





THE UNIVERSITY OF BRITISH COLUMBIA  
2206 EAST MALL  
VANCOUVER, B.C., CANADA  
V6T 1Z8

LIBRARY PROCESSING CENTRE

Acquisitions Division - Pre-bindery

June 24, 1983

To the Union Office:

I am furious and disgusted at the cartoon on page 12 of the new union newsletter ("A woman. . .difficult.") Those responsible, I feel, owe all male members of AUCE Local 1 an apology.

As a visible minority, we have to tolerate such anti-male slurs in practically every issue of the newsletter.

Such abuse of any other minority would not be tolerated.

The cartoon cannot be considered a joke: it is simply vicious and hateful. I repeat, that AUCE Local 1 owes its male minority an apology.

Sincerely, but in disgust,

*Warren Halliday*  
Warren Halliday  
Phone: 2437

RECEIVED  
JUN 28 1983

LPC,  
June 27, 1983.

FOR PUBLICATION

Pat House,  
A.U.C.E. #1,  
Campus,

I am sending my heartfelt congratulations to those who put out that last newsletter (June). It was splendidly readable. It flowed better than a newspaperer, covered several topics, gave lots of information. Those members who contributed articles should be commended for describing so succinctly the issues circulating amongst the membership.

Richard Melanson  
Catalogue Records



association of university and college employees

July 29, 1983

Operation Solidarity  
BC Federation of Labour  
3110 Boundary Road  
Burnaby, BC

To whom it may concern,

Yesterday, July 28, AUCE Local 1 passed a resolution endorsing Operation Solidarity, and authorizing the use of our annual \$5.00 per member assessment as our contribution to the Operation Solidarity defense fund (item 4 of your Program of Action).

We look forward to participating fully in Operation Solidarity, and will count on being informed of all developments, proposed actions, meetings, etc.

Yours sincerely,

Ted Byrne  
Union Co-ordinator  
AUCE Local 1

PRESS RELEASE

AUCE Local 1 wishes to make the following announcement:

On July 28, 1983, the membership of AUCE Local 1 passed the following motion in support of the workers at Tranquille Institution:

The membership of AUCE Local 1 firmly supports the action of the Tranquille workers to defend your democratic and trade-union rights and those of your patients. Your action is a model and inspiration to all workers and democratic people in B.C. and is an important contribution to our efforts to defeat the budget and have the legislation withdrawn.



## LABOUR JUST ONE GROUP BEHIND OPERATION SOLIDARITY

I have no doubt that every A.U.C.E. member has either heard of or joined the coalitions formed across B.C. in July to protest against the Sacred budget. On August 10th, we get a chance to do more about it. I hope many of you go to this rally to join the political protest organized by Operation Solidarity, in another attempt to get Premier Bennett to withdraw his vicious, shortsighted bills. Operation Solidarity is not just reacting to the bills regarding labour - its position is all of the legislation is an attack on working people.

The budget has invoked fear and disbelief in many of us, and, as a result, there is a lot of unrest over it. People do not intend to stand by while their rights are removed by the power of legislation. Unions have vowed to fight the legislation for four years, if necessary, and will provide help to each other should their members' rights be at stake. And although labour is very visible in this struggle, one cannot claim that those backing Operation Solidarity only belong to special interest groups. People going to the rallies come from all walks of life. They include women, teachers, policemen, church leaders, the handicapped, the infirm, the unemployed, trade unionists, tenants, immigrants, gays, senior citizens, etc. Some have jobs in the public sector or did, others work in the private sector. Each respects the political views of the other.

B.C. citizens are hurting by this legislation that has nothing to do with restraint (the budget has virtually no effect on government spending). I ask "Does restraint mean no Rentalsman's Office and no rent controls?" "Does it have to mean being nervous about losing one's job?" "Does it mean we are free to discriminate against minorities?" I hope that 1983 will not be remembered as the year of the great "exodus" from apartments we could no longer afford to live in. The irony which does exist about 1983 is that this year is the 35th anniversary of the declaration of human rights. Bennett might be living in the 40's but the rest of see no reason to. Under Bill 27, the situation immigrants of present-day B.C. may be faced with is comparable to the discrimination fought by blacks in the civil rights movement of the '60's. They too, were turned away as tenants, discriminated against in schools, refused service in restaurants, told that the job was filled. Under the new "inhumane" rights legislation, it will be up to 5 people on a council to decide on complaints they will deal with and those they chose to dismiss. I wonder if legitimate complaints by women about sexual harassment will be taken seriously by this group. The taxpayer pays less than the price of 2 draught beer in a beer parlour on the east side of the city for the various organizations which are to be dismantled by the government. I am in agreement with Hanne Jensen, fired Executive Director of the Human Rights Commission that "Human rights are not for sale" in B.C., not now, not ever! People are just warming up in this fight to restore some sanity to our government. We are prepared to fight a long, long time before seeing our rights taken away by a government who wouldn't run on these issues during the election campaign of May this year.

