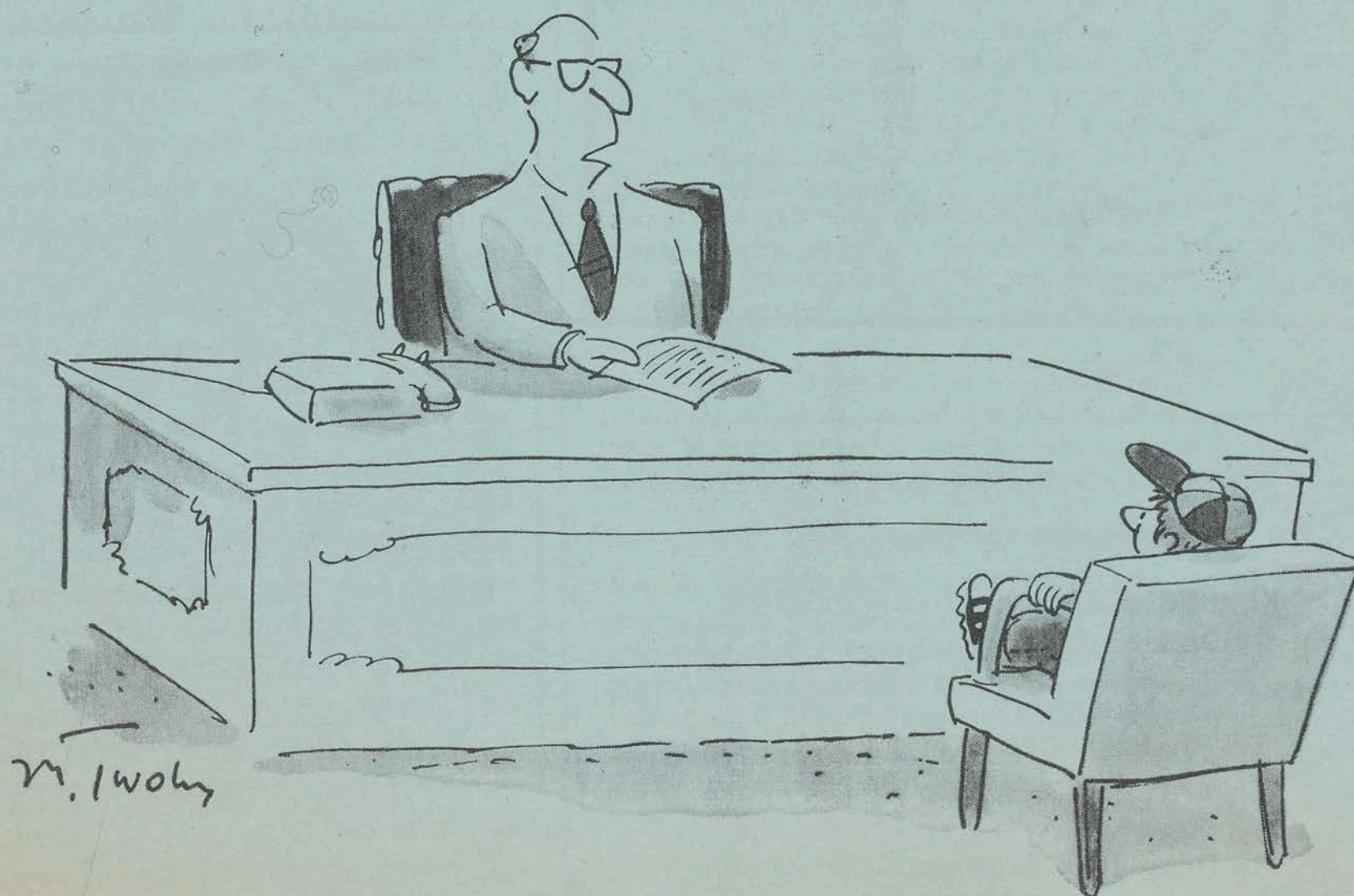


AUCE PROVINCIAL NEWS

AUCE PROVINCIAL 901-207 West Hastings Street Vancouver Fall 1980
604 684-2457



"I hate to say this, Henley, because you've been doing a good job—but it has been discovered that you falsified your age on your application."

AUCE PROVINCIAL NEWS

AUCE PROVINCIAL NEWS is published monthly by the AUCE Provincial Newsletter Committee.

Letters, articles, poetry and other submissions are welcome. Send your submissions to the AUCE Provincial Office, #901-207 West Hastings St., Vancouver, B.C. We will try to publish all submissions as space allows. Letters may be edited for brevity. All submissions must be signed. If you wish to remain anonymous, tell us, and we'll omit your name.

Those working on the Newsletter this month are: Sheila Blace, Sheila Perret and Lid Strand.

SELF-DEFENCE FOR WOMEN - AIKIDO

CLASSES OFFERED AT:

KERRISDALE COMMUNITY CENTRE

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Wednesday Nights 6:00 to 7:30 pm

BRITANNIA COMMUNITY CENTRE

Sundays 10:30 to 12:00 am

For further information phone:

324-8890 evenings

266-8331 days

BOTH CLASSES OPEN AND ONGOING



THE FACULTY ASSOCIATION OF THE COLLEGE OF NEW CALEDONIA

Ms S Perret
Secretary-Treasurer
AUCE Provincial

Dear Ms Perret

The Faculty Association of the College of New Caledonia is grateful for the motion of support passed at your annual Convention regarding our contract negotiations. We are also appreciative of your offer to share some of your resources with us. As President of my union, and as member-at-large for the College Institutes Educator's Association, I am please to see the growing co-operative-ness among the employees in the College system. Such co-operation can only strengthen our individual positions. We have reached a tentative collective agreement which goes to our membership for ratification on August 23. When a contract is signed & printed we shall send you copies.

Sincerely,
(Signed)
Jan Cioe, President

AUCE PROVINCIAL NEWS CAPTION CONTEST

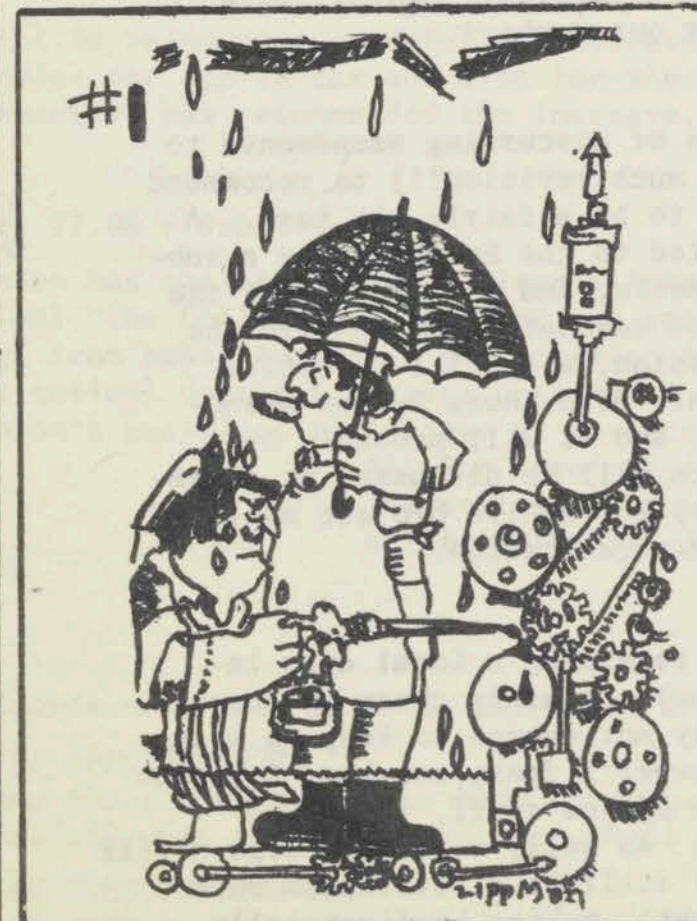
Have you ever seen a cartoon and thought of the perfect caption?
Have you always secretly yearned to see your caption in print?

WELL, HERE'S YOUR CHANCE!

Starting this month, AUCE Provincial News is running a Caption Contest.

1st Prize - Your winning caption in print and a copy of *FIGHTING FOR LABOUR: Four Decades of Work in British Columbia*, or, a copy of *AN ACCOUNT TO SETTLE: The story of the United Bank Workers (SORWUC)*

2nd & 3rd Prizes - Your choice of the two above-mentioned publications.



Please send your entries to:

AUCE PROVINCIAL
901 - 207 West Hastings St.
Vancouver, B.C.

Attention: CAPTION CONTEST.

PRESS RELEASE

Sept 26, 1980

The Provincial Executive of the Association of University and College Employees condemns the decision of the Leadership of the Canadian Labour Congress in granting a direct charter to the West Coast Racetrack Employees Association. This management supported staff association was set up specifically to undermine an organising drive at the PNE Racetrack by the Canadian Association of Industrial Mechanical and Allied Workers.

The organising of unorganised workers should be a fundamental objective supported by all labour organisations and any union involved in organising should be supported - regardless of its affiliation. The unfortunate timing of the CLC action would make it appear that the charter was granted not to organise these workers but to thwart the organising attempt by CAIMAW - an affiliate of the CCU. This type of action serves only to further fragment the labour movement.

The Provincial Executive of AUCE lends its full support to CAIMAW and condemns this action taken by the CLC Leadership.

CONTACTS:

LID STRAND, PRES. 738-3298 (evenings)

SHEILA PERRET, SECT.-TREAS. 684-2457

Follow up:

The West Coast Racetrack Employees Association narrowly won a representation vote held on September 27th.



LOCAL 1 REPORT -- SEPTEMBER 1980

Life goes on as usual at Local 1! We are quite busy in the midst of everyday affairs--grievances, committee activities, and of course, our most important current task: Local organization!

There is much happening : our new collective agreement is nearing completion, & should be out (hopefully!) in the near future. A Shop Steward seminar is scheduled for the 20th & 21st. of October. We are fortunate that this seminar will include a session on assertiveness training. Up to 60 of our active Shop Stewards will be able to attend one of the two days scheduled. This seminar will constitute a very important aspect of the current Local organization process, as organization begins at the Shop Steward level.

Our new Benefits Committee, a committee formed as a result of a letter of agreement in our new contract, has already had their first meeting & is underway. Their task is to prepare and negotiate an improved benefits package (medical, dental, sick leave, etc.) with the University for our members.

Our Executive is in the process of discussing amendments to our Local By-Laws (badly in need of much revision!!) to recommend to our membership. This has proved to be a fairly big task. A By-Law amendment package was presented to the Executive by a sub-committee at the recent Executive meeting and as a result of the size of the task involved and lack of adequate time to give the proposed amendments their due discussion, a special Executive meeting has been arranged to deal only with these By-Law amendments. It is a time consuming task, and it will probably be early next year before the amendments will be discussed at a membership meeting, however it is a very worthwhile project as it is in line with the task of Local re-organization.

A referendum is being prepared regarding a Local dues increase. Our current dues, (\$9.00/mo.) certainly cheap in comparison with other union dues, is simply not enough to keep up with the rising costs of arbitrations, lawyer's fees, overhead & office expenses, salary increases for union office staff, increased Provincial per capita tax, etc, etc. As well, a rather large strike debt still looms over us (there will still be a referendum on a special assessment to retire this debt), making us financially unstable. We will need a minimum increase of the equivalent of the per capita tax increase (\$1.25), and in addition, the increase must cover the increased expenses of the Local. Hopefully, our membership will be convinced of the necessity and the validity of this increase, and pass the referendum.

