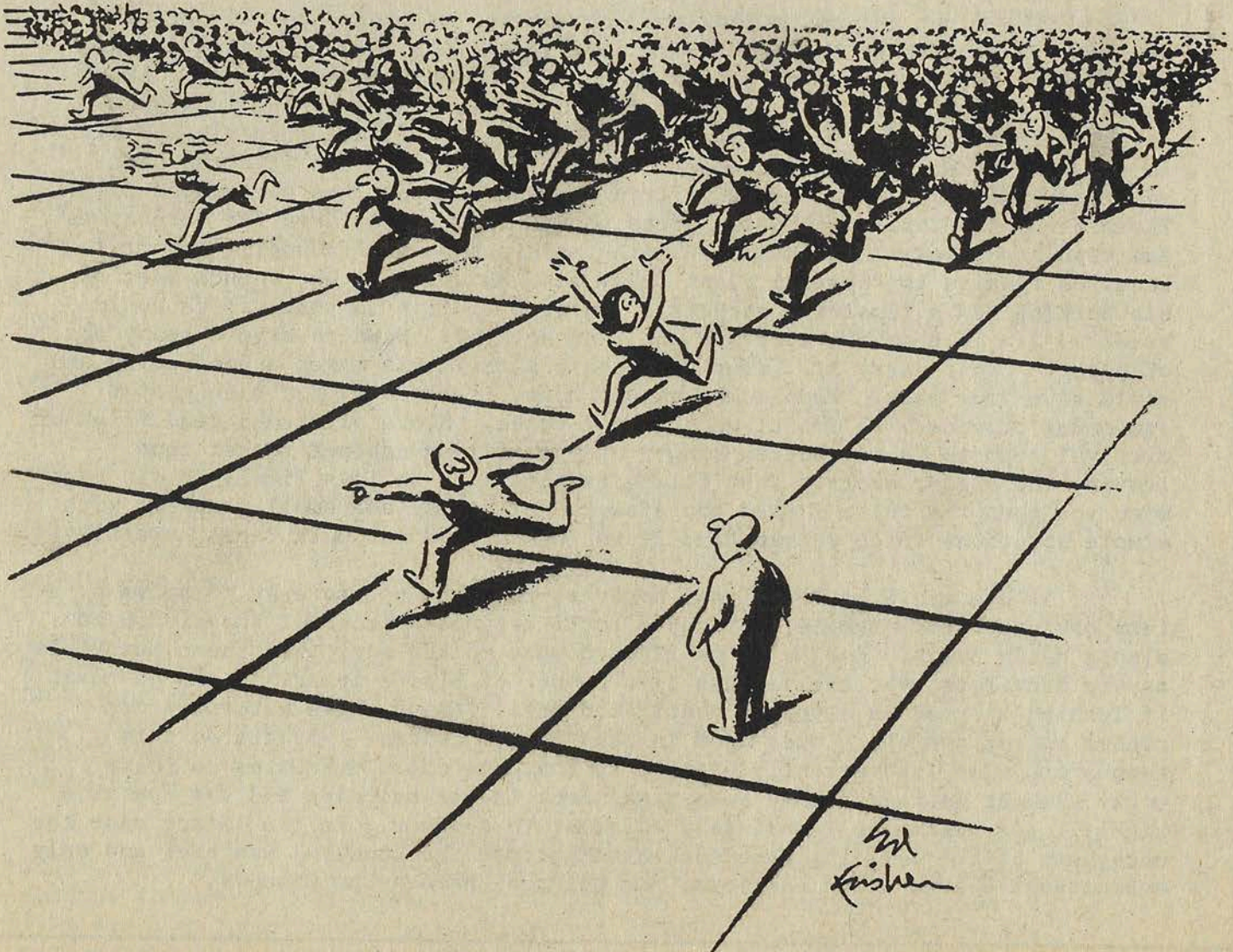




on (& across) campus

association of university and college employees

AUGUST 1980



"Back to Square One!"

P.S.

CLERICAL HEALTH HAZARDS?

COMMUNICATIONS COMMITTEE EDITORIAL

Most people think that a clerical worker's job and workplace are relatively clean and free from the dangers faced every day by industrial and technical workers. After all, we don't work with heavy machinery. We don't have to move large, heavy items. We don't work with dangerous chemicals. Therefore we don't have to worry about worker safety conditions and emergency procedures. ...Or do we?

Have you ever looked carefully around your workplace? Really carefully. Just how many things do you do every day, or are exposed to on a regular basis, that could be detrimental to your health? This doesn't mean only those things that could cause disability or illness requiring immediate medical attention. There are other things that, while not having a sudden, traumatic effect, do add up to the point where you might not feel up to par or you believe your health is suffering. Let's look at some of the things you should pay attention to in your workplace.

The first things to look for, of course, are the physical safety hazards. Sometimes we tend to ignore that typewriter cord stretched across the floor. You remember you placed it there, but what about your co-worker? On second thought, will you remember if you are in a hurry? The long-term solution is to get your Department to budget for additional electrical outlets in the areas where they are needed. That may take time, but it's the best solution. Remember, you can still trip over a cord that has been taped down. Those of us who work in carpeted areas should inspect the area for worn spots and rips along seams. Although building maintenance staff usually report required repairs to Physical Plant (they have an employee who spends most of his working hours repairing carpets), you or a visitor to your office could break an arm if the worn spot has not been noticed. Need to move a heavy box of paper? Don't carry it. Your desk chair with wheels makes a good dolly and could save your back. People who handle heavy items every day have proper equipment provided. We don't; we hurt our backs. Store all those dead files or archival reports in the bottom drawer of your filing cabinet rather than leaving the drawer empty. Your filing cabinet will be less likely to tip over when you open the fully loaded top drawer. All these are small problems with simple solutions which we can find if we look around our workplaces carefully.

There are other problems, however, that are not so easy to solve or are less obvious. For example, we handle toxic materials in small amounts on an almost daily basis. Rarely do we give thought to the fact that these materials may be dangerous, yet the vapours of a number of office materials can be toxic if inhaled or used in a poorly ventilated area. Among these materials are rubber cement and the fluids used in many copy machines. Workers on this campus are also inadvertently exposed to toxic material unrelated to their work. Recent instances have been a gas leak in one building and the use of a highly toxic pesticide immediately adjacent to another. In the latter case the occupants of the building were not warned before the chemical was used and only evacuated the area after the spray had entered through the windows.

Perhaps one of the most recent causes for widespread concern is the ever-increasing number of video display terminals being used by clerical workers across campus. The computerized word processing systems which use these terminals offer the possibility of making our jobs easier and pleasanter by doing away with some of the drudgery associated with retyping long manuscripts and by making our workplaces generally quieter. There are, however, some possible health hazards associated with the video display terminals themselves. These instruments work on the same principle as a television set, therefore, they should emit no more radiation than a colour TV does. But, when you are sitting in close proximity to a video display terminal for a large portion of your working day you should be sure that the terminal is not defective and that it is not emitting radiation. Even though all tubes are checked when the instrument is manufactured does not mean that it is automatically safe once it has been installed. The University has a radiation protection officer who is equipped to test for a number of types of radiation emissions. Having each of the video display terminals in your Department checked at least once a year as part of their regular maintenance should be undertaken for your own protection.

Other difficulties with the video display terminals are not as potentially dangerous, but are more easily recognized by their users. These problems are eye strain, headaches, and other stress caused by glare, high contrast, or poor focus. Thought must be given to locating video display terminals properly. They should be placed so glare from bright lights and windows does not fall on the screen. You should be able to adjust the contrast on the screen to suit your preferences (lower contrast seems to be easier on the eyes). The focus should be examined before each session; one tends not to notice when the screen is not in clear focus until stress or exhaustion set in. Most important, you should take regular breaks away from the terminal; get up, move around, intersperse terminal work with other tasks. You will find that this change of pace leaves you far less tired at the end of the day so you can enjoy your leisure time more fully. Ignoring these seemingly small problems, on the other hand, can lead to a general feeling of poor health.

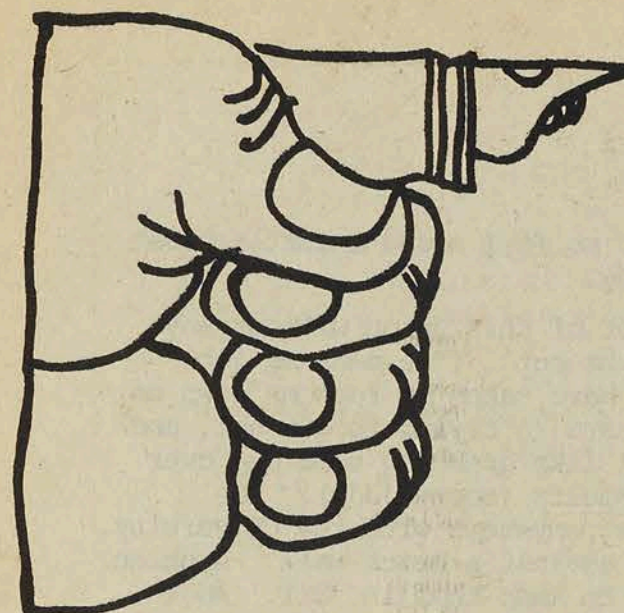
What do you do if you find an unsafe or unhealthy situation in your workplace? Read Article 24.01 and 24.02, Working Conditions, in your Union Contract. See if the problem can be solved immediately and easily by you, your supervisor, or the Department Head. If not, or if you are unsure what to do next, you may feel it necessary to contact the University Safety Committee (Lid Strand, 2871, is the AUCE representative to this Committee). Gas leaks and similar problems should be reported immediately to Physical Plant Trouble Calls (2173). Problems arising from radiation or chemical contamination should be reported to the Radiation Protection and Pollution Control Officer (2643). You should also notify the Union Office of the problem and what you have done; they may be able to offer further suggestions. If the problem is a very serious one that could cause injury to staff or the public and you have covered all possibilities for rectifying the problem and gotten no action, it might be time to ask Worker's Compensation Board to look at the situation. They have minimum standards for working conditions and if the problem area does not meet these standards it can be shut down until improvements are made. This is a drastic step, but you should know that the possibility of using it exists.