Mary Forkin

## WOMEN AGAINST THE BUDGET

Women Against the Budget is open to any individual woman, and representatives of unions, women's groups.

The next regular meeting will be held  
Thurs. Aug. 11  
7:30 p.m.  
First United Church  
Hastings And Gore

Women Against the Budget is organizing a rally to especially address womens rights and ways of fighting back. Target date is early September.  
For information contact:  
Vancouver Status of Women  
at 873-1427



# NEXT ISSUE DEADLINE:

September 2, 1983



**SPEAK UP NOW!**

**Speak Up Now!**

**Speak Up Now!**

**WRITE**

**in protest to:**

**PREMIER BILL BENNETT,**  
Parliament Buildings,  
Victoria, B.C.  
V8V 1X4

## Position of Operation Solidarity

Operation Solidarity believes it is obvious that the government's main objective is not financial restraint. Its legislation will have virtually no effect on government spending.

We can only conclude that the budget and accompanying legislation are aimed at ending basic services to people and curtailing the rights of British Columbians.

The last election was not a mandate for such an attack. The government misled the public by not presenting this program during that election. Not one of the 26 Bills which they have now introduced was even mentioned.

Operation Solidarity urges all British Columbians to protest the government's actions. The provincial government must either withdraw its legislation, or call a new election where its programs can be openly debated.

## Support Operation Solidarity

... a coalition of all B.C. trade unions, professional and community groups, churches and concerned citizens.

*For more information write to:*

**OPERATION SOLIDARITY,**  
3110 Boundary Road,  
Burnaby, B.C.  
V5M 4A2



## This Is An EMERGENCY!

Real threats face British Columbians. The provincial government is pushing through legislation which attacks justice, human rights and democracy.

This is not a question of restraint. Five regular postage stamps represent the average annual cost to each taxpayer of the essential organizations being dismantled.

Our fight is against the three basic aspects of the government's legislation:  
(1) a general attack on rights,  
(2) dramatic centralization of power in the Cabinet and the Premier, and  
(3) an assault on workers and the poor.

This is not a right-wing/left-wing, or socialist/free enterprise conflict. This is a struggle for fundamental rights which are central to Canada's democratic tradition.

**SAVE YOUR RIGHTS!**

**SAVE YOUR RIGHTS!**

**SAVE YOUR RIGHTS!**

## No British Columbian Escapes This Legislation!

### HEALTH

- Changes to the Medical Services Act encourage doctors to opt out of Medicare or extra-bill.
- Victoria assumes the right to overrule doctors on whether specific care is necessary for individual patients.
- Health fee increases range from 11% to 150%.
- The Alcohol and Drug Commission is abolished.

### EDUCATION

- 3,000 teaching positions to be eliminated, reducing attention to individual students.
- Locally developed special needs programs threatened.
- Program and funding control shifts to the provincial government.

### HUMAN RIGHTS

- Human Rights and Code Commission abolished.
- Proposed new Human Rights legislation has no automatic enforcement, and lacks realistic remedies.

### SOCIAL SERVICES

- Programs have been threatened or eliminated:  
Child Abuse Team,  
Family and Children Services,  
Mental Retardation Services,  
Consumer Affairs & Debt Counselling  
Senior Citizen Day Centres.
- Ombudsman and Legal Aid budgets slashed.
- Social Assistance rates frozen.

### RENTER'S RIGHTS

- With abolition of the Rentalsman's Office, renters and landlords lose accessible and inexpensive services.
- Renters may be evicted without any reason being given. It could be for racial, religious, political or any other such reason.
- Rent control and review abolished.

### TAXES

- Repeal of Personal (Low) Income and Renter's tax credits.
- Sales tax increased 16.7% (from 6 - 7%) and extended.
- Removal of tax break for small cars.
- Sales tax imposed on restaurant meals over \$7.00.