SUBMITTED BY: Kitty Cheema
Suzan Zagar
Local 1 Representatives

LOCAL 4 REPORT - submitted by Sheila Browne, Local 4 Rep to the Provincial

Possibility of 1981/82 Reduction:

We have received a letter from the Principal advising that there is a "likelihood of reduction of services and personnel ahead". For some time now it has been known that there is a serious shortfall of funds and the Principal's letter also stated that we may not "be able to maintain operations in 1981/82 at 1980/81 levels. A letter to this effect was also sent to the Faculty Association and the Association responded that the reduction was only a "possibility" and they did not consider this a notification.

Advocacy/Grievance Seminar:

A seminar on the above will be held on October 18 & 19 for stewards and members. Sonja Sanguinetti and Susan Hoepner of the Capilano College Labour Studies Programme will be giving the seminar. The Local has received part-funding from the Ministry of Labour.

Meeting Times:

Local 4 Executive meetings have been re-scheduled to 1:00 p.m. Wednesdays and General Membership meetings have been re-scheduled to 4:30 p.m. every fourth Thursday of the month.

Media Centre Re-Classifications:

Have been frozen at this time.

Referendum Ballot:

A Ballot is being conducted for an increase in membership dues to cover increase in AUCE Provincial per capita tax and also for the election for the position of Education Officer. The Executive has recommended the increase, and that also a percentage be put into a Strike Fund.

Article 27.06 - Substitution:

The Union has challenged the College's interpretation of Article 27.06 namely: (College' position) "The Collective Agreement and specifically Article 27.06 does not restrict the College from substituting in any position for any length of time...and further "Article 27.06 (Substitution) does not require posting.

The Union's position: i) A leave of absence creates a job opening
ii) All job openings in excess of 2 months must be posted.
iii) The criteria set out in Article 25.05 are the sole criteria for all job openings of any duration.

** Editor's note: The articles 25.06 and 27.06 as cited in Sheila's report, follow below:

25.06 APPOINTMENTS

Among those candidates who have the required knowledge, skills and abilities, the candidate with the most seniority shall be offered the appointment.

27.06 SUBSTITUTION PAY

a) When an employee is officially requested by the College to temporarily substitute in, or perform the principal duties of a job of a class specification which is on a level different from her own class specification, she shall continue to receive her regular rate of pay, as the minimum applicable rate.

b) When an employee temporarily substitutes in or performs the principal duties of a job having a higher class specification, she shall continue to receive her regular rate of pay until she has so substituted on a continuing basis for a period of time

/continued

equal to the hours normally worked for five (5) working days.

c) If the employee continues, beyond five (5) working days in the substituted position, she shall be paid retroactively to the beginning of the period of substitution at the same group and step as the incumbent or previous incumbent.

LOCAL 5 REPORT - submitted by Vicki Nunweiler, Local 5 Rep to the Provincial Elections:

Nominations opened at September's General Membership Meeting for the New Executive and nominations will close at the meeting on October 14, 1980. Nominations look favourable in that Members' interests in various positions have increased. A great improvement over past elections. All in all it looks like it will be a very busy year for the new Executive.

Contract Negotiations:

Our negotiating team has met with Management twice. At the first meeting protocol was established with introductions. Neither side has submitted a package as of yet.

General News:

Tory M.P. Frank Oberle visited our rather very busy growing campus. It seems that the attendance was average, about 20 to 25 people - reason being that there was only short notice given of his visit. The discussion entertained points surrounding the issue of Constitutional Change. It might have proved to have been interesting, however, the notice neglected to include staff, a typographical error, so a poor turn-out by staff.

A lunch-hour meeting was held with staff and the Principal, Bursar and various Deans. A look at the budget, new course programs, etc. Things look good for the students! Support staff most certainly is feeling the College's excitement as registration moves in an upward trend.

Cheers to our Brothers and Sisters at the other AUCE locals.

V. Nunweiler.

* * * * *

LOCAL 6 REPORT - Submitted by Mary Mabin

Local 6 is enjoying the fruits of a signed contract! This has produced several results. We now have much increased legitimacy on campus generally, and with our bargaining unit in particular. Our membership is rapidly increasing, as it is apparent that the union can, and has, achieved significant benefits for our members. We are organising shop meetings in all departments, and getting Shop Stewards elected, building representation at that level of the union, which has been lacking over the past year, as negotiations dragged on and on. We will be holding training sessions soon. It is exciting to be involved in this process - a new phase of the union, for most of us.

The other side of having a contract, is that we are investigating several grievances. Some are hiring priorities, which have been violated; some involve overwork, and almost all are still being investigated. But it is rewarding to have the mechanism to deal with grievances now. The department with the worst record of intimidation in the past, continues to be the worst offender - i.e. the Department of Languages, Literature and Linguistics.

We are rapidly achieving financial solvency - a welcome change, after four years of organising, and depending on donations and loans to maintain our Local. We received our first dues cheque last week, and now have the task of budgeting, working our repayment of loans, etc.

* * * * *

REGISTRATION

After:

I'd articulated directions
in bold black print
painstakingly mounted atop
hot pink posters;

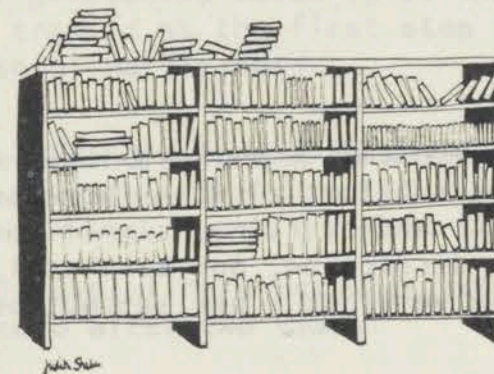
dashed cross corridors
thick with badgered bodies,
sticking my signs in
eye-catching corners;

collapsed behind my
attacking telephones
and deadline typing
anticipating an end to all
frantic room queries:

The patient student who
trailed my travels
approached -

"Where do I go for...?"

- Sandra G. Shreve (1979)
AUCE Local 2 member



PLEASE DON'T BUY J.P. STEVENS PRODUCTS

J.P. Stevens is the U.S.'s most arrogant corporate law-breaker. It has been found guilty of tax avoidance, discriminatory employment practices, the firing and threatening of pro-union employees and the coercion of employees through interrogation. Working conditions in Stevens plants are almost unbelievable in this day and age. Thousands of workers in textile mills have been disabled by the dread disease, byssinosis (brown lung) caused by cotton dust levels almost three times as high as national minimum health standards allow...while wages in Stevens plants average 31% below the average national factory wage.

J.P. Stevens has been found guilty of violating the National Labor Relations Act 110 times since 1963, more than any company in American history. The majority of the convictions involved multiple violations. It is a company that turns whites and blacks against each other to foment hatred to keep the workers divided.

In spite of the Stevens' reign of terror, workers at J.P. Stevens plants in Roanoke Rapids, North Carolina voted in August 1974 to be represented by the union. But the company still resists.

Its long history of lawlessness, is callousness to the rights and needs of its employees and the inability of the National Labour Relations Board to compel enforcement make it necessary

/ Continued.....

THE MARKET ECONOMY

Suppose some peddler offered
you can have a color TV
but your baby will be
born with a crooked spine;
you can have polyvinyl cups
and wash and wear
suits but it will cost
you your left lung
rotted with cancer; suppose
somebody offered you
a frozen pre-cooked dinner
every night for ten years
but at the end
your colon dies
and then you do,
slowly and with much pain.
You get a house in the suburbs
but you work in a new plastics
factory and die at fifty-two
when your kidneys turn off.

But where else will you
work? where else can
you rent but Smog City?
The only houses for sale
are under the yellow sky.
You've been out of work for
a year and they're hiring
at the plastics factory.
Don't read the fine
print, there isn't any.

- Marge Piercy
from THE TWELVE-SPOKE
WHEEL FLASHING (1978)

J.P. STEVENS - con't

to convince J.P. Stevens management that American consumers will not condone corporate law breaking designed to deprive thousands of Americans of social justice and economic opportunity. Since J.P. Stevens operates in Canada too, we hope Canadian consumers will also support this fight for social justice.

We, and the entire Canadian Labour movement call on you, the Canadian consumer, to stop buying J.P. Stevens products. You'll find them hiding under these brand names, among others:

SHEETS & PILLOWCASES	TOWELS	CARPETS
Beauti-Blend	Fine Arts	Contender
Beauticale	Tastemaker	Gulistan
Fine Arts	Utica	Merryweather
Peanuts (comic strip figures)		Tastemaker
Tastemakers	BLANKETS	TABLE LINEN
Utica	Forstmann	Simtex
Utica & Mohawk	Utica	
Designer Labels:		HOSIERY
Yves St. Laurent		Finesse
Angelo Donghia		Hip-Lets
		Spirit

J.P. STEVENS WORKERS DESERVE CANADIAN SUPPORT!

*** From a leaflet published by the Amalgamated Clothing and Textile Workers Union, and directed solely to the consumer public, not store employees.

* *

THE BELL SETTLEMENT - Basic Language Improvements

On March 19, 1980, an agreement was reached between the Communication Workers (CWC) and Bell Canada on the terms for a new collective agreement. Besides substantial wage increases and improved vacation benefits, cost of living allowances (COLA) and overtime, significant progress was made in other areas including discrimination, discipline, and dismissal, and health and safety. Some of these clauses - both old and new versions - are set out below:

DISCIPLINE AND DISMISSAL

(Old)

1. No employee shall be dismissed, suspended or demoted for disciplinary reasons except for just cause.
2. At any meeting between a representative of the Company and an employee which is called for the purpose of announcing discipline, a Union Representative shall be present if the employee so requests.
3. In the case of dismissal the matter may be referred directly to the third Step of the grievance procedure as set forth in Part 2, Article 1.

(New)

13.01

No employee shall receive a written reprimand or a written warning, be suspended, demoted or dismissed for any reason except for just cause.

13.02 (a)

At any meeting between a representative of the Company and an employee which is called for the explicit purpose of announcing discipline or a dismissal, the Steward or Chief Steward shall, unless the employee objects, be invited by the local Manager to be present

(b)

Where circumstances require the spontaneous imposition of discipline, the Company

/Continued....

undertakes to advise the employee's Steward or Chief Steward as soon thereafter as possible.

13.03

The Company agrees to provide the employee and her Steward with written notification of any disciplinary measure or dismissal, and the reasons for such measure, at the time it is taken or as soon thereafter as possible in the case of a written reprimand, written warning, dismissal or demotion and within one week in the case of a suspension.

13.04

Any employee may grieve a disciplinary measure, or a dismissal, as defined in section 13.01 and which she feels is unwarranted, in accordance with the provisions of Article 14.

13.05

In the case of dismissal the matter may be referred directly to the third step of the grievance procedure as provided in Article 14.

13.06

All disciplinary measures referred to in section 13.01 shall form and become a part of the disciplinary record of that employee.

13.07

An employee shall have the right to inspect her disciplinary record annually after making suitable arrangements with her local Manager. The employee, and/or her Union Representative, shall also have the right under the same condition to inspect the disciplinary record, where the employee grieves the imposition of discipline or a dismissal at the first step of the grievance procedure and at the fourth step is so requested by the Union. For grievances taken up at the third step pursuant to section 13.05 the third step shall be treated as the first step in the grievance procedure for purposes of inspecting the disciplinary record.

13.08

The period accorded to an employee in which to effect improvement shall not exceed nine months.

13.09

All disciplinary measures referred to in section 13.01 shall be removed from an employee's record after two years.

L.A.N. Publications which published the foregoing under an edition of their monthly 'Contract Clauses' stated the following: 'A number of improvements have been made here. Written reprimands and warnings, as well as demotions, can now be grieved. Union representation is automatic at disciplinary meetings, unless the employee objects. Written notification of discipline or dismissal and the reasons therefore are required. An employee is given a right to inspect her disciplinary record annually. Finally, all disciplinary measures are to be removed from an employee's record after two years.'

NEXT MONTH A COMPARISON OF DISCIPLINE, DISMISSAL AND EMPLOYEE FILES CONTRACT ARTICLES FOUND IN ALL AUCE COLLECTIVE AGREEMENTS WILL BE PRESENTED.

