IWA Credit Union - 1188 - 8th Avenue, New Westminster, B.C. V3M 2R6 : Account # 23736-2 (Plan 24)*

2) elect a delegate and contact person from your local or association to our committee which will meet the last monday of each month at 7:00 p.m, at Britannia Community Center ( Commercial and Napier) until further notice,

Resource people are available to come to your meetings if you are interested,

... continued ...



# Letters

(Continued from page )

Raising funds for these typewriters is our initial project. Others might be of interest to you. They include: organizing a delegation from the Vancouver union and women's movement to Poland at Christmas, sending requested union manuals, promoting a visit from an official representative of Solidarnosc to Vancouver, organize a small Polish Labor film festival with *Men of Marble*, *Men of Iron*, *Workers 1980*, organize a social for Polish fishermen, and generally inform union members and the public about labor struggles in Poland,

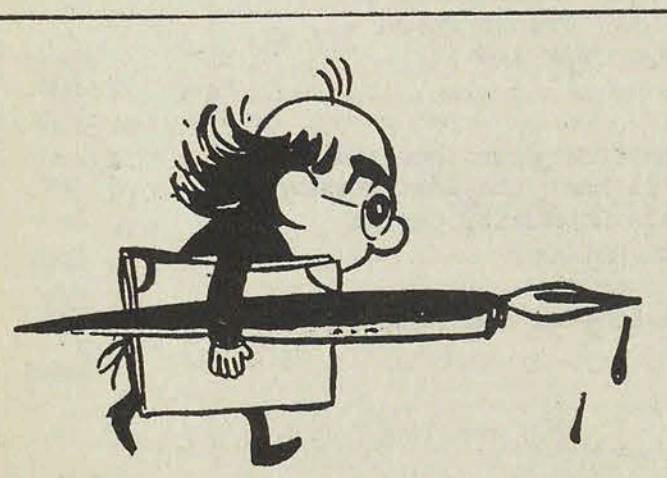
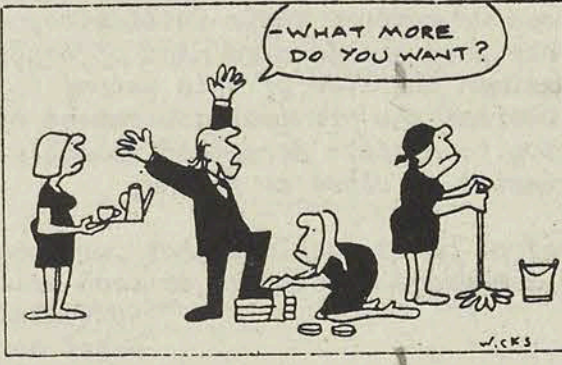
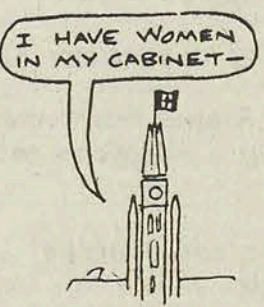
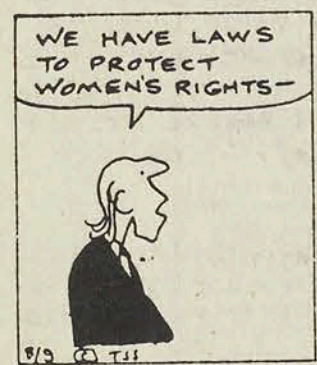
But first we want to assist our Polish sisters and brothers in order that they may organize themselves. We are confident you support, as we do, the emergence of the independent self managed union - Solidarnosc - as representative of the will of Polish working people. Please join us in marking our solidarity with them.

for the committee

*Gary Engler*  
Gary Engler

*Chris DeBresson*  
Chris DeBresson

POSTAL BOX 76881 STATION 'S' — 3366 KINGSWAY, VANCOUVER V5R 5T3 TELEPHONE 325 9852



## NEXT ISSUE DEADLINE:

Submission accepted no later than ...

October 27, 1981

# LETTERS

September 21, 1981

All AUCE Locals  
c/ Local Executives

AUCE Provincial  
#901 - 207 West Hastings St.  
Vancouver, B.C.  
V6B 1J8

Dear People:

Enclosed is a copy of the BC Human Rights Code for your local files. Enclosed is a copy of the College Institute Educators' Assn. Newsletter - the September 1981 issue.