### PUBLIC SECTOR EMPLOYEES

- Employees can be fired at any time without being given any reason whatever. This means the unspoken reason can be anything: something said years ago, favouritism, political or religious beliefs, race, a person's opinions. This removes the most important protection unions offer and through intimidation all other contract rights disappear.
- Cabinet decides whether or not fired employees get severance pay — and how much.
- Seniority rights during layoffs or reorganization are abolished.
- "Ability to pay" becomes the most important factor in settling contracts. This means the government will dictate rates of pay, since it controls the public accounts.
- Cabinet can give public employers unlimited power to relocate, reassign or reclassify any employee.

- Provincial employees lose the right to negotiate or affect classifications, methods of selection of employees and work schedules.

### ALL WORKERS

- Private sector workers are threatened by the precedents established for their public sector counterparts. Whatever happens to the private sector in the future, the legislation already contains these direct attacks.
- The Employment Standards Board is abolished.
- A government official could order the abolition of contract standards already in force.
- Unionized workers will no longer be covered by many employment standards.
- Directors and officers of corporations will no longer be liable for workers' wages when a company goes into bankruptcy or receivership.

### LOCAL AUTONOMY

- School Boards become puppets of the provincial government as it takes direct control of spending and policy.
- Hospital Boards are amalgamated and reduced to advisory status.
- Regional Districts lose the authority to prepare and implement regional plans.
- Impositions of punitive fines for elected local Officials.



Catalogue Records,  
July 19, 1983.

letter to AUCE newsletter for publication

The how and why to write a letter to Mr. Bennett in Victoria.

The Socred government has recently introduced some very ALARMING laws. The one that I am most concerned about is the "Public Sector Restraint Act". This law will permit the cabinet to have new and sweeping powers over ordinary citizens lives. They are proposing that anyone can be fired at anytime for any reason (that means NO reason). The cabinet will be able to order firings within hospitals, universities, court houses etc. If the manager of that employee refuses a ministerial order he can be fined \$2000. From that point on the government says to our supervisors to jump and they say "how high".

There is no better time than now to write a letter to Mr. Bennett stating simply that you feel the powers to fire anyone at anytime for any reason are wrong. Period. Many people feel ~~wrt~~ writing letters is too time-consuming for them, or too difficult. I assure you that even a short one sentence letter will have an effect. The government counts up the responses it gets. Many of you feel that we can't make him change his mind. Possibly. But I ~~am~~ know that if nobody sends him a letter, than he thinks it all ok

Remember, letters to politicians don't need a STAMP while the Legislature is sitting. So, now is a good time to compose your letter. If you are short of words, write simply that are are against the proposed labour legislation. Period.

Write to: Premier Bennett,  
Parliament Buildings,  
Victoria, B.C.

V8V 4R3

----- article submitted by  
Richard Melanson

every response helps, so PLEASE, send a tiny letter!

A. U. C. E.

THE PROVINCIAL BUDGET

WHAT YOU CAN DO

1. WRITE/CALL PREMIER BENNETT AND THE MINISTERS RESPONSIBLE FOR EACH AREA ABOUT WHICH YOU ARE CONCERNED. EXPRESS YOUR CONCERN AND REQUEST MEETINGS. KEEP THEM BUSY!!!

Premier Bill Bennett	387-1715
Minister of Labour Hon. Hugh McClelland	
(resp. for Human Rights, Vocational Training)	387-1986
Minister of Human Resources Hon. Grace McCarthy	
(resp. for MHR, CIP, GAIN, HPIA, Tranquille Inst.)	387-1187
Minister of Education Hon. Jack Heinrich	387-5891
Minister of Lands, Park & Housing Hon. Anthony Brummet	387-1221
Minister of Finance Hon. Hugh Curtis	387-3751