The following article concerning Health & Safety is also a gain for the Bell Employees new collective agreement:

12.01

Both parties to the present agreement recognise the need to protect the health and to ensure the safety of all employees.

12.02

It is up to the Company to adopt and implement as far as circumstances will warrant it, practices and reasonable methods to protect the employees' health and to ensure their safety at work. The Union can make suggestions to the Company concerning work safety.

/Continued

12.03

It is up to the employee, taking into account the regulations and practices of the Company to take all the reasonable and necessary measures to ensure her safety; no employee is forced to work in dangerous conditions or to use dangerous equipment.

12.04

The Company and the Union agree to establish a special Union/Company Committee to study the possible risks of working with a cathode ray tube and the report of this Committee will be submitted at the latest six months after the implementation of this Collective Agreement.

*** L.A.N. Publications states: 'The establishment of a special union/company committee to study the possible risks involved in working with a cathode ray tube should be of wide interest to employees who operate electronic data processing equipment or video display terminals (VDT's).

The AUCE Provincial Office is currently collecting and documenting various articles and reports about the effects on operators of Video Display Terminals. VDT's are in wide use on the campuses in the Registration Departments, Accounting Offices and Libraries at least. If operating a VDT is one of your duties please write to, or phone (684-2457) the AUCE Provincial Office and let us know if you have experienced any discomfort or side-effects from using this equipment. Some of the side effects that have been reported by users of VDT's are: nausea, fatigue, eye-strain, dizziness, after-image. If you are worried about the possible radiation hazards purported to be connected with VDT use, let us know. The AUCE Provincial Occupational Safety and Health Committee, struck at this year's annual Convention is having their first meeting on Wednesday, October 15th @ 7:30 p.m. One area of concern for many AUCE members is the possible effects of working with VDT's and this will be a focus of research for that committee. If you are interested in attending, either as a Local Rep or simply as a concerned member, you are invited to do so. The meeting will be held at the AUCE Provincial Office - #901-207 W. Hastings St., Vancouver (corner of Cambie & Hastings). Direct your written concerns to that address and incidents will be documented.

In connection with the above, 'Women's Action on Occupational Health', is sponsoring an occupational health series for women on three Wednesday evenings. The third of the series will be of the most interest to AUCE members:

October 15 - 'Working for your Life', a film on Working Women

October 22 - Farmworkers and Pesticides

October 29 - Clerical Workers (which will cover stress, VDT's, back-ache to name a few).

SERIES WILL BE HELD AT MOUNT PLEASANT NEIGHBOURHOOD HOUSE, 535 E. BROADWAY, VANCOUVER

Materials and notes on the third of the series will be collected for the benefit of AUCE #5 members at the College of New Caledonia, in Prince George, and will be forwarded to the Local.

CHIPS OUST WOMEN - reprinted from 'The Leaflet', Pulp, Paper & Woodworkers of Canada.(80/9)

The Science Council of Canada foresees an adverse effect on the number of women in the work force as a result of technological development.

A recent report says "because working women are largely concentrated in a very narrow range of occupations" the effect of microprocessors (tiny chips of silica with a memory function) will have a "disproportionate adverse impact on women".

Microprocessors are expected to soon become part of almost every home and office appliance.



- adapted from a cartoon that appeared in a recent issue of Union W.A.G.E.

THE BEER DROUGHT

By Susan Sanderson

Although this dispute has been settled by the time AUCE Provincial News reaches you the issues involved are still relevant.

Susan Sanderson is a member of AUCE Local 4 at Capilano College, and works for the Labour Studies Program.

The Brewery, Winery and Distillery Workers have been locked out since 2 A.M. on July 26th, 1980. The members of this union are production workers on assembly lines who brew beer, operate all bottling machinery, and distribute beer and wine. At first glance this dispute appears to be centred on the issue of wages. A second glance, however, reveals issues that go back to the 1978 brewery labour dispute.

Since that dispute the three multi-nationals have bound themselves together under the banner of the Brewery Employers Labour Relations Association (BELRA) in order to bargain as one employer. In so doing they have demanded that all seven bargaining units (Labatts, New Westminster, Victoria and Creston; Molsons, Vancouver; Carling O'Keefe, Vancouver; Pacific Brewery Distribution; Pacific Brewery Distribution Office) accept the entire offer or it is withdrawn. This meant that if one unit rejected their offer, that offer is then withdrawn without the other six units having an offer to vote on, at which time the lock out notice was served.

The Pacific Brewery Distribution Office (PBD) workers voted 100% in favour of rejecting the company offer made to them July 23. During the course of negotiations the Employer insisted that the PBD office agreement for the newly certified office employees be done at the same table as the agreement for the industrial employees. The union negotiators kept trying to negotiate the PBD office agreement but the employer refused to bargain the office agreement other than at 2 meetings which lasted a total of not more than 1 and 1/2 hours. The company offer lacked the basic union security language necessary to maintain the union in the Office. The pension plan and wages were among the other flaws in the offer which the workers could not accept.

The other issues in this dispute centre on the contents of the last offer made to the industrial units of the union.

1. No retroactive pay, (the last contract expired April 21, 1980).
2. A freeze on wages of the permit card employees at \$8.00 hr. which has been the rate since April 21, 1980, (an employee is a permit card holder until he/she has worked 60 working days, at which time they became a union member).
3. The wage offer to union members was less than 10% in the first year, slightly more than 8% in the second and only 7.5% in the third year. The base rate in the last contract was \$10.05 hr.
4. The employer demanded a substantial change in the contract language regarding the union hall hiring, which would have given the employer control of hiring.
5. The employer demanded mandatory overtime.
6. Molsons and Labatts again refused to institute an apprenticeship programme, which is one of the few ways workers in this industry can move out of assembly line work.

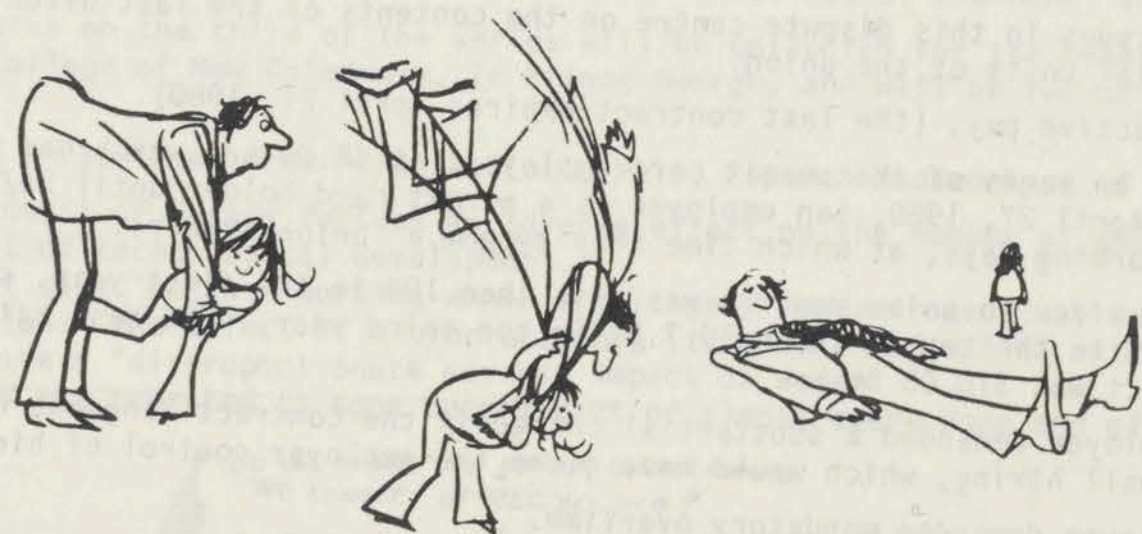
The background issue to this dispute has to do with the multi-national aspect of the three breweries. The head offices in Ontario expect the B.C. workers to accept the kind of agreement that the Canadian Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers settled for. The Ontario permit card wage rate is \$6.10 hr. and the new union rate is \$10.75 hr. Union employees receive a \$3.15 increase over three years, while the permit card holders received 90¢ over three years. The B.C. brewery workers feel that this kind of contract settled for in Ontario is disgraceful and while it is understood that both sides, Company and Union are to be blamed, the B.C. union does not intend to submit to similar exploitation.

The Canadian Brewery Union's attitude towards their permit card holders specifically and the attitude towards protecting the security and benefits for all members was part of the motivating force behind Saskatchewan Alberta and B.C. workers breaking away. The Brewery, Winery and Distillery Workers are an autonomous union affiliated to the B.C.G.E.U. (Spring 1980). Part of negotiating the affiliation dealt with assurances from B.C.G.E.U. that they would support our union with the funds necessary to hold out for a long dispute during this years negotiations.

During the past several weeks the union made attempts to apply pressure on the companies by stopping the flow of American beer. This was done by picketing the Liquor Distribution Branch Warehouse and the liquor store to prevent beer from being delivered and unloaded. This action resulted in the LDB seeking an injunction and a ruling from the B.C. Labour Relations Board on whether our pickets were legal. The Labour Relations Board ruled that LDB is not an 'ally' of the breweries therefore our picketing was declared illegal.

The union negotiators have stated that they cannot believe the reactionary, arrogant attitude which has been put forward by the employers. Because of this the union has asked for the intervention of the Labour Minister. Negotiations resumed September 9, with the help of provincial mediator Ken Albertini. He has presented to both sides a non-binding report, the union membership are meeting September 17 in order to discuss the recommendations made in this report.

The membership have remained solid, the union executive maintain that to give in to the employers' arrogance will have disastrous results in future dealings with the employers.



Unions in the 80s - Response

PART I

By Colleen Bostwick, a member of AUCE Local 4, currently on leave from her job in the Labour Studies Program at Capilano College. Colleen is on the Local 4 Executive.

Lid Strand's essay in the August 1980 issue of AUCE Provincial News ("Unions in the 1980s. Is Tripartism the Way to Go?") was somewhat of a surprise. The subject of his essay, tripartism, formed the basis of a debate which was over two years ago: Lid is kicking a dead horse.

The vision Lid shares with us is based purely on conjecture. He offers no evidence to support his assertions. He is given to may "would have to be s," which, I suppose, were meant to be accepted on faith. While speculating on the future, he has grossly overlooked our present: the devastating picture he has painted is not a condition which awaits us in the future, dependent on C.L.C. policy. His apocalypse is not what will be - it's what is.

For example, Lid says that under a tripartite scheme, wages and working conditions will be locked into a framework which will "take into account the kind of profitability that companies feel they need." Unions will have to struggle to "maintain their fair share."

I have always been under the impression that, within the established framework of today, the single, most important factor considered by non-governmental employers is "the kind of profitability that companies feel they need." This is a widely acknowledged fact, a founding pillar of 'free enterprise.' Nothing short of a different social and economic system will change this. And unions today are struggling - not to maintain their "fair share" (wishful thinking!) - but to hold on to existing benefits and wages.

Lid goes on to say that low wage earners, under tripartism, will be stuck in low wage ghettos. Their wages and working conditions will be "locked in."

Will be? Workers with low wages are, this very day, stuck in low wage ghettos. For minorities, for women, for under 18-year-olds, this is devastating now. A single woman with two or more children is looking at rents in the city of Vancouver which nearly equal her gross monthly income. She is, today, "locked in" - and what will be even more devastating is when she is "locked out" in favour of micro-technology systems. This has nothing whatsoever to do with tripartism, or any other CLC strategy, but it has a great deal to do with racism, sexism and the division of labour.

