

# ACROSS CAMPUS

## AGENDA

DECEMBER MEMBERSHIP MEETING

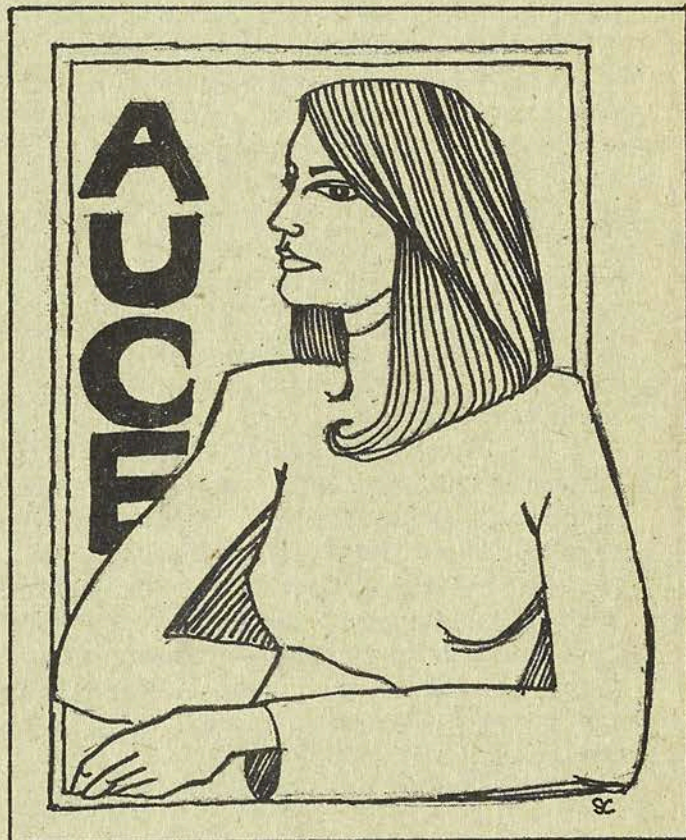
TUESDAY, DECEMBER 13, 1977

12:30 - 2:30 p.m.

IRC LECTURE HALL 2

### AGENDA

1. No smoking
2. Adoption of agenda
3. Adoption of minutes
4. Business arising from minutes
5. Correspondence
6. Closing of nominations:
  - a) Table officers
  - b) Provincial representatives
  - c) Provincial alternates
  - d) Union organizer
  - e) Job evaluation committee
  - f) Sick leave study committee
  - g) Grievance committee at-large
  - h) Strike committee at-large
7. Treasurer's report and motions
8. Grievance committee report and motions
9. SORWUC motions
10. By-laws -- budget and financial
11. Division organizer report and motion
12. Certification -- motion to retain a lawyer to investigate certification
13. Announcement pertaining to negotiations of next contract
14. Other business



AUCE  
LOCAL ONE

DECEMBER 9, 1977  
NO. 13



# 2 Grievance Report

Late on the afternoon of Friday November 18 Jay, our Union Organizer, was informed via a telephone call from W.L.Clark (University Labour Committee Chairperson) that the University was refusing to allow the Grievance Committee to attend Kevin Grace's Job Description Arbitration scheduled for the following Tuesday. The Grievance Committee has been present at all previous arbitrations although, for some time, the Union has borne the cost of the Committee's attendance.

Why did the University wait until the eleventh hour to make such an announcement? To capitalize on the Union's disadvantaged position?

Had we not had Jay and Jean, our two paid Union members, Kevin as grievor/advocate, his competence notwithstanding, would have been alone on the Union's side of the table in the Social Suite of Cecil Green Park (the site of the hearing) facing Keith Mitchell (the University's counsel), Erik de Bruijn, Heather Keate, and Wes Clark - all University representatives, and all on University time.

The Union has taken the only course of action it can, i.e. a policy grievance, which begins at Step 3, and an application to the Labour Relations Board under section 96.01 of the Labour Code of B.C. Both of these processes are very slow.

The effect of the Grievance Committee being forced to postpone all arbitrations until this dispute is resolved, is that the settlement of the majority of grievances has been suspended indefinitely.

## success?

The Grievance Committee members can once again attend arbitration hearings. The Committee was so informed by the University last week. The application to the Labour Relations Board under Section 96.01 of the Labour Code of B.C. and the ensuing publicity had the intended effect - the just and orderly processing of grievances that go to arbitration.

Reprinted from the  
Ulysses  
November 29, 1977

**AUCE and UBC battle over hearings**



# DIVISION ORGANIZER

## DIVISION ORGANIZER'S REPORT:

At the beginning of this month I was reminded that contract negotiations would be starting soon and that only one division (Division H) had an elected representative for that committee. I had been hearing and am still hearing a lot of grumbling about the last set of contract negotiations being done by a small number of people with minimal input from others and I thought that if I could set up meetings in each division in November a full committee could be put together and something genuinely democratic could happen. However it was not that easy.