ALL OF THE ABOVE ARE AT THE SAME ADDRESS: Parliament Buildings, Vict. V8V 1X4

2. MEET/WRITE/CALL YOUR M.L.A. AGAIN, KEEP THEM BUSY!!
3. APPROACH SMALL BUSINESSES, LOCAL CHAMBER OF COMMERCE, SERVICE CLUBS, ETC.; EXPLAIN YOUR CONCERNS TO THEM. ASK THEM TO PRESENT THESE CONCERNS TO THE GOVERNMENT.
4. MEET WITH MEMBERS OF THE CONSERVATIVE PARTY, INCLUDING OFFICIALS AND M.P.'S AT THE FEDERAL LEVEL. EXPLAIN OUR CONCERNS AND SEE IF YOU CAN GET THEM TO PUBLICLY OPPOSE THE BUDGET/LEGISLATION.
5. USE THE MEDIA; PUBLICIZE THE ISSUE. ISSUE PRESS RELEASES STATING YOUR POSITION ON THE BUDGET/LEGISLATION. ORGANIZE PEOPLE TO CALL INTO TALK SHOWS. ASK TO APPEAR ON TALK SHOWS -- YOU CAN WORK WITH OUR MEDIA COMMITTEE (see attached list). WE HAVE ENCLOSED A SMALL PRESS KIT TO HELP YOU.
6. LETTERS TO THE EDITOR: PEOPLE READ THEM! SEND A LETTER FROM YOUR ORGANIZATION TO DIFFERENT NEWSPAPERS. ALSO, ORGANIZE A LETTER-WRITING CAMPAIGN AMONG YOUR MEMBERS. ROTATE RESPONSIBILITY: HAVE A DIFFERENT PERSON RESPONSIBLE FOR WRITING A LETTER TO THE EDITOR ON EACH SUCCESSIVE DAY.
7. PARTICIPATE IN THE LARGER COALITIONS FORMING AROUND THE PROVINCE:

Operation Solidarity	430-1421
The Lower Mainland Budget Coalition	684-3254
B.C. Human Rights Coalition	Paula Simpson 270-3883
8. SPREAD THE WORD. DISTRIBUTE THIS FACT SHEET AND/OR ANY OTHER LITERATURE TO AS MANY PEOPLE AS POSSIBLE, AS QUICKLY AS YOU CAN.
9. HELP US WITH ORGANIZATIONAL WORK AND PARTICIPATE IN THE CO-ORDINATED STRATEGIES, I.E., APPROACHING THE WORLD COUNCIL OF CHURCHES FOR SUPPORT, A DRAMATIC PRESENTATION IN VICTORIA, LITIGATION ... A COMPLETE LIST OF STRATEGIES/COMMITTEES IS ATTACHED.

STEERING COMMITTEE MEMBERS ARE:

Conrad Alberts (Simon Fraser Soc. for Mentally Handicapped People) 524-4639;  
Al Etmansky (British Columbians for Mentally Handicapped People) 266-1146;  
Terry Jones (Wheelchair Sports 731-9686 (H) or 687-3333 (O); Dorothy Hyslop  
Van/Rich Assoc. for Mentally Handicapped People) 263-7713; Winston Leckie  
(Opportunity Rehab. Workshop) 872-7888 (O) or 274-1967 (H); Catherine Perrin  
(V/R.A.M.P.) 872-3895; Jill Weiss (B.C. Coalition of the Disabled) 689-4787  
or 681-8365 (messages)

DON'T HAVE MUCH TIME. IF YOU WANT TO STOP AND/OR CHANGE THIS BUDGET/LEGISLATION

YOU MUST ACT NOW

WE HAVE COPIES OF ALL THE ACTS AND OF THE BUDGET. LET US KNOW IF YOU WOULD LIKE COPIES.

B.C.C.D. 681-8365; ALICE 9am-5pm 736-5141; JILL [REDACTED]



### Japanese Union Plans to Recruit Robots

A serious fall in union membership was adversely affecting union finances at the Fujitsu Fanuc plant in Japan, it is reported. Shop stewards decided that the answer was to recruit as union members, the 200 highly automated robots which made up the plant's night shift, and which were replacing the union's human members. Management agreed to the plan but the Japanese Ministry of Labour objected that since the robots had no personal incomes, their union dues would have to come from management; and it was illegal for management to provide financial support to unions.

Now Sohyo, the Japanese trade council, has expressed its support for the Fujitsu Fanuc union which is seeking a change in the law. The council is preparing a report recommending that robots should pay both their dues and national insurance contributions. According to reports, there are over 14,000 programmable robots at work in Japanese industry, representing about 60 per cent of the world total. Fujitsu Fanuc, Japan's leading manufacturer of automated equipment, will soon need fewer than the 100 human workers it now employs. It is reported to have developed robots that can assemble machines without supervision.

The union is also pursuing another method of sustaining its finances in the face of shrinking membership. It is reported as having asked management to share with the workers increased profits resulting from the robots' higher productivity; this, it is said, would allow the smaller human work force to pay higher union dues.

### High Tech Firm Offers Paid Sabbatical

Durango Systems are among a number of California computer firms that now offer employees a paid sabbatical after four years. Durango employees may choose between six weeks' leave or two round-trip plane tickets to any destination for a two-week stay, with \$500 spending money.

## Life of a union official

*Food for Thought*

If he talks on a subject, he is trying to run things.