The consequences of tripartism which Lid outlines in his essay are the existing conditions which gave rise in the labour movement to a number of proposed strategies: one such strategy was tripartism, which was put forward to the CLC convention in 1977. Tripartism called for a planned economy with clearly defined goals, including greater social and economic justice for working people. When the issue was brought up again at the 1978 convention, opposition to it had grown, and many previous supporters had 're-thought' their position. There the issue was quietly put to rest. It never left the labour movement.

Those who opposed tripartism as a strategy did so for a number of reasons, among which were: a) it wouldn't work in Canada, which neither has nor favours a planned economy; b) the "Swedish model", which became so popular among proponents of tripartism, includes a 98% unionised workforce (not to mention a parliamentary tradition of social democratic and communist participation).

Because Lid has written with an eye to the present discussions of affiliation, merger

and independence, surely we, as members who must ultimately decide this question, have a right to more than conjecture and mis-information to aid us in our decision.

PART II

Other points in Lid's essay were far more interesting and more pertinent to our future. The mere existence of AUCE as an independent union is not enough to ward off those things which Lid cites as consequences of tripartism, merger or affiliation to the Canadian Labour Congress. How, for example, will a fight against tripartism enable us to avoid the imposition of province wide bargaining? How does our independence protect AUCE members from losing control of their union? And how do we avoid becoming a large, industry-wide union?

Industrial Unionism

In his essay, the President of AUCE expresses a keen dislike of "industry-wide unions." This is unfortunate. Because this is precisely what we are.

There are two 'types' of unions:

- craft unions, which organise workers according to the specific kinds of work they do, crossing industrial boundaries (e.g., carpenters are in one union, but work in both the forest and construction industries);
- industrial unions, which organise all workers in a given industry, regardless of the specific kinds of work performed.

Industrial unions are, themselves, broken into two groups, depending on the nature of the employer. These are: private sector and public sector unions, with the latter organising workers who are directly or indirectly employed by any level of government. I emphasise that the distinction is made on the basis of the employer, not on the basis of the kind of work done, or the kind of worker employed.

Whether AUCE merges or affiliates or remains independent will not affect the type of union we are. Only a major and drastic re-definition of our objectives and our jurisdiction will enable us to become something other than an "industry-wide union." I am wondering, therefore, if Lid is suggesting that AUCE reject the concept of industrial unionism, and begin moving towards craft unionism.

It may be that Lid is opposed only to large, industry-wide unions, like the B.C. Government Employees' Union, the B.C. Teachers' Federation, CUPE, the Hospital Employees Union, etc. - all of which have memberships of over 20,000. If we, as members, reject the concept of large, industry-wide unions, what course of action becomes necessary? Should AUCE establish how small we wish to remain? And once having established that figure, would we cease all attempts to organise, and begin turning away groups seeking to join our union?

Regional vs Local Bargaining and Province-wide Negotiations

Lid accuses CUPE (among unnamed others) of "changing their position on regional bargaining." He does not mention what CUPE's position was, or what it has become.

CUPE has, within each province, regional groupings called "District Councils." Locals are encouraged to affiliate to the District Council in their respective areas; it is not mandatory. One important function of the District Council is to co-ordinate collective bargaining actions at the regional level as part of an overall strategy to assist weaker, smaller locals at the negotiating table. So, for example, a local of 1800 people, with greater resources and more power, can negotiate "precedent setting" benefits and wages, which might be impossible for smaller locals to win on their own.

It is a strategy which enables CUPE to apply its strength where it is needed: they have not abandoned this strategy to date.

CUPE's negotiating strategy is interesting, but it will not affect AUCE one way or another, unless we merge with them. There is, however, a trend which will affect our union, whether we are merged, affiliated or independent. That trend is towards certified employers' bargaining councils, or province-wide bargaining. Not all unions are opposed to this per se: the B.C. Teachers' Federation, for example, would consider province-wide bargaining as long as they have the right to strike and are included under the B.C. Labour Code. (They will attempt to negotiate the terms of its implementation.) CUPE, on the other hand, has fought some of the consequences of employers' bargaining councils. I am not aware that we, as a union, have taken any formal position on province wide bargaining.

AUCE is faced with a much more complex problem than simply "choosing" between local and province-wide bargaining. It is an issue which can divide our union, particularly if we have no position and no strategy. We may have to accept the fact that we are not even in a position to "choose": we cannot simply refuse to bargain altogether, or refuse to recognise a certified, legal employer.

As a union we must first decide whether or not we want province-wide bargaining, and then devise an appropriate strategy. Merely existing as a small and independent union will not, as Lid implies, be adequate. If we reject the concept of province-wide bargaining, how are we going to fight it? If we favour the idea, what changes might be required to adapt our union structure to such a system? If we find we aren't in a position to choose, because we are divided on the issue, how are we going to deal with it?

Membership Control

An underlying supposition in Lid's essay is that members of CLC unions have no "control" over the people they elect, while unions like AUCE maintain control because they are small and independent. The way our members would lose control is "by merging with one of the CLC unions," the implication being that the survival of democracy is dependent on a union's size and status as a non-affiliate, rather than on the members themselves.

Membership control is not forcibly taken from members: unions are not like a reactionary State, with armed troops waiting in the wings to suppress revolt. Memberships give power: power to an executive, power to a strike, power to a union. A dormant membership has as much power as an active one: the power to give control and the power to give it. The enemy of the trade union movement, and of individual unions, be they large or small, affiliated or independent, is not thievery: it is membership apathy and the abdication of responsibility. AUCE cannot claim to be free of this problem.

If the members of a union are uninterested and uninvolved, who, then, controls the union? If only 600 of 2,800 AUCE members vote in a referendum ballot concerning the election of table officers, who, then, controls the union?

It is the democratic right of any member to remain uninvolved, to decline participation, to pass on her or his responsibilities - to give control to someone else. Inside AUCE, the passive majority pass on control to the active minority; within that minority, the prevailing opinion decides who shall be seated on the executive, what will be the per capita tax increase, etc. How does this differ from other unions?

All who are in AUCE feel very strongly about membership control - it is one of the

principles of trade unionism which we value most highly, and which we wish to protect. It is extremely satisfying to feel that we, as individuals, can influence the direction of the union; that, when there are ears to listen, our voices are heard. But we often make the mistake of thinking that these things exist because of some inherent structural quality: This assumption is more threatening to our union than anything we might do regarding affiliation. It invites membership complacency (which we suffer from) and fosters conservatism - an unwillingness to seek or accept change.

Trying to decide whether or not one favours a merger with a CLC union is not easy. The most immediate concern regards the kind of structural changes which might be required, and how this will affect us. Among those who are active, the concern is whether or not we will be able to have any influence inside another union: it is easier to influence a small number of people in familiar territory, and thus the union itself. But the price we pay for that small satisfaction is high: we are isolated from our brothers and sisters; we have less power with which to confront our employers; we feel burdened with the amount of work required to keep our union on its feet, and resentful that the work is not shared equally among us; we are often frustrated with the lack of resources, and with the lack of internal education programs which would enable us to do our jobs better. We are often tired.

If we believe, as Lid seems to, that the right to participate when and if we so desire is dependent on structures, rather than on people, we are, in fact, denying the possibility of membership control (members are people). When a membership believes that their control is dependent on structure, structural changes become threatening and are viewed with suspicion: a union loses its desire and its ability to change. If we believe that the control of the membership survives only when the members are few in number, we are alienated from our one source of power: our collective selves, *en masse*. We should not try to "fight off this seductive siren song of power," as Lid advocates. Without it, we have nothing.

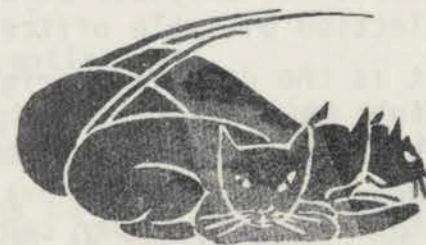
**SELF-RELIANT HANDICAPPED PERSONS NO LONGER
MUST BE ACCOMPANIED TO TRAVEL VIA RAIL:**

The Canadian Transport Commission has ordered VIA Rail to change its regulations so that self-reliant handicapped persons in wheel chairs will have the right to travel by train without being accompanied. The ruling also stipulates that VIA Rail must make arrangements for the manual lifting of handicapped persons in wheel chairs at all major railway stations. These directives are the outcome of a campaign waged for over twenty months by Miss Clarisse Kelly, a 24-year-old student who is in her third year of Law.

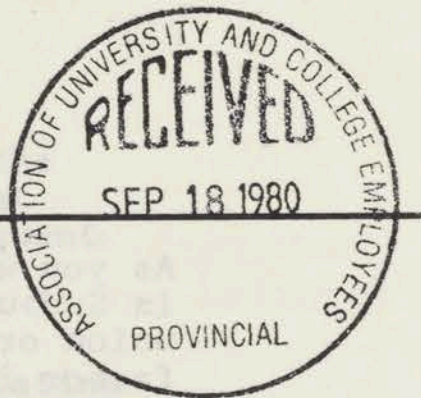
The directive also stipulates that VIA Rail will no longer be able to demand that handicapped travellers relieve the company

of any civil liability. The Canadian Human Rights Commission was one of the numerous intervenors who supported Miss Kelly at the hearing.

Following the ruling, the Chairman of the Human Rights Commission, Mr. Gordon Fairweather, stated: "It is good news and proves once again that courageous people who present their legitimate claims not only help themselves but also help many other people in similar situations."



**CONFEDERATION OF CANADIAN UNIONS
CONFEDERATION DES SYNDICATS CANADIENS**



September 15, 1980

To the Signators of the Leaflet-
"Choose Your Future Vote C.L.C.":

We are writing to place on record our disgust with a number of the dishonest and unprincipled statements which you have made about the central labour organization that we are affiliated to, the Confederation of Canadian Unions. Whether this was done deliberately or as a result of lack of research into the situation we do not know, however, we believe we have the obligation to present you with the facts about the C.C.U.

We will go over the statements you have made on the C.C.U. point by point:

i) C.C.U. has no "significant public sector presence": While we do not know what you mean by "significant" we believe that the C.C.U. does represent a considerable number of public sector workers including the largest group of workers on the BCR (members of the Canadian Union of Transportation Employees), the support staff at the University of Manitoba (members of CAIMAW Local 9), the traffic controllers for Canada's national railways (members of the Rail Canada Traffic Controllers to be certified this fall) and the clerical staff at York University (members of the York University Staff Association).

ii) C.C.U. has "very few women workers": The C.C.U. has at least three affiliates, the Canadian Food and Associated Services Union, the Canadian Textile and Chemical Union and Y.U.S.A., which are made up of women in the majority. As well, other affiliates such as our own union have many certifications where women workers make up the majority. It should also be noted that the C.C.U. and its affiliates have been fighting for the principle of equal pay for work of equal value and against discrimination in the workplace before such issues became fashionable in C.L.C. circles.

iii) A.U.C.E. and C.C.U. have their share of "long losing strikes": In addition to being wrong, this is a particularly unprincipled argument that we suspect has its basis in a leaflet published by the B.C. Federation of Labour titled "The House of Labour- What's In It For You?". If you were to examine the facts of the situation rather than parrot information gleaned from dubious sources you would find out the following:

- There are many unions in the C.L.C. that have had long strikes during the past few years. If you took C.L.C. and C.C.U. unions as a group and analyzed them regarding average length of strike you would not find any significant difference.

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As you well know, situations like those at Adams Labs, Inco in Sudbury and Boise Cascade illustrate that the size of a union or its affiliation to the C.L.C. is not a significant factor in dealing with transnational corporations during strike situations.

-We would be very interested to see some substantiation for your claim about "losing strikes". If you were to examine the situation you would find that, in fact, some of the larger unions have a worse record for lost strikes than C.C.U. affiliates. This is because on numerous occasions full-time representatives of the various business unions have forced workers back to work for little more than the original company offer.