Division A had a meeting which was attended by 12 out of 170 division members. It was quite likely that many people did not receive notification of this meeting. We opened and closed nominations and declared those nominated elected by acclamation. The positions of Contract, Alternate Contract and Grievance Reps were filled. Then I realized from reading the By-laws that 15 people are required for a quorum for division election meetings. This has not been past practice in any of the divisions but since I want to reintroduce democratic procedures I sent out a letter to all the people in that division stating that nominations had been opened at the meeting and would remain open for one week so that everyone in the division would know what was going on and have a chance to participate. If there is to be an election I will send out referendum ballots.

I chaired a meeting in Division B where 9 people out of 209 were present. I opened nominations and sent out a notice to all the division members to the effect that nominations would be open for one week. Executive, Alternate Contract and Grievance Reps were declared elected by acclamation at the end of the week.

In Division C I spent a week going to most of the offices to see if there were Shop Stewards and to tell them that I was setting up a meeting to open

nominations. I wrote up an agenda and sent it out by mail a week before the meeting (for some unidentifiable reason a few people did not receive their notices). Fifteen people out of 150 division members showed up at the meeting. There was discussion about how to go about negotiating the contract and a proposal resulted which is printed elsewhere in this newsletter. Nominations were kept open for a week. Contract, Alternate Contract and Communication Reps were elected by acclamation.

I have done nothing in Division D yet and since there is no Executive Rep I don't think anyone else has done anything there either.

The Executive Rep in Division E has arranged a meeting for the beginning of December.

In Division F notices of the meeting were sent out by a former Executive Rep. Two people out of 175 showed up. It is possible that not everyone in Division F knew about the meeting. Later in the afternoon one woman phoned to say that she had forgotten about the meeting and offered to help with anything that she could. I will try again there soon.

In Division G a meeting was arranged by mailed notice from the Executive Rep. Six people out of 200 attended. Nominations were opened and were closed the following week. Executive, Contract and Communications reps were elected by acclamation.

Division H had held elections in Aug. and they have representatives so I have done nothing there except to check to see that everything was covered.

I arranged a meeting for Division I. 21 people out of 70 attended. We discussed the report that I had written summarizing the small meetings that I had with each department. Nominations were opened and will close in two weeks.

## motion

Moved that the membership authorize the payment of salaries for up to three persons to serve one month terms as assistants to the Division Organizer.

moved by Jean Priest  
seconded by Jay Hirabayashi



# 4

## Motivation:

I am having little success in setting up division meetings through the 'normal' channels, eg: phone calls to stewards and contact people or by sending out notices in the mail. The two divisions where I went from office to office (Divisions C and I) have produced better results. I need time to organize in each division and if there were people helping me full-time for a short period it would be possible that all the divisions would be 'visited' by the end of March when my term in this office is up.

I am doing alot of paper work: making agendas, typing them, copying, folding, labelling; planning how to approach meetings and writing up reports after each one; compiling lists of stewards, contact people and division members; making mailing lists so that getting information out is cheaper and more reliable than using the University's computer label list. This documentation will make it possible for the system that I create to carry on after I've left.

I want to arrange a Steward Seminar for January or February. This in itself will be a full-time job for a couple of weeks.

Jean Priest

Another alternative with more dangerous pitfalls is to follow the pattern set by other unions and delegate more power to the executive so that more actions could be undertaken without membership authorization. The pitfalls are obvious.

A third alternative, and one that seems to be the current favorite, is to ignore the whole problem of how to keep this union functioning efficiently and democratically by not showing up at either the evening or the lunch-time meetings. If this trend continues our contract will soon be worth less than the paper it's printed on. A membership that won't support the executive it elects will soon find itself without an executive to support. Actually, this is already occurring. You will notice that only a few of the current executive are interested in running for office again.

This week you will be receiving copies of our current contract. Take a few minutes and read about the rights and benefits you are entitled to for being a member of AUCE Local 1.

Next Tuesday, December 12th in IRC 2 there is an especially significant membership meeting where a new executive will be nominated for the next year. I hope to see all of you there.

# UNION ORGANIZER

## UNION ORGANIZER'S REPORT

I'm wondering what it takes to get twenty-five people to come to an evening membership meeting and stay until the end. November's meeting lost its quorum half-way through the agenda. Perhaps the only solution is to abandon evening meetings altogether. If that idea seems attractive to you, then it would be appropriate to make fifteen two hour lunch-time meetings (twelve monthly meetings plus three extra for emergency situations such as contract crises) a priority contract proposal.

## TELEPHONES

### NEW OFFICE TELEPHONES!

The Union Office has two new telephones with overline service so that it should now be easier for you to get through to the office. Our new numbers are 224-2308 and 224-2309. If one number is busy, your call will automatically be transferred to the other line.