If he is silent, he has lost interest in the organization.

If he is seen at the office, why doesn't he get out?

If he can't be found, why doesn't he come around more often?

If he does not agree the boss is a skunk, he is a company man.

If he calls the boss a skunk, he is ignorant.

If he is not at home at night, he must be out drinking.

If he is at home, he is shirking his duty.

If he doesn't beat his chest and yell strike, he is a conservative.

If he does, he is a radical.

If he doesn't stop to talk, his job has gone to his head.

If he does, that's all he has to do anyway.

If he loses a discipline grievance, he's a poor agent.

If he wins, that's what he's paid for.

If he gives someone a short answer, we'll get him in the next election.

If he tries to explain something, he's playing politics.

If he gets a good contract, why didn't he ask for more?

If his clothes are pressed, he thinks he's a big shot, if they aren't he isn't fit for the job.

If he takes a vacation, he has had one all year anyway.

If he is on the job a short time, he is inexperienced.

If he's been on the job a long time, it's time for a change.



association of university and college employees

July 13, 1983

UBC Board of Governors  
c/o Nina Robinson  
Clerk to the Board

Dear Mrs. Robinson,

We would like to formally protest the discontinuation of the UBC Library Recon Project, and the subsequent laying off of ten Library Assistants and one Librarian. We feel that, in a time of such high unemployment, the shutting down of a useful project which employs eleven people at very little cost above the cost of labour is short-sighted and unnecessary.

It is our understanding that the University's failure to acquire the funds necessary to continue this project is a direct result of the heavy funding received for the BCLN Project. To our minds it appears that the choice to implement BCLN, a project which requires no additional staffing, was made at the expense of eleven library positions. We have been informed that a certain amount of money was even directly transferred from the Recon budget to the BCLN budget.

If the Recon Project was important enough to increase the staff to over twenty people only a couple of years ago, why is it now so unimportant as to be discontinued altogether? This project could provide several more years employment at its present staffing level, and at very little cost. We would like to see the University make further efforts to acquire the funds necessary to continue this project. We wonder if all sources of grant funding have been considered, federal and provincial. Our main concern is the continued employment of our members. We know that the completion of the Recon Project, which would ensure that employment, is considered to be very desirable, if not necessary, by the management of the Library.

Yours sincerely,

*Patricia House*

Patricia House  
Secretary Treasurer  
AUCE Local 1  
for the AUCE Executive

cc George Pederson  
Douglas N. McInnes





association of university and college employees

July 13, 1983.

PRESS RELEASE

As a result of the decision to discontinue the University of British Columbia Library Retrospective Conversion (Recon) Project, eleven library workers have received lay off notices for the end of August, 1983. The discontinuation of funds to the Recon Project is a result of the heavy allocation of funds to another project, the implementation of the BC Library Network. BCLN is a system of computer services which does not require additional staffing of the libraries involved, and which is still in its experimental stage. The Recon Project, which has as its purpose the conversion of the old card catalogue to machine readable form, is only partially complete, with most of the monograph (book) holdings yet to be converted. This project has been running for four years, and has employed up to 21 people at a time. Since it has been such a priority until now, we find it hard to understand why it is suddenly necessary to sacrifice it to another project which provides no additional jobs. The Recon Project could provide employment for its present staff for several more years, and at a very low cost — the cost of their wages. The University has already, over the past couple of years, reduced its staff of library assistants by some thirty or forty positions. We feel that this further cut is unnecessary.

THE UNIVERSITY OF BRITISH COLUMBIA


6361 MEMORIAL ROAD  
VANCOUVER, B.C., CANADA  
V6T 1W5

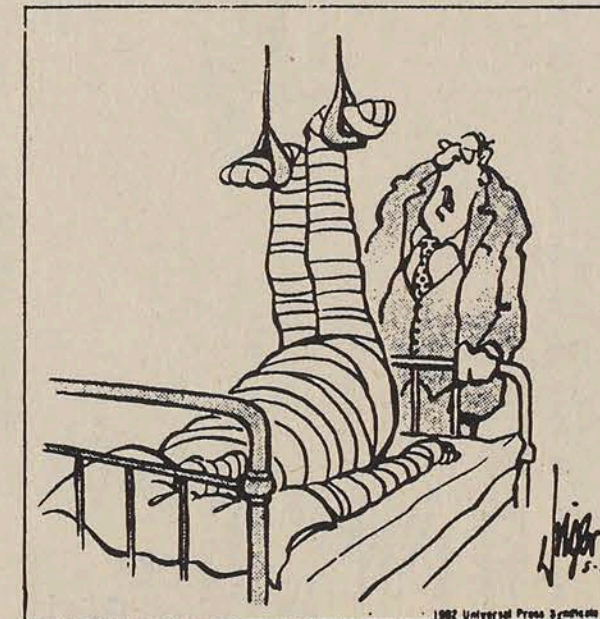
DEPARTMENT OF MUSIC

May 20, 1983

AUCE Local 1.

