

AUCE PROVINCIAL NEWS

Dec '80

AUCE PROVINCIAL

901-207 West Hastings Street Vancouver
(604) 684-2457



You CAN'T vote "None of the above!"

Special Issue on Affiliation

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 Street, 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: Lauma Avens, Sheila Blace, Sheila Perret and Lid Strand.



PROVINCIAL EXECUTIVE

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*

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*

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*

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*

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2 Trustee Positions remain vacant

*

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*

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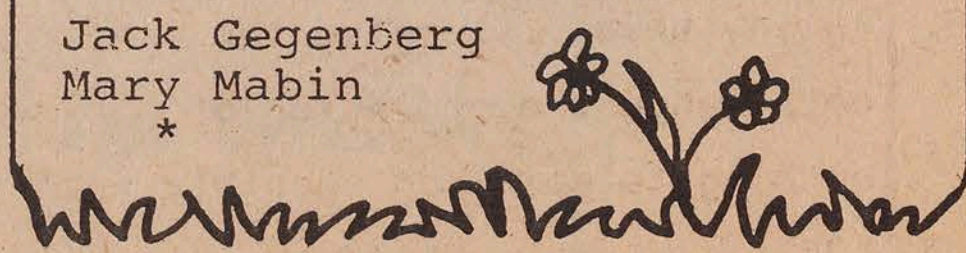
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LOCAL SIX REPRESENTATIVES

Jack Gegenberg

Mary Mabin

*



PROVINCIAL EXECUTIVE RECOMMENDS LOBBY

Yes, it is true, there is another ballot, another decision to be made regarding AUCE's future.

While many members may feel that the process regarding affiliation has become too lengthy, it is a decision that MUST be made and MUST be regarded very seriously by all members. And it must be clear to all members that these decisions affect not only your union but you, very personally as a union member.

The Provincial Executive urges all AUCE members to vote to lobby CLC to allow AUCE to affiliate intact.

AUCE was formed as an independant union so that members would maintain control of all union policies and all union resources. We must not lose that autonomy. As a local of CUPE, BCGEU or OTEU, we would lose the right to even conduct a ballot such as this one, a right to democratically determine our own future.

Katarina Halm - For Lobby (works in Bio-Medical Cmns. @ VGH, AUCE #1)

I would like AUCE to lobby the CLC to accept us as an independent union. It is through autonomy that we can best use our potential to effect changes for the workers in our communities.

Nancy Wiggs - For Lobby (Secretary III, UBC Legal Clinic)

In the upcoming affiliation vote the temptation is almost overwhelming to go for what appears to be the obvious easy solution for everything that ails AUCE. To be sure many things do ail AUCE. But it is not clear to me that those ailments would be cured by merger. They would be as prevalent in any union. Changing the name and adding a new level of bureaucracy will not change the character of our membership. I remain convinced that we have nothing to gain and possibly much to lose by merger. I urge you to vote for LOBBY.

KEEP AUCE INTACT VOTE TO LOBBY

What will it mean when you vote "to lobby the CLC"?

It will mean that you are convinced the AUCE has demonstrated its value, and that you want your union to continue to exist!

The Canadian Labour Congress (CLC) refused our first application for membership. But unions have been admitted, after their initial rejection, because of support from other CLC unions. Instead of giving up at the first attempt, we can cause the CLC to change its decision by lobbying other CLC members to fight on our behalf.

AUCE is worth preserving. Our contracts are better than those of other unions that represent university and college employees. Our wages are higher. The members of each of our AUCE locals determine what we negotiate for, who negotiates for us, and how union funds are spent. Members of most unions are not so fortunate. For example:

- In BCGEU, locals do not bargain directly with their employers and local finances are controlled from higher up.
- In CUPE more than half of dues collected are taken from the local to support regional and national bureaucrats.
- In OTEU and CUPE, final decision-making power is in New York and Ottawa.

If AUCE were to "merge" with BCGEU, OTEU, or CUPE, we would see our own contracts eroded. Much of the decision-making power of our elected local officers would pass to regional, national, and even international bodies. We don't have to give up our union to get better services. Direct affiliation to the CLC by lobbying will get us all the services we want.

If you abstained on the last affiliation ballot because you were concerned that AUCE would lose its independence, then you should vote to lobby the CLC affiliates on the next ballot. It's better to be in the CLC as AUCE than to be swallowed by BCGEU, CUPE, or OTEU!

Vote to Lobby CLC Affiliates. It's the only way to keep AUCE intact!

Sponsored by members of all AUCE locals.

THE ONLY HONEST CHOICE - MERGER

The AUCE membership has already chosen to affiliate to the CLC. The question now facing us is how best to implement that decision. The present ballot - in appearance - offers us two choices: (1) "LOBBY" (2) MERGER. The "lobby" choice is not a choice at all but a wasted vote because there is no way that this option will ever be implemented. Why? Because the CLC long ago passed at delegated convention a resolution not to accept into membership small independent unions which lobby for a special direct affiliation. This decision by the CLC convention was not some devious plot to stomp on little AUCE mousie but was based on sound reasoning and common sense. It would just not be in the best interests of employees doing the same type of work to have a number of small, competing, weak unions representing them at the bargaining table. It would be much better to have fewer but stronger unions with adequate financial resources and extensive educational, research and legal services. These services are not obtainable through lobby but only through merger. Therefore, a vote for lobby is a vote NOT to obtain these services.

Recently an unsigned leaflet entitled "Keep Auce Intact - Vote to Lobby" has been circulated to the membership. By containing a number of inaccuracies, falsehoods and deceptions the leaflet is unfortunately very misleading and does not give a true picture of the real situation. Space does not permit a reply to all the untruths, halftruths and distortions offered up to the membership for decision. But I would like to deal with a few of them.

(1) "In CUPE more than half of dues collected are taken from the local to support regional or national bureaucrats." HALFTRUTH: Because CUPE locals have extensive autonomy and the breakdown of dues can be regulated by local decision. Half is not unreasonable. AUCE itself is not far behind - more than one third but less than one half goes to the provincial, BUT in the case of CUPE local membership receive back valuable services: educational, legal and research facilities and, of course, if ever necessary - strike pay. In contrast the situation is such that in AUCE we can afford to pay for only one regional bureaucrat and the locals receive virtually nothing in return.

(2) "In ... CUPE, final decision-making power is in ... Ottawa." UNTRUTH: Because final decision-making power rests at elected convention held in various Canadian cities (including Vancouver). The author(s) of the leaflet are even more narrow than western separatists exhibiting a dislike for "regional, national, and even international bodies." What's wrong with the headquarters of a union being located in Ottawa when Ottawa is the capitol of our country and the place where laws are made that can markedly affect our lives?

(3) "If AUCE were to merge with BCGEU, OTEU or CUPE, we would see our own contracts eroded." SLIGHT-OF-HAND DIVERSION: It is precisely our own present contracts which are being severely eroded!