There is only one small problem with having overline service which is that if no one is in the office, our telephone answering machine is hooked up to just one of the lines. If another person calls when the telephone answering machine is operating, their call will be shunted to the other line and will not be answered. Should this event happen and if you would like someone in the office to return your call, please wait a couple of minutes and try again.



PROPOSAL FOR DECIDING WHAT ARTICLES  
WILL BE NEGOTIATED - from Division C

1. That a list be compiled of all the items that people/divisions/committees are interested in changing and print them, with arguments for pro and con, in the newsletter.
2. Have discussions about them in the Division Meetings and at the General Membership Meetings so that every member can understand what is being suggested.
3. Send the list to all members and have everyone prioritize the items from 1 to X.
4. The 10 or 15 most important items, as determined by the individual priority list, would then be negotiated.

## STRIKE COMMITTEE REPORT

1976 - 1977 STRIKE COMMITTEE REPORT

The activities and recommendations of last year's Strike Committee have been compiled into a report which is available in the Union Office.

## BIDS?

### TELEPHONE ANSWERING MACHINE--CHEAP

Have you been disturbed at a very awkward time by the incessant ringing of your phone? Do you keep finding out about important messages three weeks after you were phoned?

When the Union bought a new telephone answering machine we unfortunately didn't notice the old dusty one propping up the corner of our old sofa.

Our poor vision is your gain!

The machine might be broken, but it's yours if you want it. Put in your bid before January 15--the highest bid gets it.

Please address your submission to our Union Organizer, AUCE, c/o Campus Mail.

## MEMBERSHIP SECRETARY

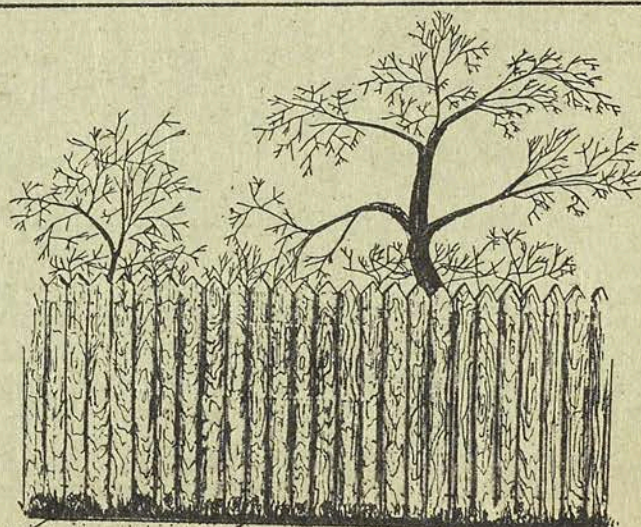
As the Membership Secretary for Local 1 I have noticed that there seems to be some confusion as to who "is" and who "isn't" a member of our Union.

According to Article 5.02 of our present contract, it is a condition of employment for new employees to become Union members within thirty (30) calendar days of their date of hire. New employees are now being signed up during the One Hour Explanation (see Article 7.04) but unfortunately we don't see all new employees at those times (e.g. hourly, temporary etc.). The University is currently not notifying us as per Article 5.03 Notification by the University, which makes it very difficult for me to do a proper job in signing up all new employees.

All people covered by our contract are now automatically being deducted Union dues; however, this does not mean that you have the right to attend membership meetings or the right to vote. An initiation form must be filled out and a fee of \$1.00 paid to obtain a Union card (your official identification for voting and attending meetings). Until you have your card you are not a member of the Union.

To make the job a little easier for me I would appreciate it if you would drop me a note c/o the Union Office if you have never had a union card or if you need a replacement. If you have filled out initiation forms at the One Hour Explanation but have not sent in your dollar, please do so as soon as possible and I will mail you your card.

Sheila Porter





# MINUTES

MINUTES OF THE GENERAL MEMBERSHIP MEETING OF THURSDAY, 17th NOVEMBER, 1977

(BUCHANAN 102)

Pat Gibson in the chair; Gina Mellado Kreml acting Recording Secretary

1. No Smoking:

2. Adoption of Agenda: moved by Nancy Wiggs, seconded by Ruby Toren

Moved, "to discuss item 11 (by-law amendments) following item 3 (adoption of minutes) and, and emergency motion dealing with voting on the endorsement of a letter sent to the Chief Justice, concerning Judge Bewley from the Association of Women and the Law, Vancouver Caucus. moved by Lid Strand seconded by Nancy Wiggs.

Moved, 'to amend agenda to include item 7a: emergency motion regarding accounts to Vancouver City and B.C. Fed. moved by Neil Boucher, seconded by Nancy Wiggs.

CARRIED.

3. Adoption of Minutes:

Mtg. of Oct. 13: Moved by Nancy Wiggs, seconded by Sheila Porter.

