on campus

association of university and college employees

FEBRUARY 1981

NEW OFFICE:
202 - 6383 MEMORIAL ROAD
(ARMORY BUILDING)
TO PAY OR NOT TO PAY

In July of 1980, the AUCE Provincial sent a ballot to all AUCE members in order to obtain a proposed increase in the per capita tax that each local pays to the provincial. This was a result of an amendment that was proposed at the AUCE convention last June which had the effect of raising the per capita tax from $2.00 per full time member per month to $3.25 per full time member per month.

The AUCE Provincial Dispatch Number 12, dated August 11, 1980, announced that the proposed per capita tax increase had passed and that the increased dues would be effective as of August. The vote for the increased per capita tax was YES 273, NO 241, ABSTENTIONS 57, REJECTED BALLOTS 21.

At the Local 1 Executive meeting on September 9th, our Provincial rep advised us that the increased per capita tax was due retroactively to August. The Executive then took the position that we would continue to pay the per capita tax at the old rate of $2.00 per full time member until we held a dues referendum in our own local, at which point we would begin to pay the increased per capita tax rate. We also stated that at that time we would let our membership decide on the question of the outstanding arrears.

The Provincial did not accept the position of our Executive. They offered to extend this local an interest free loan to repay any retroactive per capita tax until we had a dues increase, at which point we would have to repay the loan. We advised our provincial rep to tell the Provincial we were not refusing to pay the money, it was simply a case of our local not having the funds available. We stated our financial position was not sound after the strike. We asked the Provincial Executive to attend our next Executive meeting.

At our December 15th Executive meeting our provincial rep advised us that the Provincial wanted us to either accept a loan from them to be applied to the arrears or to pay a portion of the outstanding arrears. She advised that the Provincial would withdraw the voting privileges of this local when the total arrears amounted to three months' regular per capita tax payments. They felt this would be reached in either January or early February.

The Executive decided that we would send the following motion to the Provincial, "THAT THE EXECUTIVE TELL THE PROVINCIAL THAT AS OF WHEN WE RECEIVE THE DUES INCREASE THAT WE WILL BEGIN PAYING THE INCREASED PER CAPITA TAX AND THAT WE WILL TAKE THE ISSUE OF RETROACTIVITY TO THE MEMBERSHIP FOR A DECISION." We wanted the Provincial to reconsider their position and to consider the fact that this local was unable to pay the increased tax, that we were incurring a debt due to their demand for retroactivity where there should not have been one. We had only refused to pay because we did not have the money at the time. Later in this meeting, members of the Provincial Executive arrived in either January or early February.

The Provincial stated that the question of paying increased dues retroactively was based on past practice. We advised the Provincial that if they were aware of our own financial difficulties, they should have been willing to pay the arrears. The Provincial stated that the other AUCE Locals had passed a $5,000 assessment for payment to our local's strike fund, that the Provincial had offered us an interest free loan for the arrears and that the Provincial By-laws did not allow for the forgiving of the payment of the per capita tax.

... continued ...
EXECUTIVE REPORT CONTINUED

At their February 4, 1981 meeting, the Executive of AUCE Local 1 recommended, for your approval, the following changes to our By-Laws:

J. MEETINGS:
13. The annual fiscal meeting of the Local Association shall be the December membership meeting. At this meeting a projected budget shall be presented, debated and approved. Any major change in the categories, priorities, and amounts outlined in the budget in the ensuing year must be reported to and receive the approval of a membership meeting for which notice of the budgetary decisions to be made has been given to the membership. There shall be no salaried officers of staff unless it is so established by a membership meeting, which shall also determine the salaries of same, provided those salaries do not exceed the highest wage rate for the bargaining unit, any strike or lock-out, any salaried officers shall not receive more than the strike benefits paid to other members. Any officer or steward temporarily working on the legitimate business of the Local Association shall be paid at her/his regular job rate for any time lost from her/his job.

F. ELECTION OF OFFICERS
F.2. second paragraph (which will become third paragraph if other changes are approved eventually) AMEND to read as follows:

Notwithstanding the above, nominations for full-time salaried positions will commence at the regular monthly meeting two months prior to the expiry of the incumbent's term. Full-time salaried officers will serve for two years from the date they assume office. Full-time salaried positions are paid as follows: All persons working full-time for the union will be paid at the same rate. This rate will be represented by Roy Circle 4, Step 6. The full-time salaried staff will be entitled to all the rights and benefits of the collective agreement.

Union members wishing to run for full-time salaried positions must submit a statement containing their qualifications and background. This statement will appear on the election ballot.