Also enclosed is a copy of a publication the Provincial Office obtained for Local reference - GUIDE TO RESUME WRITING - might be useful for members.

Also, the Confederation of Canadian Unions has been sending us copies of their national monthly newsletter, "Canadian Union News". A copy of the August/September issue is enclosed.

As an aside, we wrote to the Canadian Labour Congress, asking them to put us on their mailing list (& a similar letter went to the BC Federation of Labour), sometime ago, thinking that it was important to get a 'balance' of information from BOTH the CCU & the CLC - and we received a reply from the BC Fed stating that 'since we were not Fed affiliates' we could not be included on their mailing lists', which is rather unfortunate. In any case, we will write to both the CLC and the Fed again soon and repeat our request. We do receive bulletins and press releases from CUPE and the BCGEU. The Fed has sent us press releases but not their monthly publications.

Please inform the members of the materials sent with this letter.

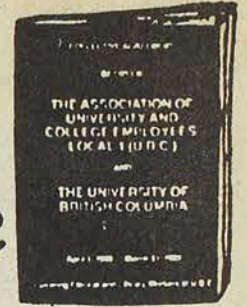
In Solidarity,

*Sheila N.L. Perré*

Sheila N.L. Perré  
Secretary-Treasurer (for 3 more days...)

684-2457

# Contract Committee



## Contract Committee Report by Murray Adams

The self-appointed Contract Committee limps on, in the face of the apparent indifference of the Union's membership. Eight division meetings have attracted few members. Judy Smitchen, of the Family Practice Unit, has been elected by acclamation from her division.

On September 26 and 27, Carole Cameron, Wendy Bice and I attended a Capilano College Labour Studies seminar on costing of contract proposals. We learned how to calculate the cost of wages and benefits, so that the Committee is better able to make and answer arguments related to the cost of our proposals. The course materials are available on loan from the Union office.

At this writing (September 29), the University has not responded to our request for a firm proposal on wage increases. If such a proposal is received in time, it will be discussed at the October 22 membership meeting.

The Contract Committee continues to urge those with opinions about our contract and the coming set of negotiations to involve themselves in our activities. Effective representation without your participation is impossible.

PLEASE DON'T COMPLAIN LATER IF YOU WON'T PARTICIPATE NOW.



# Minutes

Membership Meeting - September 17, 1981, IRC 2

12:30 - 2:30 pm.

## MINUTES

Chairperson: Marcel Dionne

Minutes Recorded By: Wendy Bice

Announcement: Benefit Concert for Canadian Farmworkers Union, Sunday, Sept. 27th at 7:30, \$7.00 a ticket - Film Premiere "A Time To Rise", East Indian dance group, Utah Phillips will be performing as well. Tickets at Union Office.

### 1. Adoption of Agenda:

Lid Strand announced a second convention regarding Local 5 to be held Oct. 4th, Saturday, from 10 am-5 pm and wanted to discuss delegates attending this convention and possible vacancies. This was to be discussed under item #11, Provincial Report.

Moved by Joan Treleaven  
Seconded by Aneka Mair

THAT THE AGENDA BE ADOPTED AS CIRCULATED

The motion was CARRIED.

### 2. Adoption of minutes:

Moved by Sharon Newman  
Seconded by Suzan Zagar

The motion was CARRIED

### 3. Business arising from the minutes:

There was no business arising from the minutes.

### 4. Business arising from the correspondence:

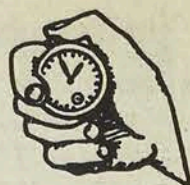
Lid Strand enquired about the letter from W.L. Clark received Aug. 4th re: implementation of a new employee record and payroll system. Carole Cameron told Lid that the University is implementing a new employee record program. Data will become machine readable form. No evaluations etc., will be on it. The Union will be invited to see this system later and will report on it to the membership. A Payroll system will be implemented further down the road. There had been snags, such as temporary appointments, which are holding it up.

Lid Strand then enquired about two other letters - Mayor Harcourt to Joyce Diggins, received Aug. 11th re: housing on the Endowment Lands. Wendy Bice responded that this letter was a personal one to Joyce Diggins, and did not involve the Union. - re: the Aug. 21st letter from the BCGEU, no information was available as the correspondence was not at the meeting.

Russ Selinger moved his motion found on page 17 of the newsletter.

Moved by Russ Selinger  
Seconded by Gary Sawchuk

THAT THE MOTION: "THAT THE MOTION: THAT THE MEMBERSHIP REAFFIRM ITS POSITION TAKEN DURING THE LAST SET OF NEGOTIATIONS BY REJECTING ANY PIECEMEAL UPGRADING OF JOBS BY THE UNIVERSITY. BE RESCINDED." BE RECONSIDERED.



Minutes - September 17, 1981 - page two

The Chair cited Bourinot's Rules of Order - a 2/3 majority is needed for a motion to reconsider to pass. Correspondence for this motion had been received in the Union office, thus this motion was being moved under "business arising from the correspondence". Ann Hutchison challenged the Chair for permitting the motion to stand. Ann felt the motion was out of order all together. She spoke against the motion - Bourinot's Rules should not be used in this case, citing situations where the rules should be used. Marcel Dionne reiterated that Bourinot's Rules deemed the motion in order. A vote was taken and the trustee took a count. The Results: For - 62, Against - 30, Abstentions - 39. The Chair was SUSTAINED

The motion was incorporated. Russ then justified making his motion at this time. He said that the person moving the motion to rescind at the July meeting spoke against the motion, and that this motion was out of order. He felt he should have a chance to speak openly, that the motion wasn't handled properly, having been dealt with too expeditiously because he wasn't at the July meeting. Murray Adams spoke against the motion to reconsider stating that there had been enough debate on the subject. A discussion ensued. Russ disagreed with Murray Adam's statement. Murray Adams stated that the issue was the subject of a grievance. He moved to table the motion.

Moved by Murray Adams  
Seconded by Joan Treleaven

THAT THE MOTION: 'THAT THE MOTION: "THAT THE MOTION: THAT THE MEMBERSHIP REAFFIRM ITS POSITION TAKEN DURING THE LAST SET OF NEGOTIATIONS BY REJECTING ANY PIECEMEAL UPGRADING OF JOBS BY THE UNIVERSITY BE RESCINDED." 'BE RECONSIDERED.' BE TABLED. UNTIL THE GRIEVANCE IS DISPOSED OF THROUGH THE GRIEVANCE COMMITTEE.

As a point of information, Carole Cameron stated that the grievance referred to by Murray Adams addressed only how the University arbitrarily implemented the new structure without our agreement, which is a separate issue. Further discussion ensued. Russ Selinger challenged the Chair on the basis of not being permitted to speak to the motion to table. He referred to the minutes of the July meeting where a motion to table was spoken to by Nancy Wiggs. Marcel Dionne ruled that a motion to table is non-debatable. A vote was taken by a show of hands. The Chair was SUSTAINED.

The motion to table the motion was CARRIED.

### 5. Nominations: Opening

University Health and Safety Cttee Building Reps. - There were no nominations. Would re-open at next meeting.  
Grievance Committee - Helen Glavina was nominated. There were no further nominations. Helen was elected by acclamation.  
Local One Trustee - There were no nominations. Would re-open at next meeting.  
Strike Committee - There were no nominations. Would re-open at next meeting.  
Provincial Education Committee - There were no nominations. Would re-open at next meeting.

### Closing

Communication Committee - Marcel Dionne referred to the yellow sheet accompanying the newsletter which contained an article by Wendy Lymer about the newsletter, stating that there would be no newsletter if nobody volunteers for this committee. A discussion



ensued. Nancy Wiggs blamed the lack of division organization for the lack of commitment and participation on the part of the membership. Carole Cameron responded asking Nancy how she expected us to accomplish this? She stated that we need more time, people and resources to attempt to achieve more division organization. There were no nominations for the Communications Committee. Would re-open next meeting.

#### 6. Secretary-Treasurer's Report

Wendy Lymer was absent so the financial statement would be provided at the meeting next month.

Moved by Carole Cameron  
Seconded By Lid Strand

THAT AUCE LOCAL ONE APPROVE THE PURCHASE OF  
A TERM DEPOSIT IN THE AMOUNT OF \$10,000.00  
FOR A PERIOD OF 89 DAYS AT THE CURRENT INTEREST  
RATE FROM THE B.C. TEACHERS CREDIT UNION.

The motion was CARRIED

#### 7. Grievance Committee Report

Ted Byrne gave the report. He stated that the Grievance Committee had been busy but little had been resolved. An employee files grievance is going to arbitration, a form being used by the University waiving notice of layoff was being grieved, and the issue of tech. change in the Library Processing Centre was being dealt with, the Union currently awaiting a response from the University. Ted referred to two motions on page 28 of the newsletter.

Moved and Seconded by  
the Grievance Committee

THAT AUCE LOCAL ONE TAKE THE LA IV LEAVE OF  
ABSENCE GRIEVANCE TO ARBITRATION AND PAY ALL  
RELATED EXPENSES.

Nancy Wiggs enquired as to why the University had turned down the leave, and what were the repercussions to the employee if they have to wait to go to arbitration before going on leave, in past cases. Ted responded that in other cases the employee did not go on leave but in this case an expedited arbitration may be possible. The University denied the leave because they had trouble replacing employees. Further discussion ensued on "every effort" as it reads in the contract, and it was felt that the University doesn't comply with "every effort".

The motion was CARRIED

Moved and Seconded by:  
the Grievance Committee

THAT AUCE LOCAL I TAKE THE LA IV HOURS OF  
WORK GRIEVANCE TO ARBITRATION.

A discussion ensued re: the second motion. Murray Adams gave details of the case which was his own, and invited questions. He qualified his case and spoke of the benefits of advocating our own cases for experience, which would save money.

The motion was CARRIED.

#### 8. Contract Committee Report

Murray Adams, Chairperson of the Contract Committee gave the report. He stated that contract negotiations would be beginning Jan. 1st, 1981. Four people had been elected so far, by acclamation. These were at-large positions. Nine other members should be elected - division reps - at meetings being held

during the month of September. Others on the committee include the Union Organizer, Co-ordinator, and President. Only one person for the divisions had become involved so far. Murray cited how many had come to the various meeting, a very poor turnout. Further, if there is so little interest generated, the prospects for our new contract are dim, especially in light of last year when we didn't do very well. If people are happy with things as they are, and don't care if they lose benefits, let the Contract Committee know so as to waste no more time. If AUCE members don't let the Contract Committee know what they want, the people on the committee will represent their own interests, which would be unfortunate. The Contract Committee members can be contacted easily, and have regular meetings.

Regarding meeting the University - Wage Reopener - the Contract Committee met and wrote to the University (copy of letter in newsletter) so that we could obtain a response to take to the membership for input. A letter was received from Grant today. Murray read the letter which stated that Employee Relations was waiting for the Pres. office's okay before making us an offer - we expect this soon. When we receive it, we'll either have a special membership meeting or a regular meeting to discuss it with the membership. Murray reiterated his plea to come to the division meetings remaining, and bring concerns and willingness to help. The Union organizer and members of the Contract Committee will be attending.

Antoinette Lansdell posed a question resulting in some discussion. The question was, in effect - Can we get out of asking the University for more money at this time? She suggested dropping this because of AUCE's lack of energy and because we did agree to accept 9.5% last contract. Murray Adams explained that mutual agreement is the basis of negotiating a wage re-opener. He also discussed his opinion on the need for AUCE to participate in the next negotiations. Nancy Wiggs stated that our action was a response to the University re: the computer operators - the University ignored our contract. Also, as preparation for our next negotiations. Judy Wright felt our request was an appropriate response because the University wanted to upgrade some AUCE members only. Linda Tretiak said she believed the University was using strategy on us, that they want to bankrupt us through arbitrations, and they want to upset us by offering some money to some of us, thereby causing confusion. This is contrary to our stand on piecemeal upgrading, and we should look at the University's motives. Lid Strand said that we make less than the other Unions on campus because we gave in to the University before. There are three options of what we could be offered: 1. A bonus 2. Piecemeal upgrading, 3. a deal of 1% now, 12% next year - this one would be the most dangerous because of the ramifications of loss of security of the bargaining unit. We must therefore look closely at what the University offers, considering the University's motives. Nancy Wiggs then asked Marcel Dionne if he had seen the document containing the offer. Marcel responded no, he was supposed to receive it Monday. The University was waiting for approval and approval was not given by the president's office yet. He reiterated that he had not read the document. Antoinette Lansdell stated that we shouldn't settle for less than parity with CUPE. She wanted a motion to be made to save this aim for the Contract Committee and drop the wage reopener idea now. Marcel Dionne asked Antoinette if she was making a motion. It was stated that this would be contrary to the motion passed months ago for the Strategy Committee to negotiate a reopener. We could have a motion to recind, but notice of motion must be given. The motion to the effect that we should stop all piecemeal upgrading and save this request for wages for the January negotiations. Antoinette agreed to send the worded notice of motion to the Union office. There was some discussion of the motion referred to and the ramifications of a motion to recind. As the motion was of two parts, they were separate motions so the motion to recind would refer to only one of them. Murray Adams stated that he believed that waiting until January would not make a difference if the



membership won't get involved, and promised that he would keep repeating the importance of this. The Contract Committee will receive the University's proposal and bring it to the membership in spite of the notice of motion to recind.

## 9. Executive Report

Marcel Dionne announced that CUPE 116 had ratified their new agreement 72.8% in favour. They had obtained 15% for the first year, 13% for the second year. He added that he had been incorrect in his ruling re: Motion to table being ~~undebatable~~ - it is debatable, therefore he would, as Chair, write to the Computer Operators to apologize. A discussion ensued where it was explained that if the Chair is sustained when challenged, it does not matter if the Chair is later found to have been incorrect in his ruling. Georgina Smith, a Computer Operator spoke of the large representation of CO's who are participating in Union meetings relative to other departments on campus.

Moved by Suzan Zagar  
Seconded by Lid Strand

THAT AUCE LOCAL I ACCEPT THE FOLLOWING  
RESOLUTION PASSED AT THE 1981 AUCE  
PROVINCIAL CONVENTION:

"BE IT RESOLVED THAT CONVENTION URGES LOCAL  
I TO PAY THE OUTSTANDING PER CAPITA TAX  
TO AUCE PROVINCIAL, AND IF LOCAL I MAKES  
SUCH A COMMITMENT, THEN,  
BE IT FURTHER RESOLVED THAT AUCE PROVINCIAL  
SHALL PAY A GRANT OF \$4000 FROM THE PRO-  
VINCIAL STRIKE FUND TO AUCE LOCAL I, AND  
BE IT FURTHER RESOLVED THAT AUCE PROVINCIAL  
MAKE AN INTEREST-FREE LOAN OF \$4000 TO  
AUCE LOCAL I REPAYABLE IN FULL ON OR BE-  
FORE JUNE 25TH, 1982, WITH THE UNDER-  
STANDING THAT IF THE TOTAL OUTSTANDING  
AMOUNT IS LESS THAN \$8000, THEN THE  
AMOUNT OF THE LOCAL WILL BE REDUCED."

The motion was CARRIED.

Moved by Ann Hutchison  
Seconded by Nancy Wiggs

THAT MOTIONS MADE BY THE AUCE LOCAL I  
EXECUTIVE BE PUBLISHED, WHETHER PASSED OR  
DEFEATED.

Marcel Dionne spoke in favour of the motion.

The motion was CARRIED.

Ann Hutchison enquired as to whether or not it was true that the AUCE Executive had made a decision to pay the parking fees of the Union Office staff. Marcel Dionne stated that this was true.

Moved by Ann Hutchison  
Seconded by Irene McIntyre

THAT THE AUCE LOCAL I EXECUTIVE RECONSIDER  
THEIR DECISION TO PAY THE UNION OFFICE PAID  
EMPLOYEES' PARKING FEES.

Simeon Garriott stated during the ensuing discussion that the Union Office staff aren't paid overtime. A question of what had happened with the committee to organize a protest campaign to encourage withholding the \$40.00 portion of the \$96.00 parking fee as per a motion made by Ann Hutchison at the April membership meeting, was asked.

Ann Hutchison responded that it was only a recommendation, and nothing had come of it. Richard Melanson spoke on the motion regarding the history of paying for parking for Union staff. Nancy Wiggs spoke against paying Union office staff parking. She believed that it isolates the Office staff from the membership. Carole Cameron spoke against the motion, saying that the Union office have poor working conditions. Carole asked if the Union office staff should be expected to endure the worse working conditions of everyone on campus? She went on to say that she had never charged for gas or insurance or wear and tear while using her car for work, and that conditions re: Office staff using their cars for work should have been negotiated before this. Using a car has been a regular part of her job, and if this is not a condition of employment it would be fine with her. Marcel Dionne spoke against the motion, stating that the Union office staff have to go to VGH regularly, and that the Union used to pay the cost of transporting VGH members to UBC. He further stated that the University pay gas, etc., for employees using their cars for work, and that it would be cheaper for the Union to pay parking fees than to pay for gas, insurance, etc. Murray Adams spoke against the motion, saying that the membership should be able to grant special benefits occasionally when necessary. Pat House spoke against the motion. Roberta Crosby spoke against the motion, stating that the Union should pay both mileage and parking. Roslyn Turner spoke against the motion. She spoke about occasions when she had been transported by Carole Cameron on Union business, and felt that the Union should at least pay parking fees.

The motion was DEFEATED

The meeting adjourned at 2:20 pm.

# VOLUNTEERS

-in the Union Office, there are many time-consuming jobs such as stapling, copying, folding, pasting, etc. which slow projects down and overburden the Union Office staff  
-the Executive wish you would fill in this form and send it to the Union Office:

YES! I WISH I WERE THERE!

NAME \_\_\_\_\_ DEPARTMENT \_\_\_\_\_

PHONE \_\_\_\_\_

I am available to help from 12:00 - 1:00 \_\_\_\_\_ after work \_\_\_\_\_  
1:00 - 2:00 \_\_\_\_\_ other \_\_\_\_\_



# STEWARDS

## DIVISION A

Sharon Newman  
Physical Education  
L.3838

Penny Hanson  
Graduate Studies  
L.4556

Betty Finnsson  
Registrar's Office  
L.6343

## DIVISION B

Judith Willcox  
Dentistry  
L.2112

Donna Brock  
Audiology & Speech  
L.5591

Joan Cosar  
Pharm. Sciences  
L.3183

Mary Vorvis  
Co-ord. Health Sciences  
L.6662

Rosemary Morgan  
Med. Microbiology  
L.4726

Phillip Hall  
Woodward Library  
L.2882/3

Richard Melanson  
Woodward Library  
L.2884

Murray Adams  
Woodward Library  
L.2882

## DIVISION C

Wendy Courtice  
Zoology  
L.4807

Anneke Mair  
Chemistry  
L.3266

Fairleigh Murray  
I.A.R.E.  
L.2731

Judy Wolch  
Commerce  
L.2170

Margaret Nicholson  
Commerce (Real Estate)  
L.6861

## DIVISION D

Pat Hannah  
Bioresource Engineering  
L.5548

Jet Blake  
Bioresource Engineering  
L.2565

Lexie Clague  
Geological Sciences  
L.2713

Janet Otto  
Education  
L.5366

Yvonne Scotchman  
Education  
L.5248

Joy Korman  
Education  
L.6502/5808

Lisett Nelson  
Education  
L.2003

## DIVISION E

Judy Blair  
Housing  
L.2811/2812

Susanne Lester  
Sedgewick Library  
L.2406

## DIVISION F

Helen Glavina  
English  
L.5122

Lillian Varnals  
Social Work  
L.2255

Lavone Stanfield  
Social Work  
L.2277

Marcel Dionne  
Purchasing  
L.4582

Bev Westbrook  
Canadian Literature  
L.2780

Neil Armstrong  
UBC Press  
L.3259

Valerie Pusey  
Music  
L.3234

## DIVISION G

Lil Legault  
Centre for Cont. Ed.  
L.2181

Murriel Hawley  
Economics  
L.4129

## DIVISION H

Shelley Tegart  
Map Division  
L.2231

Joan Treleaven  
Reading Rooms  
L.2819

Lynne Francis  
Fine Arts  
L.2720

# STEWARDS

## DIVISION H continued

Louise Archibald  
Gov't Publications  
L.6351

Wendy Massing  
Special Collections  
L.2521

Susan Sherlock  
Special Collections  
L.2521

## DIVISION I

Sheila Rowsell  
Biomedical Communications  
VGH  
873-5441, Local 2568

Terry Kennedy  
Biomedical Branch Lib.  
VGH  
873-5441, L.3418

Adrien Kiernan  
Faculty of Medicine  
Dean's Office, VGH  
873-5441, L.2438

## DIVISION J

Wendy Murphy  
Prebindery  
L.2437

Kitti Cheema  
Recon Unit  
L.2924

Pat House  
Serials Division  
L.4578

Suzan Zagar  
Serials Division  
L.3192

Ted Byrne  
Catalogue Records  
L.4378

Ray Galbraith  
Catalogue Administration  
L.3426

## DIVISION J continued

Gwyn Bartram  
Space & AV Services  
L.4400

ST. PAUL'S HOSPITAL  
Andreana Phillips  
B.C. Drug & Poison  
Control Centre  
682-2344

WANTED:  
SHOP  
STEWARDS  
PHONE  
224-2308





# CORRESPONDENCE

- Aug. 26/81 Bulletin from Jim Pattison Toyota re special offers on new car purchases to members
- Sept. 1/81 Letter from L.A. Ludlow re his services as a speaker on the preservation of freedom
- Sept. 3/81 Letter from Gary Sawchuk re upgrading of computer operators
- Sept. 3/81 Letter and bulletin from Working Women re membership and newsletter
- Sept. 3/81 Postcard from Sheila Blace re ballots for Provincial annual elections
- Sept. 4/81 Memo from J.M. Steel to Anneke Mair re accumulated sick leave of AUCE member in Dept. of Chemistry
- Sept. 4/81 Original letter from Carole Cameron to Institute for Research on Public Policy; new address not given
- Sept. 8/81 Letter from Rachel Epstein/L.A.R.A., re immigrant status for domestic workers from Third World countries
- Sept. 8/81 Letter and brochure from WardAir flight attendants requesting our support in writing to their employer
- Sept. 9/81 News from the B.C. Federation of Labour re cutbacks in VIA Rail passenger service in B.C.
- Sept. 9/81 Letter from Arthur Dick, Timmy's Christmas Telethon fund-raiser, re support and donation
- Sept. 9/81 BCGEU news release re ratification of agreement with North-West Transit (formerly United North Shore Transportation Society)
- Sept. 9/81 Letter from Darlene Nickill/Westwater Research re reclassification of word processing and micro computer operators
- Sept. 9/81 Letter from Pat Lister re mailing list change

- Sept. 9/81 Letter from Advisory Cttee to Capilano College's Labour Studies Programme re our participation
- Sept. 10/81 Letter from Sheila Perret re summary of Local 5 hearing in Vancouver and special hearing in October to determine discipline
- Sept. 10/81 Letter from Vancouver Cttee for Solidarity with Solidarnosc re support through motions to the AUCE membership
- Sept. 9/81 Letter from Kathleen McTigue/CMRW re membership fee
- Sept. 14/81 News from B.C. Federation of Labour Executive Director Jim Kinnaird demanding dismissal of WCB Exec. Director Dr. John Gibbings
- Sept. 14/81 Letter from A.M. Hutchinson/President's Cttee on Traffic and Parking re availability of parking space on campus for staff
- Sept. 14/81 Copy of report and recommendation of Joint Job Evaluation System Review Cttee (SFU) for positions in AUCE Local 2
- Sept. 15/81 Letter from Charlotte Peters re dues deductions
- Sept. 15/81 Letter from Nancy Wiggs to Executive re payment of legal fee to Don Chang, advocate at Local 5 hearing in August
- Sept. 15/81 Copy of B.C. Federation of Labour new received Sept. 9/81
- Sept. 15/81 Letter from A.M. Hutchinson to staff members re parking decals
- Sept. 16/81 Results of AUCE Provincial referendum ballot re annual elections and 2d paid position on Provincial Executive with list of books in Provincial library
- Sept. 16/81 Letter from Katy Young re Section 66 (2) of the Labour Code
- Sept. 17/81 Letter from Tom Murdock, Sales Manager, Jim Pattison Toyota re shipment of cars to customers in Canada

# CORRESPONDENCE

- Sept. 17/81 Letter from Karen Stiglich re addition to mailing list
- Sept. 17/81 Memo from Carol Eastman/Forestry re Ingrid Cunning
- Sept. 17/81 BCIT brochure re workshop seminar on Project Management in October
- Sept. 18/81 News from B.C. Federation of Labour's Jim Kinnaird re strike at Open Learning Institute
- Sept. 18/81 Memo from Jo Hinchliffe/Physical Education re reduction in workload and work hours for Shirley Trippel
- Sept. 21/81 Copy of B.C. Federation of Labour news received Sept. 14/81
- Sept. 21/81 BCIT brochure re seminar entitled The Business Organiser
- Sept. 21/81 Letter from Isabel Spears/Education re membership
- Sept. 21/81 Letter and statement of account from Cheryl Soroka re arbitration fees
- Sept. 22/81 Memo from AUCE Provincial re next Executive meeting and info on special convention in October
- Sept. 22/81 Capilano College Labour Studies Programme brochure on courses offered this fall
- Sept. 23/81 Copy of B.C. Federation of Labour news received Sept. 18/81
- Sept. 24/81 Note from Sandy Dall/Coordinator's Office re negotiation material
- Sept. 24/81 Letter from D. Fitzpatrick re Mail Box Services
- Sept. 25/81 Copy of memo from A.R. Richardson to Harvey Burian/ER re C. Paterson's sick leave
- Sept. 25/81 Letter from Sheila Perret re items of interest to AUCE members, i.e. books
- Sept. 28/81 Letter and brochure from Sheila Perret re Capilano College's Labour Studies Programme for Fall, 1981 (printed in newsletter)

- Sept. 29/81 Order form from Science Council of Canada re book on microelectronics
- Sept. 29/81 Copy of Trustee's report from Local 2
- Sept. 29/81 Letter from Judy Attewell, Local 5, re August hearing and special convention in October
- Sept. 29/81 Copy of letter of resignation from Barbara Macdonald/Ophthalmology
- Sept. 29/81 Original notice of Executive meeting to Marcel Dionne re holidays
- Sept. 29/81 Copy of memo from Reggie Wong/ER to Payroll re L. Black's appointment
- Sept. 29/81 Notice from Sheila Perret re emergency Provincial Executive meeting to discuss special convention in October
- Sept. 29/81 Copy of letter and brochure from Sheila Perret received Sept. 28/81
- Sept. 29/81 Letter from A. Waldie/Labour Studies Programme re subscription to Trade Union Law
- Sept. 30/81 Letter and poster from K. Pearson/Cttee for the Defense of Human Rights in Chile giving notice of a meeting in October with guest speaker, Cecilia Gomez







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

# Membership Meeting

MEMBERSHIP MEETING  
THURSDAY, OCTOBER 22, 1981  
IRC 6  
12:30 - 2:30 PM.

## AGENDA

No SMOKING



1. ADOPTION OF AGENDA
2. ADOPTION OF MINUTES
3. BUSINESS ARISING FROM THE MINUTES
4. BUSINESS ARISING FROM THE CORRESPONDENCE
5. NOMINATIONS, OPENING

Secretary-Treasurer  
University Health and Safety  
Committee Building Reps  
Local One Trustee  
Strike Committee  
Provincial Education Committee  
Communications Committee  
Division reps

*Grievance Committee*

*Pres.*

*V.P.*

*Prov. Reps.*

*Membership Sec.*

*Local trustees*

6. SECRETARY-TREASURER'S REPORT
7. GRIEVANCE COMMITTEE REPORT
8. CONTRACT COMMITTEE REPORT
9. EXECUTIVE REPORT
10. JOB EVALUATION COMMITTEE REPORT
11. PROVINCIAL REPORT
12. OTHER BUSINESS

There will not be an October Membership Meeting at VGH. Transportation to the Meeting October 22nd at UBC will be arranged upon request.

HOUSE Patricia M.  
Serials Division  
Library Processing Centre