It is particularly unprincipled to raise the issue of "losing strikes" because in many ways it is an argument for un-democratic unionism. Unions like the Teamsters capitalize on these kinds of arguments because they have their own formula for avoiding strikes: make back-room deals with the boss and do everything possible to intimidate the membership into not voting for a strike. It is a formula used by many C.L.C. unions.

Whenever workers vote to go on strike there is the possibility they will have to go back to work on the employer's terms. This could happen to any union at one time or another. Unless you are prepared to take away the right to strike from rank-and-file workers (which many C.L.C. affiliates, in effect, already do) then "lost" strikes will occur. To suggest that joining the C.L.C. will change this fact is extremely dishonest.

iv) C.C.U. offers "fewer resources, less strength": This kind of argument is the bedrock of business unionism; that the size of a union and the size of its treasury translates into greater strength in bargaining. If you were to take a look at the contract settlements of the various C.C.U. affiliates in the foundries, truck-building industry, mines, oil refineries, railways, textile industry and others you will find that in every case the "small, weak" unions in the C.C.U. have negotiated better contracts than the large, U.S.-based unions. In the context of bargaining with universities, you must surely be aware that union like Y.U.S.A. and your own have negotiated better contracts on the average than the much larger C.L.C. unions.

v) C.C.U. affiliates engage in "frequent expensive raiding campaigns": One of the more holier-than-thou positions of some so-called socialists over the years has been their opposition to raiding. In the trade union movement, we frequently see the spectacle of representatives of unions like the Steelworkers deploring raids. One is tempted to forget that the Steelworkers established their base in the Canadian mining industry by launching a successful raiding campaign on the Mine-Mill Union based largely on red-baiting.

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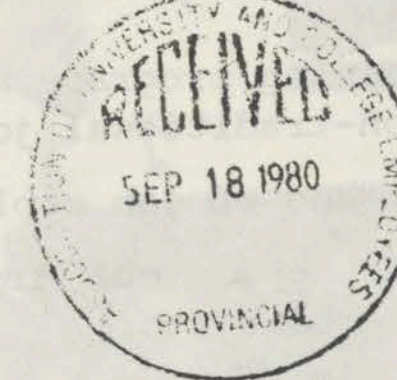
Raiding is a frequent practice of many unions in the C.L.C. The recent raid against S.O.R.W.U.C. by C.U.P.E. at S.F.U., the attempted B.C.G.E.U. raid on A.U.C.E. and frequent raids between different C.L.C. affiliates are all examples of this fact.

Our own union, which is involved in more representation votes against U.S.-based unions than any other C.C.U. affiliate, does not spend a significant amount of our funds on raiding. We spend approximately 3% of our funds on organizing; the bulk of this goes towards organizing unorganized workers.

If you had spent any time examining union constitutions, particularly those of U.S.-based unions, you would have noted the lack of internal union democracy provided in those documents. Many of these unions are geared towards giving all real power to full-time union representatives and little to the membership. To criticize raiding under all circumstances is an anti-democratic position because when you do this you prohibit workers from collectively deciding to leave a union that does not further their interests to join one that does. The record of C.C.U. unions has shown that in every case, the decision of the workers to leave their U.S.-based union has benefitted them when it came to collective bargaining.

We would join you in criticizing unions that raid other unions on the invitation of the employer or those that raid without any invitation from the rank-and-file. We could provide you with a long list of C.L.C. affiliated unions that are guilty of such tactics if you are interested.

The arguments you have used in your leaflet are not new to us. They are frequently used by people who, were it not for the big salaries and expenses provided from the dues money of the rank-and-file, would be members of management rather than trade unionists. We would not bother writing this kind of letter to those people because they are fully aware of the facts and are deliberately distorting them. We are writing you because we think you may believe the information contained in your leaflet. We would hope that you would reconsider some of the statements in that leaflet after studying the facts.



Sincerely yours,

J. Succamore
 Jess Succamore,
 C.C.U. Vice-President
 CAIMAW National
 Secretary-Treasurer

cc: A.U.C.E. Provincial office

JS/to'n

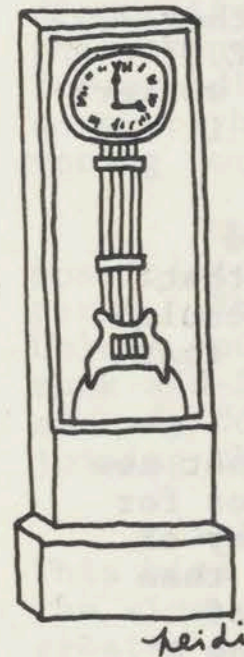
CANADIAN HUMAN RIGHTS COMMISSION TO REVIEW
PROCEDURES OF CANADA EMPLOYMENT AND
IMMIGRATION

The Canadian Human Rights Commission, in consultation with the Canada Employment and Immigration Commission, is undertaking a review of selected employment related services of the C.E.I.C. The Human Rights Commission decided to carry out this review after it had received a number of complaints of discrimination in job referrals, training programs and programs relating to the labour market.

The recurrence of similar complaints suggested that a systematic review might assist both CEIC and the CHRC to identify specific areas where problems are likely to arise. The review will deal with such subjects as:

- the assessment of persons for job referrals;
- The display by Canada Employment Centres of job postings which exclude certain groups and referrals to jobs where an employer has indicated that certain groups will not be taken into consideration;
- referral to training programs and to training for non-traditional jobs;
- the questions asked of job applicants;
- the treatment of applicants for unemployment insurance benefits.

This is the first time the Commission has undertaken to study an entire system in this way. It is planned to conduct similar reviews with other organisations in the future.



CHIPPING IN AT THE UNION OFFICE!

Carol McQuarrie (top) AUCE #4 member types away at those Local Reports.
Hester Vair (below) AUCE #2 member is now a whiz at Gestetnering ballots!



Yes, there really is a Provincial office, with real people in it!

Dear Sisters and Brothers:

Enclosed please find a submission for the next edition of the AUCE PROVINCIAL NEWS. If you find this submission needs to be edited for length, please contact me and I will be happy to do this. Thank you for your attention to this matter.

In Solidarity,

(Signed)

Michele Valiquette (Preston)

Member AUCE Local 6/TSSU @ SFU

* * * * *

DEAR SISTERS:

THE DECISION THAT WE IN AUCE CURRENTLY FACE - WHETHER TO MERGE WITH ANOTHER LABOUR ORGANISATION OR TO REMAIN INDEPENDENT - IS ONE WHICH CONCERNS ALL FEMINISTS AND TRADE UNIONISTS.

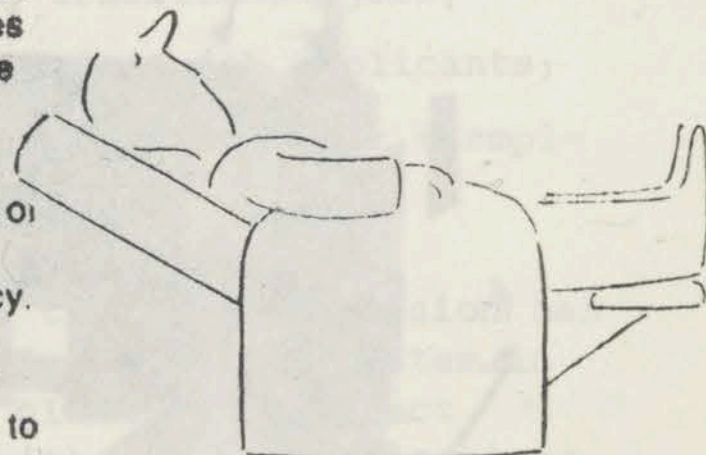
The people who say that the AUCE debate is part of a broader strategy and struggle are right: it is and it has to be. What is the most effective way to fight for the needs of both organized and un-organized working women? How can we best work toward a democratic trade union movement?

These are the questions that are central to the present discussion and the questions that will continue to be raised in the women's movement, whatever course the AUCE membership chooses. Those of us who, as socialists and feminists, advocate merger with CUPE and affiliation with the Canadian Labour Congress, do so because we believe that this is the plan of action that will result in the greatest gains for both AUCE members and for women workers in general.

Debate has become increasingly heated

During the past few months, discussions of the options for AUCE's future have become increasingly heated, and the supporters of different positions increasingly polarized. We are writing this letter because it is essential that none of us loses sight of the objectives we all share. Let's be sure that we understand where and why we disagree and not be trapped by false assumptions about each other's position.

Like those who oppose merger, we recognize the historic failure of unions to take up women's struggles, the problems created by bureaucratic leadership and the need for rank and file democracy. We believe in the principle of equal pay and recognition of the work that women do as central to women's struggles, in the vital importance of organizing the unorganized, in the right of women to organize themselves into caucuses, committees, and conferences at all levels inside the labour movement.



And we do recognize that AUCE has made gains in these areas: major breakthroughs in maternity benefits, increased seniority and benefits for temporary workers, paid two-hour lunches for carrying out union business, a democratic constitution, and some of the best wage rates for women clerical workers in Canada.

AUCE has also adopted excellent convention resolutions in support of abortion demands, childcare, self-determination for Quebec and against sexual harassment.

We do not believe that there are fundamental differences between our feminist objectives and those of the people who want AUCE to remain independent. Differences only appear when it becomes a question of the policies and practices necessary to achieve these objectives. In short, our disagreements are about the strategy for feminists and trade unionists at this time.

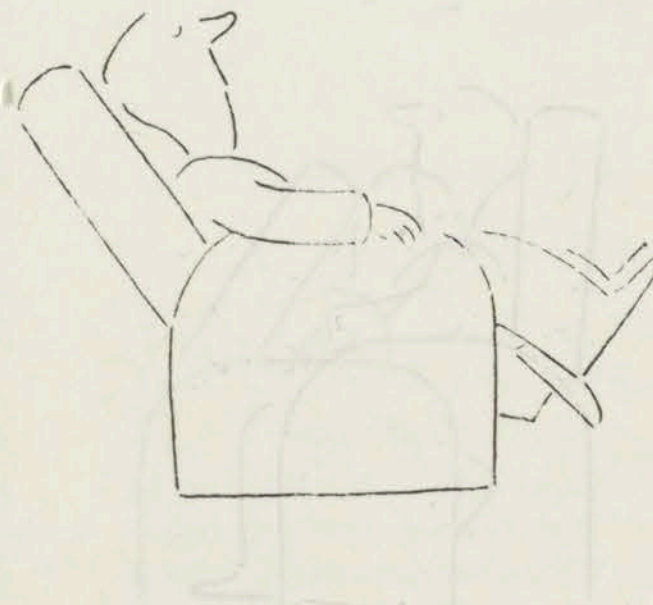
AUCE has made an important contribution

We believe that AUCE (and SORWUC) have made an important contribution to the struggles of women workers over the past few years, but we do not believe that these two unions are solely responsible for the major changes that have taken place in the Canadian labour movement around women's issues: the emergence of women's committees in unions, strong pro-choice positions on abortion, the first conference on sexual harassment and the fight for affirmative action. *These, we think, are the result of the work of the women's movement as a whole.*

Over the last few years we have seen: thousands of women workers unionized within the CLC; successful organizing drives in some of the most exploited sectors, like CUPE's organization of private health care; the formation of women's committees which fight for the priority of women's demands in contract negotiations, for women's participation in running their unions, and for the availability of resources to organize other women workers.

Consider, for example, that since 1978 the major growth in trade union memberships has been in white and pink collar members: BCGEU experienced a 35% increase, the Communications Workers Union grew from 5,000 (1976) to 23,000 (1980), and CUPE has been growing at the rate of 1,000 per month in 1979. These are all CLC unions.

The current drive in B.C. by the Canadian Farmworkers Union, directed at a group of immigrant workers who are in majority women, has received financial assistance from the CLC. Last year, major strikes by CLC women won support from unionists all over the country: Fleck (UAW), Blue Cross (UAW), Radio Shack (Steelworkers), Bell (Communications Workers), CUPW. The strength and militancy of public sector unions is clearly on the rise.