Gerry Anderson questioned that he was the seconder to item 8v) "That the Treasurer of the Union contact Heather Lalond and ask for an explanation"

NOTE : Amend minutes to show 8v) was seconded by persons unknown.

Minutes be adoped as amended.

CARRIED.

11. By-Law Amendments:

1. Moved That Section F(1) of the by-laws by amended to read "A nominee for an office must be a member in good standing of the Local Association. No person may hold the same office for more than two (2) consecutive terms."

Ray Galbraith wanted to know the rational behind this motion. He felt that due to the present lack of involvement on behalf of the general membership. to maintain such positions, it would be detrimental to the workings of the Union to pass this motion, since those serving on positions do so out of interests and concern to maintaining the objectives of the Union.

DEFEATED.

2. Moved That Section 5 be amended suchtthat elections be held in December (not April). seconded by Gerry Anderson.

CARRIED.

3. Moved That Section 6 be amended to read "The Grievance Committee, Contract Committee, Communications Committee and Strike Committee shall either elect from among their members a Chairperson to serve on the Local Association Executive or have someone serve as an Executive Representative from the committee on a rotational basis." (This removes that last sentence about the stewards meeting in October to elect a Chief Steward). seconded by Jay Hirabayashi.

CARRIED.



4a. Moved That the following sections be added to Section G:  
TRUSTEES: Responsible for the conduct of all referenda and ballots,  
responsible for seeing that the constitution and by-laws are adhered  
to within the local, responsible for keeping the by-laws up-dated  
and responsible for financial investigations within the local.  
seconded by Lid Strand.

CARRIED.

4b. Moved That UNION ORGANIZER: Shall be a member of the Executive, an  
ex officio member of the Grievance Committee and shall lend support and  
assistance to committees when needed as far as she/he is able. The  
Union Organizer shall control the supervision and operation of the Union  
Office, and shall be responsible to the Executive and membership. The  
Union Organizer is also responsible for maintaining lines of communication  
open between the membership and the various committees.  
seconded by Lid Strand.

CARRIED.

5. Moved That Section J7 be removed EXCEPT for the last 2 sentences.

Jane Lawrence moved to defer this motion till next general membership  
in order to allow time for Section J7 to be studied, since it  
not appear in the Newsletter prior to the meeting.  
seconded by Carol Cameron.

CARRIED.

6. Moved That a Section J8 be added as follows: "All salaried positions  
must be approved by the membership."

Lid Strand moved to defer till next general meeting, seconded by  
Jay Hirabayshi.

CARRIED.

Moved That A.U.C.E. Local #1 endorse the letter from the Association of  
Women and the Law, Vancouver Caucus.  
seconded by

CARRIED.

Nancy Wiggs has also agreed to submit a letter to the Association on  
behalf of A.U.C.E. #1.

Letter sent to Chief Justice as follows (Adendum #1).

4. Business Arising From Minutes

(Arising from item 8vi of the minutes) Moved That the membership  
approve the additional amount of \$24.50 towards the charges of a  
telephone answering machine. Moved by Jay Hirabayshi, seconded by  
Gerry Anderson.

CARRIED.

5. Correspondence. Jay Hirabayashi read letters from SORWOR Local #4, and  
a memo from Ria Rowe, and a letter from VALCU Insurance Agency. Correspondence  
Correspondence on file in the Union Office.

6. Opening and Closing of Nominations.

Moved That Jay Hirabayashi be permitted to carry on as Union Organizer  
from 15th November until 31st December (the election period)  
Moved by Nancy Wiggs, seconded by Lid Strand.

CARRIED.



Job Evaluation Committee:

Ian MacKenzie - nominated, no response on record  
 Gloria Sparks - nominated, no response on record  
 Barbara Edwards - nominated at meeting

Working Conditions Committee:

Ray Galbraith - willing to stand, elected by acclamation  
 Carol Wisdom - nominated, no response on record

Sick Leave Committee:

No nominations have been received from the floor.

Provincial Representatives

Nancy Wiggs - willing to stand, elected by acclamation

Provincial Representative Alternates:

Gerry Anderson - nominated at meeting  
 Joan Kosar - nominated at meeting

Union Organizer

Jay Hirabayashi - nominated, is willing to stand  
 Gina Mellado Kreml - nominated at meeting

Table Officers (the following were nominated at the meeting):

President - Ann Hutchison, Pat Gibson  
 Vice President - Pat Gibson, Geoff Koskin  
 Trustee - Margaret Nicolson, Lid Strand, Valerie Segal, Neil Boucher  
 Membership Secretary - Sheila Porter  
 Treasurer - Cobie Wenn, Wendy Lymer  
 Recording Secretary - Jean Lawrence

Grievance Committee (the following have been nominated)

Carol Cameron, Vickie McNeil, Vg Sri

7. Treasurer's Report:

1. Moved by Gerry Anderson, seconded by Nancy Wiggs  
 that we approve the last three financial statements (August  
 to October, 1977). CARRIED.
2. Moved by Gerry Anderson, seconded by Lid Strand  
 that we approve the expenditure of up to \$1,000.00 for office  
 expenditures. CARRIED.

MEETING WAS FORECED TO ADJORN AT THIS TIME DUE TO LACK OF A

QUORUM.

**cont'd**



# ADDENDUM

National Association of Women and the Law,  
Vancouver Caucus,  
c/o  
Faculty of Law,  
University of British Columbia,  
November 17, 1977.

His Honour,  
Chief Justice L. C. Brahan,  
Provincial Court of British Columbia,  
Chairman of the Provincial Council,  
Suite 501-700 W. Georgia,  
Vancouver, B.C.

Dear Chief Justice,

The National Association of Women and the Law, Vancouver Caucus wishes to bring to your attention its concern regarding the remarks of His Honour Judge Bewley of the Provincial Court sitting in Vancouver on August 25 and September 2, 1977 in the matter of R. v. Tourangeau.

The comments of His Honour Judge Bewley were of such a character as to:

1. impair the general public's perception of the impartiality of our courts of justice;
2. diminish the credibility of women as members of the practicing bar and as officers of the court;
3. offend women in general.

The comments to which we object are as follows:

1. Those abusive of the female witnesses appearing before His Honour Judge Bewley, and in particular the following remarks used to describe these witnesses:

"still stupid", "some silly, stupid seventeen, eighteen year old girls", "these stupid girls", and in considering the consequences had the chief witness been stabbed by the accused "would it be any loss to society" (at pages 91, 123, and 124 respectively of the official transcript.)

These comments are unacceptable expressions of opinion concerning the female witnesses.

2. Those indicative of a patronizing and paternalistic attitude toward women, particularly at page 91,

"...women...make some stupid mistakes, mostly because we males who know better, lead them into it..."

The implication of these comments is that women are not to be recognized and treated as responsible and functioning adults in our society.

3. Those abusive toward women in general, in particular at page 91,

"...you know, women don't get much brains before they're thirty..."



and at page 130,

"...so we've got a bunch of clucking females running around..."

These comments reflect an utter disregard for the dignity of women.

If the dignity and impartiality of our courts is to be maintained, women must be afforded the same respect and protection as is afforded men in our community. We submit that His Honour Judge Bewley has brought into question his ability to perceive women as equal human beings and that such a bias has no place in our courts of law. Accordingly, we respectfully submit that His Honour Judge Bewley be dismissed from his position as Provincial Court Judge.

Yours truly,

D. Bose  
on behalf of the  
Vancouver Caucus.

S. A. Moore  
on behalf of the  
National Steering Committee,  
National Association of Women and the Law.

THE REPLY

His Honour  
Chief Justice L.C. Brahan  
Provincial Court of British Columbia  
Chairman of the Provincial Council  
Suite 501 - 700 West Georgia Street  
Vancouver, B.C.

Dear Chief Justice Brahan:

The Association of University and College Employees, Local #1 wishes to inform you that at our membership meeting, held Thursday, November 17, 1977, we voted overwhelmingly to support the comments and sentiments expressed to you by the National Association of Women and the Law, Vancouver Caucus, in their letter to you concerning Judge Bewley, dated November 17, 1977.

Yours very truly,

Nancy E.R. Wiggs, Trustee  
for  
the membership  
AUCE Local #1

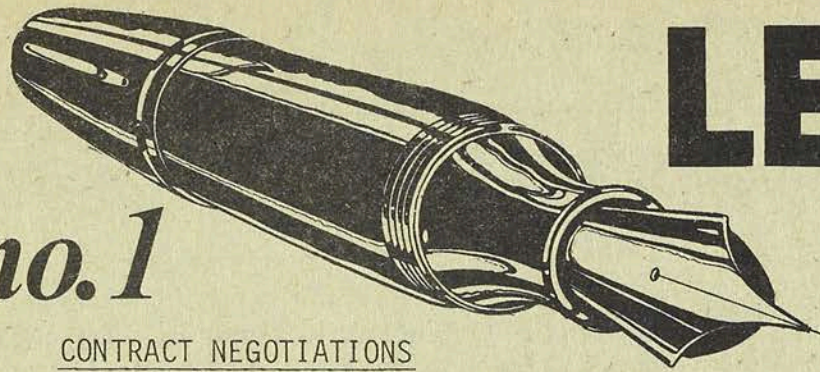
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cc: National Association of Women and the Law  
Vancouver Caucus



# LETTERS

no.1



## CONTRACT NEGOTIATIONS

With contract negotiations quickly coming around again, I would like to propose a new way of determining which items A.U.C.E. will bring to the negotiating table. Too often, I have seen at meetings (attended by the barest of quorums) motions passed which I felt would not have been passed had the entire membership a vote on the issue. Or alternatively, at largely attended meetings (with perhaps 700 or 800 people present out of a total of 1300) motions which were shuffled through much too quickly and without proper discussion.

This sort of thing has only led to discontentment and a feeling of frustration in our union. Members don't attend divisional meetings for they feel that anything they say won't be taken into account anyway, or else, like last year, we find that our membership is split into two (over the issue of across the board increase vs. percentage) and we find ourselves having to go to a referendum ballot to solve the issue. The time for the ballot is before we go into negotiations, not after, when such a move indicates to the University a divided union.

I would like to see a complete issue of the Across Campus dedicated to possible contract proposals which are proposed by the Contract Committee, sent to each and every member accompanied by pro's and con's on each issue. Shortly after this there should follow a referendum ballot listing the proposed items and asking each member to list according to preference, those items which he or she feels most important (this could be done by putting a number beside each item with #1 being top priority, and so on down the scale). Then from there, the top 10 or so items (selected from the ballot) are the ones which we take to the bargaining table.

ONLY IN THIS WAY DO I FEEL THAT THE ITEMS WHICH WE ARE NEGOTIATING ARE WHAT THE MAJORITY OF THE ENTIRE MEMBERSHIP WANT.

I realize that what I am proposing will be a lot of extra work, but isn't it worth it, if our union is once again united in a common goal?

*Barbara Crowe*

*Division C*



## PROGRESSIVE LUNCH HOUR POEM

## computerized lunch

i'm thinking about my job. i'm sitting here thinking of work. which is the kind of job one never takes home. i'm sitting at home thinking of my job, the type of work that is so loose, and relaxed & unstructured that it requires no after hours thought. i'm wondering how long it will last; when automation takes over & i'm thrown (along with my colleagues) onto the unemployment pile. i'm smoking (what?) at home and writing a promise (actually i'm not writing) about losing my job because of a relentless expertise. i'm worrying about something that will never happen (so they say).<sup>1</sup> As long as matters don't get out of hand, the workload will not decrease & my nice soft enjoyable job will be mine forever and ever. Nevertheless i can't help but wonder what all these technological changes mean in terms of security in terms of freedom, & in terms of the profit-sharing motive.<sup>2</sup> Actually i'm just being my usual optimistic self. Actually i'm not at home: i'm not smoking (never do before lunch) & i'm not thinking about my job. Why should i; it's the kind of job that never gets taken home. That's why i like it so much, and why i've managed to hold on to it so long. I'm even thinking of taking a demotion next year, just to show my appreciation!<sup>3</sup>

1. Industrial  
Autocracy  
Baffles the  
Workers'  
Instinct of  
Self-assertion

2. To Many  
the Machine  
Technique  
Denies  
Gratification  
of the  
Instinct of  
Workmanship

3. Men Migrate  
Farther than  
Women

Avron Uyehara-Hoffman

*Away with unemployment and inflation*



*editorial opinion of the Edmonton Journal*

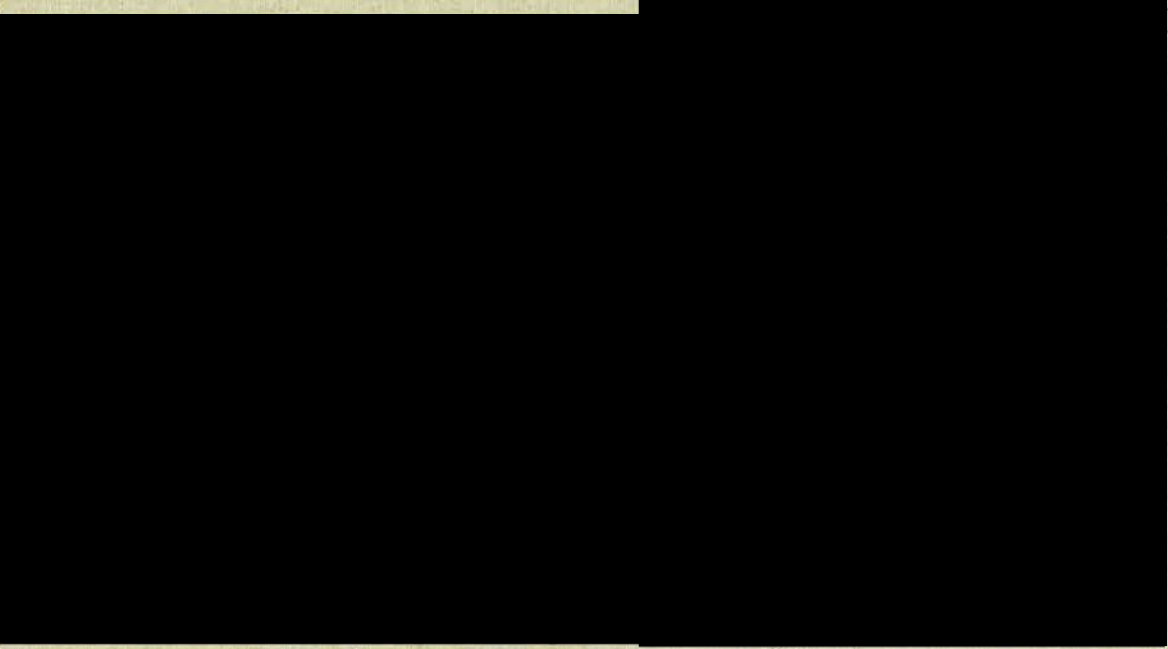


*Labour*

**CUPE Taking Direct Aim  
at Provincial Politics**

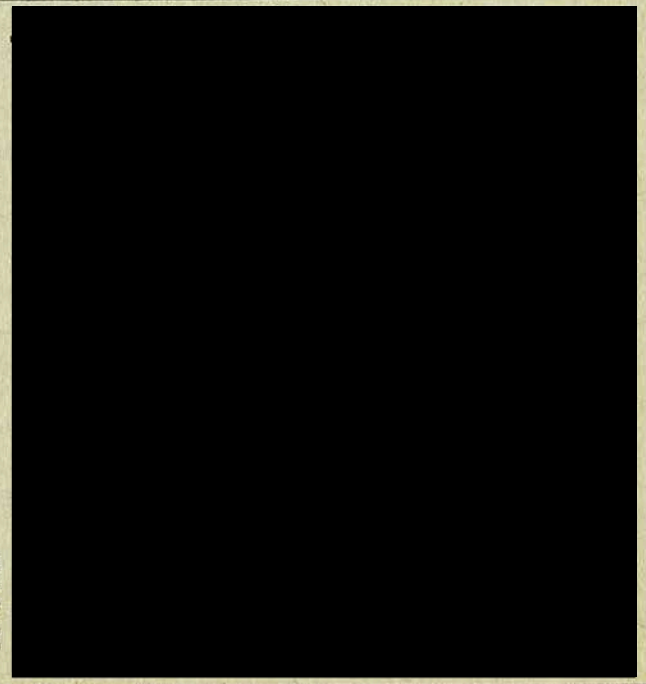
**REPRINTS:**

bc today —»



**Equal Pay  
for Work  
of Equal  
Value**

—PMcN





# 14 BC FED ON "RIGHT TO WORK"

The right to collective bargaining and the freedom of working people to form trade unions has been recognized and guaranteed by law in every province in Canada. These rights have been won over the years through the hard struggles of many ordinary Canadians and have resulted in our nation having one of the highest standards of living in the world. Yet right now, in British Columbia, a carefully-orchestrated campaign is being conducted by some employers to weaken the trade union movement, destroy collective bargaining, and lower the province's overall standard of living. Naturally the people organizing this anti-worker campaign have not owned up to their real goals. In fact, it's a tribute to the good sense of British Columbians that they find it necessary to hide their true purpose. But the campaign is underway — and it is using the deceptive and insidious slogan "Right to Work".

The purpose of this pamphlet is to expose the big lie behind the fanciful slogan of "Right to Work", to present its true nature and intent, and to explain in a straight-forward fashion why the trade union movement opposes this proposal.

Question: What does the term "Right to Work" really mean?

Answer: The term is deceptive because it implies the right of every worker to a job. However, "Right to Work" laws have nothing to do with guaranteeing each worker employment. Instead, their purpose is to prohibit employers and their employees from agreeing to a "union shop" clause in their collective agreements. Briefly, union shop clauses require that all workers hired by the employer must join the union within a specified period of time. So-called "Right to Work" laws prohibit union shop agreements and would be more accurately called "Anti-Union Shop" laws.

Question: "Right to Workers" say it is unfair and undemocratic to compel someone to belong to a union. Is that true?

Answer: No, it is not true. The first point to remember is that a union only comes about in the first place if a clear majority of employees democratically indicate that they wish to be represented by a union. It then follows, by law, that the union must fully and equally represent every worker, including those who may have opposed the union. Now, while this concept of majority rule does mean that some workers who oppose the union must accept union representation if the union wins a representation vote, it also means that workers who may desire union representation might have it denied to them if the union loses the representation vote. So the principle of majority rule is applied equally to union supporters and opponents alike. Whichever side wins, the other side must accept the views of the majority. In both cases, if a person disagrees with the majority decision they are always free to seek employment elsewhere.

A second point to consider is that when an employer and a union agree in collective bargaining that a union shop would aid industrial relationships, they are in effect laying down a regulation for the common good of their industrial community. When a worker accepts employment in that plant or operation, she/he is no longer a detached individual; but is instead a member of the community and governed by the rules made by the majority in that community. Again, if a person does not accept the majority view, they are free to seek employment elsewhere.

Question: Then why do people campaign for so-called "Right to Work" laws?

Answer: The motives behind these laws are to weaken the trade union movement and destroy collective bargaining. The reasoning is that weaker unions will be forced to accept lower wage settlements and lesser fringe benefits — and that as a result of this situation company profits will in the short run improve.

Question: How do these laws weaken the trade union movement?

Answer: By forcing union members to work alongside non-union employees who are "freeloading" on the wages and benefits won by the union, "Right to Workers" create a situation where a pool of experienced employees exist who are prime candidates for crossing picket lines or breaking strikes. Faced with the threat that employer lock-outs might be won or that strikes might be broken by "Right to Workers", a union's bargaining position is substantially eroded. The result is that union members are forced to accept poorer contracts.

In the longer run, employers can adopt policies of only hiring employees who will refuse to join the union, which can result in destroying the union entirely, costing long-time employees their benefits and security they have built up over the years.

"Right to Workers", by refusing to join the union, are getting a free ride on the backs of those who do belong to the union. While "Right to Workers" enjoy the wages and fringe benefits won by the union members and also have union grievance procedures available to them, they pay no union dues. They enjoy all the benefits but share none of the responsibility of funding and supporting the union!

Question: Do these laws exist anywhere at present?

Answer: Anti-union shop laws do not exist in Canada, but they do exist in some American states. On the average, employers in the states with anti-union shop laws pay wages and fringe benefits at levels substantially lower than the U.S. average. (see table on the right) In addition, the overall economies and the standards of living in the anti-union shop states are also significantly poorer than those in the non-anti-union shop states.



Furthermore, there are examples of workers being forced to take reduced wages and benefits in states where anti-union laws are newly enacted! Corporate profits on the other hand are significantly higher than the U.S. national average in the anti-union shop states.

**Question:** What would the effect be of introducing anti-union shop laws in B.C.?

**Answer:** The results would be two-fold. First, the imposition of anti-union shop laws would create a chaotic and hostile industrial relations climate. The trade union movement has clearly stated that any attempt to impose such laws will be vigorously resisted. Employers hiring anti-union shop employees would find substantial resentment from their union employees. This would probably lead to confrontations, strikes and lock-outs and lower productivity — all of which would be bad for the province's economy and unhealthy for employees and employers alike.

Secondly, the long term effects of anti-union shop laws if successful would be wage settlements and collective agreements that fall behind those in other provinces without such laws. B.C.'s overall standard of living in comparison to the rest of the country would drop!

**Question:** Who is organizing the campaign for anti-union shop laws in B.C.?

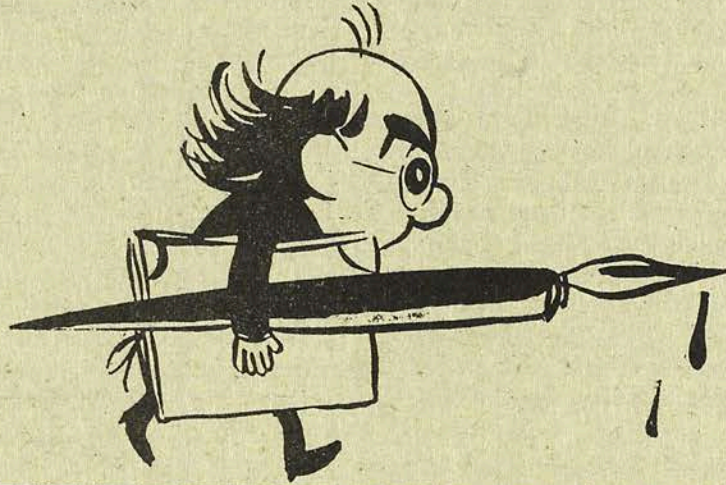
**Answer:** It is interesting to note that the pressure for such legislation does not ordinarily arise from workers seeking their so-called "Right to Work." Proponents of these measures are uniformly employers' organizations and related groups. In this province the main group calling for anti-union shop laws is the Independent Contractors and Businessmen's Association of British Columbia — a group of extremely right-wing greedy employers whose only aim is cheap labour.

**MERRY  
CHRISTMAS  
AUCE!**





# THE NEWSLETTER



It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

We need contributions from everyone to help make the newsletter interesting and vital. Contributions can take many forms: articles, photos, drawings, letters (complaints, opinions, suggestions), articles of interest from other publications, poetry, in short anything that you wish to share with your fellow workers.

Any time you wish to express yourself and share it with others, please send your contribution to:

Communications Committee  
c/o AUCE Local 1  
Campus Mail

Submissions should be signed either individually or by a group and represent the views of the contributor(s).

Kindly type or hand-write clearly the article including your name, work place, division and date.

**NEXT  
ISSUE  
DEADLINE:**

**DECEMBER 30TH**

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