My feelings for several years have been that the Provincial serves no useful purpose to AUCE Local 1, and that we should get out of it. I had hoped that, as the largest Local, we were supporting a Provincial which was helpful to the other Locals in providing a central point of information and communication. However, after Ray Galbraith's comments at the last membership meeting that there are only two other Locals and they are almost defunct, it seems pointless to continue with a Provincial. I believe we could use any money we put towards the Provincial better in AUCE Local 1.

  
Shelagh Penty.



"If you don't think you can make it into work tomorrow, give me a call."



July 5, 1983

AUCE  
#202 6383 Memorial Road  
University of British Columbia

To Whom It May Concern:

I was at the last Auce Union Meeting on June 30. There was a great deal of discussion on the possiblility of AUCE joining/merging with another union.

I have to agree with the majority of speakers at that meeting that AUCE is probably the best union I have worked for. All unions have problems and AUCE is no exception. From the information presented at that meeting, it seems none of the other unions can compare with AUCE. In my opinion, they should be asking to join us.

One of the first union meetings I attended was early in 1983. At that meeting a member had asked that a letter be sent to the Attorney General in Alberta regarding a rape case in which a rapist received a lighter sentence because the woman was declared to be partially at wrong. The letter was to state our unions' support for that woman. The financial statement for AUCE for March shows a \$100 donation to Rape Relief. Facts like the above, make me proud to be a member of AUCE. AUCE is a woman's union that stands up for itself, its' members, and acknowledges ALL women, not just its' members. I don't think any other union would do a better job than AUCE has done. Keep up the good work.

Sincerely,

Loretta Van Gorp  
Secretary III  
Cont. Ed. Health Sciences

RECEIVED  
JUL - 7 1983  
A.U.C.E.

KATHARINE P. YOUNG, B.A., LL.B.  
LEO B. MCGRADY, B.A., LL.B.  
(B.C. AND YUKON BARS)

July 18, 1983

A.U.C.E. Local 1  
202 - 6383 Memorial Road  
University of British Columbia  
Vancouver, B.C.  
V6T 1W5

Attention: Fairleigh Wettig

Dear Fairleigh:

re: Secession from A.U.C.E. Provincial;  
Successor Application

You have asked me to give the Union an opinion on the process that should be followed to :

- (a) secede from A.U.C.E. Provincial;
- (b) transfer A.U.C.E. Local 1's certification to another trade union.

I understand that there is, once again, a drive to change the structure of A.U.C.E. Local 1, amalgamate with another union or create new affiliations. There are some members who fear that such an action may jeopardize A.U.C.E.'s certification and you have asked me to comment on these matters.

The first matter to clarify is that A.U.C.E.'s secession from A.U.C.E. Provincial will not affect the integrity of your union or the status of your certification. The Labour Board will only be concerned about your relations with A.U.C.E. Provincial to the extent that that relationship relates to considerations within their jurisdiction.

At the time of a certification application, the Board will ensure that a Union has a constitution and that it has been formed in accordance with these rules. Except in circumstances that give rise to S.7 complaints, the Board is not concerned with matters which are completely internal to the Union.

500 - 2885 GRANVILLE STREET  
VANCOUVER, B.C. V6H 3M4  
TELEPHONE (604) 734-4777

McGrady & Young  
BARRISTERS AND SOLICITORS

RECEIVED

JUL 19 1983  
A.U.C.E.

- 2 -

McGrady & Young

re: Successor Application

I understand that there is, at present, no procedure to secede from A.U.C.E. Provincial. In these circumstances, it appears that A.U.C.E. Local 1 need only declare that they are no longer affiliated and that no further dues will be paid.

A.U.C.E. Local 1 must ensure that they have a constitution which can operate satisfactorily in the absence of A.U.C.E. Provincial. All necessary changes should be made to state A.U.C.E. 1's independence. The only concern is to ensure that none of your present members are deprived of any rights as a result of these changes (such as a right of appeal from an internal disciplinary matter).

A.U.C.E. Local 1 can change their name in accordance with their own constitution. Once the name has been changed, the Union then makes an application to carry their certification to reflect the change.

There will be absolutely no impact on A.U.C.E. Local 1's certification as a result of these actions. A.U.C.E. status as a trade union will be maintained through the change because of the existence of a constitution and a trade union structure that is independent of A.U.C.E. Provincial.

A.U.C.E. Local 1 can be taken over by another trade union by operation of S.54 of the Code. The application is not a raid, and need not be done within any particular period of the collective agreement. S.54 reads :

"54. (1) Where a trade union claims that, by reason of a merger, amalgamation or a transfer of jurisdiction, it is the successor of a trade union that at the time of the merger, amalgamation or transfer of jurisdiction was certified as bargaining agent for a unit, the board may, in a proceeding before the board or on application by the trade union concerned

- (a) declare that the successor has, or has not, acquired the rights, privileges and duties under this Act of its predecessor; or
  - (b) dismiss the application.
- (2) Before issuing a declaration under subsection (1), the board may make inquiries, require the production of the evidence and hold the votes it considers necessary or advisable.

(3) Where the board makes an affirmative declaration under subsection (1), for the purposes



re: Successor Application

of this Act the successor acquires the rights, privileges and duties of its predecessor, whether under a collective agreement or otherwise."

As set out in S.54, the application is made by the Union which claims to be the successor. The Board may require a vote depending upon the evidence that is put before it.

The leading case on S.54 applications is B.C. Marine Workers and B.C.G.E.U. (1978 1 CAN. LRB 17). In that case the Marine Workers made an application to the Board for a declaration that they were the successor to the B.C.G.E.U. as the bargaining agent for all employees of the B.C. Ferries. The application was supported by a Memorandum of Agreement between the two Unions which transferred the collective bargaining rights held by the B.C.G.E.U. to the Marine Workers.

One issue was the question of whether the executive of the B.C.G.E.U. were lawfully authorized to transfer the bargaining unit rights to the Marine Workers. The Board looked at the B.C.G.E.U. Constitution and concluded they had the authority. In addition, the Marine Workers established that they had the constitutional authority and also that there was overwhelming support for the transfer of the jurisdiction.

The Board said :

"Under S.54, Board policy is not to conduct a representation vote itself when its investigations disclose that the union's internal procedures have given the affected employees an adequate opportunity to express their views and to reach a majority verdict on the transfer."

The evidence was that a resolution outlining the proposed transfer of jurisdiction was distributed to all members. The resolution was read at a meeting called by the Marine Workers' Union and there was "overwhelming support".

The decision does not specify what percentage support is necessary for an application under S.54. Certainly, more than 50% support is required.

It is my recommendation that the appropriate process would be to send out a questionnaire to your membership asking members if :

4/...

re: Successor Application

(1) They wish to remain with A.U.C.E. Provincial or not;

(2) If they do not want to remain with A.U.C.E. Provincial, do they wish to be represented by another union.

Depending upon the response, A.U.C.E. should then approach the union who is supported by a majority of the members. The new union would then directly approach your members to get an indication of their support to ascertain whether they can apply under S.54.

I trust this is of assistance.

Yours truly

McGRADY & YOUNG

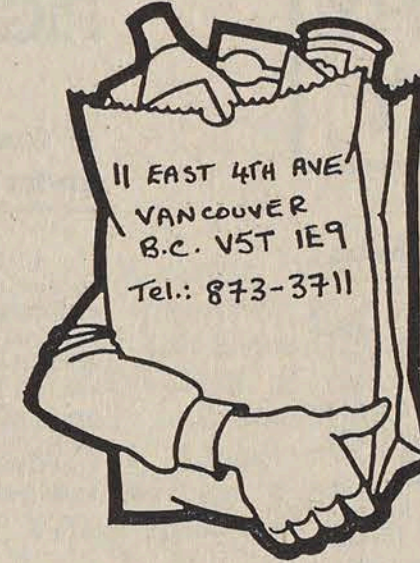
*[Signature]*

Katharine P. Young

prk

# OF HUMAN INTEREST

## FEED THE FOOD BANK



Sponsored by:

Canadian Ecumenical Action  
and  
Federated Anti-poverty Groups  
of B.C.

in cooperation with other  
community groups.

With unemployment rising, many people cannot make their reduced incomes stretch far enough to cover all their food costs. To help these needy people the FOOD BANK has been distributing weekly bags of free groceries since last Christmas. There are now locations in West Burnaby, North Vancouver, the West End and East Vancouver.