The CUPE convention (where over 50% of the delegates were women) was from all reports one of the most militant labour conventions in the last years; as a direct result of the convention, CUPE delegates led the fight for CLC support of CUPW, and for increased rank and file participation at CLC conventions, at the 1979 CLC convention.

In B.C., CUPE, the BCGEU and the B.C. Federation of Labour mobilized to support CUPE strikers in the Nelson/Kootneys strike in order to defeat forced joint bargaining; the strike threat and militancy by the RNABC (an independent organization) won long-overdue wage increases for a grossly underpaid and essential group of women workers; and BCGEU and CUPE have been mobilizing against pension cuts.

In Saskatchewan, CUPE activists organized a women's caucus before the last provincial CUPE convention to insure that women's and lesbian and gay issues were taken up. And the last CUPE convention adopted an action program which included building coalitions with feminist, community, teachers, parents and daycare groups to fight service cutbacks.

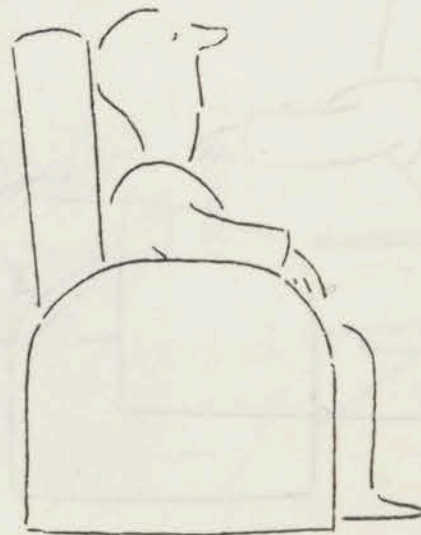
This has already resulted in big demonstrations in Ontario and Saskatchewan. The last CLC convention adopted the inclusion of sexual orientation as a contract item. A recent conference organized by the B.C. Federation of Labour's Women's Rights Committee examined sexual harassment in the workplace and recommended the formation of women's committees, steward education and the need for the unions to discipline male members who harass women. The Steelworkers and the women's movement in Ontario have backed the affirmative action campaign to get women back into Stelco. The list goes on.... These examples demonstrate the impact of increased rank and file activity inside the CLC, whatever position the leadership might hold.

We think that these facts show unmistakably that the struggle for women's issues is no longer confined to a handful of feminists and progressive organizations. It is becoming general. What better time for AUCE to join its forces with those of CLC women? With our history and principles we can only strengthen and provide leadership for the struggles to come.

The massive participation of the Quebec labour organizations in the demands for daycare, paid maternity benefits and equal pay, and of the British trade unions in the present abortion struggles (60,000 feminists and trade unionists in the streets) are examples of what can be achieved by a strong, united, feminist movement that carries our experience into the traditional "houses of labour".

AUCE's 2,500 workers have a crucial part to play in this process because of our history and experience of organizing ourselves as working women—a history and experience we would like to share with other workers in Canada's largest public sector union, CUPE, and larger labour organization, the CLC.

The vital question for us is this: where will self-organized women workers have the biggest impact?



We are convinced that feminists inside "the house of labour" can provide a real leadership in building women's committees, focusing labour's attention on key women's struggles and strengthening the ties between organized and unorganized women workers, and linking the feminist movement outside the unions with women organizing inside the CLC. It is really important for this to occur so that women from both the public and industrial sectors—UAW, USWA, IWA—can resist attempts by employers to force us into and keep us inside an underpaid "job ghetto" (let women do women's work"). And this resistance will be enormously strengthened by the women's movement outside the unions raising issues and mobilizing support for them.

With inflation running at over 10%, with unemployment rising and the recession deepening, attacks on the jobs and living standards of working people are growing more frequent and more severe. And women are in the front line of the resistance to these attacks.

Unorganized women need support

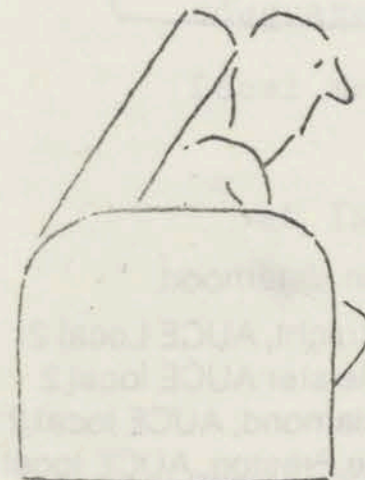
Women on welfare, clerical workers in the private sector, restaurant employees—all need the strength of the whole of the women's movement *and* the entire labour movement if they are not to be victimized in the process.

The AUCE 2 strike at SFU showed that the reverse is also true: the Industrial Inquiry Commission accepted the claim that some union wages should be compared with those of unorganized workers. We cannot allow ourselves to be divided along lines laid down by employers, or stand aside from the struggles of the majority of women workers in the labour movement.

There is yet one other reason for AUCE helping to unify women's struggles at this time and that is our own ability to survive.

We do not underestimate the determination of our members to struggle. But we do question whether we have the *resources* to defend ourselves against the attacks that lie ahead. The tradition of "volunteering" for union work that has played such a large part in AUCE's history effectively excludes the involvement of working mothers, for instance, when they are faced with three, four or more meetings a week. Yet this is what is required of people in a situation where resources—money to pay legal expenses, specialized research, and so on—are scarce. We have been able to provide little union education or information about the struggles of other workers for our members, or build a strong steward system, because of the pressure of work on union activists. Yet it is only in this way that we can guarantee the full and informed participation of every union member.

We want the gains of AUCE defended while joining the Canadian Labour Congress. To do so, we believe that we should set conditions for a merger with any existing CLC union and that, if these conditions can be met, they should be written down in a formal letter of agreement. If we fail to obtain any of these conditions,



then we should fight to be admitted on our terms to a CLC union and win support in that fight from rank and file members of CLC unions. We believe that this is a fight they would fully understand and support.

We do *not* support merger at all costs but only on a basis that would provide the best of both worlds: AUCE gets the resources and organization links we need while maintaining a publicly agreed level of autonomy. We see this as particularly important in such areas as: our right to maintain ourselves as a provincial local, to control our own staff, keep our existing contracts and the right to negotiate future ones, and to opt into those programs that the union in question provides.

Up to this point, we are convinced that the process of considering affiliation and merger has been democratic within AUCE and that it in no way constitutes a "raid". To characterize it as such is to misunderstand the union democracy that AUCE members support: *the right to full debate and vote by all members on issues affecting their own organizations as workers.*

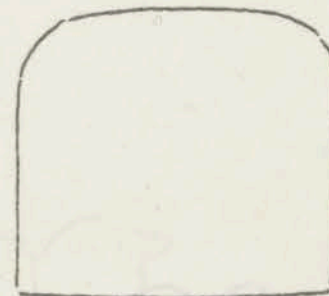
It was on this basis—and for many of the reasons outlined in this open letter—that the AUCE convention of April 1979: "RESOLVED that AUCE attempt to affiliate with the CLC and that if AUCE is not successful in attaining affiliation intact as AUCE, then a Special Convention shall be called to further discuss terms of affiliation with the CLC."

Such a convention took place in April 1980 and voted to put the entire issue to a referendum ballot of the membership in a number of stages to allow debate and self-criticism. We are now in the second stage of this process, following the members' decision to vote for affiliation with an existing labour organization.

We have found the debate so far extremely useful and consider that we were wrong at the time to criticize the number of stages and the length of the process: we need this time.

If the process goes through the third ballot and brings up the question of merger to a CLC union, we would like to see a Special Convention to debate and decide negotiating principles and give a mandate to the negotiators. And finally, we would like to see another convention decide how any agreement to merge should be ratified or rejected.

Finally, we do not see merger and affiliation as the "liquidation" of the principles upon which AUCE was founded and for which it has fought. Rather, we imagine the impact of hundreds of public sector women actively engaged in helping unorganized private sector sisters unionize. We imagine the impact of thousands of workers on the first picketline of bankworkers. We imagine the impact of a demonstration of thousands of trade unionists for abortion or against sexual harassment. And we imagine a feminist conference of several thousand CLC rank and file delegate women from all over the country. It is only when working women make a real struggle for their needs inside the trade unions that we will create the basis for a mass movement of working women.



Yours in sisterhood,
Carol Knight, AUCE Local 2
Joan Meister AUCE local 2
Sara Diamond, AUCE local 2
Michele Preston, AUCE local 6

September 15, 1980



OPEN LETTER

to the AUCE Provincial Executive
from the AUCE Members' CLC Affiliation Caucus

The results of the last ballot widely vindicate the position pro affiliation to the CLC; however, the turnout and the abstentions clearly point out the need for a good discussion of the merger vs lobbying issue before the next ballot comes out.

There has been little or no discussion at Local meetings during this long-drawn referendum process.

At a recent meeting the AUCE Members' CLC Affiliation Caucus voted to ask the Provincial Executive take the lead in organizing meetings in each local, as soon as possible, regarding the lobbying vs merger question before the next ballot comes out. This caucus which has been making efforts to promote discussion on affiliation at a local level is ready to help you have the merger view adequately and fully represented at each of these Local meetings.

AN INFORMED VOTE IS A DEMOCRATIC VOTE!

For the AUCE Members' CLC Affiliation Caucus:

LB Nelson

Lisett Nelson
879-3246

cc: Locals 1, 2, 4, 5, 6

FROM SOME TENANTS IN THE HOUSE ... OF LABOUR

AN OPEN LETTER TO THE MEMBERSHIP OF A.U.C.E.

Dear Sisters and Brothers:

We are members and officers of CUPE Local 1341, Selkirk College. Some of us are former members of AUCE Local 3 (David Thompson University Centre). We hope you will excuse our intrusion into the AUCE Affiliation debate. We do so only in the interests of democratic trade unionism, and in the belief that we may have some useful insights into the workings of CUPE and the CLC.

In the winter of 1978, CUPE Local 1341 absorbed AUCE Local 3, by order of the B.C. Labour Relations Board. The LRB had ruled on an application by Selkirk College for a "clarification of certification attendant on their assuming management control of the former Notre Dame University campus. The day before the LRB ruling, 1341 went on strike against Selkirk College and participants, with four area school board locals, in the strike-lockout which culminated in the back-to-work legislation known as the West Kootenay Schools' Collective Bargaining Assistance Act.

STRIKE-LOCKOUT -

The two key issues in this strike-lockout were:

- * a calculated and concerted declaration of war on the wages and working conditions of public sector workers. Thanks to the special interest of the then-Minister of Education, Pat McGeer, educational institution employees were given the honour of being the first to be dumped in the trenches. The instrument chosen to prosecute this war was an accredited employers' organisation, the British Columbia School Trustees' Association.
- * a determined stand by the locals in the area to resolve this attack and in particular to resist the attempt by the accredited employers' organisation to impose a master contract. In short, a fight to preserve local autonomy.

This fight against accreditation was in complete accord with national and provincial CUPE policy which had passed numerous resolutions condemning accreditation in the public sector. Imagine our embarrassment, when, after seven weeks on the picket line, the B.C. Division Director of CUPE informed us that the anti-accreditation stand had been "received for information only" at the last B.C. Division convention. We began to detect a certain ambivalence on this matter.

At the height of the strike-lockout, the leadership of all the locals involved were summoned to Victoria and treated to a classical big union pressure session. After the wining and dining, officers of the CLC, CUPE National, and CUPE Division delivered their message: 'Get your asses back to work. The government is preparing back-to-work legislation. This is heavy politics now, we have to provide the NDP with ammunition for a legislative fight, so give up your battle with your employers'.