G. DUTIES OF LOCAL ASSOCIATION OFFICERS AND COMMITTEES:
3. Secretary-Treasurer:
The Secretary-Treasurer shall be responsible for taking minutes of the meetings of the Local Association and of the Local Association Executive and shall be an ex-officio member of the Communications Committee; shall co-ordinate the production of the Division newsletters with the Division Executive Representatives; and further shall maintain accurately and properly such bookkeeping system as shall be set up under the instructions of the Local Association Executive. The Secretary-Treasurer shall present financial statements to each membership meeting and by January 1 of year, shall submit the Local Association's books and all related papers to an auditor approved by the Local Association Executive. An annual audited financial report shall be circulated to the Local Association and Provincial Association Executives and presented to a general membership meeting of the Local Association before June 1 of year year. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures. Further, this position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, will be an ex-officio member of the Contract Committee.

6. Union Organiser:
Shall be a member of the Executive, an ex-officio member of the Grievance Committee and shall do work related to that committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures. Further, this position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, will be an ex-officio member of the Contract Committee.

7. Union Co-ordinator:
Shall be a member of the Executive, an ex-officio member of the Contract Committee, shall be involved in negotiations and shall do work related to that committee. When not involved in negotiations, this position shall become ex-officio on the Grievance Committee and shall do work related to that committee. The duties of this position shall include maintaining the collective agreement and sharing the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations.
January 26, 1981

AUCE Provincial
901 - 207 West Hastings Street
Vancouver, B.C. V60 1J8

Attention: Provincial Executive

Dear Brothers and Sisters:

Even those of us ready to admire the reasons for A.U.C.E. Provincial's existence and even those of us willing to agree that you are necessary for our own survival, have cause to reconsider AUCE Provincial's priorities of principle and power.

Knowing the emotional and financial difficulties of AUCE Local 1, your latest maneuver goes far beyond the respectable astuteness of strategy. I am referring to your latest approach involving back payment of approximately $6,000.00 in per capita tax payments. By clearly putting power before principle I believe you have risked your reason for existence, which I believed was that your office was a source of help in cases of difficulty.

As for this local, I hope the danger of dismay is eclipsed until the next Provincial Convention. The voices of merging or affiliating to another union will for awhile, be drowned in grieving for your existence; I believe the Provincial needs to undertake a hasty decision concerning the merging or affiliating to another union's original approach. This approach is to relieve the difference between the way that you and I view the relationship between the Provincial Association and its Locals as requested. This is to ensure that the Provincial Association does not intrude into the internal affairs of its Locals.

To point this out is not to cast doubt at your leadership ability, but merely to make you recognize that the membership of all the locals is the reason for your existence. I believe the Provincial needs to undertake a deeper examination of their obligations, rather than coming up, with what I believe to be, a hasty decision concerning the per capita tax question. In this instance, by trying to present your role of leader, you have left this local with a taste of self preservation, until the next Provincial Convention.

cc: all AUCE Locals AUCE Local 1 Newsletter

AUCE Provincial Executive, January 26, 1981, page 2 -

If the Provincial insists on annihilating the locals with its passion for supreme control, you will not only lose hundreds of members committed to your survival, but you will strip your office of any vestige of credibility.

Paternally,

Marcel Dionne
President
AUCE Local 1

February 1st, 1981

Marcel Dionne
President
AUCE Local One
#202 - 6383 Memorial Road
The University of British Columbia
Vancouver B.C. V6T 1W5

Dear Marcel:

I have received your letter of January 26th, and I feel that I must respond to it as forcefully as possible. Your letter makes it quite clear that there is a fundamental difference between the way that you and I view the relationship between the Local and the Provincial Association.

You are quite right when you state that the Provincial Association exists to give aid to the Locals in times of difficulty. You are also correct when you also state that the Provincial Association must respond to the needs of the entire AUCE membership at all the Locals. And this has always been my prime concern.

However, the Provincial Association has other important tasks as well. The Provincial acts as a voice for its membership on matters of Provincial and National concern, it acts as a resource body for the use of the Locals and of the membership, it acts as a forum for discussion and relaying of information between the Locals and it acts as a coordinating body on issues that affect more than one Local.

AUCE is also structured in such a way that the Provincial Association provides assistance to its Locals as requested. This is to ensure that the Provincial Association does not intrude into the internal affairs of its Locals. The Provincial Association does not have the power to "annihilate" its locals and I, for one, would not use this power even if we had it. At all times we try to act sensitively to the needs of our locals.

We would never act to impose a particular view of what AUCE should be on any local. AUCE is a union that has always encouraged and fostered Local Autonomy - and that is the way it should be. I think we all agree that a strong AUCE is built through having strong active Locals.

...continued...
The present difficulties between the Provincial Association and Local One must be resolved as quickly as possible so that we can work together effectively on the many issues that affect all of us in AUCE.

Your in Solidarity,

Lid Strand
Provincial President

cc: AUCE Locals
AUCE Local One Newsletter
In spite of any principles involved, it is clear, especially for the two largest locals capable of self-sufficiency, that the survival of the Local must come before existence in the Provincial structure - an inevitable reality if a Local cannot turn to the Provincial for the purpose for which it was set up, that is, to provide assistance, support and service to all members of the Provincial Association.