One other area that we can brush up on are emergency procedures to follow in case of fire, injury, poisoning, etc. Do you have the emergency numbers posted by your phone? If not you can obtain emergency number cards from the U.B.C. Endowment Lands Fire Hall (2505). Clerical workers are perhaps the most frequently encountered workers on campus. It is therefore more likely that we will be called upon in an emergency to contact the proper agencies. We should know what to do.

SUMMARY OF HEALTH HAZARDS IN FEMALE-DOMINATED OCCUPATIONS

Occupation	% Women (if known)	Hazard	Possible Health Problems
Airline Flight Attendants	86% (1976)	fatigue caused by changes in time and climate, jet lag, work stress, noise, loss of sleep	changes in heart-rate, body temperature, blood pressure, liver & kidney function, menstrual cycle
Cleaners (house & office)	19%	cleaning products	skin irritations and house-maids' knee
Dentists, dental nurses, assistants & technical hygienists	3% women 68% women	exposure to radiation anesthetic & mercury vapours	liver disease, spontaneous abortion among dentists' wives, central nervous system changes: mercury can cross the placenta & radiation is very dangerous for fetus
Electrical & Electronic workers	42% (1971) 67% (1971)	many chemicals, eg. arsenic, asbestos, lead, mercury, phosphorous radiation, etc.	skin irritations, poisonous if inhaled or swallowed
Farmers & farm workers	3% (1971) 24% (1971) usually the wife also farms	pesticides, insecticides, fungicides, climatic extremes, commercial solvents	allergies, bacterial infections & viruses, lung diseases, skin cancer
Hairdressers	51%	commercial products, long hours of standing, hair tonics, soaps, detergents, perfumes, nail polishes and dyes, hair-spray	bacterial infections skin irritations, possible cancer, liver, bladder ailments, respiratory diseases
Hospital employees — nurses, doctors, lab. tech., cleaning & laundry staff, cooks & dieticians, physiotherapists	60% approx.	anesthetic gases (long term exposure through faulty equipment) radiation	spontaneous abortion, congenital abnormalities in children, cancer leukemia, reproductive problems, kidney & intestine problems & nausea, viral hepatitis, tuberculosis, rubella
Laboratory workers & related personnel	73% approx.	contagious stress & mental pressure bacteria & viruses radiation toxic chemicals	infections — many viruses can cross the placenta bone marrow damage, etc. skin irritants, marrow damage, reproductive products, liver damage, red blood cell damage
Launderers & dry cleaners	62%	chemicals & dirty clothes, solvents	sores, pimples & scaling skin, accidents common, cancer may be danger during pregnancy
Office Workers	75% (1975)	poor ventilation, lighting, noise, monotony, alienation from work, lack of exercise, stress	physical & mental stress most usual results heart disease, ulcers, hypertension
Salesclerks	66%	standing	varicose veins, feet problems
Teachers	60% pre-university level	contact with children, stress	contagious diseases, ulcers, hypertension, etc.
Textile industry	80%	chemicals, lint & dust, noise, fatigue, asbestos	skin, internal cancer, lung diseases, asbestosis (lung cancer)

LETTERS⁵



WITHOUT PREJUDICE

July 28, 1980

Carole Cameron
Union Organiser
AUCE Local 1
2162 Western Parkway
Vancouver, B.C.

Dear Carole,

We are writing in reply to your communication dated July 11, 1980.

The original intent of our two communications, both to the Union and to Mr. Lomax of the Finance Department, seems to have been misinterpreted. (These communications, incidentally, have never been acknowledged.) It was not our intention to undermine the Union, but merely to register our dissatisfaction over an unfair vote. Before writing, we had called the Union Office on a couple of occasions — once to ask when the vote was being held (we found out then that the balloting had already taken place) — and at this time verbally voiced our dissatisfaction. We were not informed during these conversations about how to make a formal complaint.

We are willing to pay the same assessments as other Union members on campus, however we believe that more stringent measures should be taken to ensure that all members are notified of important ballots within the time period stated in the Union Constitution.

Sincerely,



THE EXECUTIVE WILL RESPOND TO THE ABOVE LETTER AND TO THE ORIGINAL PETITIONS IN THE NEXT NEWSLETTER.



Herland
G. Gregor
Janet Tomkins
Janice Ray
Nancy Carter
Shelomo Vachnessa
J. Quin

May 23, 1980

Dear Mr. Dionne:

This letter is not intended to be malicious, so if I sound a little upset its only because I've been screwed around for so long.

I've been trying now for two years to get out of this union without any results. I've sent letters stating the reasons I want out. I've sent my job description directly to you. Union representatives have taken my reasons down on paper. Ken Andrews has been assisting me for two years in trying to get out, and nothing happens. It's got to the point where I feel like grabbing some one over there by the throat and squeezing till I get some results (sorry Judy). You people are always complaining about how you can't get anywhere with the University. Well you're just as bad. It's like banging my head against a brick wall. A union is supposed to be for the people, it's not supposed to keep them in jail. Am I not free to choose the union I wish to belong to the same way you're free to choose your religion. If you people were truly on my side, you would sign the release papers and let me go. There can't be that much red tape involved. I would like to see this printed in your paper.

Randy Harrett
Print Shop
Education

Dear Randy:

I feel it is important to respond to your letter since there are some facts about unions which you are not aware of, and I am the one responding since I have spoken to you before and do know something of your circumstances. Some of your statements are correct. We have received your job description along with requests from you and the other AUCE member in the Print Shop asking out of AUCE.

You are correct when you state a Union is for the people, all the people. You are a Clerk 1, your job duties are those of a Clerk 1 and Clerk 1's are covered by the AUCE certification. You work in a situation where two CUPE technicians work as well. Because your own job duties are not too stimulating and because the CUPE jobs are probably more interesting and because all four of you working there are men and because when one person is away and help is required you assist with the CUPE jobs, you want this union to agree that you should be in CUPE too. The union's position has nothing whatever to do with you personally Randy. We are protecting the two jobs in that department covered by this union's certification at UBC. The union has discussed your job with the Employee Relations Department and it does fall within our certification. Mr. Andrews is not being honest with you, if in fact he has led you to believe he is working to get you out of AUCE. He should have given you the explanation I just have. There is nothing such as release papers that would get you out of AUCE and into CUPE. Please give some consideration to the above and if you really wish to be in CUPE, apply for one of their posted positions.

In the meantime, you might ponder the following - you have spent some time over the past two years helping out with the CUPE positions. Has the University or CUPE shown any appreciation by paying you at their rates?

Carole Cameron
Union Organiser

LETTERS

YOU CAN ALL BE THE JUDGE

You, as members of A.U.C.E. Local 1, have the right to know why the Executive of A.U.C.E. Local 1 requested my resignation and the reasons behind it.

This is not intended to be a rebuttal to the report title "Report to the Membership of A.U.C.E. Local 1", which was attached to the Agenda of Thursday, July 24, 1980, but only to shed some light on the inaccuracies of this report. Although the report in question is not signed, it was written by Lid Strand, member of the A.U.C.E. Local 1 Executive, and President of the A.U.C.E. Provincial.

The following is to the best of my recollection what occurred at approximately 10:00 a.m. on Friday, May 23, 1980:-

I received a call from John Tutlis of the Copy and Duplicating Centre, (he was not a shop steward, as stated in Lid Strand's Report), reporting that since 8:30 that morning some A.U.C.E. members were working on the press, performing a printing task that he believed was normally done in the Registrar's Office, by A.U.C.E. workers. I asked John Tutlis why the job was started. He replied that the Press Operators were fairly new employees to the Copy and Duplicating Centre, and did not really know for certain if the task in question was normally done in the Registrar's Office. As I was not familiar with the work, I could not direct the Press Operators to stop performing the task in question, neither was I asked to do so by John Tutlis at the time of his phone call. The reason for my hesitation was, approximately one week prior to John Tutlis's phone call one of the printers had received a letter of discipline for refusing to carry on a task. I therefore suggested that the Press Operators carry on doing the work, until John Tutlis or myself established if the Job in question, was in fact, Registrar's Office work.

I then proceeded to the picket lines in search of Donna Keith. (She is the Press Operator in the Registrar's Office Print Shop.) As she had already finished her picket shift, I was told she would probably be in the Union Office. I went to the Union Office and after a discussion with Donna Keith, she established (without going to the Copy and Duplicating Centre), that the job in question was definitely work which is normally done in the Registrar's Office Print Shop. I explained to her, the job in question was already being printed by the Copy and Duplicating Centre printers, I also questioned her on the importance of the work, as far as the University was concerned. Donna Keith replied that the job in question was behind schedule and that it had lost its importance.

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LETTERS

She did not at any time during our conversation, give me any opposition to the continuity of the job being performed by the Copy and Duplicating printers.

Upon Return to my office at approximately 11:15 a.m., I was informed that John Tutlis had phoned. When I returned his call he had also found out that the work in question was indeed Registrar's Office work, and asked for advice. I suggested to him that they stop doing the job and wait for management reaction.

At approximately 12:10 p.m. reaction from management was heard. I received a call from Robert Grant, Director of The Employee Relations Department. He informed me that the A.U.C.E. members at the Copy and Duplicating Centre were refusing to carry on a printing job which had been assigned to them earlier that morning. He told me that the job in question was requested by Information Services. I related to him that the job in question had already been established by an A.U.C.E. member of the Registrar's Office Print Shop, as work normally done in the Registrar's Office.