(4) "Direct affiliation to the CLC by lobbying will get us all the services we want." TOTAL FALSEHOOD: - unless the amount of services we want is zero. Adequate educational, legal and research services and financial resources are available ONLY THROUGH MERGER.

EVERYONE OUT TO VOTE - VOTE MERGER

Roger Perkins - *R. Perkins* -5-

Please include the following articles in the next edition of the AUCE Provincial Bulletin.

Thanks,

Joan Meister
Joan Meister

Michele Valiquette
Michele Valiquette

Susan Knutson (6)

Bill Burgess

Susan Knutson

Bill Burgess, Local 6

1 LOBBYING - LITTLE HELP, LITTLE HOPE.

The CLC refused our direct affiliation as a separate union, citing its jurisdictional regulations which put us in the area shared by CUPE, BCGEU and OTEU. This system is supposed to avoid inter-union rivalry so we can save our energy to face our employers. In our case it seems to be doing the opposite.

We know that the jurisdictional regulations are applied by the CLC brass to favour their interests and control; not necessarily the interests of workers as a whole. The lobbying strategy falls right into this bureaucratic game. We'd spend our energy on an unequal quarrel with the brass.

Merger lets us join with other workers like ourselves and increase our strength. We keep our weapons aimed squarely at our employers and the bureaucrats will find themselves caught in the cross-fire.

Lobbying - writing letters, gathering signatures on petitions, going to CLC conventions and other unions, trying to put pressure on the brass - does nothing for our immediate needs. Any serious lobby campaign would absorb tremendous time and energy. It is very unlikely to succeed in the foreseeable future. The UFAWU lobby often cited took over 10 years, and they didn't have our problem: We have to persuade the very unions who think we should join them to let us join the CLC separately!

Finally, even a successful lobby will not make available strike funds, services and so on. These are organized by individual unions, not by the CLC itself. (The CLC does organize educational services).

AUCE has accomplished a lot for ourselves and for other workers. We need to increase our effectiveness. The lobbying strategy is an empty diversion from the strategy in our best interests - to join a union like CUPE, on agreed upon terms and conditions which increase our ability to face our employers while keeping and extending the principles we support. Vote for the realistic option on this ballot: VOTE TO MERGE.

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WHAT IS IN AUCE MEMBERS' BEST INTERESTS?

We've voted to join the CLC. Now we must be clear on what the two options on how to join mean. MERGE means, first, that we negotiate exact terms of merger with CUPE, BCGEU, or OTEU. Then, merger with one of these CLC unions will only be approved or rejected in a subsequent vote. LOBBY means trying to change the CLC's decision not to grant AUCE a direct affiliation as we are.

MERGE WITH CUPE - INCREASE OUR STRENGTH AND KEEP OUR BASIC PRINCIPLES

The real advantage (and any disadvantage) of merging will only be known if we vote merger now and then negotiate the terms with the unions involved. However, the following information gathered by the official AUCE Affiliation Committee from CUPE gives us a reasonable idea of what they would be with CUPE:

How We'd Fit into CUPE:

Each AUCE local would become a separate local of CUPE. Or, AUCE could join as one "provincial" local with five sub-locals, each with their own constitution, bylaws, etc., much as we are now.

Any changes (eg. merger with another local such as the existing CUPE local at UBC) must be approved on both sides by a 2/3 majority vote. The provisions for emergency trusteeship of locals by the CUPE national executive include model safeguards against possible abuse.

CUPE is very decentralized and locals are autonomous. Under the Labour Code, each local retains its own contract and we would elect our own negotiating teams, committees, and officers. We would control our local finances and employ our own staff.

What we'd pay

Dues to CUPE and the CLC are \$6.60 per month (\$3.30 for part-timers). The rest is up to us. Adding on local dues and elective membership in other CUPE or CLC bodies (eg. regional councils, BCFed) bring total dues in most CUPE locals to \$10-11 per month.

What we'd get:

- \$50 per week minimum strike pay
 - our share of 3 union service reps in the lower mainland
 - legal and arbitration expertise if we don't have our own
 - if we can't afford it and CUPE agrees that the issue is important, CUPE will pay for it
 - top research services, union publications, campaigns, conferences, etc.
 - steward and officer training courses
 - close links with most unionized university and college workers across Canada (2,500 in CUPE in BC) and the 250,000 public sector workers in CUPE, to work on common problems and strategies.
- OUR BOSSES ARE UNITED AGAINST US: WE MUST BE UNITED TOO.

CUPE Policy and Politics:

CUPE is not a bed of roses. It's not a free lunch. It has lots wrong with it, like all unions do. But it's not hardened up and rigidly controlled like some. CUPE has a strong, democratic, and progressive membership which fights for the same principles as AUCE.

CUPE has also done a great deal, concretely, in fighting for issues important to women such as equal pay, against sexual harassment, childcare, and organizing the unorganized. Over half of the delegates to the last CUPE convention were women. The convention adopted a good action program centered on fighting cutbacks and defending our rights.

CUPE is growing by 1000 members a month, mostly women, many from the very exploited private nursing homes CUPE has targeted for organizing.

Unions like the former SORWUC local at SFU and the Fraser Valley College instructors have recently voted to join CUPE for many of the same reasons we are discussing. The small, 10 to 15 person ex-SORWUC local asked for and got autonomy and control over their negotiations, finances, etc.. But we don't need to take anyone's word on what CUPE will offer us. If we vote merger, and negotiate the terms, we can judge CUPE for ourselves.

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A.U.C.E. VS "MERGER": WHAT ARE THE FACTS?

The various people who advocate the dissolution of AUCE and its absorption by either CUPE, OPEIU (OTEU) or BCGEU argue that a larger union, having more resources, would be more successful in negotiations and job action, and consequently would win us better contracts and higher salaries. Unfortunately, this argument is based on vague rhetoric - - but little hard fact, Perusing recent issues of the Labour Research Bulletin, published by the B.C. Ministry of Labour, one finds the following:

1. OVERALL, SALARY LEVELS IN AUCE LOCALS ARE BETTER THAN THOSE IN THE THREE BIG UNIONS.

- - An AUCE clerk typist level 1 receives a minimum salary of \$6.95/hr in Local 4 at Capilano College (Capilano) \$6.53/hr in Local 5, at College of New Caledonia in Prince George (CNC), \$6.79/hr. in Local 1 (at UBC) and \$7.16/hr in Local 2, (at SFU). The same employee would get a minimum of \$6.01/hr if working at the University of Victoria (CUPE), \$5.80/hr at Camosun College (CUPE), \$6.67/hr at Malaspina College (CUPE), \$6.23/hr at British Columbia Institute of Technology (BCIT) (BCGEU), and \$6.80/hr at Douglas College (BCGEU).
- - While an AUCE clerk typist level 1 starts at \$1032/month in Local 1, (UBC), she would receive a starting salary of only \$1012/month in Okanagan College (BCGEU). Salaries for the same classification in OPEIU (OTEU) locals are \$844/month (Crown Life), \$860/month (V City), and \$886/month (CU & C).
- - An AUCE clerk typist level 2 receives a minimum salary of \$7.63/hr in Local 4, (Capilano), and \$7.03/hr in Local 2 (SFU) but would get a minimum salary of \$6.22/hr at University of Victoria (CUPE) and \$6.98/hr at Douglas College (BCGEU).
- - An AUCE Secretary level 1 is paid at least \$7.18/hr in Local 5, (CNC) \$7.58/hr in Local 1, (UBC) \$7.88/hr in Local 2 (SFU) and \$8.34/hr. in Local 4, (Capilano). Pay rates for the equivalent classification are \$7.02/hr at UBC (CUPE), \$7.19/hr at University of Victoria (CUPE), \$7.20/hr at Camosun College (CUPE), and \$8.22/hr at Douglas College (BCGEU).
- - An AUCE Secretary level 2 starts at \$1174/month in Local 1 (UBC). The same secretary would start at \$1016/month at Crown Life (OPEIU/OTEU).

II. AUCE WAGE INCREASES HAVE BEEN COMPARABLE - - - IF NOT BETTER - - - THAN THOSE OBTAINED BY THE THREE BIG UNIONS.

- - While most AUCE workers could count on at least a 9% pay increase in 1979 and 1980, most employees in CUPE, BCGEU and OPEIU (OTEU) received less.
- - AUCE's recent settlements have involved wage increases of 8% (Local 4), 10% and 9%(Local 1), 9.5% and 9%(Local 2), and 22%(average) and 9% (Local 6).

- - The CUPE settlement for clerical staff at Cariboo College was 7% in July 1979 and 9% in July 1980. The CUPE settlement for the staff at the University of Victoria was 7% in 1980. At UBC, CUPE settled for a 10% increase in the middle of AUCE Local 1's strike, a move which undermined our Local's demand for a 15% wage increase. In various school districts (e.g. Nelson, Kamloops, New Westminster, Howe Sound, Alberni, and Queen Charlottes), CUPE settled for pay increases ranging from 7% to 11% per year. In the District of Mission, pay increases ranged from 7.3% to 11% per year depending on the job categories (1979 and 1980), and in the Corporation of Delta, increases ranged from 7.5% to 9% for 1979 and 1980.
- - BCGEU settlements are overall inferior to those of AUCE: 7% for Selkirk College Board (1979); 8% for Pacific Vocational Institute (1979 and 1980, Selkirk College Board (1980), Northern Lights College teaching and clerical staff (1979,1980 and 1981); 8.5% for Okanagan College clerical and maintenance staff (1979 and 1980); and 9% for Camosun College (1980).
- - OPEIU got the CU & C Health Services employees a 7.5% wage increase in October 1979; 5% to 10% for Van City clerks and tellers in July, 1979; and 9% in October 1980 and 5% in April 1981 for Crown Life employees.

III - A LARGE "POWERFUL" UNION DOES NOT OFFER PROTECTION AGAINST LONG, LOSING STRIKES.

Recent labour history in Vancouver should be sufficient to demonstrate this.

- - At Crown Life Insurance, OPEIU (OTEU) was on strike from July 9, 1980 to October 26, 1980 (3 and one half months). All the international resources of the union and the powers of the CLC (numerous CLC affiliates have pension plans administered by Crown Life, during the duration of the strike, they were serviced by 'scab labour' in other Crown Life offices) had little effect to force settlement. The OTEU settlement involved one-time bonuses (AUCE members have found those insulting in the past), a non-retroactive 9% pay increase in October 1980, and a further 5% increase in April 1981.
- - The Brewery Workers "merged" in BCGEU thinking that this would help them in fighting their obnoxious employer (BELRA). In spite of this, the summer of 1980 saw yet another lock-out in BC's beer industry. It lasted two months. The large "powerful" BCGEU could do nothing to end the lock out. It was rather ineffective in its ally picketing, lost a labour relations case on that issue and did not show us how its 46,000 members could win this fight for the brewery workers. At the end of two dry months, BCGEU accepted a three year contract, with pay increases of 10% in 1980, 9.5% in 1981 and 8.5% in 1982.
- - CUPE had a 23 week strike in 1978 (City of Trail), two 11 week strikes in the Kootenays (East and West) in 1979, ended by provincial legislation; a two month strike at the municipality of Delta(1979) a 21 week strike at the City of Kelowna (1976).

As these facts show, union size simply cannot in all honesty be associated with bargaining strength and good contracts. Indeed, compared to the results obtained by AUCE Locals, the actual performance of the three big unions - in spite of their vastly 'superior' resources and their size - has not been particularly impressive. A large union will not provide us with a ready-made recipe for successful bargaining because the essential ingredient is in the membership, its cohesion and militancy. On the other hand a big union's central executive and paid staff (business agents) can be a sizeable barrier in the achievement of good contracts. One good reason for this is that paid union staff in CUPE, BCGEU or OTEU have no relationship whatsoever with the membership working conditions and wages. They will only go so far for us.

To be effective in the future, AUCE membership should work on organising itself, devising new ways to deal with our respective employers, and organising more university and college employees to improve conditions in that area. Becoming part of a bigger union gives us no guarantee for the future, because it all depends on us. One cannot buy a good contract, one must fight for it.

TO KEEP OUR GOOD CONTRACTS AND TO BUILD UP FROM HERE, VOTE TO LOBBY.

Michèle Pujol, Local 6 (SFU)

Andrée Buchanan, Local 4 (Capilano College)

Ada Ho, Local 2, (SFU)

December 1980

ANN SULLIVAN - For Lobby (Library Assistant, Monographs, SFU)

"I favour AUCE becoming part of the larger labour movement but feel that we ought to retain our identity as AUCE - a union built on membership participation and control. I would prefer expending our energy in maintaining and improving our contracts rather than fighting to democratise the larger, bureaucratic unions. We can be more influential in the CLC as AUCE, rather than as an insignificant part of another union. Support AUCE by voting for the lobbying option on your ballot."

VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY

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On the last ballot, local 5 in Prince George voted to affiliate with the CCU. However, AUCE as a whole voted to affiliate with the CLC. So, as a member of local 5, I had a difficult decision to make, regarding which way to vote on this next ballot.

The first instinct for those members who voted CCU may well be to abstain from this vote. But that is an incorrect decision, because a vote to abstain is not only in essence a lost vote, but a decision to refrain from taking a stand that will affect all of us.

The logical choice then for all members who previously voted CCU, is to vote for lobby. Because it is only through lobby that AUCE can remain AUCE.

If AUCE members vote to merge, we would no longer be the AUCE Mouse that can cause elephants to back off. Within unions like CUPE, BCGEU or OTEU, our voice would merely be a squeaking noise.

AS AN INDEPENDANT UNION WE HAVE THE RIGHT TO DETERMINE OUR OWN DESTINIES. TO MERGE IS TO ERODE THAT RIGHT.

VOTE FOR LOBBY AND RETAIN CONTROL OVER YOUR FUTURE.

Lauma Avens
Provincial Co-ordinator
member
local 5

FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY VOTE FOR LOBBY

PERCE GROVES - Library Assistant IV, SFU. FOR LOBBY

"AUCE contracts are evidence that being in a small union is not a deterrent to being an innovative union that makes gains for its members. A contract is what really matters in the long run; and I haven't seen a CUPE or a BCGEU contract that I envy."

FROM LOCAL 6 - VOTE "LOBBY" TO KEEP AUCE TOGETHER

WHY SHOULD YOU VOTE TO "LOBBY CLC AFFILIATES"?

In the last AUCE affiliation referendum, more people voted to affiliate to the CLC than for any other option. In the third ballot we will decide on the means by which we will seek membership in the CLC. The two options are, first to lobby other CLC unions to reverse the CLC's initial rejection of our application for direct affiliation, which would keep AUCE constitutionally and structurally intact; second to disband AUCE and 'merge' with a pre-existing CLC affiliate - either BCGEU, OTEU or CUPE.

If the AUCE membership decides, in the coming referendum, to lobby CLC affiliates to have the CLC Executive's decision to reject our application reversed, then there will be two possible outcomes. If our lobbying efforts succeed, AUCE will become a CLC affiliate. This will give us access to CLC & BCFed services, but otherwise will have a minimal effect on our Local. We will continue to be autonomous, our local and provincial constitutions will be intact and only a minute portion of our local dues will go to the CLC and BC Federation of Labour. Of course, the process of lobbying could take a long time. If our treatment by the CLC leadership during that time, or any other unexpected circumstance, should cause us to change our minds, we can, as a union, reconsider our decision to affiliate to the CLC. At that time we could re-evaluate our decision not to join the CCU (the option endorsed by Locals 5 & 6 in the last ballot); or we could decide to remain an independent union, as we are now.

In short, the 'lobby option' will not result in encroachments on our autonomy and on the flexibility we need in order to function as a union of teaching support staff.

THE ADVANTAGES OF AUCE

If we were to 'merge' with another CLC affiliate, we would cease to enjoy many of the benefits of AUCE. When local 6 was first formed, in 1976, we chose AUCE because it has unique features, which specifically suited the needs of our local. Under AUCE's constitution, each local has complete autonomy. The Provincial executive cannot place any local under trusteeship, or prevent any local from leaving the union, if a democratic vote to join another union has taken place. Any local leaving AUCE would retain all its money and property. AUCE is organised and run by members - it employs no bureaucrats, but only members elected for limited terms of office.

This is the best way to get good contracts and grievance settlements, since local members can best fight for what they want. The active members of Local 6 (TSSU) have never regretted the decision to join AUCE. During our organising period we received \$6 000 in donations from the Provincial, and a further \$10 000 long-term, interest-free loan; we were assisted with legal fees, in research and training. In the future we know that the Provincial Executive will work with the local to provide the services and educational materials we need.

PROBLEMS IN OTHER UNIONS

When TAs at UBC decided to organise a union, after discussions with TSSU, with AUCE Provincial, and with CUPE, they decided that to organise a campus as large and diverse as theirs, they needed the greater 'resources' of CUPE. However, they have found that the vast resources of CUPE are not easy to tap.

Despite promises before they joined CUPE, it was only after months of nagging and fighting that they received money to hire 2 organisers for one semester. Their negotiating team consists of a CUPE business agent, plus local members. A business agent is not a member of the local. He is assigned to the local by the CUPE executive and has to 'service' other locals as well. Consequently it is hard for him to understand the specific working conditions, needs and desires of the local, in bargaining. There is a consequent high potential for the business agent to compromise the local's position in negotiations, either through lack of understanding, or because he is following general CUPE negotiating policy.

After 4 years of hard work, Local 6 is a viable, functioning local at last, and we want to keep it that way. We believe that if we were merged into BCGEU, OTEU or CUPE, this would be much more difficult. Our operating freedom would be restricted in many ways.

- We would pay much higher per capita tax, leaving less (or nothing) to operate the local on, or requiring a dues increase;
- Risk losing control. As a small group of mainly clerical workers, we would have little influence within a large union controlled by professional, full-time union bureaucrats;
- We would not be free to conduct negotiations, without the input, or dictums of a business agent;
- We would lose all our funds and property if we later chose to secede
- We would have to apply for services to a large machine, geared towards workers with different needs and experiences from our own, rather than working out, with our union, the type of services we want;
- We would suffer stiff penalties if our local disagreed with the orders and policies of the executive of the union we merged with.

This is an issue of great importance to AUCE. Every member of the union should have a voice in the decision. We would urge everyone to vote to Lobby CLC affiliates. ITS THE ONLY WAY TO PRESERVE OUR UNION AS IT IS.

Jack Gegenberg
Mary Mabin
John Malcolmson
Anne Berger

Peter Lane
Michele Pujol
Patrick Black
Val Whiffen

Alan Mabin
Bob Wiseman
Erling Christensen

BOB McADIE - For Lobby (Chemistry Stores Clerk, SFU)

I support the lobby option because I want to see AUCE in the CLC. Those who would have us merge claim the same goal, but would also entrench us in unions that have not met the needs of campus workers in B.C. AUCE has won the best contracts. We have accomplished much in our brief history and if we wish to continue a progressive and fruitful road, we must keep the structure that gives us control.

Dear friends in AUCE:

Many members of AUCE are planning to vote for merger because they feel that we must join the CLC to protect our contracts and that the only way to join the CLC is through merging with an existing CLC member union.

I think they are wrong.

It is possible to gain admission to the CLC and remain intact as AUCE. I'm not going to tell you that it will be easy - but others have succeeded and so can we.

The issue that seems to block our entry into the CLC is the jurisdiction that is granted to CLC members and the fact that we conflict with the jurisdiction of at least three CLC members - the Canadian Union of Public Employees, the Office and Technical Employees Union and the B.C. Government Employees Union. We have been informed by the CLC that because these other unions already have been granted jurisdiction over Universities and Colleges that we can't be let in.

Originally there were two major Trade Union Organisations in Canada - the Trade and Labour Congress and the Canadian Congress of Labour. In 1956 these two organisations merged to form the Canadian Labour Congress. Part of the agreement that led to the merger was that all members of both organisations would join the new organisation but no new members would be admitted if they conflicted with the jurisdiction of existing members of the CLC.

With this kind of policy, you would expect that no exceptions have been made. Well, quite a few exceptions have been made.

Some of the exceptions are:

- The United Fishermen and Allied Workers Union
- The Canadian Farmworkers Union
- The West Coast Racetrack Employees Union (direct charter)
- Maritime Fisherman's Union (same jurisdiction as UFAWU)
- a union representing Burlesque Dancers.

Even though exceptions have been made you would expect that CLC members would respect the jurisdiction of other CLC members wouldn't you? Well, CLC members continually intrude into the jurisdiction of other members.

- When the Brewery, Winery and Distillery Workers in western Canada broke away from their national union, the B.C. members affiliated to the BCGEU which represents provincial government employees.
- The United Automobile Workers sent us a letter informing us that they have a Technical and Clerical workers section with over 5,000 members. Isn't this the jurisdiction of the OTEU?

It is clear that exceptions are made continually if the CLC feels that these exceptions are to their advantage. We can, and must convince them that it is to their advantage to let AUCE in.

AUCE has a lot to offer the CLC. We have good contracts with many trend setting clauses. We have a democratic, membership controlled, union. We have shown that by building membership support that a small union can win contracts that are better than those won by unions many times larger than we are.

If we vote to Lobby the CLC to get in, we can get in, and we will get in.

Lid Strand, Provincial President

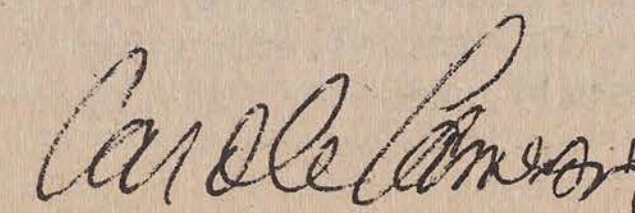
On Merging

The time has come, the walrus said, to talk of many things, of shoes and ships and sealing wax, of cabbages and unions that need more strength. Alice in Wonderland was a fantasy. AUCE is a reality. It is a trade union, although many would deny belonging to AUCE was belonging to a trade union. It must exist in the real world. Not the world as we would like it to be, but the world as it is.

When I hear arguments for remaining as AUCE as opposed to merging with another larger union, I do appreciate the things AUCE has done. I do appreciate and agree with its ideals but I have to say in my years of involvement with AUCE, the ideals are not working. For AUCE to continue to exist as it presently stands, more participation by you, the average union member is necessary. And, I don't believe you, the average union member, are prepared to be so involved. Why, if remaining as AUCE is the right thing to do, is there so little involvement, participation and concern from union members? I believe the union to most members is a source of information, wages and assistance if you need it. That kind of union can exist too but you require people working for the union to do the work you are not prepared to do. I can say on many occasions I have felt the union was literally being held together with bandades. That numerous times we were saved from serious error by one person being in the right place at the right time. I can't tell you how often potential problems have been solved, not by us but by some error being committed by management. I have often been frustrated with things I knew were going on between the University and its employees that I just did not have the time to look into.

I feel strongly that a trade union first and foremost is there to provide service to its members. And those members deserve adequate protection, not just ideals and good feelings. It occurs to me that it won't be much good to the average member when they have no union to say to them, well we went down with our principles in tact. I am in favour of merger not because I want to become part of a large bureaucratic union. I don't believe in them myself. I want to be part of a recognized trace union that has some power and some resources. I want to be part of the larger Canadian work force, not live in some kind of splendid isolation here at UBC. To belong to CUPE, BCGEU or OTEU does not mean you embrace the way those unions presently operate. They have their problems for precisely the same reasons we have them in AUCE. The union members were unwilling to participate in the decision making process, so a few people began to run the union. The same thing exists here. It is a very few people in our own union who do all the work and make the decisions. A larger union would have resources for seminars on safety, women in the work force, clerical workers, shop stewards. It would be able to take grievances to arbitration and not worry how you were going to pay the bills, it would carry some weight with the employer and the public when it spoke.

If you, the average member, are not prepared to become more involved in the running of AUCE, please don't send it down the drain by doing nothing. Show some positive action by voting to merge with an existing trade union that will ensure the continued existence of a trade union for clerical and library workers here at UBC.



Carole Cameron, Union Organiser
AUCE Local 1

(reprinted from October On Campus 1930)

SANDY SHREVE - For Lobby (Secretary, SFU)

"Any benefits we can get from the CLC, we can get by joining as AUCE. Let's put the CLC to the test. Why narrow our choices prematurely and jump onto the merger wagon before we take the opportunity to really find out what we'd be getting into? VOTE YES FOR THE LOBBY OPTION."

A.U.C.E. members are about to cast their ballots in the third referendum on the future of our union. In the first ballot we chose affiliation over independence. In the second ballot, a majority voted in favour of affiliating to the Canadian Labour Congress (C.L.C.).

But, the third ballot we are about to cast is the most important in the entire referendum series. The question is whether to merge with a C.L.C. union, or to lobby the more than 2 million C.L.C. members in an effort to gain C.L.C. affiliation without merging.

The members of A.U.C.E.'s 'C.L.C. Caucus' urge you to vote in favour of merger. All of us, at all our workplaces, need more power. Not the power of a big club, but the power that comes from a wider collective experience, the power of greater resources and of shared knowledge. Merging with a C.L.C. union does not mean someone else will do our work for us. But it does mean we will be able to do the work ourselves more effectively.

If we vote to lobby the C.L.C. membership, the discussion ends. If, however, we vote to merge, we will then be able to find out what C.U.P.E. and the B.C.G.E.U. have to offer. We would be in a position to seriously negotiate with those unions the terms under which we would merge. We are not going to be forced to accept something we feel uncomfortable with.

The strength we have is in our unity. A strong vote for merger will give our executive a firm mandate upon which to act. The choices are fairly simple and clear: your vote will depend on what you want in the future.

submitted by Colleen Bostwick, (Local 4), for:

The A.U.C.E. Members C.L.C. Affiliation Caucus

THE FOLLOWING IS A REPRINT OF PORTIONS OF AN ARTICLE THAT APPEARED IN KINESIS:

"DOES LABOUR UNITY MEAN SMASHING WOMEN'S UNIONS?"

As feminists and clerical workers, we are writing to answer the article "Moving Out" which defended the present attack on AUCE. AUCE is the kind of organisation that will make the potential power of working women a reality. The loss of AUCE would be a serious defeat.

('Moving Out' appeared in a previous edition of Kinesis, prior to the September-October edition which contained this article.)

The authors of "Moving Out" confuse the argument by using words like "merger", "Joining forces", "sharing AUCE's history and experience", which suggest AUCE would continue to exist as an independent union, when in fact they propose that AUCE cease to exist and be replaced by CUPE.

AUCE was founded in the early seventies. Clerical workers at UBC had already tried to organise through OTEU and CUPE. When organising with OTEU in 1971-72, they found that the professional trade union leaders assigned to UBC were a hindrance rather than a help. UBC clerical workers wrote leaflets about their pay and conditions and the need for a union at UBC, handed them to the OTEU business agents for distribution and never saw them again. The OTEU refused to give the UBC organisers a copy of the union constitution. When they finally got hold of the constitution, they were shocked at the powers of the international president and the provision that the international could replace elected local officers with appointed "trustees".

When the OTEU campaign failed, the organisers looked at CUPE as an alternative. But CUPE's constitution is almost as undemocratic as OTEU's, and its record at UBC in representing its own women members was poor. The wage gap between men and women who were covered by the CUPE contract was even greater than between unorganised men and women support staff!

UBC clerical workers concluded that our only hope for success was to organise our own independent union. We didn't want a union where power would fall to an elite few, where the majority of members are women but the appointed officials are men.

AUCE succeeded where CUPE and OTEU had failed. AUCE organised UBC, Notre Dame University, Simon Fraser University, Capilano College, College of New Caledonia and the Teaching Assistants at SFU. We won some of the best clerical workers' contracts in the country. We spent our time building our union without having to fight to convince conservative business agents in Ottawa or New York.

The conditions that led to the formation of AUCE still exist. Most women workers are still unorganised and the CLC is doing little to change that. Those who advocate merger give a false impression of the actual organising of women being done by the CLC. Nearly all the growth in union membership among women is a result of public employee organisations achieving union status. The increase in the number of women union members has had no effect on the fact that the average woman earns just over half of the average man's wage; the wage gap between men and women is actually widening.

Existing CLC affiliates can't organise working women because the people who run those unions don't want to challenge that wage differential. They have no respect for our skills as clerical workers, and no respect for our right to run our own organisations. Democratic unions of women workers are a threat to the stability of the unions these bureaucrats administer. Often they actually oppose equal pay. For example, a CUPE representative giving a recent stewards' seminar, said that to demand that clerical wages be brought up to the base rate for general labourers would be an insult to the general labourers. This is not just theory, either. In the last CUPE

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Does Labour Unity Mean Smashing Women's Unions? - continued from previous page

agreement with the District of Surrey, the mostly male outside workers got a second-year increase of 7.5% while the lower-paid clerical workers got only 7%.

Clerical workers will join unions that fight for equal pay. The hundreds of thousands of women workers in the job ghettos of the private sector have the power to challenge the wage differential, but it is a difficult battle. Some of the most powerful corporations in this country depend of the cheap labour of women for their profits. It's been estimated that in 1974 women workers in Canada lost about \$7 billion in potential wage and salary income due to male-female inequalities. Our employers won't give up those profits without a fight. And the only organisations that will take on that fight are unions controlled by working women.

Of course we do support the struggle of women within CLC unions, but we fail to see how the absorption of AUCE by CUPE or BCGEU would benefit that struggle. AUCE has a record second to no other union in fighting for women workers in unorganised industries. The total bargaining power of clerical workers would be substantially reduced if AUCE were to disappear.

We should not have to give up our democratic constitution and traditions, and our control of our own collective bargaining objectives, to meekly "merge" into CUPE, BCGEU or OTEU, in order to gain admission to the "House of Labour". As CLC supporters, the authors of "Moving Out" should demand that the CLC allow us to affiliate as AUCE.

While we support the struggle of women within CLC affiliates, our immediate tasks are different. Our goals in AUCE are not the establishment of women's committees and caucuses within our unions. These are important and necessary in institutions like CUPE which are male-dominated, where women must struggle to have their voices heard.

One of the more seductive arguments of the pro-CUPE or pro-BCGEU forces is the question of "whether we have the resources to defend ourselves". They go on to attack what they call the AUCE tradition of volunteering, and state that this "excludes the involvement of working mothers". In fact, AUCE locals encourage membership participation by holding most or all union meetings during working hours, rather than in the evening; some locals even go so far as to provide child care during the membership meetings or arrange for reimbursement of child-care or baby-sitting expenses for those parent members who would otherwise be unable to attend a general or executive meeting.

Rather than proposing ways to make it easier for working mothers to participate effectively in decision-making in the union, those who advocate "merger" propose that we throw up our hands in despair and turn over the decision-making to experts appointed by National Office.

There is no reason to believe that the use of highly paid "professionals" to do the work of the union will encourage membership participation. One of the reasons that so many people distrust and dislike unions, and see them as corporate concerns just like "big business", is that union members have little or no say in the running of things. Members become alienated and cynical when they realise that their input is actually discouraged by the paid officials who have the "expertise". This is hardly the situation in which the involvement of working parents and single mothers is encouraged.

AUCE's union representatives are elected by the membership and paid at the same rate as their regular campus job. In contrast, CUPE, which is held up to us as an example of democracy, hires its business agents through its national headquarters in Ottawa. The members of the local have no say in the hiring process. Being in CUPE
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Does Labour Unity Mean Smashing Women's Unions? - continued from previous page

doesn't necessarily mean more paid union staff. For all of the 136 CUPE locals in B.C. there are only 17 staff reps. Of these 17, only *two* are women. In all of Canada, CUPE has 160 staff reps of whom only *nine* are women and 151 are men.

Those advocating CUPE or BCGEU will tell you that it is worth it to trade off our control for "access to greater resources". It is dangerously naive to assume that because these resources (strike funds, professional staff, etc) exist, they will be used in the interest of the local union membership. When the highly paid male business agent who has never done clerical work in his life negotiates a contract for low-paid female clerical workers, is it likely that he will effectively represent their concerns, or even understand them? Is it likely, if they reject the deal he has negotiated, that he will recommend to the regional and national union executives, also well paid mostly male professionals, that strike funds be released to those workers? It is no wonder that AUCE's contracts are better, so much better, than those of the existing affiliates.

Ultimately, the best and only effective resource that a trade union has is the unity and strength of the membership that is assured a voice in the control of their union. AUCE is such a union.

The biggest strike fund in the world will not help if the members are not willing to fight, or if their union representatives sign sellout agreements behind their backs.

Star Rosenthal	AUCE Local 2
Sheila Perret	AUCE Local 4
Michele Pujol	AUCE Local 6
Ann Hutchison	AUCE Local 6
Mary Mabin	AUCE Local 6

VOTE TO KEEP AUCE INTACT, TO HAVE AUCE GO IN TO THE CLC JUST AS WE ARE, WITH OUR OWN CONSTITUTION AND BY-LAWS. VOTE FOR THE LOBBY OPTION ON YOUR AFFILIATION BALLOT.

JACK GEGENBERG - For Lobby (Math T/A at SFU, Local 6)

'A quote from Plato's *The Apology*: 'The hour of departure has arrived and we go our ways - I to die and you to live. Which is better only the god knows.'''

ELAINE MacPHERSON - Secretary, A/V Division, College of New Caledonia

FOR LOBBY: "Merger is a very serious and unnecessary move for AUCE to make at this time. I feel we are and can continue to be a strong and effective union without merging, where we run the risk of losing our autonomy. Let us remain intact as AUCE."

FOR STRENGTH AND RESOURCES VOTE MERGER

Some people are raising the slogan "Keep AUCE Intact - Vote to Lobby". In my opinion the only way to keep AUCE Locals together is to merge with a CLC affiliate. It is no secret that a number of our Locals are in financial difficulties. UBC, Simon Fraser, and Capilano College have all fallen behind in payment of their per capita payment to the Provincial. The Treasurer of Local 2 at SFU issued a financial statement showing that Local to be thousands of dollars in debt. Instead of having secure and ample funding as well as adequate research, legal and educational facilities, our efforts seem to be devoted to just keeping from going bankrupt.

Our membership has already opted for the CLC. The only route to the CLC is via merger because only merger can bring financial and other needed resources. The lobby route could take as long as ten or twenty years--or perhaps forever--and would produce no financial resources whatsoever even if successful. Does anyone really believe that our individual Locals are going to do nothing while our Provincial Executive sits and writes letters to the CLC requesting special-case direct charter status when this unreasonable request has already been rejected? No! Locals would eventually go their own way and would take the merger option, an option which would be accepted by the CLC. Some former AUCE Locals might opt for CUPE, some for BCGEU and perhaps a few for CCU. So, if you want to keep AUCE intact, don't vote lobby--vote merger.

Anne Frihance
Local 2

Anne Frihance

Melody Rudd - past Provincial Secretary-Treasurer, Local 2 Vice-President, Provincial President and Local 2 Shop Steward:

I feel that the AUCE leadership has been irresponsible in not calling a halt to the affiliation referendum when the vast majority of AUCE members abstain, fail to vote, and become increasingly confused as the referendum proceeds. I feel that certain local leaders of AUCE are continuing to push the affiliation issue in hopes of attaining long-term, well-paid jobs as union business agents.

ANONYMOUS - for reasons explained below

"I am a CUPE member of Selkirk College in the Kootenays. I wish to remain anonymous in my support of AUCE remaining a separate union if it is to enter the CLC. The reason I am remaining anonymous is because a letter written in support of AUCE remaining a separate unit resulted in our CUPE local being threatened, through a rumor campaign, with administration by the CUPE National Representatives. Administration means that we would be administered by the National in Ottawa, our funds would be seized, our Local executive would be kicked out of office and an executive loyal to the National's interests would be appointed to control our Local. This threat was not brought forward until negotiations started for a new contract and it was a very destructive thing to have happen in the middle of bargaining which was strongly supporting the fight for financial rights of women in the workplace and for a good financial settlement for clerical, food and service workers, mainly women. LEGITIMATE OPPOSITION EXPRESSED AS A FREE RIGHT IS NOT A RIGHT OF CUPE MEMBERS AS THIS TYPE OF ACTION DEMONSTRATES. AUCE remaining a separate union and lobbying to go intact to the CLC will be much more useful to women and to all low-paid workers because they will be able to pursue their objectives without outside interference from their National or Provincial organisations.

IF AUCE BECAME PART OF CUPE AND DECIDED THAT THAT WAS NOT WHAT WAS WANTED, PEOPLE SHOULD REALISE THAT THEY DO NOT HAVE THE OPTION UNDER THE CUPE CONSTITUTION TO WITHDRAW OR TO SPEAK AGAINST THE UNION."

Dear AUCE Members

I am disturbed by the AUCE Mousie allegory appearing in issues of the "Provincial News". The author, presumably a member of our union though not identified, depicts the characters--labour bodies representing working people--as antagonists. Though the intent of this piece of nonsense may be to criticize labour bureaucracy, that is not the impression created. And, in my opinion, to set up working people and their unions as "enemies" is objectionable. No matter what our affiliation sentiments are, where we work or to which union we belong, we have a common goal and a common "foe".

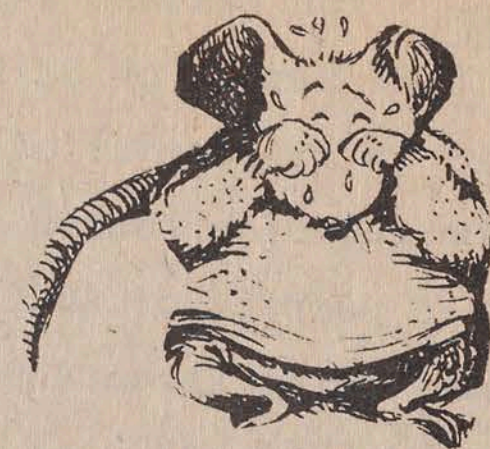
Members of AUCE have democratically decided to affiliate to the CLC and will soon determine whether to do so by lobbying the CLC in an attempt to affiliate directly, or by merging with an affiliate of the CLC. I don't think we chose the CLC rather than the CCU because we viewed the CCU as our "enemy". Nor do I think we should look upon CUPE, the BCGEU or OTEU as "enemies" out to get us. We recognize that workers' strength is in unity.

Carol Knight
Carol Knight
Local 2

Auce the Mousie

Retold

PART I by H. GLAVINA



AUCE the MOUSIE is now Deep in the Woods. In pursuit are a Conniving Cat, a Roguish Raccoon and a Villainous Vulture. Petrified by these Portents of Perdition, she scurries through the forest, seeing phantoms behind every tree.



At last, exhausted, AUCE the MOUSIE can run no more. She drops to the ground in a dead faint

SOMETIME LATER the AUCE MOUSIE awakens to the clamour of the Creatures of the Wood - Birds, Rabbits, Squirrels, Mice, Deer surround her.

"Oh! Oh!" squeaked AUCE MOUSIE. "Who are you?" "Where am I?"

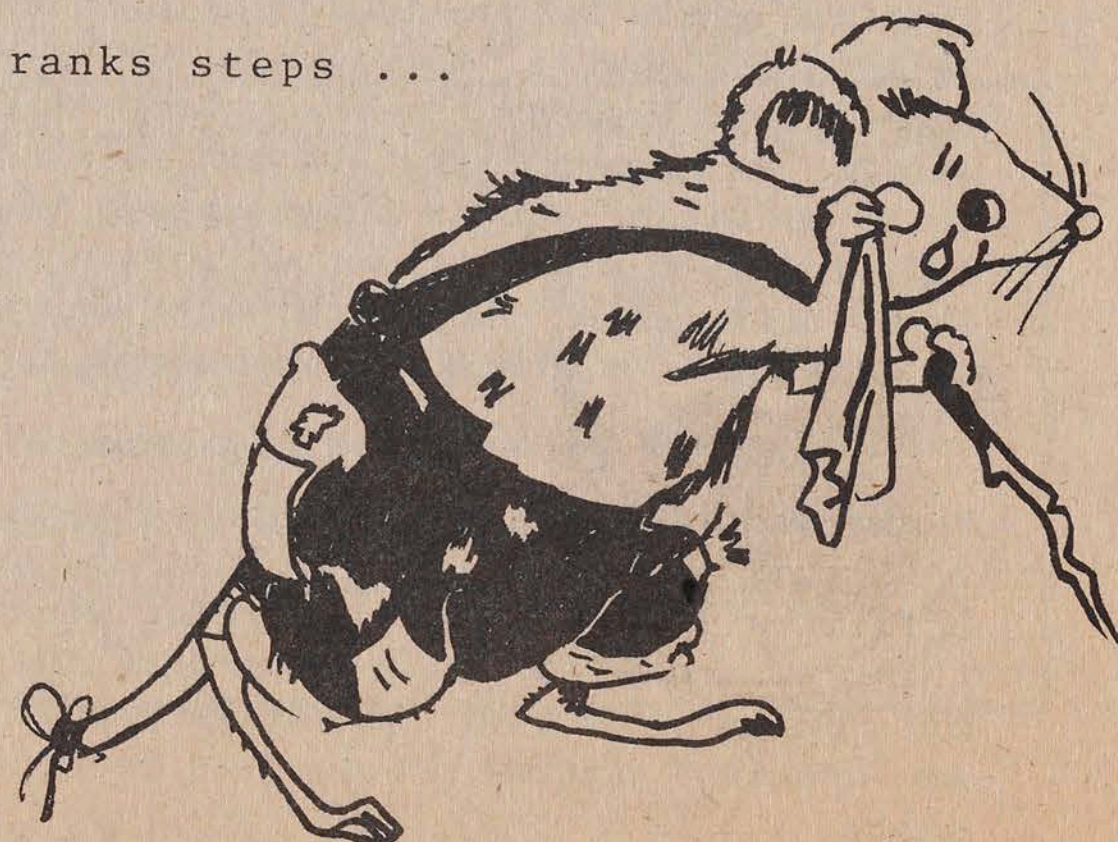
"You are deep in the Woods AUCE MOUSIE," they reply. "Oh, I remember now!" squeals MOUSIE. "The Cat, the Raccoon and the Vulture are after me." "They want a meal of Mousie Meat!"

SUDDENLY ... out of the ranks steps ...

A BIG RACCOON ! !

"EEEEEEK!" screeches MOUSIE.

"I'm doomed....."

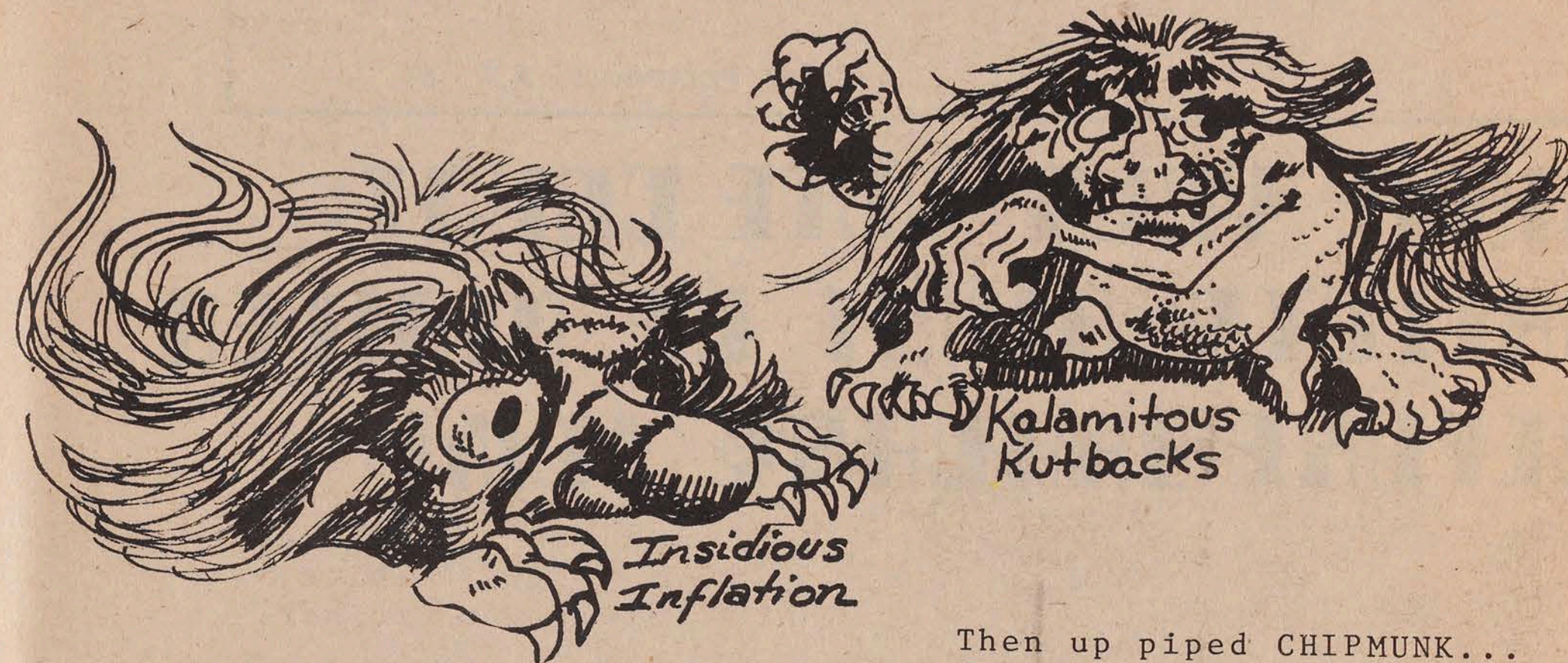


PART II

continued

by J BLAKE

"Calm down AUCE MOUSIE!" growls the Raccoon. "You must learn to distinguish the few from the many." Coons are Creatures of the Forest too. Bobby Coon, he of the ringed tail and black mask, is just like everybody else ... and... he makes mistakes. Everybody does, grown-ups as well as boys and girls. Perhaps it is just as well. You know it is through mistakes that many important lessons are learned." O Thornton Burgess



Then up piped CHIPMUNK...

"Haven't you heard AUCE MOUSIE about Insidious Inflation and Kalamitous Kutbacks? They have come to our Forest, and they want to devour ALL the Creatures! Come join with us all, AUCE MOUSIE ."



AND SO...

AUCE MOUSIE ponders...

What will be her future?

ARE FRIENDS
POSSIBLE?

"We trained hard but it seemed that everytime we were beginning to form up into teams we would be reorganised What a wonderful method for creating the illusion of progress while producing confusion, inefficiency and demoralisation."

- Gaius Petronius, A.D. 66

**MAKE YOUR VOTE COUNT:
BALLOTS MUST BE MAILED
BEFORE JANUARY 10th!**

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