The net result of all this was Bill 46, with the famous extension of the Essential Services Disputes Act attached as a rider. The response of the B.C. Federation of Labour and the CLC was instantaneous and meaningless. A province-wide series of rallies was held, condemning the legislation and calling for an all-out effort to elect the NDP next time around. Not one call for support to the striking locals. To this day, the B.C. Division holds the West Kootenay locals, and 1341 in particular, responsible for the enactment of this anti-labour legislation. The soldiers marched a little too well to suit the generals.

/Continued...

CUPE Local 1341 members - con't

28

ARBITRATION 'AWARD'...

Binding arbitration was the result of the foregoing. We must say that the local received first-class assistance from the area staff rep. (who had been the vigorous co-ordinator of the anti-accreditation fight) and from the CUPE National Research Department which helped prepare the arbitration briefs. The B.C. Division remained ominously silent.

The arbitration "award" left the most contentious issues between 1341 and Selkirk College unresolved, particularly the matter of the clerical and cafeteria workers' pay rates. To the present, the former AUCE people retain their superior pay rates, while their counterparts in Castlegar (the original members of CUPE 1341) work for up to two dollars an hour less. The reluctance of the (binding) arbitrator to intervene was really an invitation to the employer to continue a war of attrition which we are still engaged in, one and a half years later.

Within two months of the arbitration, Local 1341 filed some 115 grievances. We appealed to the CUPE Division leadership for assistance in getting the arbitration enforced. (Management was claiming that there was *no* collective agreement). No response from the Division. The staff rep was kicked upstairs to Alberta. The National Research Department person was recalled to Ottawa. The CUPE giant was beginning to stir. The CUPE Local 1341 Bargaining Committee was called to Vancouver for a meeting with Selkirk College management, CUPE Division Officers, and the arbitrator. This meeting is very difficult to describe. We went expecting the B.C. Division to pressure the arbitrator to enforce his own arbitration.

PUSHING UP DAISIES

What we faced at the table were three like-minded groups, united in their disgust with us. We didn't grasp the realities of the situation. We had been legislated back to work and subjected to binding arbitration. We were supposed to confine our activities to pushing up the daisies above our cemetery plots.

Several months later, a team of job evaluation experts flew in from Ottawa and Vancouver. They told us that job evaluation was probably the answer to our problems. They flew back to Ottawa and Vancouver. Time passed (as in a dream). The Director of the B.C. Division of CUPE and several of its existing officers visited us and set up a meeting with Selkirk College management. We were not permitted to attend that meeting. We will probably never know what transpired at that meeting. We speculate alot.

We have recently been advised by the Division, that a meeting between the B.C. Division Officers, and the Deputy Minister of Labour has taken place. The meeting was ostensibly to determine whether or not our situation warranted a meeting with the Minister of Labour himself. The decision was negative. Since no reps of the Local were present we have no way of knowing how this decision was arrived at.

LOCAL'S RESOLUTIONS CHALLENGED BY CUPE APPARATUS -

By the time this summer's CUPE (B.C.) Division Convention rolled around, our local had come to the conclusion that the best we could hope for from the CUPE apparatus was to be left alone. We were not to be so lucky. At that convention our credentials were challenged. Almost all of our 15 resolutions were challenged by the resolutions committee. The right of one of our officers to stand for Division office was challenged on procedural grounds; it took a half hour floor fight and a vote of the entire convention to overturn the ruling of the Chair on this question. We were generally treated like pariahs, disrutees, and all round nuisances.

/Continued.....

We have read with interest the argument put forward in AUCE's debate concerning the opposition within CUPE, and AUCE's chances of strengthening that opposition after a merger. Based on our observations of the last B.C. CUPE convention, and elsewhere, we have a few comments.

First, there *is* opposition in CUPE and we admire it and respect it. We think this independent opposition draws great strength from the independent trade union movement of which AUCE is *now* a part, particularly in regard to women's issues and issues of union democracy, which AUCE and other independents are free to fight for in ways undreamed of by those caught in the CLC labyrinth.

We would go so far as to say that the more control the official "house of labour" has over the labour movement at large, the worse off its internal opposition will be.

ASPIRING CAREER DIPLOMATS -

Put another way, if all the opposition pots are boiling on one stove, they are a lot easier to switch off.

Then there is the not so independent opposition. In CUPE it is sometimes referred to as the official opposition. At the last Division Convention, on its last day in fact, a slate of opposition candidates for Division officers appeared out of nowhere. No program for this slate appeared. No speeches explaining why the convention should vote for this slate and oppose the incumbents were made. They quite simply just stood for office.

Cautious inquiries led us to the conclusion that this opposition slate consisted of a portion of the "left" in loose alliance with aspiring career diplomats. The roughly 30% of the vote won by this slate provided a tidy outlet for the anti-apparatus feeling at the convention.

The toleration of this "opposition" by the CUPE bureaucracy is traced to their basic agreement on some fundamental issues: they both yearn to play the part of labour statesmen on the tripartite boards they see in the future. They favour regional and master bargaining strategies. They believe that control and manipulation of the union membership is their entre to the corridors of power. They get very hostile when anyone mucks around with their ability to exercise that control. It is this opposition which is now busy pinning the label of "adventures" on CUPE Local 1341. Some adventure!

DOES AUCE NEED CUPE'S BRAND OF SLIME? -

This has been a rather tangled tale. We thank you for taking the time to thread your way through it. We hope that the point is clear. Does AUCE really need to voluntarily immerse itself in this kind of slime? We, and hopefully other opposition groups in the CLC, look forward to a long, hard fight in alliance with a truly independent labour movement. We hope you decide to survive as AUCE, and continue to be part of that alliance.

Yours in Solidarity, (SIGNED)

Roger Cristofoli
Sigrid Shepard
Louise Soukeroff

Steve Geller
Mickey Kinakin

Dee Engleman
Jeanette Poty
Shirley Bonney

Ross Klatte
Marilyn Strong



HUMAN RIGHTS COMMISSION RECOMMENDS FURTHER AREAS FOR LEGISLATIVE PROTECTION AGAINST DISCRIMINATION IN ANNUAL REPORT FOR 1979

The annual report for 1979 of the Canadian Human Rights Commission was tabled in the House of Commons on April 28/1980.

In addition to reporting on cases of discrimination, the Commission has asked Parliament to add new grounds of discrimination to those already prohibited by the Canadian Human Rights Act. The Commission is proposing that discrimination with regard to handicapped persons be prohibited, not only in the field of employment but also with respect to the availability of goods, services buildings and various facilities. This would mean that all federal buildings and all services governed by federal legislation, such as rail and air transportation and banks, would be accessible to the blind, the deaf, people in wheel chairs and all handicapped people.

In addition, the Commission is also requesting that in the federal sector, discrimination based on the following grounds be prohibited:

sexual orientation, political beliefs,
mental handicap, present or previous
mental illness, and previous dependence
on alcohol or other drugs.

The Commission is also proposing to Parliament that a definition of the word "sex" be added to the Canadian Human Rights Act to make it clear that discrimination involving sexual harassment or pregnancy are forms of discrimination based on sex. (NOTE: The Commission is already dealing with complaints involving sexual harassment and pregnancy). Finally, the Commission



is asking that the sections of the act which permit mandatory retirement at a certain age be deleted. This would make discriminatory any policy of mandatory retirement on the basis of an arbitrary age.

Copies of this report may be obtained from regional offices in Vancouver, Winnipeg, Toronto, Montreal or Halifax, or from the Head Office on Ottawa at 257 Slater Street.



NURSES MUST BE PAID AT THE SAME RATE AS
TECHNICIANS DOING THE SAME WORK
CANADIAN HUMAN RIGHTS COMMISSION RULES

The Canadian Human Rights Commission has approved a settlement of a complaint from the Professional Institute of the Public Service involving 18 nurses in Saskatchewan and the Montreal region, dealing with sex discrimination in wages paid by the Treasury Board.

The complaint alleged that the nurses, employed by the Correctional Services of Canada in Saskatchewan and Montreal, were being paid less than technicians, all male, who carry out the same responsibilities.

The complaint had been lodged on June 13, 1979, and the settlement to which the Treasury Board has just agreed involves wages adjustments retroactive to April 4, 1978.

This settlement followed a first one, made last February, that involved nurses working at the Dorchester and Springhill Penitentiaries.



NORTH SHORE WOMEN'S CENTRE

3255 Edgemont Blvd. V7R 2P1

NORTH VANCOUVER

987-4822

To All Concerned Canadians

Re: Regina vs. Pappajohn

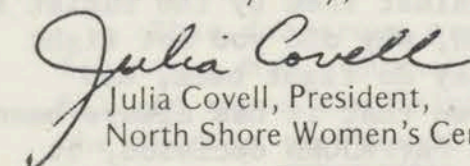
Dear Fellow Canadians,

The North Shore Women's Centre of British Columbia wishes, as a matter of urgency, to draw attention to the dangerous precedent-setting decision made recently by the Supreme Court of Canada in the Pappajohn rape case. The Supreme Court decided that in future a man accused of rape can have available to him the defence of "Honest belief in consent *without reasonable grounds for that belief*." In other words, in future a rapist will not need to prove he had reasonable grounds for believing that a woman was inviting him to have sexual intercourse with her. His "honest belief" will be considered sufficient, no matter how clear to others is the evidence to the contrary.

This decision places a rape victim in a position where any objections she makes to being raped can now legally be ignored by the rapist. We do not understand why Canadian law is making it even more difficult for a woman to obtain legal recourse if she is raped — and this at a time when the incidence of rape is on the increase! We ask that you read the enclosed article and petition which delineates the dangers that women will face in future because of the dangers inherent in the above-mentioned precedent.

Mr. Svend Robinson, MP for Burnaby, will attempt this Fall to bring in a Private Member's Bill to have the Criminal Code amended so that future rapists will not have this precedent available to them. He will also demand that the crime of rape be removed from the definition of "sexual assault" and re-classified as a crime of "criminal physical assault," which description more accurately reflects the crime of rape. We urge all groups and individuals to support Mr. Robinson by obtaining as many signatures as possible on the enclosed petition form, and forwarding them to him at his Ottawa office. We ask also that recipients of this letter take copies of the article and petition and hand them on to other Canadians. It is alarming to see that this precedent is slipping quietly into Canadian law without any prior discussion with that group whose safety it most affects — the women of Canada — or indeed, without Canadians in general even being aware it is happening. Please forward the petition even if there is a mail strike. And phone your MP asking him or her to support the bill. This is not a matter of party politics, but of human justice. We cannot allow politics to dictate the safety of fifty-one percent of the Canadian population. Mr. Robinson needs and deserves the support of all Canadians. We must give it to him — and swiftly!

Yours very truly,


Julia Covell, President,
North Shore Women's Centre

The North Shore's Women's Centre of North Vancouver, British Columbia, wishes to draw attention to the dangerous precedent which has been established in Canada by the R. v. PAPPAJOHN rape case. Although the Supreme Court upheld the conviction of rapist George Pappajohn, a decision was taken which is nothing short of incredible, and which poses a grave danger to all Canadian females. The Supreme Court of Canada judges, all male, who heard Pappajohn's appeal against conviction, agreed that if an accused rapist claims he honestly believed the woman consented to sex, THEN HE NEED NOT PROVIDE ANY REASONABLE GROUNDS FOR HIS BELIEF. In other words, the would-be rapist can feel free to ignore his victim's begging for mercy, screams or kicks. All he need say is that, in spite of all the woman's protests, he HONESTLY believed it was OK - and he need not provide any grounds outlining WHY he believed it was OK!

The origin of this dangerous line of defence for accused rapists is the 1975 DPP v. MORGAN case in the United Kingdom, where the British House of Lords decided (against bitter protests from women's groups and even from male lawyers) that a man accused of rape need not provide reasonable grounds for his professed belief that a woman had consented to sexual intercourse. In the MORGAN case, a woman had been raped by three men at the invitation of her husband. He had told the rapists that his wife would scream and cry, but that was only play-acting--in reality, she liked it. Consequently, although the woman cried and begged the men to leave her alone, she was raped. At the trial, the rapists used the husband's invitation as their defence, and this defence was eventually accepted. The evidence of the victim--that she had screamed and resisted--was apparently considered to be of less importance.