He then requested the following: that in the interest of good faith and in order to ease the tension for a friendly return to the negotiating table for a meeting that was scheduled for 1:30 p.m. that same afternoon, he suggested that I go to the Copy and Duplicating Centre and ask the A.U.C.E. members concerned if they would carry on the job in question, for the remainder of the afternoon.

As I felt that this was an important decision to take, I proceeded to the Union Office for further consultation. As I recall, no one from the Contract, Executive or Strike Committees, were present in the A.U.C.E. Office, with the exception of Judy Blair (previously Vice-President of A.U.C.E. Local 1). I further discussed the aforementioned Copy and Duplicating Centre matter with Donna Keith, relating to her as well, Robert Grant's request. As Donna Keith did not give me any opposition to Robert Grant's request, Judy Blair and myself (not the printer as stated in Lid Strand's report), proceeded to the Copy and Duplicating Centre and an account of the situation (including my discussion with Donna Keith and Robert Grant's request) was given to the A.U.C.E. members, by explanation to them that the work in question had been classified relatively unimportant by Donna Keith. If they chose to continue the job, as per Robert Grant's request, it could (according to Robert Grant) facilitate a fruitful return to the negotiating table. But as stated in the Executive Sub-committee report, and also in John Tutlis's report, I did not explicitly direct, or request, any of the A.U.C.E. members concerned (in the Copy and Duplicating Centre) to perform the work in question. Furthermore, none of the A.U.C.E. members present at that meeting, showed any opposition to Robert Grant's request, which was to proceed with the work for the afternoon. Again, to correct Lid Strand's report, Carole Cameron does not recall advising anyone of the A.U.C.E. members of the Copy and Duplicating Centre on that day in question.

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For the record, I would like to state that on at least three occasions during the strike, I was in the Copy and Duplicating Centre advising the A.U.C.E. members not to perform work which was normally done by the Registrar's Office. On one previous occasion during the strike, Donna Keith and myself went to the Copy and Duplicating Centre to advise the A.U.C.E. members not to carry on a job, which was established at that time to be a Registrar's Office job. I personally wrote to the Director of Copy and Duplicating Centre, advising him that work normally done in the Registrar's Office print shop would not be printed in the Copy and Duplicating Centre by A.U.C.E. members and that such requests, if made would be in contradiction of article 17.01 of the collective agreement. It was also suggested to the Strike Committee that the A.U.C.E. members in the Copy and Duplicating Centre be pulled out, because they could not positively identify which job was normally done by the Registrar's Office print shop.

To say that I used my position "as President of the Union" to get the work in question done, is grossly misleading. I believe that I took the proper steps at that time. As the Committee members were not available to take such a decision, I felt that I had to inform the A.U.C.E. employees (of the Copy and Duplicating Centre) of the critical situation and let them decide. They decided to do the work on that afternoon as per Robert Grant's request. (The request being - to carry on the job in question, on that Friday afternoon.) As the job was not finished on that Friday, I personally returned to the Copy and Duplicating Centre the following Monday morning to direct the A.U.C.E. members to not complete the job in question, as Robert Grant's request applied only to that previous Friday afternoon.

Maybe the membership of this Union could answer one question for me. Am I guilty of having let the A.U.C.E. members concerned, make their own decisions? I personally believe that in some instances, the President of any union should not use her/his position to influence some decisions and in this instance, I do not believe I did. What I believe to be more accurate is that my presence in the Copy and Duplicating Centre that afternoon, and the fact that I as well as everyone else as that meeting, did not show any opposition to Robert Grant's request, this being the reason that the work in question was continued.

Marcel Dionne
A.U.C.E. Local 1

LETTERS

A VOTE OF CONFIDENCE FOR AUCE

As AUCE members, we are soon being asked by a referendum ballot whether we want to disband our union and "merge" into another union, most likely CUPE, and possibly BCGEU or OTEU.

Why? Good question. We've been told that by becoming part of a large union, we'll have access to "professionals" and seemingly bottomless strike funds ... that we'll stand a better chance of negotiating a good contract with this powerful "House of Labour" standing firmly behind us.

We, the undersigned, strongly disagree with this rosy solution to our problems. We think that AUCE, despite its shortcomings, is remarkably healthy, has a good future, and is still a model union in this country.

The central question in this series of referendums seems to be: is the solution to our problems to go "bigger"?

STRIKES:

Of course, if you're a union with tens of thousands of members, you're going to have a large strike fund. But you've also got hundreds of locals to contend with, and amongst whom the strike fund must be divided. You've also got a centralized strike fund which can often only be given out by national or provincial bodies. How would we have felt during our strike if the "key" to our entire strike fund rested with a national or provincial executive and not our local? And if they gave us money, how much would we get? Well, ask any member of a "big union" -- unless the strike is very special indeed -- you're looking at between \$30 and \$70 a week. Would that have won our strike?

OUR CONTRACT:

Compared to other unionized clerical and library workers, AUCE has excellent contracts. The only big union which some people think has a better contract is BCGEU and that's only because when the NDP was in power a number of years ago, BCGEU got an excellent contract in exchange for political support. Since then it's been an uphill battle for the BCGEU and our wage packages have often been higher than theirs since that time.

How about the nurses' fight for equal pay and their subsequent victory? Why? The Registered Nurses Association is an independent union like AUCE, and they spent a lot of time during the last few years organizing at the grassroots and drumming up a lot of support amongst their members, and from there, the public. Their big increase was almost the same as our big increase years ago when we first formed the union, and were very active and clearly behind our contract demands.

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LETTERS

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Our big battle is the fight for equal pay for work of equal value. That is the same fight as every other clerical union in the country. In these times of economic hardship, the battle will probably be long and hard. But, would we have a better chance at this issue in a big union?

NEGOTIATING:

Imagine the scenario at the next set of negotiations. The members of our Contract Committee or our hired "professional experts" walk into the room to meet UBC's negotiators. What's different? We're in an organization with tens of thousands of workers. We have professional researchers coming out of our ears and we've got one hell of a strike fund (well, maybe we can pay ourselves strike pay of \$50 a week for a year -- big deal!). Do Jane Strudwick and Bob Grant shake in their boots at this new powerful force? No! They know we're the same group of employees and what it all boils down to in the end is that our union is only as strong as its members. They'll offer us what they think they can get away with. What they think they can get away with is what they think the majority of our members will ultimately accept. Sure, there might be a short strike, but if the union is divided about the contract offer, then the University will take their chances and wait us out. If you think that our highly paid, smart professional researchers can convince the University of the merits of our proposals, just ask any of our past contract committee members about the usefulness of rational, logical arguments in negotiations. Or maybe our new experts will be able to devise a brilliant new strike strategy. Just look around at other unions. The only people who can really win decent contracts are those unions whose members are solidly behind their contract demands, and very visibly active, or those unions who can really hurt the employer by threatening a strike.

Some people think that professionals can often even hinder the process of negotiations. Since they are almost always assigned to more than one local's negotiations, they are very busy, and have a tendency not to have the time to report back to the membership as often as our Contract Committee presently does.

DEMOCRACY & SERVICE:

AUCE was formed as a dissatisfied response to the structure and philosophy of the more traditional unions. Have those unions changed? Has AUCE changed? We built into our constitution as many safeguards as possible to ensure that it was the members of our union who ran our affairs not some staff member appointed by the provincial Secretary-Treasurer of a union (BCGEU's would be John Fryer) or by a national executive like CUPE.

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LETTERS

We fought for and won rare clauses like the two-hour lunch meeting and probably the best maternity leave clause in North America. As a union primarily composed of women, we have made sure that women's issues (maternity leave, part-time benefits, equal pay, etc.) have become important issues. We have created a decentralized union federation where the primary power rests with the locals, not with larger bodies like the provincial. Our priority is on membership service. We have three full-time people in our Local #1 union office serving our local and a fourth person at the provincial office. How many union locals can boast of such a high level of service? Not many indeed.

FINALLY & FOREVER: One last point -- if we join any of these proposed big unions, there's no second chance. As representatives of these unions admitted at a Local #1 membership meeting, it is next to impossible to leave once you have joined.

So fellow AUCE members, let's give this issue a long hard examination. Some of us don't mind the idea of AUCE affiliating to a labour body, like the CCU or the CLC, as long as we can keep AUCE intact. Some of us don't mind the idea of fighting for the right to join the CLC intact as AUCE -- we surely did not put up a fight when we asked to join last year (we had already said that if the CLC would not let us join then we would look at other ways of joining). Why should the CLC not take the easy way out.

But, regardless of how you feel about us joining or not joining a large labour body, A STRONG NO TO DISBANDING AUCE!!

You are about to receive a ballot asking you which labour body you would like to join (since you have already voted resoundingly in favour of joining some labour body). On this ballot, vote your conscience. After this ballot is counted, there may be another ballot if you decide to join the CLC. It will ask whether you want to join intact as AUCE, or by merging with either CUPE, BCGEU, or OTEU.

We urge you to VOTE TO KEEP AUCE INTACT rather voting to merge with another union in order to join the "House of Labour".

We've got problems ahead which we'll have to iron out. But, we've got the people and the structure to accomplish that. Let's get on with the work at hand.

And let's give AUCE our vote of confidence!!

Ann Hutchison
Heather MacNeill
Nancy Wiggs

LETTERS



Letter to the Editor

Dear Friends:

I have been a member of AUCE for over five years now, and I am becoming disturbed by a growing attitude in this local that we can't go it alone - that we must join a larger group even if it means dissolving AUCE and giving up the principles that AUCE was founded on.

Part of this attitude that seems to be spreading through AUCE like an infection is that AUCE is too fragile to survive. The real world is too rough and tough for poor little AUCE to survive on its own. Any so, we should join the biggest and toughest labour organisation on the block - that'll make sure that management and the government won't squash us. They'll take good care of us and we won't ever have to worry again.

Those people who believe this are continually telling us that we did so badly during the last strike that we have to get more strength in any way possible - even dissolving AUCE and joining BCGEU, CUPE or OTEU if necessary.

They tell us that principles are fine if you can afford them but giving up some of our principles is worth it in order to keep from being crushed.

Things must be pretty bad if we are willing to give up all those things that we believe in just to survive.

We made many mistakes during our strike and we did end up going back for a settlement that was barely better than the offer that we had earlier rejected - but would we have done any better if we were part of these CLC unions?

BCGEU (with its million dollar strike fund) signed a contract for an 8% increase a year over three years. Many CUPE locals have contracts where their clerical workers have a starting salary of under \$800 month. The OTEU workers on campus are paid less than us.

Sure, they have research, strike funds, and highly trained staff representatives - but they pay much higher dues than we do. They also have far less membership involvement. These unions can also effectively control their locals by using the availability of their resources to influence the policies that their locals follow. Our Provincial Association is unable to place our locals under trusteeship like these other union

can. We would also have to compete with hundreds of locals and tens of thousands of members to get the resources that we need. We would become dependent on others and lose our own strength. Is all this worth denying our past and giving up those principles that we fought for.

The hard work and enthusiasm of hundreds of people organised AUCE. One by one they talked to their fellow employees and convinced them of the need for a union that would reflect the needs and attitudes of those people that it represents. They made mistakes - and learned from them. And AUCE became strong.

Million dollar strike funds don't win good contracts. We have won good contracts because of the willingness of our members to learn how to process grievances, to learn how to fight arbitrations, to negotiate contracts, to try new ideas.

We have become so hypnotised by "resources" and "million dollar strike funds" that we have forgot that these resources are worthless unless we are willing to use them. Resources don't win strikes, or arbitrations - people do.

Rather than dissolving AUCE and being swallowed up by BCGEU, CUPE or OTEU we should re-new AUCE. We should begin to re-organise our divisions. We should begin to participate in AUCE by attending union meetings, making our views known and by (even) volunteering as shop stewards, executive members or committee members. The more we do, the stronger AUCE becomes and the more able it is to represent us. We should stop thinking that others can do our work for us. We must finally face up to the reality that it takes hard work and commitment from each and every one of us to build and to re-build a strong union. Lets begin by rejecting merger and by reaffirming AUCE.

Lid Strand, Registrars Office.



LETTERS

IS TIME RUNNING OUT FOR A.U.C.E.?

Even for those of us willing to agree to the possibility of affiliation, the "raison d'être" for A.U.C.E. was, and still remains, equality in the work force. After years of negotiating this issue, it still exists at the University of British Columbia.

Affiliation will not solve that issue; but only the determination on the part of the membership will. Since the beginning of its existence, A.U.C.E. has strived for social benefits, more participation in management decisions, and has done fairly well. But we are still fighting the Employer for "equal pay for work of equal value".

Since the federal anti-inflation controls elapsed, a major change has taken place in the process and thrust of collective bargaining. Management and Unions got a taste that collective bargaining had to happen, and very probably did happen, without the threat of strike action. Some may argue that the financial implication was the difference, but was it? The membership of A.U.C.E. Local 1 demonstrated its position during the last set of negotiations, and this is my account of how successful we have been:-

I personally see negotiating as a business. Supposedly the employer has the expertise and the resources, and the Union has the striking power of it's membership. I believe that before entering any negotiations, we must have a set of objectives. In our Union, it is the responsibility of the Contract Committee to identify such objectives before negotiating begins. It is highly important to define where you want to come out. What are such objectives worth? What will it take to get them? If the price worth it?

At the outset of this year's negotiations A.U.C.E. Local 1 had a set of objectives. In my opinion at the conclusion of negotiations, only one of the important issues to the Union (job security for employees) was obtained. I ask the question - was a month on the picket lines worth it all? After long months of negotiations, the Contract Committee had watered down the Union's proposals to five demands. The 72 hour strike notice expired and the University was still holding to its position. The Union felt obligated to put into action their selective picket plan. We had been convinced that the striking power of our members would make the University change it's position. For myself, it is very difficult not to respect this bedrock of integrity in belief, but I cannot be thankful to the Contract Committee (of which I was a member) for having promoted through the democratic system, a set of demands that led the membership of A.U.C.E. Local 1 into jeopardy. The leadership of any democratic organization ought to be reminded that the elected representatives of this Union are the servants of the people, not be mistaken for the people being the servants of the elected representatives. I believe that the elected representatives of the Union did not accurately represent the A.U.C.E. membership, but only the majority of those in attendance at the Union meetings.

At the last Union meeting, attended by over 900 members, the majority accepted to send to referendum the same financial offer that the University had made at least one month prior to strike action. Putting a price tag on the strike is worthless if the cost is merely financial, but if hardly any other gains were made, can we honestly justify the whole process.

LETTERS

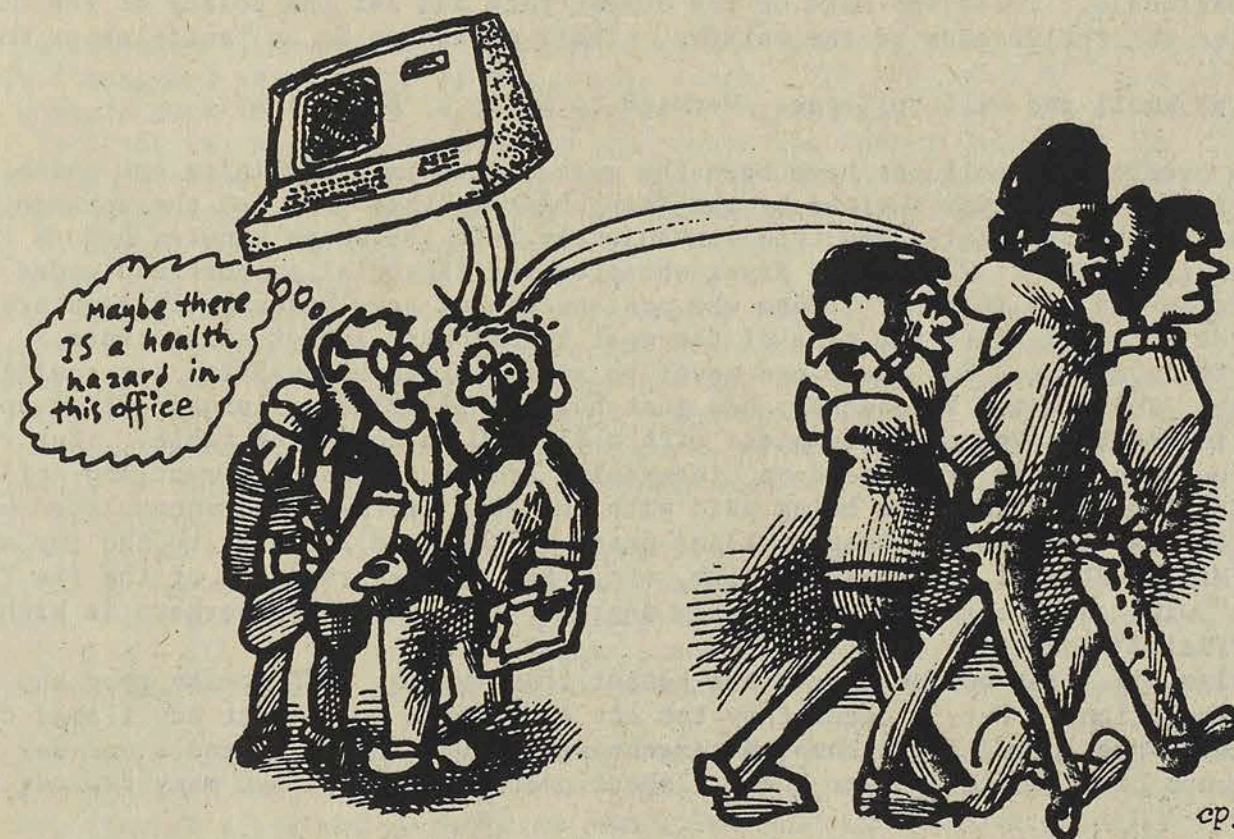
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- 2 -

I strongly believe that labour/management relations at the University campus are not a matter of dollars and cents, but the striving for recognition and self respect. I don't believe that the membership of A.U.C.E. Local 1 gained any of the aforementioned at the conclusion of the last labour dispute.

If we ever hope to recover from this past trauma, and keep some form of believable option, we would be wise to forget the illusion that "to strike is the only possible answer to our demands", and return to the basic outlook that "if the majority of our membership is in accord and the end results are acceptable to all concerned, then, we will have accomplished something.

Marcel Dionne
A.U.C.E. Local 1



LETTERS

WE MUST NOT LIQUIDATE AUCE IN ORDER TO JOIN THE CLC!

LET'S BUILD AUCE INTO A DEMOCRATIC, MILITANT AND PRINCIPLED TRADE UNION!

As activists in AUCE we oppose those who insist that our union dissolve itself as a pre-condition for joining the CLC. Here is our reply to some of their arguments:

1. We must join the CLC at all costs or we'll be isolated from the "labour movement."

The CLC and its affiliates are run more like a multi-national corporation than a workers' union. Wealthy and privileged officials, lawyers and bureaucrats in this "labour movement" have actually become one with the employers and government to prevent workers from fighting against inflation, unemployment, speed-up, health hazards and other ills of the economic system. Dennis McDermott, who earns \$55,000 a year salary plus expenses as CLC president, openly betrayed striking postal workers in November 1978. John Fryer, general-secretary of BCGEU, denounced the nurses winning a general wage increase. Yet this well-paid bureaucrat can sit cheek by cheek with representatives of Alcan, Weston, Cancel, Noranda etc. on the Skeena Manpower Development Committee in order to facilitate the super-profits of these multi-nationals. Those who make up the bureaucracy and set the policy of the CLC are the enemies not the friends of the workers. Their apparatus is an "anti-labour movement."