This Local alone will provide the Provincial Association with over $50,000 this year, yet I cannot believe that the price of belonging to the Provincial need be high! We should be pleased that part of this money goes to assist the smaller locals for services financially out of bounds. By the very nature of the Provincial structure, our participation can go a long way to support our own existence as we, at conventions, exercise our right to determine how funds will be used, and what services we will receive. Without putting a "price" on a monetary contribution, I believe that we can in fact receive "something" for our participation in the Provincial. If there is no reason for our participation, then it must be reconsidered!

If one receives only much needed and welcome support, financial or moral, then any monetary contribution is a small price to pay! Receiving grief, hassles, and misunderstanding is a grave defeat of any Local's existence within the Provincial.

As a member of the Provincial Executive, I believe there is every honest attempt to govern the Provincial Association harmoniously and in good faith to the varied services needed by individual locals. I trust the Provincial Executive will respond in good faith to any request made by this membership at our February meeting regarding this debate. The reasons for the existence of the Provincial Association always have been and always will be unity, strength, and a common ground for mutual support!

IN SOLIDARITY! Suzan Zagar, Provincial Representative, AUCE Local I

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HEALTH AND SAFETY

Clerk blames VDTs for her cataracts

By VICTOR MALAREK

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I'm Drowning in the Typing Pool...
The Job Evaluation Committee needs help! We sent out approximately 1230 questionnaires and to date have received back 252; a return of only 20%. We have begun the task of reading and assimilating them but in the past week have been faced with the resignations of two of our committee members. Murray Adams and Linda Tretiak have both been transferred out of our bargaining unit. We wish them all the best in the future but will certainly miss the dedicated work that they have put in. In the meantime, if there is anyone out there concerned enough about the work of this committee to want to see it carry on, please nominate someone or volunteer yourself. Nominations are open at the Union Office. Come along and put your lunch hour to work.

On the lighter side: The attached job description was submitted by Ruth Horner of Mechanical Engineering, who feels that it is much more accurate than the official job description. Do you agree?

JOB DESCRIPTION??? This is what I really do!

Lick envelope flaps and fold letters for anyone and everyone.

Act as mail clerk.

Clean the "kitchen".

Tidy up the copy room because no-one is able to totter from the paper-cutter to the waste-paper basket, a gruelling six feet away, with the waste, nor to throw away an empty paper wrapper.

If we had a door with a big brass knocker I would no doubt also have to polish that!

Be too dim to do something until someone else has messed it up, then I suddenly have an attack of extreme capability and almost demented intelligence.

Mothers pick up after children whose bedrooms look like the morning after in an economy-price bawdy house.

Secretaries do the same thing except that the nature of the garbage changes - for example, none of us has yet had to try to retrieve ancient grungy socks from behind furniture. It would not however, surprise me if grungy socks actually do exist behind furniture.

Take care of men who, when at home, to my certain knowledge, are capable of producing a gourmet meal, at work find making a cup of instant coffee an art quite beyond their comprehension.

and the shop.

Professors may not be interrupted at their work. They can also say "can't do it before next week - next month".

What about me? I can be in the middle of things important, urgent, difficult, but I can be interrupted by anyone anytime for anything, from putting something in an envelope for the mail to answering trivial questions. I am not permitted to tell anyone to come back later, and even if I try it, I am told "oh I'll only take a few seconds". I don't get to say when I can do something, I get told when I have to do it.

IN SHORT, I (and the other secretaries) DO ANYTHING AND EVERYTHING THAT NO-ONE ELSE WANTS TO DO OR CONSIDERS UNWORTHY OF THEIR ATTENTION.

Under all these conditions I am supposed to be efficient, pleasant, willing, cooperative - and servile.

"I'd be glad to share the housework if I weren't so bad at it."

The Gap Widens

The Organization for Economic Co-operation and Development reports that not only are women in Canada paid less than men but they are paid proportionately less than in any other industrialized western country. Furthermore, Canada has the distinction of being the only industrialized country where women actually lost ground in the past ten years.

In Sweden, women earn 87 per cent of what men earn on the average; in France, Denmark, Australia and the Netherlands it is over 80 per cent while in the U.S.A. it is about 65 per cent. In Canada, it is an unbelievably low 57 per cent.

"\n
"I'd be glad to share the housework if I weren't so bad at it."
LETTERS

Carole Cameron, Union Organiser
Association of University and College Employees
Local 1
University of British Columbia

January 9, 1981

Dear Carole:

Allow me to thank you and everyone in the Grievance Committee, especially Ted Byrne, for everything you have done in connection with my reclassification. In spite of the prolonged process, I am satisfied with the outcome in every respect. My case proves to us again that in unity there is strength.

Thanks again.

In solidarity,

[Signature]

Jose Lazar

Wendy Rice
A.U.C.E. Local 1
UBC

Jan 28/81

Dear Wendy,

Thanks for your letter, sent so speedily, outlining renewed membership and transportation to UBC for union meetings.