Shortly after the MORGAN decision was handed down, a man who had been convicted of rape had his conviction overturned as a result of the Lords' decision. His defence was that as a result of a conversation with the victim's husband, he too believed she was consenting, even though at the time she was crying. In this case also, the husband had invited another man to rape his wife (R. v. COGAN (1975) All E.R. 1059). In other words, because of the Lords' decision, a woman in England in 1975 lost all say in whether any attention should be paid to her protests that she did not want to be raped. A man's opinion--whether that man was her husband or a stranger--was to be considered to carry more weight than anything she could say or do. Pappajohn quoted the Morgan decision, and although he lost his appeal, the Supreme Court decided to adopt the Morgan decision that a rapist need not have reasonable grounds for his belief that a woman was inviting him to have sex with her.

Victims of rapists have two choices: to physically resist the attacker, with the risk that this will provoke him to use greater force which may result in her death; or to accept the degradation, physical damage and emotional anguish of a rape. As most women in Canada know, women have been advised by police and Rape Crisis Centres NOT to resist strenuously if they are attacked. Women are told to run away if it is possible, they can beg, they can cry, they can scream, but if all these fail, society tells women it is better that they should submit to rape than that they should be murdered...but that if he is caught, the rapist will be punished for his crime. Yet if women accept rape instead of murder, this very acquiescence can be used against them by the rapist's lawyers, who will ask, "If you really did not want to be raped, why did you not fight back?" It is a Catch 22 situation. Women are murdered if they do fight back, and they are damned by the Courts if they do not. It is well known that it has always been extremely difficult for a woman to prove rape. Now, with the PAPPAJOHN decision, it appears women can lose all legal recourse altogether. All the rapist need say is that he HONESTLY BELIEVED THE WOMAN CONSENTED TO SEX, IN SPITE OF HAVING NO REASONABLE GROUNDS FOR BELIEVING SO.

One may ask, "If a rapist is legally entitled to ignore a woman's screams and

protests, what can a woman do to make it absolutely clear she objects to being raped?" The answer to this, since the PAPPAJOHN decision, is--nothing. Whatever she says is going to be ignored, whatever she does is going to be ignored, whatever she screams is going to be ignored. The HONEST BELIEF of the rapist will be considered more important than all her kicking and screaming.

The precedent-setting PAPPAJOHN decision represents a carte blanche for rapists!

Incredible? Yes. Unjust? Yes. Insane? Yes. But it is really happening. Women would like to ask, "In what other criminal situation is the HONEST BELIEF of the criminal taken into account?" Suppose you return home and catch a burglar stealing all your silver. You fight for your property--you kick and scream--but he escapes. Later, he is caught. Would any lawyer, judge or jury give serious consideration to the thief's defence if he pleaded that, in spite of all the evidence to the contrary, he HONESTLY BELIEVED you did not mind his taking your property? Such an excuse would be laughed out of court. Let us take another situation. A man is returning home after an evening out, when he is set upon and beaten up by a stranger who happens to get a thrill out of doing that particular sort of thing. The man struggles and fights back. The stranger is arrested. He uses as his defence the plea that while it was true the man had resisted his attack, he nevertheless HONESTLY BELIEVED, WITHOUT HAVING REASONABLE GROUNDS FOR THAT BELIEF, that the man in truth enjoyed being physically assaulted. Such a defence would be swept aside with contempt. YET THIS DEFENCE IS BEING TAKEN SERIOUSLY WHEN THE ATTACK IS AGAINST A WOMAN. Why? Why are women being treated with less justice? There is something sick in this type of reasoning--sick--and frightening. Let us explore further. The scene is a prison rape, with a young male prisoner being sexually attacked by three other prisoners. He yells and kicks, it is useless. He is raped. What we women want to know is, "Can these rapists use the defence that they HONESTLY BELIEVED the young prisoner was consenting to sex, although they had NO REASONABLE GROUNDS FOR THEIR BELIEF?" Will male rape victims receive the same treatment from the courts as female rape victims? Or will male victims continue to receive the protection of the pre-precedent law? Will there be two different levels of justice in Canada for rape victims of the future, depending on the sex of the victim? This question MUST be answered!

Readers will note that in both the MORGAN and the COGAN cases, a husband had invited men to rape his wife, which apparently was enough to throw charges of rape out of court. Once again, as in previous centuries, a wife was reduced to the position of chattel, to be loaned out by her husband in the same way that he might loan out his car. And it is this MORGAN precedent that our own Canadian judges have accepted as being fair and just, and on which they based their PAPPAJOHN decision.

One does not have to think very hard before one can envisage the future. The PAPPAJOHN decision has given rapists a golden excuse for rape, and this line of defence most certainly will be used--how could a rapist turn such a chance down? It is too good to be true! And this at a time when the crime of rape is on the increase!

This dangerous precedent-setting decision of the Supreme Court has spurred Svend Robinson, M.P., Burnaby (telephone number (604)434-4022) to bring a Private Member's Bill to amend the Criminal Code, so that accused rapists will not have available to them the defence of "honest belief in consent, without reasonable grounds for that belief". He also wants rape removed from the classification of sexual offence, and re-classified as a crime of violent physical assault, which is exactly what rape is. It is up to all concerned Canadians to support him, regardless of party affiliation.

Knowing how busy everyone is today, and also that many people have difficulty expressing their thoughts on paper, we have prepared a form letter which we ask all concerned Canadians, both male and female, to sign. The steps to follow are:

1. Sign (do not print) your name and address on the form, and get as many friends as you can to sign their names and addresses also.
2. Make three photocopies.
3. Send the original to the Hon. Svend Robinson, M.P., House of Commons, Ottawa, Ontario K1A 0A6. Send the other three to:
 - a) Hon. Jean Cretien, Minister of Justice
 - b) Hon. Lloyd Axworthy, Minister for the Status of Women, and
 - c) Your own member of Parliament

all at the House of Commons.

Remember, letters to Members of Parliament do not require a stamp. Merely print O H M S on the front of the envelope. (On Her Majesty's Service)

A bother? Of course it is. But we are talking about the safety of your sisters, your mothers, your daughters, your friends, both young and old. The matter is urgent. Surely people can afford thirty minutes to make sure such an injustice is never allowed to become a permanent part of Canadian law? If it does, we will only have our own apathy to blame. It is a disgrace that Canadians should be forced to write even one such letter--but WRITE WE MUST! Mr. Justice Dickson, one of the Supreme Court judges who made this precedent-setting decision, make a very confused statement. He said, "...the crime of rape involves an act--sexual intercourse--which is not in itself either criminal or unlawful, and can indeed be both desirable and pleasurable." It is frightening to suspect that those who administer justice in our courts have not kept up with the latest studies on rape. Psychologists and psychiatrists have proved beyond any doubt that the crime of rape does not involve sexual lust, rather, it is an act which uses sex in order to terrify, humiliate and subjugate the victim. In other words, it is the worst sort of power-trip. The Supreme Court judges apparently do not know that one of the characteristics that rapists have in common is their HATRED AND CONTEMPT for women!

Show this petition around. It is alarming to think that this decision is slipping quietly into Canadian law without any prior discussion with that very group it most affects--the women of Canada. Get those signatures. If this piece of legislation is allowed to stay on the law books, it will be this century's darkest day for Canadian justice.

PETITION

Date:

Hon. Svend Robinson, M.P.
House of Commons,
Ottawa, Ontario K1A 0A6

Dear Mr. Robinson,

We support the Private Member's Bill you are presenting this Fall, in which you will attempt to have the Criminal Code amended so that accused rapists will not have available to them the defence of "honest belief without reasonable grounds".

We believe that the establishment of this precedent in the R. v. Pappajohn case can only encourage would-be rapists, will make it almost impossible to convict those guilty of rape, and has endangered the safety of all females in Canada. We demand that the crime of rape be reclassified as a crime of violent, physical assault.

We call on all Members of Parliament to support your Bill.

Signed,

Name _____

Address

This image shows a single sheet of white paper with horizontal blue or grey ruling lines. The lines are evenly spaced and run across the width of the page. There are approximately 20 lines visible. The paper appears to be from a notebook or a standard sheet of stationery. There is no handwriting or other markings on the page.

c.c.—Hon. Jean Cretien, Minister of Justice, House of Commons, Ottawa, Ontario K1A 0A6
 —Hon. Lloyd Axworthy, Minister for Status of Women, House of Commons, Ottawa, Ontario K1A 0A6
 —Hon. _____, M.P., House of Commons, Ottawa, Ontario K1A 0A6

LABOUR CANADA
PRESS RELEASE - SEPTEMBER 24, 1980.
STRIKE AND LOCKOUT STATISTICS FOR
MAY 1980

Direct time loss from work stoppages due to strikes and lockouts amounted to 510 990 person-days in May 1980, Labour Canada reported today. The number of stoppages was 226 and the number of workers involved was 60 229. The comparative figures for April were 439 380 person-days, 168 stoppages and 49 643 workers involved.

In relation to total estimated working time of non-agricultural paid workers in May, time lost represented 26 person-days per 10 000 person-days worked, compared to April.

Time lost in May includes 14 stoppages in the federal jurisdiction. These involved 2 347 workers and accounted for 7 650 person-days (or 1 percent of all time lost).

Twenty-six of the work stoppages in effect in May involved 500 or more workers. Eight of these were in Services, six each in Manufacturing and Transportation & Utilities, five in Mines and one in Public Administration. Together these 26 large stoppages accounted for 63 percent of all time lost in May.

During the first five months of 1980, the total time lost due to strikes and lockouts amounted to 3 242 440 person-days. Time lost during the first five months of 1979 was 3 115 600 person-days.



THE AUCE FAIRY TALE

PART THREE

AUCE the Mousie has entered the woods to find a diet of nice fat contracts. A Cat has met AUCE and convinced her that it has her best interests at heart. The Cat has offered to take AUCE to the banks of the Mainstream of Canadian Labour where better contracts may be available.

The forest became darker and darker as the two of them followed the winding path.

"Are you sure that you know the way?"

"Never fear, I never forget my objectives," answered the Cat.

Soon the two travelers were joined by a wiley raccoon.

"Where are you taking this delightful little mouse?" asked the raccoon "I know how to treat a fine mouse like this one."

The Cat tried to ignore the raccoon but the raccoon continued to follow the companions.

"Little Mouse," asked the raccoon "do you really think that you can trust an old cat like this one?"

"Of course," said AUCE, "My friend comes from a long line of principled cats and wouldn't dream of deceiving me." The Cat just smiled.

CONTINUED ON BACK COVER - over

Overhead a voice hissed, "Why walk, little mouse? Let me carry you in my mouth."

"Don't listen to him," both the Cat and raccoon warned, "No one in their right mind would trust a Vulture!"

"You can trust me." answered the vulture, "I have International Conventions!" The vulture continued to circle overhead.

Suddenly the cat turned on the mouse and bit off its tail. AUCE scurried into the Forest. The Cat furtively swallowed the tail.

"Why did you do that!" the Cat and vulture shouted, "Now we'll never get that mouse!"

"I had to," answered the Cat, "The LRB made me do it."

They all nodded solemnly for they all knew the power of the LRB.

Will they find AUCE? Will they be able to convince her to continue the journey to the banks of the Mainstream of Canadian Labour?

CONTINUED in the next issue of
AUCE PROVINCIAL NEWS.

**ASSOCIATION OF UNIVERSITY AND
COLLEGE EMPLOYEES (A.U.C.E.)
- PROVINCIAL OFFICE -
#901 - 207 WEST HASTINGS ST.
VANCOUVER, B.C.
V6B 1J8**

SEND TO: