

# AUCE PROVINCIAL

Wednesday, November 12, 1980

To the AUCE Provincial Membership:

This referendum of the Provincial Association is being conducted for three reasons:

- a) to elect a new Table Officer, Provincial Co-Ordinator
- b) to elect one Trustee, also a Table Officer position
- c) to ask members of AUCE Locals 2, 4, 5 and 6 to consider a one-time Special Assessment of \$5.00 to assist AUCE Local 1 @ UBC in paying off strike related debts, that amounted to approximately \$160,000 at the end of the strike, & which have been partially re-paid as the result of each AUCE Local 1 member being assessed varying amounts for every pay period since the strike ended in May.

Statements follow on another page which will inform you of the candidates's reasons for running for Provincial Office, and which will explain why you are being asked to consider the Special Assessment for AUCE Local 1. Please read the statements carefully, and if you have any questions, contact the AUCE Provincial Office @ 684-2457, or a Local Rep on the Provincial Executive, or a Provincial Table Officer.

PLEASE EXERCISE YOUR RIGHT TO VOTE ON MATTERS CONCERNING THE PROVINCIAL ASSOCIATION.

What follows is a specific set of instructions for completing your ballot and returning it to the Local Trustee who will in turn pass it on to the Provincial Office.

READ THE INSTRUCTIONS CAREFULLY AND REMEMBER, ANY EXTRA MARKS(S) ON THE BALLOT, IN ADDITION TO, OR IN PLACE OF AN 'X', WILL RENDER YOUR BALLOT INVALID AND IT WILL NOT BE COUNTED.

Ballots must be turned in to your Steward or Trustee by Thursday, November 20 @ 4:30 pm. Ballots can be turned in to the Local union office by the same day and time.

IF YOUR BALLOT HAS BEEN SENT TO YOUR HOME, OR TO A STREET ADDRESS, the medium-sized envelope has been stamped to go through the mail. Please ensure that your ballot is MAILED in time for it to ARRIVE at the Provincial Office by Friday, November 21.

Remember that at this time of year especially, mail can take 2 or 3 days to travel intra-city, so mail EARLY!!

BALLOTS WILL BE COUNTED STARTING @ 7:00 pm on Friday, November 21. The count will take place at the Provincial Office and any member is welcome to attend as a scrutineer or to assist with the tabulating that the interim Trustees are responsible for co-ordinating. Please call 684-2457 to confirm your attendance.

Voting instructions are below. An outline of the responsibilities of the Provincial Trustee and the Provincial Co-ordinator are listed on the other side of this sheet.

\*\*\* LOCAL 1 MEMBERS WILL NOT BE VOTING ON THE SPECIAL ASSESSMENT QUESTION. Statements by the candidates follow on the second page. VOTE CAREFULLY AFTER READING THE INSTRUCTIONS.

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## VOTING INSTRUCTIONS

1. Enclosed in the envelope personally addressed to you are: a) a medium sized envelope with your address label on the BACK, and a signature space on the FRONT. b) a smaller (coin-sized) envelope - UNMARKED - and, c) a PINK ballot for electing the Co-ordinator and Trustee, and, d) (if you are a member of AUCE Locals 2, 4, 5 or 6 or Headquarters ONLY), a BUFF ballot concerning the \$5 Special Assessment.

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VOTING INSTRUCTIONS continued...

2. Mark your ballot(s) with an 'X' or a '✓' in the boxes of your choices. Any other mark will spoil your ballot(s).
3. Put your a) election ballot in the UNMARKED coin envelope.  
b) assessment ballot in the envelope marked \$5.00 ASSESSMENT.  
Fold your ballots if necessary. Do not mark the coin envelope(s).
4. Put the coin envelope(s) in the medium envelope. SIGN the FRONT of the medium white envelope in the lined space provided. If this envelope is not signed - your ballot(s) will be spoiled.
5. Mail your ballot if it has a 17¢ stamp - or if you wish to stamp it. Otherwise, hand it in to your Local Trustee, Steward, Executive Member - or to your Union Office. Campus Mail is fine, but remember the deadlines for voting.

REMEMBER: BALLOTS MUST BE TURNED IN TO YOUR STEWARD OR TRUSTEE BY THURSDAY NOVEMBER 20th. MAKE SURE THAT YOUR VOTE COUNTS.

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DUTIES AND RESPONSIBILITIES OF PROVINCIAL TRUSTEE AND PROVINCIAL CO-ORDINATOR

The Annual Provincial Convention, held in June, decided to expand the Provincial Executive by adding a new Table Officer position - Provincial Co-ordinator. The Convention also suggested that this be a full-time paid position. The question of whether or not to make this a paid position was put to the membership. Election of the officer could not take place until the results of the referendum were known. In the referendum the members decided by a narrow margin that this position would not be a full-time paid office.

You are now being asked to elect the Provincial Co-ordinator. The Provincial Co-ordinator, as determined by the convention, is responsible for the co-ordination of the Provincial Newsletter Committee and for cross-local education. As a member of the Provincial Executive, the co-ordinator shares in the responsibility of the entire management of the Provincial Association between conventions, and for the upholding of the Provincial Constitution and the aims, policies and procedures of the Provincial Association. One member of AUCE has been nominated; her name is on the ballot.

One member has been nominated to run for the position of Provincial Trustee. Nominations are still open for two more Trustees to serve on the Trustees Committee. One of the three Provincial Trustees represents the Committee on the Provincial Executive - and serves as a Table Officer. The Trustees are responsible for maintaining and updating the Provincial Constitution, for conducting the voting in Provincial Referendums such as this one and for checking the credentials of those entering the Provincial Conventional Hall and for conducting votes at the Conventions.

VOTING INSTRUCTIONS

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# AUCE PROVINCIAL 1980-81 EXECUTIVE BY-ELECTIONS

PROVINCIAL CO-ORDINATOR - 1

PROVINCIAL TRUSTEE - 1

CANDIDATE'S STATEMENTS

## CO-ORDINATOR

Lauma Avens - Local 5 @ College of New Caledonia, Prince George.

I feel that it is important that Local 5 in Prince George participate more actively in the Provincial level, to prevent the feeling of isolation that exists.

I have been involved on various levels in a similar union in Toronto (York University Staff Association - YUSA) for five years, including writing for the newsletter, and therefore I feel that I can usefully contribute to both the Provincial Executive and Newsletter.

I support AUCE as an independent Canadian union and feel that any affiliation therefore, has to allow AUCE to remain intact and Canadian.

If elected, I would work towards ensuring that AUCE members continue to have a newsletter that is educational and informative on all union and potentially relevant issues. The saying, "an informed membership is a strong membership", cannot be used too often when describing the basis needed for a militant, united union.

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## TRUSTEE

Sheila Blace - Local 4 @ Capilano College, North Vancouver

I have been a loyal member of AUCE Local 4 for over three years.

I consider it an honour and a privilege to have been nominated to stand for election as a Trustee for AUCE Provincial.

It is my duty, I believe, to contribute some of my time and effort to my union, when it is needed.

If elected, I shall do my best to perform the required tasks to assist the Union which has fought for decent wages and working conditions for its members.

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n.b. there is only one candidate for each of the two vacant positions.

MARK THE PINK BALLOT WITH THE VOTE OF YOUR CHOICE AND DELIVER OR MAIL YOUR MARKED  
BALLOT BY MAIL OR PERSONAL DELIVERY TO  
YOUR LOCAL UNION OFFICE, TRUSTEE,  
OR STEWARD.



## SPECIAL ASSESSMENT FOR AUCE LOCAL 1 @ UBC TO BE CONSIDERED:

The AUCE Provincial Executive recently decided to ask the members of the Provincial Association to consider demonstrating their support for the strike waged by Local 1 against UBC earlier this year. The assessment question is being presented to you now because: a) we are now aware of the extent of the financial strain the strike placed on the Local, b) the Local 1 members have been assessed on every pay cheque since the strike ended in May, and c) the Local still has enormous debts and bank interest to pay, not to mention their objective of re-establishing the strike fund in the coming year, and, d) a similar Special Assessment raised approximately \$8,000 for AUCE Locals 2 & 6 when they faced the same circumstances in the Spring of 1979. Read the following statement and then register your opinion on whether or not you are in favour of this one-time assessment by marking your ballot. Please note that AUCE Local 1 members are not being polled on this issue, and as such, are not being assessed at the Provincial level.

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### WHY GIVE \$5.00 TO AUCE LOCAL ONE TO HELP PAY FOR A STRIKE THAT ENDED LAST MAY?

The strike continues to affect each one of us. It was fought for the principle of equal pay for work of equal value. Local 1 fought - and they thought they could win. All AUCE Locals have fought, and continue to fight, for this issue. Any Local's success or failure will affect the other Locals' ability to fight, and win.

The strike was effective. A few crucial areas were pulled out (approx. 200 members) while the rest of the campus continued to work, as decided by the general membership. Management had to cope with processing a pay-roll for over 8,000 faculty, staff and management. The Housing and Convention Centre, normally booked solid for the summer, had its revenue cut by 13% through convention/conference/seminar cancellations. This affected other areas of the campus such as Food Services, the Faculty Club and the Graduate Students' Centre. Many reports produced without the help of AUCE staff were riddled with errors and omissions, a crucial concern for the Computing Centre.

Contract clauses were strengthened but the wage disparity between traditionally male and female-type occupations was not reduced. In that sense the strike was a failure, the main reasons being:

a) financing of the strike was not ensured before the strike began. The strikers were paid their full salary with the understanding that the cost of their salaries (which were financed by assessing other members not on the selective action, and through bank loans) would be eventually covered by assessing the whole membership - including those on the picket line. One assessment of \$50 per member was approved during the strike and the Local successfully decided by referendum to authorise continuing weekly assessments only after the strike was already three weeks old.

b) The CUPE Local 116 (trades, food services, maintenance & technicians) settled for 10% which undercut the AUCE wage demand of 15% - at an inopportune time for AUCE.

c) Just before the strike started, the university revealed that it had received a budgetary increase of only 7.9%. This convinced many of the AUCE membership that the university could not pay more - even though B.C. Hospitals had received a budget increase which enabled them to pay for the 43% wage increase negotiated with the Registered Nurses' Association of B.C.

On May 29th, the membership voted to refer the latest UBC wage offer to referendum and thereby return to work.

How has the strike affected the Local? The strike demoralised the membership. They acted on issues seen as essential to the maintenance and improvement in working conditions. It was a hard fight and a difficult one to sustain.

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To finance the strike, the Local exhausted a \$50,000 strike fund which took nearly five years to establish. It was also necessary to borrow an additional \$85,000 from the credit union. An assessment of the members' pay cheques raised over \$62,000 since the strike ended; however, the Local still has debts totalling \$23,000. A further assessment will make a 'dent' in the outstanding balance. Even if this assessment passes the Local will be faced with the necessity of rebuilding the strike fund. Coupled with the assessments, the Local is faced with the necessity of increasing the monthly dues. The failure of either Local assessment would be devastating.

Why should I care about what happens at Local 1? With nearly 50% of the Provincial membership, Local 1's impact on all locals' successes or failures is significant. Many of our strongest contract clauses were first won at the UBC Local. Financially, because Local 1 is the largest in the Provincial Association, they contribute the greater proportion of the monthly per capita tax, which enables the Provincial Association to assist locals through research materials, seminar subsidy and workshops (new ones planned for the coming months!). During the Local 2 strike in the Spring of 1979, AUCE Local 1 gave \$5,000 to assist the strikers. To assist Local 2, the Provincial Association conducted a Special Assessment of \$5.00, similar to this one under consideration. Of the \$8,000 revenue, most came from the Local 1 membership.

By strengthening the contract of one local, all locals stand to gain.

What would happen if the assessment is defeated? If the majority of voters decide against the assessment, we would be repudiating our past practice of assisting locals in need of help. As a Provincial Association we have the ability and the responsibility to tell management that AUCE Locals help each other out, that we fight the battles together.

We need to endorse the assessment. Passing the referendum will effectively demonstrate our support for AUCE Local 1, and our appreciation for the fact that they are fighting for issues that ultimately concern the entire membership of AUCE. We will be re-affirming our belief in our strength as a union whose members fight hard for contract items that set standards for improvements in wages and working conditions.

**VOTE 'YES' FOR THE ONE-TIME ASSESSMENT**