2. AUCE is too small and will collapse. We need to be in a "big union".

Those who predict our collapse have been the most active in undermining our union. For example, was it not John Fryer invited by the "support committee" who led the workers on to the street during the SFU strike and then conveniently left the scene minutes before the police made their arrests? Was it not Fryer who promised financial support and ended up putting our union \$20,000 in debt? Those who posture behind revolutionary phrases are pushing us by words and deeds into the arms of the most reactionary labour aristocrats.

Size can be important. But there can never be substitution of quantity for quality. The IWA is big. Their union bureaucracy has just built a \$12 million luxury office-apartment complex in downtown Vancouver complete with a \$16,000 "negotiating table." But rank and file IWA workers suffer from speed-up, increasing accidents, unemployment and inflation. The \$12 million luxury offices are being paid with the "big" strike fund accumulated because the "big" union has succeeded in keeping class peace in the wood industry to the joy and profit of MacMillan-Bloedel, Crown-Zellerbach, etc. SFU even awarded one of the IWA "labour statesmen" with an Honourary Doctor of Law degree. Treason to the workers is highly valued by "official" society.

CUPE is also big. But our contracts are better than theirs. CUPE talks good and passes fine resolutions. But in deeds they too act as firemen to put out any flames of class struggle. This spring in Toronto the executive of CUPE rushed to end a one-day strike of Toronto civic workers. For their "labour peace" they sold out many demands of the workers.

AUCE is big enough. We need to improve the quality of our union so that its members and leaders become more effective fighters for the just cause of working people.

LETTERS

3. If AUCE joins a "big union" this will unite the workers.

Big business unions which make up the CLC and AFL-CIO are the worst splitters of the working class. They are all empire builders. Today there is a dog-fight between the industrial and building trades unions for jurisdiction over in-plant construction work. There are constant raids between affiliates and non-affiliates. Trade union "politics" are based on splits, narrow-minded and selfish interests, personal opportunism and pragmatic considerations. But there can be no unity without principles.

Unity of workers is achieved in actions, especially political and economic actions when the workers take to the streets and picket lines for democratic rights, economic security, peace, etc. We need trade union leaders who are not afraid to lead workers in appropriate actions in order to unite and temper the people for the difficult times ahead. Economic crisis, fascist violence, political tyranny, world war are all grave dangers to the well-being of all working people. AUCE should aspire to be an effective organizer and fighter to tackle any issue, small or large, on the principle: One for all, all for one. An injury to one is an injury to all. An AUCE built as a fighter for principles will contribute far more to the unity of Canadian workers than to surrender itself to a "big" but hypocritical and bureaucratic union like CUPE or BCGEU. Let the militants in those unions fight to re-make their organizations into what they should be. We have our work here to make AUCE into a democratic, militant and principled trade union.

4. The CLC and its affiliates are linked to the "workers' party", the NDP.

NDP politicians have consistently opposed workers whenever they went into battle that seriously threatened the profits of the owning class. NDP MPs voted to force striking railway workers back to the job in 1973. In 1978 they helped break the postal workers' strike. In BC it was an NDP government which passed the Labour Code into law. The Code prohibits farm workers and domestic workers, most of whom are women, from the right to collective bargaining. This same BC NDP government passed a law to break the strike of wood, propane, food and railroad workers in October 1975. The Saskatchewan NDP government passed its own "wage freeze" law, and attacked the union of Saskatchewan civil servants. During the last election the NDP took up the war hysteria promoted by the Carter administration and tried to reverse its stand to oppose Norad and Nato.

In short both NDP and "trade union" politics are the same: unprincipled, crooked, hypocritical and two-faced. The marriage of convenience between the labour aristocrats and the NDP parliamentarians is an effective means of keeping Canadian workers passive and incapable of fighting for their own interests against the wealthy and powerful owners and their state.

Let AUCE give rise to politicians of integrity, whose words and deeds are consistently on the side of the workers, the poor and the oppressed against the rich and privileged. A union that fights with integrity for principles can give rise to such leaders. AUCE does not need the CLC or NDP to impose their brand of cynicism, cowardliness and self-seeking corruption on AUCE. Nor should we tolerate such things in our own ranks.

Members of AUCE, we call upon you, never liquidate AUCE in order to join the CLC. Let us take pride in what we have built to date. Let us work hard to: 1) build an active shop steward's system; 2) make our executive effective and accountable to the members; 3) create a democratic, militant and principled union which opposes all forms of exploitation and oppression anywhere in the world. In our view this is the best answer we can give those who are bent on liquidating AUCE.

Committee of AUCE activists

Anyone interested in joining the Committee or finding out more information please contact Kitty Cheema at L.3241.

LETTERS

The July 16 letter from four former members of the UBC Local of AUCE is unfortunately misleading. They state: "We are surprised and dismayed that some AUCE members are actually campaigning to liquidate the union". As far as I know, very, very few AUCE members want to liquidate the union, i.e. have no union. However not some but an overwhelming majority of AUCE members want to affiliate to another labor organization. The vote at SFU Local 2 was 215 in favour of affiliation and 106 against.

The signers of the letter, together with others organized Local 1 of AUCE at UBC seven years ago. The change from non union to union brought important gains in wages and conditions as outlined in their letters. But they admit that "in the last few years AUCE hasn't been making great gains." This is an understatement indeed. In fact the living standard of AUCE members has been drastically reduced. In my own case I have calculated that my own standard has plunged by one third over the last four years - a spectacular amount. Probably no other union in all of Canada has had such a shocking drop in the purchasing power of its members as AUCE Local 2 at SFU. It is a misrepresentation to disguise this fact by saying that other public sector unions haven't done well at the bargaining table either.

It is true that other public sector unions haven't made great gains. But many have somewhat protected the standard of living of their members obtaining increases only a few percentages off the inflation rate. Few have had the bottom fall out as in the case of AUCE. They were able to protect their members because of their strength in numbers; large strike funds; research, legal and educational facilities; and militancy.

In contrast AUCE is not the tiny, perfect, militant union nor does it have an elite monopoly on protecting the rights of women and clerical workers, nor is small necessarily beautiful. AUCE played a very meritorious role in ending the non-union situation at SFU. It was the proper vehicle for the economical political conditions existing at that time. Times have changed; so must the form of our union change. Just as it was right to support the original AUCE organizing drive so it is equally correct at this time for AUCE to merge with a CLC affiliate. My personal choice is CUPE because many of the special concerns expressed by members of AUCE in the past are best met within CUPE.

In conclusion, let me point out that I have worked at SFU for ten years and I intend to continue. I was one of the people who was active in establishing AUCE Local 2 at SFU and was one of the first ten people who signed the original document that brought Local 2 into existence.

From my own experience, having known no union, the gains of early AUCE and the defeats of the late AUCE, I have come to the conclusion that for AUCE to remain independent of the mainstream of labour is to remain independent of the power to make future gains; independent of having the ability of keeping what we have and independent of the strength necessary to protect the rights of women and clerical/technical workers.

If it weren't against some law the SFU administration could hypothetically someday decree that all men employees would be given a 10 percent pay rise and all women employees be granted a 10 percent pay cut. And there would be very little that an isolated AUCE could do about it but attempt to fight back while going down with the flags flying.

R.D. Perkins

(submitted by Helen Glavina, Faculty of Commerce, reprinted from the July 23, 1980 edition the the Simon Fraser University PEAK)

LETTERS

AUCE CROSS-LOCAL CLC COMMITTEE STATEMENT OF PURPOSE

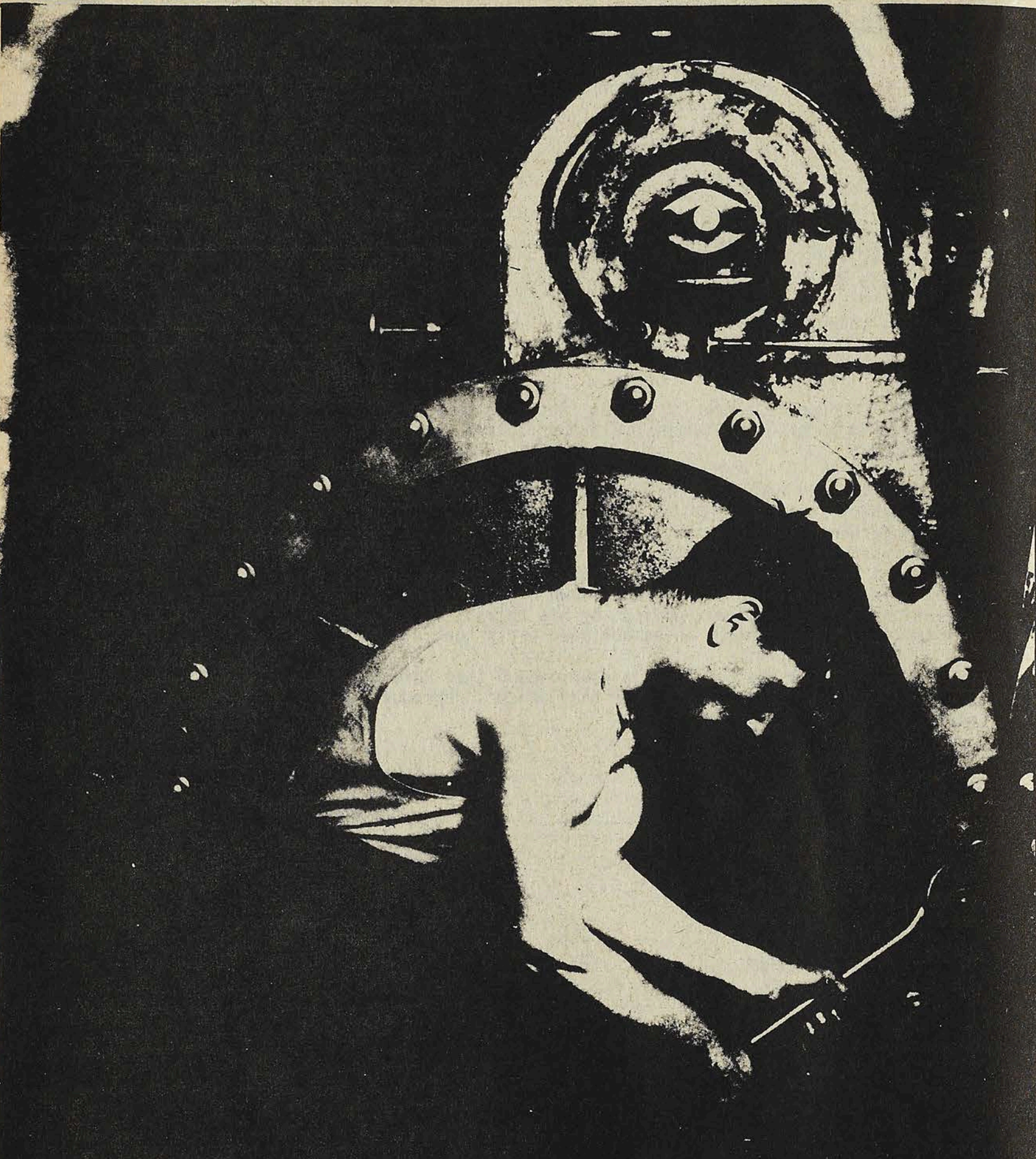
Since AUCE faces an important decision regarding affiliation, the AUCE Cross-Local CLC Committee has been formed.

The purpose of this committee is to collect, organize, and distribute information which explains to AUCE members why, given the economic and political conditions we face, the best way to improve AUCE wages and working conditions and address issues affecting women workers would be to merge with one of the following Canadian Labour Congress unions having jurisdiction for public sector workers: BCGEU, CUPE, or OTEU.

This committee is composed of the following AUCE members who support the above statement:

<u>Name</u>	<u>Local</u>	<u>Name</u>	<u>Local</u>
Wendy Frost	#6	Ray Colbratt	1
Michelle Preston	6	Lissett Nelson	1
Sara Ganslow	2	Joy Korman	1
Jean Martin	2	Shirley Irvine	1
Bill Brzycki	6		
Marion Northcott	2		
Mark Lushington	6		
Roger Perkins	2		
Carol Knight	2		
Susan Knutson	6		
Helen Glavina	1		
Yvonne Colasanti	1		
Jet Blake	1		
Pat Hannah	1		
James Smith	1		
Lepi Clague	1		

LETTERS



LABOUR STUDIES PROGRAMME



The Labour Studies Programme is dedicated to help meet the special education needs of B.C. workers, their organizations, and the labour movement in general. The Labour Studies Programme can help your union develop a wide variety of labour and labour-related educational programmes. Many unions have worked with us in producing short, specialized courses or workshops for use in their membership, stewards and officers education programmes.

Contact ED LAVALLE, CO-ORDINATOR, 986-1911, Local 334 for more information about:

- The Labour Studies Programme courses
- How other programmes and workshops can be organized
- A full list of workshops and mini-courses we are prepared to offer
- How your union might use this service

LSP 100: ECONOMICS FOR TRADE UNIONISTS

Dates: Starts Oct. 2, ends Nov. 20
Days: Thursdays
Time: 7:00 P.M. to 10:00 P.M.
Place: Canadian Union of Postal Workers Hall
950A Richards St., Vancouver
Fee: \$14.25 for 8 sessions

INSTRUCTOR: Nigel Amon is an instructor of Economics at Capilano College, where he has worked since 1972. Mr. Amon is active in his union and has advised its negotiating team on economic issues in bargaining.

COURSE DESCRIPTION: This course is an introduction to economics that emphasizes both orthodox and alternative views of how the Canadian economy has developed, and how it operates. The Canadian economy is placed in an historical and international perspective.

Discussion will centre around government policies towards unemployment, inflation, and the Canadian dollar.

LSP 110: THE BRITISH COLUMBIA LABOUR CODE

Dates: Starts Sept. 30, ends Nov. 25
Days: Tuesdays
Time: 7:00 P.M. to 10:00 P.M.
Place: International Brotherhood of Electrical Workers
4220 Norland Ave., Burnaby
Fee: \$14.25 for 8 sessions

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

COURSE DESCRIPTION: Among other issues, this course looks at the B.C. Labour Code examines unfair labour practices, the Labour Relations Board, collective bargaining, strikes, essential services, and grievance arbitration. Sessions will also cover labour law, procedures before the L.R.B. and arbitration boards, as well as portions of the Human Rights Code.

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

LSP 111: THE CANADA LABOUR CODE

Dates: Starts Oct. 29, ends Dec. 17
Days: Wednesdays
Time: 7:00 P.M. to 10:00 P.M.
Place: Family Activity Room
Britannia Community Centre
1661 Napier St., at Commercial
Street, Vancouver, B.C.
Fee: \$14.25 for 8 sessions

INSTRUCTOR: Stuart Rush is a lawyer who has been in private practice in Vancouver for nine years. His practice consists mainly of labour, and criminal law litigation. Most of his labour law experience has been with unions under the Federal Labour jurisdiction.

COURSE DESCRIPTION: A broad examination of the Code and decisions which affect unions under Federal labour jurisdiction, this course will introduce methods of labour law research and their application. Emphasis will be placed on the policy underlying the Code and the creation and effect of the collective agreement.

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

LSP 113: PUBLIC SERVICE STAFF RELATIONS ACT

Dates: Starts Oct. 27, ends Dec. 15
Days: Mondays
Time: 7:00 P.M. to 10:00 P.M.
Place: Family Activity Room
Britannia Community Centre
1661 Napier St., at Commercial
Street, Vancouver, B.C.
Fee: \$14.25 for 8 sessions

INSTRUCTOR: Stuart Rush

COURSE DESCRIPTION: This course will undertake a wide examination of the Federal labour laws dealing specifically with the Federal public sector worker and their impact. There will be emphasis on labour law research methods and their application, collective agreements, grievances, and back-to-work legislation for "essential" service workers.

LSP 115: ISSUES IN OCCUPATIONAL HEALTH AND SAFETY

Dates: Starts Sept. 23, ends Oct. 28
Days: Tuesdays
Time: 7:30 P.M. to 10:00 P.M.
Place: Retail, Wholesale and
Department Store Union
4371 Fraser St., Vancouver
Fee: \$9.50 for 6 sessions

INSTRUCTOR: Craig Paterson is a lawyer in the firm of Sun, Paterson and Brail. He was trained at Western and Harvard Universities, and taught law at the University of Windsor in Ontario until 1974. From 1974 to 1976, he was Research Associate to the Chairman of the B.C. Workers' Compensation Board. He was counsel for trade unions and community groups before the B.C. Royal Commission of Enquiry into Uranium Mining.

COURSE DESCRIPTION: This course gives a general background to and overview of the main social, medical, economic, technical and legal issues facing B.C. workers in the field of health and safety. Special attention will be given to the Workers' Compensation Board.

LSP 116: WORKERS COMPENSATION — CLAIMS AND APPEALS

Not offered this Fall. Instructor engaged in revising the course and developing new materials. Offered in the Spring 1981.

LSP 117: INTRODUCTION TO UNEMPLOYMENT INSURANCE PROCEDURES

Dates: Starts Sept. 29, ends Nov. 3
Days: Mondays
Time: 7:30 P.M. to 10:30 P.M.
Place: Operating Engineers
4333 Ledger Ave., Burnaby
(enter by rear door, basement level)

INSTRUCTOR: Allan MacLean has been a staff lawyer with the Vancouver Community Legal Assistance Society for the last five years. He has appeared as counsel at every level of the Unemployment Insurance appeal structure, including the Supreme Court of Canada. He has been involved in appeals regarding farmworkers, discrimination against women who fish with their husbands, and in the "computer error" cases of two years ago. Mr. MacLean has published a booklet entitled *Unemployment Insurance*. He has taught extensively for the Vancouver People's Law School in the areas of the Landlord and Tenant Act and Unemployment Insurance. He also edits the *U.I.C. Newsletter*, published jointly by the Labour Studies Programme and the Vancouver Community Legal Assistance Society.

COURSE DESCRIPTION: This course emphasizes a practical understanding of the framework of unemployment insurance and its jargon. Subjects covered will be the U.I. Act, qualifications for insurance, types of benefits, how to file a claim, and how to avoid trouble. The course will conclude with a mock Appeal to the Board of Referees.

Fee: \$9.50 for 6 sessions



LSP 142: HISTORY OF THE LABOUR MOVEMENT IN B.C.

Dates: Starts Oct. 2, ends Nov. 27
Days: Thursdays
Time: 7:30 P.M. to 10:30 P.M.
Place: Fishermen's Hall
138 E. Cordova, Vancouver

INSTRUCTOR: Ed Lavalley is the Co-ordinator of the Labour Studies Programme and has taught courses and workshops in trade union history since the inception of the programme. He is also a lecturer in political science and has done research on trade union history and politics in Canada, U.S. and India. He has been active in union and collective bargaining issues in the education sector with practical experience in negotiations and arbitration.

COURSE DESCRIPTION: This course traces the birth and growth of trade unionism in B.C. Through a wide collection of printed and visual materials participants will analyze the raw and vital struggles between B.C.'s working people and the industrialists who opposed them. The major economic and political issues of the movement will be traced: the right to organize, the right to bargain, the demand for the nine and eight hour day, the problems of racism and immigration, the struggle to organize the industrial, public and clerical sectors, the fight for women's rights, political expressions . . .

Fee: \$14.25 for 9 sessions

LSP 163: MEDIA SKILLS: AUDIO-SLIDE TAPE PRODUCTION

Dates: Starts Oct. 1, ends Nov. 19
Days: Wednesdays
Time: 7:00 P.M. to 10:00 P.M.
Place: Dynamics Lab
Capilano College, N. Vancouver

INSTRUCTOR: Nancy Lynch is an instructor in and Co-ordinator of the Media Resources Programme at Capilano College. She has several years experience in producing a variety of training materials for industries and trade unions.

COURSE DESCRIPTION: Topics such as scripting, story boarding, audio production, photography and equipment will be discussed. *Working in a small group, the learner will produce a slide-tape programme.* Some supplies will be required.

Fee: \$14.25 for 8 sessions

ENCLOSE FEE AND
MAIL TO:

LABOUR STUDIES
PROGRAMME
CAPILANO COLLEGE
2055 PURCELL WAY
NORTH VANCOUVER
B.C. V7J 3H5

TELEPHONE: 986-1911
LOCAL 334

PLEASE REGISTER BY MAIL

NAME

ADDRESS

CITY POSTAL CODE PHONE

UNION/LOCAL COURSE NUMBER

YOU MAY ALSO REGISTER BY ATTENDING THE FIRST MEETING OF THE CLASS

LAST 521: WOMEN'S LEADERSHIP SKILLS: ASSERTIVENESS AND ADVOCACY

credit status applied for — LSP 151

Dates: Starts Oct. 16, ends Nov. 20
Days: Thursdays
Time: 7:30 P.M. to 10:00 P.M.
Place: Hospital Employees' Union (use rear entrance)
2286 West 12th Avenue, Vancouver, B.C.

Fee: \$9.50 for 6 sessions

INSTRUCTOR: Susan Hoeppner is the Programme Co-ordinator and Outreach Worker for the South Vancouver Family Place. Ms. Hoeppner was formerly with the Vancouver Status of Women.

COURSE DESCRIPTION: Part One: *Assertiveness*. Self-image techniques which form the basis for assertiveness. Communication skills, democratic communication, active listening, how to be heard. Role-playing in assertiveness will be used. Part Two: *Group Dynamics*. Power and communication within groups. Developing leadership skills and learning techniques for organizing. Part Three: *Advocacy Skills*. The role of an advocate, self-image and its part in advocacy, learning specific advocacy techniques.

LAST 551: CANCER IN THE B.C. WOOD INDUSTRY

Date: To be announced
Day: Saturday
Time: 9:30 A.M. to 4:30 P.M.
Place: To be announced
Fee: \$30.00

INSTRUCTOR: Craig Paterson

COURSE DESCRIPTION: A medical practitioner and a lawyer team up to provide medical findings and legal information vitally necessary to every wood industry worker.
(Please write for further information.)

Dates: November 1 & 2 (two days)
Days: Saturday and Sunday
Time: 9:30 A.M. to 4:30 P.M.
Place: International Brotherhood of
Electrical Workers
4220 Norland Ave., Burnaby
Fee: \$9.50



LAST 641: CIVIL RIGHTS PROBLEMS IN THE WORKPLACE

credit status applied for — LSP 119

This special 'workshop', taught by Mike Bolton, a Vancouver lawyer, will study the specific civil rights problems arising in the workplace, including issues of political, economic and legal rights of the worker; examination of legal remedies available to trade unions and the employee to prevent infringement of civil rights in the workplace; protection of civil rights under the provincial and federal legislation through contracting and in collective agreements. A problem-solving format with discussions of current civil rights issues.

Subjects will include some of the following:

- expression of political opinions inside and outside the workplace; expressing opinions contrary to those of the employer; public criticism of the employer.
- challenges to civil rights; practical implications of 'Right-to-Work' legislation.
- certification and first contract problems; legal protection for trade union organizers.
- problems of race discrimination; prosecution of remedies under human rights legislation.
- specific legal problems arising in strike situations; extent of the right to picket; discussion of when civil and criminal contempt proceedings may arise.

Registration for this course must be received by October 27. Students will be given an opportunity to express their expectations of the course.

capilano
college

2055 Purcell Way
North Vancouver, B.C.
V7J 3H5

AUCE CONVENTION

**** AUCE ALIVE AND
WELL AT CONVENTION ****

**AUCE SEEKS A SECOND
SALARIED POSITION
FOR PROVINCIAL OFFICE
AND A PER CAPITA
TAX INCREASE**

By Suzan Zagar
Local 1 Provincial Rep.

These are hectic and difficult times for the AUCE Provincial Association, facing economic hardships & painful bargaining tactics by managements. With AUCE's own future in question, in the midst of a referendum on affiliation, & following a month of selective strike action by AUCE members at UBC, about 40 delegates and Provincial Executive members met for the 7th Annual AUCE Provincial Convention at Capilano College over the weekend of June 21-22. The Local 1 representatives to the Convention included: Provincial Reps, Lid Strand and Suzan Zagar; Delegates, Helen Glavina, Shelley McInnes, Lissett Nelson, Joan Treleaven, Kitty Cheema and Katarina Halm.

The Convention was surrounded in an aura of debate, criticism and allegations, but also in a clear spirit of goodwill and support. It was evident that AUCE still lives. It was in this light that the Convention passed many motions directed at improving AUCE's financial picture, its services to Locals, and its objectives as a union: AUCE's potential future was revitalized.

Here are some of the highlights of the constitutional amendments and resolutions:

A NEW PROVINCIAL COORDINATOR???

The Convention approved some major changes to Section 7 of the Provincial constitution, the most important being the creation of a second salaried position in the Provincial Union Office, that of a Provincial Coordinator. Other

constitutional amendments have given the two salaried positions specific duties & responsibilities. The Coordinator would be primarily responsible for the Newsletter Committee and for cross-local education. However, this new position is contingent on the approval of the majority of the Provincial Association, and will thus go to referendum. The ballots will be going out about the 22nd of July.

This new position is absolutely essential in view of the fact that our Secretary-Treasurer is extremely overworked. One paid Officer has proved very insufficient for the services needed and demanded by the Locals, and further, it has been very difficult for members of the Provincial Executive to fulfill their job duties in addition to their regular jobs on campuses.

Two other major changes to this section were also approved by the Convention: the rate of pay for the salaried Officers (currently at the same rate of pay as the Officer's previous job) was amended so that the rate of pay will be maintained at the highest rate of pay of the two salaried Officers, and so that the benefits will be the same as the Local from which each Officer came. The issue of pay rates generated considerable discussion from the delegates. The possibility of a set rate of pay for both positions (determined by the highest median wage for all Locals--this would have set the rate at round \$8.20/hr. for both positions) was rejected by the delegates. While not wanting to create monetary incentives for lower paid members, and monetary disincentives for higher paid members to run for office, it was recognized that the philosophy of "equal pay for work of equal value" which AUCE so firmly endorses must first begin within the union, and that it would therefore be unfair to have two elected Officers doing similar work, but who would have potentially unreasonable and illogical pay gaps.

The other major change to Section 7 was the deletion of the sentence which states that a salaried Officer may not service a position for more than two consecutive terms. This was accepted by the delegates after strong, valid arguments for such a move were presented. This amendment has allowed our present Secretary-Treasurer, Sheila Perret, to run for her 3rd consecutive term.

PER CAPITA TAX INCREASE--MAYBE

The Convention approved several constitutional amendments which would improve AUCE's financial situation. 1. A per capita tax increase from \$2.00 to \$3.25 and 2. the portion of the per capita tax going to the strike fund was raised from 25¢ to 12.5% (40¢ if the \$3.25 is approved by the membership). Sheila Perret, Secretary-Treasurer, emphasized just how badly the money was needed. It was the general feeling that an increase in per capita tax was necessary and inevitable, but much debate ensued and concerns were raised on membership acceptance, raising Local union dues, and of course the old percentage vs. across-the-board increase debate was entertained. The per capita tax increase was amended from .33% of gross wages to \$3.00, and then to \$3.25. This increase just barely allows for inflation, the new salaried position of Provincial Coordinator, and continued and increased services to Locals.

Last year the membership rejected a per capita tax increase from \$2.00 to \$2.75. The increase was badly needed last year, and continuous rejection by the membership now means that there has not been a per capita tax increase in over four years.

The most serious effect of this lack of sufficient funding has been that the constitutional strike fund commitment (25¢ of the \$2.00) has not been met, and the basic service commitment to the membership has suffered. Increased operating costs have cut into funds which should have rightly been placed into the Provincial Strike Fund. In the past year, strikes by the two major Locals, SFU & UBC, & costs of organizing Local 6 TSSU have sadly been supported by the Provincial Executive in the form of loans, rather than outright grants, as it should be.

Although these fiscal constitutional changes were approved, they must be referred to the membership for ratification. Ballots should be going out about the 22nd of July.

AUCE SUPPORTS CAIMAW

On Saturday afternoon, the Convention heard a representative of CAIMAW speak on their current strike situation. CAIMAW's contentious strike issue with their management is the issue of "equal pay for work of equal value", an issue which AUCE also fights for. After hearing the speaker, the Convention unanimously passed a resolution declaring AUCE's wholehearted support, and further pledged a donation of \$350. After the Convention broke on Saturday, AUCE delegates joined the CAIMAW strikers on their picket line for a brief rally, where the \$350 donation was presented by AUCE Provincial President, Joan Wood. Statements of mutual support were exchanged, and CAIMAW expressed its deepest appreciation for AUCE's donation.