Please find enclosed the membership form and $1.00 fee. After 3 months of pounding the streets job hunting, it's clear that more and more women are being forced into the job ghettos with even less job security, shorter hours, and pay rates far behind the cost of living. We certainly need unions, especially ones like A.U.C.E!

RECEIVED

JAN 30 1981

R. U. C. E.

[Signature]

[Company Address]

January 22, 1981

Mr. W.L. Clark
Assistant Director
Employee Relations Dept.
Campus Mail

Dear Mr. Clark:

This letter is A.U.C.E. Local 1's response to the University's recent request that the Union sign a document which would constitute a special agreement between the Union and the University. This agreement would allow one individual approaching retirement to continue working for a specified period of time.

Please find enclosed a copy of a letter from Carole Cameron to Jane Strudwick, dated November 3rd, 1980, where this Union's response to the University's policy regarding retirement was clearly and emphatically defined.

I would also like to state, while reiterating our position on this matter, that we do not appreciate the University countermanding our previously defined policy on Retirement. We strongly object to requests from the University that would result in discrimination against other A.U.C.E. members.

Yours truly,

[Signature]

Wendy Rice
Union Co-ordinator
A.U.C.E. Local 1

THE UNIVERSITY'S RETIREMENT POLICY AND THE UNION'S RESPONSE WERE PRINTED IN THE NOVEMBER 1980 NEWSLETTER.
February 2, 1981

Dr. D.T. Kenny
President
University of British Columbia

President Kenny:

On behalf of the Executive of AUCE Local 1, which represents the library and clerical workers at the University of British Columbia, 93% of whom are women, we wish to express our disgust and repugnance with the University's complicity in the continuance of the Lady Godiva ride, organized by the Engineering Undergraduate Society.

We would expect that the image the University of British Columbia would like to put forth is that of an enlightened institution, striving to eradicate the inequity between men and women. This is far from the truth. By condoning this annual event the University administration makes a mockery of any claims that they are opposed to the sexist activities of the Engineers. Apparently sexism still permeates the minds of members of the University administration and of the Engineering Undergraduate Society. This lack of consciousness does nothing to enhance the opinion presently held of Engineers, the Faculty of Applied Science, or the University as a whole.

We consider the continuance of these activities to be insulting, and not as mere 'boyish' nonsense. Although directing this matter to you may draw some attention to this Engineering Undergraduate Society event, to ignore such sexist behavior is worse. The onus is on you to prevent such events from occurring in the future.

Yours truly,

[Signature]

Wendy Bice
Union Co-ordinator
A.U.C.E. Local 1

cc: Dean L.M. Wedepohl
Faculty of Applied Science

UBC Newsletter

Vancouver Sun

The Federal Government in its most recent budget announced its intention to restructure the method by which it shares costs of joint programs with the provincial governments. Rather than funding these joint programs it wants to move towards block funding where the amount that they contribute would be set.

The Federal government also wants to drastically reduce its overall commitment to these programs and it feels that the area that is most vulnerable to cuts is Higher Education.

As the chart above shows, the Federal Government currently funds 2/3s of the cost of higher education in B.C. They are proposing that their funding be cut in half - this would leave a shortfall of over $117 million.

The results of this kind of shortfall would be devastating! If the Provincial Government decided to not make up the shortfall in funding drastic budgetary measures would have to be undertaken.

Student fees could be quadrupled to increase the money raised from $43 million dollars to raise 172 million dollars. (At UBC student fees would then start at 2,400 dollars a year.

Staff budgets could be slashed - necessitating massive layoffs.

Either approach, or a combination, would completely change education as we know it.

Tuition fees at UBC have been raised by 13% while departments have been asked to pare 1.7% from their budget covering salaries because the growth in the budget granted to UBC by the Provincial Government fell short of the inflation rate by 2%. WHAT WILL HAPPEN IF OUR BUDGET IS REDUCED BY 1/3?
All of us - Students, Staff, Faculty and Administration are affected. When the cost of education rises faster than the funding to support it - quality drops. According to Douglas Kenny, President of our University, management is now being forced to "cut to the bone, and maybe into the bone," to operate within its budget. What will it be like if the Federal Government implements its proposed cut backs.

All of us are affected. This proposal comes on the heels of years of neglect. Student loans and bursaries from the Provincial and Federal Governments have not increased for the last few years. This freeze in funding, coupled with rising costs have made it more difficult for students, particularly women and single parents, to attend university.

When asked in a survey, students at Simon Fraser replied that 32% of them would be unable to return to university if tuition fees were increased by the proposed 12.8%. Inspite of this, fees were increased.

At Capilano College the short fall in funding this year ($700 thousand) has led to the elimination of 14 ALICE jobs and 15 Faculty positions. And this situation can only get worse unless we start to fight back.

At Capilano College, the Alma Mater Society is beginning to build student involvement through concentrating on student accessibility to education and the inadequate level of funding of post secondary education. The time has come for us to join them. I would like to move that:

1) AUCE Local One actively participate in the development of anti-cut back campaigns in conjunction with all segments of the Campus Community.

2) That AUCE Local One strongly oppose the proposed Federal Government reduction in funding for Post Secondary Education - and that we work with other groups to actively oppose this proposed policy.

3) That AUCE Local One inform AUCE Provincial, the other AUCE Locals, the BC Student's Federation, the National Union of Students and the Federal and Provincial Government of these motions that we have passed.

DISTANT DAY ON DAYCARE
As part of their campaign on accessibility of students to education, the National Union of Students is planning a National Day of Action on Day Care. As a union with a large number of women, single parents and parents with young children we should be supporting this day of action.

I hereby move that AUCE Local One lends its full support to the National Day of Action on Day Care and work with other groups to ensure that this day of action is successful.

Who's come a long way, baby?

"Is outside work a mother's reward after she has done everything else?"

By Susan Altschul
Someday we’ll pay for the scandal of female slave labor.

no woman is exempt
Minutes

Membership Meeting - Wednesday, December 17, 1980

The meeting was chaired by Marcel Dionne, the President, and the minutes were recorded by Ray Galbraith, the Secretary-Treasurer.

Marcel Dionne indicated to the membership that the Executive had recommended that he chair the meeting as the retiring President, Nancy Wiggs, was unable to attend.

Moved by Joan Treleaven and seconded by Carole Cameron THAT MARCEL DIONNE CHAIR THE MEMBERSHIP MEETING.

The motion was CARRIED.

1. Adoption of agenda:

Moved by Joan Treleaven Seconded by Lid Strand

That the agenda be adopted as circulated.

The motion was CARRIED.

2. Adoption of the minutes of the November 20, 1980 Membership Meeting:

Moved by Andraeas Phillips Seconded by Joan Treleaven

That the minutes of the November 20, 1980 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 correspondance:

There was no business arising from the correspondance.

5. Nominations:

Closing:

Benefits Committee (2) - No members were willing to stand for election to this important Committee. Nominations were to remain open until the next Membership Meeting.

Communications Committee - Ray Galbraith was elected by acclamation. Nominations were to be re-opened at the January 1981 Membership Meeting.

At this point the Teaching Assistants (CUTE Local 2278) entered the meeting to present a report to the membership.

 Moved by Ann Hutchinson Seconded by Sharon Neman

That the Teaching Assistants' representatives be seated and that they immediately present their report to the membership.

The motion was CARRIED.

Peter Fryer, the T.A.'s Secretary-Treasurer, acted as the spokesperson for the group. He indicated that their union had been negotiating with the university since May of 1980. A tentative agreement on wages had been reached, but the thorny issue of union security remained. He reported that to date the university was totally opposed to the type of Union shop being presented by the T.A.'s. The issue was of great importance due to the yearly turnover of 50%. The T.A.'s were offering to take the Carleton University formula which allows members to opt out of the union after 10 days. Peter stated that in the present situation the T.A.'s could either sign a new contract or contemplate job action.

Peter then proceeded to a discussion of strategy, stating that much of the T.A.'s strength depended on support from other campus unions. He outlined the type of strategy that was being considered and then opened the floor to questions. AUCE members present commented upon the proposed strategy and asked what support the T.A.'s expected of Local #1. Some members dwelt on some of the flaws in the T.A.'s case and, from a social point of view, of our strike in May. Responding to a question about Local 2278's timetable, Peter Fryer indicated that a membership meeting had been slated for mid-January. Prior to that meeting there were no definite plans other than some grass roots organizing. At the end of the discussion and question period, it was pointed out that the Executive had dealt with the issue of support and bona fiding the possible picket lines in a letter to the University that had been reprinted in December's "On Campus!2

When the Teaching Assistants left the meeting, the closing of nominations continued. Carole Cameron and Wendy Rice were nominated by acclamation to the Provincial Cross-Local Committee to Investigate AUCE Salaried Staff. No nominations were forthcoming for the Provincial Education Committee, the Committee to Investigate Discovery Parks or the Cross-Local Superannuation Pension Investigating Committee. Nominations were to be re-opened at the January 1981 membership meeting.

6. Secretary-Treasurer's report:

Ray Galbraith reported the results of the two referenda. He said that the dues increase referendum passed, a surprising development for the office staff. It was an extremely close vote: YES - 236 / NO - 227 / ABSTENTIONS - 22 / UNMARKED 5 / SPOILED 53. The results of the second part of the dues increase ballot was as follows: ACROSS-THE-BOARD - 286 / PERCENTAGE - 129 / NO CHOICE - 75 / SPOILED 53. Ray indicated that the increase in dues would be reflected in the January 31, 1981 paycheques.

The results of the strike-related expenditures referendum were more decisive. Ray reported the following results: YES - 375 / NO - 150 / ABSTENTIONS - 15 / SPOILED 55 / NO VOTE ON FIRST PART OF BALLOT - 17. On the second part of the ballot the membership chose to have two deductions, one at the end of January, 1981, the other at the end of February, 1981. Each deduction was to be $10.00 for full-time employees and less for part-time employees. The results were: 1 DECEPTION - 173 / 2 DEDUCTIONS - 393 / NO CHOICE - 41.

Moved by Ray Galbraith Seconded by Ann Hutchison

That the membership adopt the financial statement for the month ended November 30, 1980 as circulated.

Ray explained that the extraordinary item of concern was that there appeared to be a considerable excess of income over expense, in the sum of $2,000.00. That was illusory as bills to pay for the printing of the contract were held for payment in December.

The motion was CARRIED.

Ray then detailed the office move which was definitely scheduled for the last week in December. The only loose end was the need for membership approval of the moving arrangements. To this end Ray had obtained two estimates, one union, the other non-union. The estimates were close in dollar terms, but the union firm's estimate included boxes and tape for one week in advance of the move and a visit to the office for calculating the estimate.

Moved by Ray Galbraith Seconded by Murray Adams

That the membership of AUCE Local #1 approve the Executive's recommendation to employ salmon transfer at the cost of $751.00 for the moving of the union office to 6383 Memorial Road.

The motion was CARRIED.

The last item of the Financial/Secretary-Treasurer report was concerned with the projected budget for the fiscal year 1981. Ray explained that the commitment to produce such a statement was outlined in Section J-13 of the constitution. Ray then detailed the office move which was definitely scheduled for the last week in December. The only loose end was the need for membership approval of the moving arrangements. To this end Ray had obtained two estimates, one union, the other non-union. The estimates were close in dollar terms, but the union firm's estimate included boxes and tape for one week in advance of the move and a visit to the office for calculating the estimate.

Moved by Ray Galbraith Seconded by Lid Strand

That the membership of AUCE Local #1 accept in principle the projected budget for 1981 as printed on page 16 of December's "On Campus!"
In response to a question from Lid Strand, Ray Galbraith explained that the motion was phrased "in principle" because the figures in the budget were not etched in stone and could be exceeded for various reasons. If that should occur then the next Secretary-Treasurer would have to come back to the membership for further discussion and approval of any excesses.

The motion was CARRIED.

9. Other Business:

a) Benefits Committee - Wendy Rice, the Union Co-ordinator, made a plea for more membership participation on the Committee stressing the importance of negotiating a new and improved benefits package. To date, the University did not have its committee together. Wendy said that she had scheduled a meeting with NSA to determine what was available. Those present on the Committee felt that it was necessary to go back to the beginning and to do some basic research.

b) Job Evaluation Committee - Murray Adams, the Committee's chairperson, requested that members complete and return their job evaluation questionnaires. He reported that nothing of any substance would be done with the completed forms until after Christmas. In response to a member who suggested a further follow-up form in six months, Murray expressed delight with the idea but said it would be impracticable without more volunteers.

At 1:40 pm, Carole Cameron introduced the film "Finger Pink", a film about the organization of the York University Staff Association (YUSA). The meeting adjourned at 2:15 pm, immediately following the film.

CAPILANO COLLEGE LABOUR STUDIES PROGRAMME - REGISTRATION THEY? CALL 294-2908

LSP 111: Canada Labour Code

A broad examination of the Code and decisions which affect unions under Federal labour jurisdiction, this course will introduce students to 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 book of cases and materials will be available at cost.

INSTRUCTOR: Stuart Roth is a lawyer in private practice in Vancouver. His practice consists mainly in labour, and criminal law litigation. Most of his labour law experience has been under the Federal Labour jurisdiction, including CUPW.

DATES: Starts March 19, ends May 7
TIME: 7:30 P.M. to 10:30 P.M.
PLACE: Longshoremen's Hall
FEE: $14.25 for 8 sessions

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 pertinent sections of the Human Rights Code.

A book of cases and materials will be available at cost.

INSTRUCTOR: Les McGrady is a Vancouver trade union lawyer. Mr. McGrady is editor of "Trade Union Law", a new publication of the Labour Studies Programme. He is also teaching Labour Law at the U.B.C. Law School.

DATES: Starts March 3, ends April 21
TIME: 7:00 P.M. to 10:00 P.M.
PLACE: Britannia Community Centre, 1635 Sister Street, at Commercial
FEE: $14.25 for 8 sessions

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 pertinent sections of the Human Rights Code.

A book of cases and materials will be available at cost.

INSTRUCTOR: Les McGrady is a Vancouver trade union lawyer. Mr. McGrady is editor of "Trade Union Law", a new publication of the Labour Studies Programme. He is also teaching Labour Law at the U.B.C. Law School.

DATES: Starts March 3, ends April 21
TIME: 7:00 P.M. to 10:00 P.M.
PLACE: Britannia Community Centre, 1635 Sister Street, at Commercial
FEE: $14.25 for 8 sessions
Minutes

Membership Meeting - Thursday, January 22, 1981

12:30 - 1:10 p.m.

The meeting was chaired by Marcel Dionne, the President, and the minutes were recorded by Wendy Lymer, the Secretary-Treasurer.

Before proceeding with the adoption of the agenda, Marcel notified the membership of a benefit night organized by the Nicaragua/El Salvador Support Committee where the premier showing of the documentary film "Women in Arms" was to take place. The benefit is to be held on Saturday, January 31, 1981 at 7:30 pm, in Carnegie Centre at Main and Hastings. Marcel urged anyone interested in the role women have been forced to take in the Nicaraguan Revolution to attend.

1. Adoption of agenda:
Moved by Carole Cameron
Seconded by Susan Zagar

THAT THE AGENDA BE AMENDED TO INCLUDE OPENING NOMINATIONS FOR THE JOB EVALUATION AND THE GRIEVANCE COMMITTEES UNDER 5.

The motion was CARRIED.

Marcel Dionne asked Richard Melanson if he would make a motion to place his submission which was circulated to the membership on the agenda.

Moved by Richard Melanson
Seconded by Susan Zagar

THAT RICHARD MELASON'S NOTICE OF MOTION BE INSERTED UNDER 4 AND THAT THE AGENDA BE ADOPTED AS AMENDED.

The motion was CARRIED.

2. Adoption of minutes of the December 17, 1980 Membership Meeting:
Moved by Marcel Dionne
Seconded by Lid Strand

THAT THE MINUTES OF THE DECEMBER 17, 1980 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 by Richard Melanson
Seconded by Joyce Diggins

THAT AURP LOCAL ENDORSE THE BLUE HERON HOUSING CO-OPERATIVE'S REQUEST TO PLACE NON-PROFIT CO-OPERATIVE HOUSING ON THE ENDOWMENT LANDS. BECAUSE OF THE PRESENT HOUSING CRISIS, WE ENCOURAGE THE PROVINCIAL GOVERNMENT TO MAKE AVAILABLE A SMALL PORTION OF THE ENDOWMENT LANDS FOR THIS PURPOSE.
Richard motivated his motion by stating the results of a housing study by the Douglas House Building Society which involved 166 non-academic staff at the University of British Columbia. The study, completed in May 1980, had established that the average age of the head of the household was 38 years which closely parallels householders within the bargaining unit. 30% of the participants felt that the housing available today was either marginal or inadequate. With an average household income of $21,000 per annum, Richard pointed out that it was financially difficult for people who wanted to purchase homes, bearing in mind that housing costs have escalated in the past three years. He emphasized that the Blue Heron Co-operative was a non-profit organization and added that although no section of the endowment lands was designated as parkland yet, the main objective of the Blue Heron was to have this status changed in order to obtain a small section for co-operative housing.

Joyce Diggins spoke in support of the motion. She was pleased that AUCE Local #1's membership had been made aware of the situation and firmly hoped it would create a stir among those searching for the answer to affordable housing. Joyce indicated that the Blue Heron intended to send representatives to Victoria who would appear before the housing minister to make their application for parkland status. She then asked that people who wanted more information should direct their queries to either the Blue Heron Housing Co-operative (5554 Kings Road, Vancouver, B.C., V6T 1K8) or to the Douglas Housing Co-operative (Box 48, S.U.B., UBC Campus).

Elizabeth Brock asked if Richard's motion was in support of the Blue Heron Co-operative alone or was it meant to include other co-operatives if the endowment lands' status was changed to parkland.

Richard responded that the Blue Heron Co-operative would never refuse to support other co-operatives with the same aims and that he would support amendments to his motion which were inclusive of such institutions.

Ray Calbraith advocated the co-op concept as being the only affordable housing available and urged that it was much more accessible to staff and non-bargaining members than any other. Carole Cameron suggested an amendment to the motion which would include other housing co-operatives. She added that if the amended motion received the support of the membership at this meeting, that those sentiments be conveyed on union letterhead to Victoria who would appear before the Minister of Housing.

Moved by Carole Cameron
Seconded by Richard Melanson
THAT THE PHRASE "AND OTHER HOUSING CO-OPERATIVES" BE INSERTED AFTER "BLUE HERON HOUSING CO-OPERATIVE" AND THAT, IF SUPPORTED, THIS MOTION BE CONVEYED ON UNION LETTERHEAD TO THE MINISTER OF HOUSING IN VICTORIA.

The motion was CARRIED.

Andrea Phillips then asked if this motion supported the freeing of the land or the co-operative concept.

Marcel Dionne responded that he understood that the co-op concept had already been accepted and that motion was intended to request that the land be freed for affordable housing construction.

5. Nominations:

Closing:
Benefits Committee (2) - Suzan Zagar was elected by acclamation. Joyce Diggins was elected by acclamation.

Communications Committee - Nominations were to be re-opened at the next Membership meeting.

Provincial Education Committee - No members were willing to stand for this Committee. Nominations were to be re-opened at the next Membership Meeting.

Committee to Investigate Discovery Parks - No members were willing to stand. Nominations were to be re-opened at the next Membership Meeting.

Cross-Local Committee to Investigate AUCE Salaried Staff - Nominations were to be re-opened at the next Membership Meeting.

Cross-Local Superannuation Pension Investigating Committee - Nominations were to be re-opened at the next Membership Meeting.

Job Evaluation Committee - No members were willing to stand. Nominations were to be re-opened at the next Membership Meeting.

Grievance Committee - Nominations were to be re-opened at the next Membership Meeting.

6. Secretary-Treasurer's report:

Moved by Wendy Lymer
Seconded by Bev Wesbrook
THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT
FOR THE MONTH ENDED DECEMBER 31, 1980.

Wendy then explained the changes indicated on the statement circulated at the meeting. She had mistakenly placed the amount of $952.92 for a Steward Seminar held on October 20 and 21 of 1980 in the Salaries and Related Expenditures column. That amount should have been placed in the Meetings and Conferences column of the daily ledger. Wendy also noted that printing and stationery costs were up due to the payment of 50% of the printed contract costs to the University. She added that the last payment to the Provincial for the Section 7 loan had been made in December.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron stated that there was nothing outstanding to report. There were no questions.

8. Provincial report:

Suzan Zagar reported that the referendum on affiliation was completed and the result was that the Locals favoured the Lobby choice by a ratio of 2 to 1. Suzan then discussed the $5 assessment for Locals 2, 4, 5, and 6 which Local #1 would use to dispense with strike-related debts. Assessments received thus far would be held in trust until all the money had been collected. Suzan informed the membership that the SFU administration were also contributing to the payment of Local #1's debts due to their delay in deducting the assessment from Local #2 members' paycheques.
Suzan then moved on to discuss the increased per capita tax and the retroactivity. She indicated that Local 2 was three months in arrears and was in serious financial difficulty at this time. She felt that it was time to portray the membership concerned itself with just what is happening with that money and urged participation when the subject arises at the next Membership Meeting.

Suzan announced that the 1981 Convention had been tentatively set up for the 5th and 6th of June, that an official notice would be forthcoming. Nominations would open in March for delegates from each Local; she urged all those interested to participate in the elections as it was very important send the allowable ten delegates to represent its interests.

Lid Strand notified the membership of the Capilano College fee increases; he felt that the policies and actions taken by the Capilano College Local in fighting the tuition fee increases were justified and that the other locals should be prepared to offer their support in this struggle.

9. Job Evaluation Committee report:
Sharon Newman informed the membership that Murray Adams was transferring out of the bargaining unit and that she would proceed as the chairperson for the time being. She reported on the results of the Job Evaluation questionnaires which were sent out to the membership. Of the 1200 mailed out, 250 were returned, amounting to a 20% response. The results were analyzed and reported in the newsletter. Sharon made a request for volunteers to the Committee, as many as possible would be welcomed and hoped there would be a greater response at the next Membership Meeting. The Committee usually meets on Wednesdays between 12:00 and 1:00 p.m. in the Union Office. Lastly, there would be a report appearing in the next newsletter.

10. Other Business:
Bi-weekly pay system committee:
As Linda Tretiak was unavailable, Carole Cameron offered a brief summary. She felt that there was a great deal of support on campus for the bi-weekly pay system especially in the Finance Dept. Carole was convinced that its implementation would probably go ahead. A report dealing with the introduction of the bi-weekly pay system elsewhere was available for reading in the Union Office.

The meeting adjourned at 3:10 p.m.
Membership Meeting - Thursday, February 19, 1981
IRC 6
12:30 - 2:30 p.m.

Article 10 - Union Meetings states:

"The University agrees to allow nine (9) two-hour lunch meetings (12:30 to 2:30) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given."

What that means is that you are entitled to the time off from work to attend the February 19th Membership Meeting.

AGENDA

No Smoking

1. Adoption of agenda

2. Adoption of minutes of the January 22 1981 Membership Meeting

3. Business arising from the minutes.

4. Business arising from the correspondence.

5. Nominations:
   Opening - Vice-President and Alternate Provincial Representative
   Closing - Grievance Committee (1)
   Communications Committee
   Provincial Education Committee
   Committee to Investigate Discovery Parks
   Cross-Local Committee to Investigate AUCE Salaried Staff
   Cross-Local Superannuation Pension Investigating Committee

6. Secretary-Treasurer's report

7. Grievance Committee report

8. Executive report - Motion re payment of Per Capita tax retro - changes to By-laws concerning salaried staff

9. Provincial report

10. Other Business - Job Evaluation Committee - By-law changes - Other

[Signature]
WENDY
VICE LOCAL 1
UNION OFFICE