ACRONYMINOUS DEBATE . . . AGAIN

An amendment presented by Local 4 to change our name from AUCE to UUCE (Union of University and College Employees) FAILED -- remember last year?? It would appear that people are quite sentimental to the name AUCE.



PROVINCIAL EXECUTIVE TO NEGOTIATE AFFILIATION/MERGER TERMS

The Convention directed the Provincial Executive to negotiate the terms of any affiliation/merger with another union and/or labour body that the AUCE membership votes to enter into, and further directed that the executive shall be responsible for reporting to the membership on the negotiations, through Local Reps.

Final ratification of any negotiations on affiliation/merger shall be approved or rejected by the AUCE membership.

SORRY SORWUC ACCOUNT

A resolution introduced by Local 4 to ask SORWUC to pay back on a percentage basis the outstanding \$10,000 "unconditional loan" was defeated, as it was last year. This loan was approved several years ago, and granted interest-free, with no terms of repayment; it is in fact repayable whenever ("if" ever) SORWUC can manage. The delegates generally felt that it would be in extremely bad faith to abruptly withdraw our support to SORWUC, and that this support is a prime reason for AUCE's existence. However, the issue of SORWUC's account with AUCE comes at a time when AUCE itself is financially scrapped for money, and it will undoubtedly be a hot issue for years to come.

NEW COMMITTEES TO BE STRUCK . . .

The convention authorized the establishment of 4 new Committees: 1. Provincial Newsletter Committee, to be chaired by the Provincial Coordinator. 2. Education Committee (composed of one of the salaried Officers and a minimum of four Prov. Executive members). This committee will assist the Locals in education of members in matters relating to collective bargaining, steward training, grievance & arbitration issues, and occupational health & safety. This committee is specifically responsible for coordinating at least two conferences a year for AUCE members concerning these issues. 3. A Provincial cross-local committee will be established to investigate occupational health & safety issues. 4. A Provincial cross-local committee will be established to investigate the Municipal Superannuation Act, specifically to investigate why it is mandatory, and why members are receiving only 4% interest. Alternatives to this plan will also be investigated.

CAR POOL

For CAMPUS employees or students:

FROM APPROX. 49TH AVENUE AND VICTORIA - South East Vancouver

To share gas and/or car. My hours are 8:30 - 4:30 or 9:00 - 5:00.

Ask for BETTY at 2773 (phone). Arrangements can be flexible.

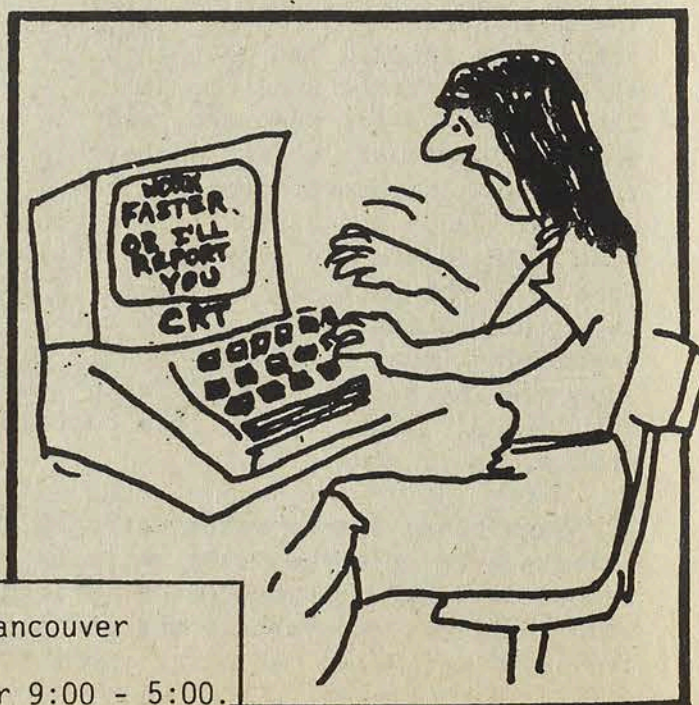
HELP FOR AUCE LOCAL 5

It was resolved to provide AUCE Local 5 (New Caledonia in Prince George) with a full-time union worker to assist in setting up the Local union office, shop steward organising & negotiations research for 3-4 weeks in the fall. The Local 5 Negotiations Committee has little negotiations experience, and are preparing to enter 1980 negotiations in July. Local 5 was extremely grateful for the special Education/Information seminar set up for them by the Provincial Executive last March, and for Carole Cameron's assistance in organising their new union office.

NEW OBJECTIVES FOR AUCE

Section 2F (OBJECTIVES) was amended to read: "Within the community the union shall work for the establishment of political and social equality, for free accessible education facilities, for recreational and cultural development, for community health services and against rent and price increases.

A new Section 2G was added: "To encourage in every way possible the unionisation of unorganized workers."



CORRESPONDENCE

Correspondence - Hi-lites

- Mar. 31/80 Letter from Women for Self Determination for Quebec re: bringing three Quebec women to B.C. to speak on women's rights, self-determination, etc.
- Mar. 31/80 Brief from the Committee on Workers' Health re: proposed changes to the Workers' Compensation Board Schedule 'B'- Industrial Diseases
- Apr. 3/80 Bulletin from the Provincial re: 7th Annual AUCE Provincial Convention
- Apr. 8/80 Bulletin from Capilano College Labour Studies Program re: funding for labour education
- Apr. 10/80 Letter from Douglas House Building Society re: questionnaire on unmet need for housing at UBC
- Apr. 15/80 Letter from Wes Clark re: deductions for attendance at the study session
- Apr. 17/80 B.C. Fed policy statement on picketing
- Apr. 21/80 Letter from Wes Clark re: Dental Care Plan increases effective June 1/80
- Apr. 29/80 Letter from the Surrey Delta Association for the Right to Choose
- Apr. 29/80 Letter from Wes Clark re: deductions for the April 9th study session
- Apr. 30/80 Letter from several AUCE members to Kenny re: negotiations
- May 1/80 Brief from the Labour and Advocacy and Research Association re: labour standards legislation for household (domestic) workers
- May 1/80 Bulletin from OTEU re: merger with the OPEIU
- May 2/80 Letter from G. Geddes re: increase in funding grant to the Vancouver Status of Women
- May 5/80 Communication from Local #2 re: occupational hazards and VDT's
- May 7/80 CUPE 116 newsletter re: CUPE policy in regards to a possible AUCE strike
- May 8/80 Letter from Dr. James Foulks supporting AUCE's demands for a new contract
- May 9/80 Letter from Dr. H.D. Sanders re: support for AUCE's position at the outset of the strike
- May 20/80 Communication from SFU Local #2 re: their \$500 donation to our strike
- June 2/80 Letter from S. Garriott requesting a full investigation of M. Dionne's actions at Copy & Duplicating on May 23/80; petitions from Curric Lab and Civil & Mechanical Engineering re: revoking of the right to be assessed \$50.00 at the end of June
- June 2/80 Confidential letter from R. Grant re: compensation for P & S for their services during the AUCE strike (letter sent to Deans, Directors, etc.)
- June 2/80 Letter from R. Grant re: AUCE members who revoked the right to be assessed
- June 3/80 Communication from the AUCE Cross-Local CLC Committee re: statement of principles and notice for their next meeting
- June 11/80 Letter from Wes Clark re: Wendy Bice's seniority
- June 23/80 Letters from the Provincial and Local #2 re: the activities of the AUCE Cross-Local CLC Committee
- June 25/80 Brief from the Concerned Citizens for Choice on Abortion
- June 27/80 Letter from the AUCE Members CLC Affiliation Caucus re: statement of principles
- June 27/80 Letter re: situation in Guatemala and the abduction of the Executive of the National Labour Central
- July 2/80 Letter from Wes Clark informing the Union of the composition of the University's Bi-Weekly Pay System Committee
- July 3/80 Letter from the Nicaraguan Literacy Committee re: aid to the literacy crusade
- July 9/80 Letter from M. Dionne resigning as President of Local #1
- July 10/80 Letter from P. Hannah resigning as Trustee of Local #1
- July 14/80 Communications from the Provincial re: affiliation ballots and special assessment
- July 14/80 Letter to the editor of the newsletter from J. Ainsworth re: AUCE's future
- July 16/80 Letter from Wes Clark re: the merger of B.C.M.R.I. and the Pre-School for Special Children to form the Bob Berwick Memorial Centre
- July 16/80 Letter from R. Robson, Ministry of Labour, re: working conditions in Copy & Duplicating
- July 24/80 Letter from J. Blair resigning as Vice-President of Local #1

MEMBERSHIP MEETING - THURSDAY, AUGUST 14, 1980
 IRC 2
 12:30 - 2:30 PM.

AGENDA

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes - Membership Meetings from April 9 - June 19/80 (package of these minutes available upon request from the Union Office)
 Membership Meeting of July 24, 1980
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations:
 - Opening - Trustee (1)
 - Closing - Local Reps to Cross-Local Health and Safety Committee (3)
 - Provincial Representative (1)
 - Job Evaluation Committee (2)
 - Vice-President
 - President
6. Secretary-Treasurer's report
7. Membership Committee report on the resignation of the President*
8. Affiliation debate**
9. Other Business:

*The report of the membership committee struck at the July 24th meeting will be circulated at the meeting, as well as any further information received

**The bulk of this Membership Meeting will be concerned with the Affiliation Debate. The decision to hold this special two-hour meeting on University time was made by the membership at the July 24th meeting. The following motion was carried: "That the next Membership Meeting be held on August 14th and that the meeting be two hours in length and that it be concerned with the affiliation question."

special meeting to discuss affiliation - august 14th