The FOOD BANK needs HELP in various ways as well as donations of food. Call them at 873-3711 to find out where you can leave donations of food or how you can help.

### COMMITTEE FOR THE DEFENSE OF HUMAN RIGHTS IN PERU

4184 Brant Street (at East 27th), Vancouver

Telephone: 879-3246

This committee is trying to raise funds to help them publicize Human Rights problems in Peru and to fight for the rights of people in that country.

On Friday, AUGUST 26th, there will be an ORGANIZATIONAL MEETING for a proposed CONFERENCE-BENEFIT to be held in October, 1983 (October 29th is the tentative date), which will probably include a brief presentation and discussion on the social situation in Peru, slides, greetings from other human rights organizations, followed by Peruvian and Latin American art and food, and dancing with SALSA as the benefit section of the evening.

Please try to attend the organizational meeting as the Committee wants your ideas and to know if you have any talents - artistic, organizational or other - which you can offer. If you cannot attend the meeting and would like to help in any way, call Alicia Barsallo at 879-3246, or leave a message. The MEETING at 8:00 p.m. will be preceded by a POT-LUCK SUPPER at 6:00 p.m., and will be held at 4184 Brant Street.



# OF HUMAN INTEREST

## **NO CHOICE EQUALS COMPULSORY PREGNANCY**

### **The stakes in the battle for clinics**

Mark McGuigan, the Federal Minister of Justice, has recently stated that provincial ministers of health have the power to legalize these clinics. The clinics could be declared "approved facilities" thus satisfying the requirements of the present law. An approved clinic would be eligible for coverage by medical insurance. There would be no grounds for prosecuting staff if the clinics were made legal. In fact the only thing illegal about free-standing clinics is that they are not governed by a hospital or the restrictions of a therapeutic abortion committee.

Clinics already exist in Canada. In Quebec, government-funded community clinics provide medically-insured abortions despite the federal law. In Europe and the U.S. clinics are the accepted norm. However, outside of Quebec, doctors operating free-standing clinics face prosecution and costly trials.

A public campaign can help secure acquittals for these doctors and prevent closure of the Morgentaler clinics. It has been done before. In the mid-70's, the Quebec government found the law unworkable because no jury would convict Dr. Morgentaler. He was acquitted three times by juries on charges of operating an illegal abortion clinic in Montreal.

### **What YOU can do to help:**

Join in building the largest possible turnout for the events of the Day of Action for Freedom of Choice on Abortion in October. Endorsements and funds are needed for this action, for the three pro-choice demands, and for the Legal Defense Fund. Contact CCCA for motions to take to your union or organization. Help publicize the Day of Action.

Don't stop there. Join CCCA. Our meetings are open to all who sincerely support our aims. There are no membership fees. Contact us for the date of the next meeting.

## **DEFEND A WOMAN'S RIGHT TO CHOOSE**

### **In Canada abortions are only legal under certain conditions**

In 1969, the federal Criminal Code was amended so that abortions remain illegal unless approved by a committee of three doctors in an approved hospital. But hospitals are not required to set up committees and even those that have committees are not required to perform abortions. Due to pressure from well-organized anti-choice groups, many hospitals have decided not to perform abortions at all. According to health centres and women's groups, the situation in British Columbia and across Canada is steadily worsening.

### **Free-standing abortion clinics**

A practical answer to the acute need for accessible abortion is free-standing clinics. These are clinics outside of a hospital, where abortions are provided on an outpatient basis. They offer a supportive environment, in contrast to the trauma of seeking approval through a therapeutic abortion committee. They provide thorough counselling and follow-up birth control information. Studies show that first trimester abortions are as safe or safer than those performed in hospitals and are less costly to provide under government funding.

### **Did you know...**

*PROVINCIAL GOVERNMENTS HAVE THE POWER TO*

- legalize free-standing clinics
- include clinics under medicare
- halt prosecution of clinic doctors

*CCCA IS ENDORSED BY MORE THAN 100 ORGANIZATIONS WHOSE MEMBERS TOTAL A QUARTER OF A MILLION BRITISH COLUMBIANS.*

I am enclosing \$\_\_\_\_\_ to help CCCA  
DEFEND A WOMAN'S RIGHT TO CHOOSE,  
REPEAL ALL ANTI-ABORTION LAWS, and  
LEGALIZE FREE-STANDING ABORTION CLINICS

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ POSTAL CODE \_\_\_\_\_

TELEPHONE \_\_\_\_\_

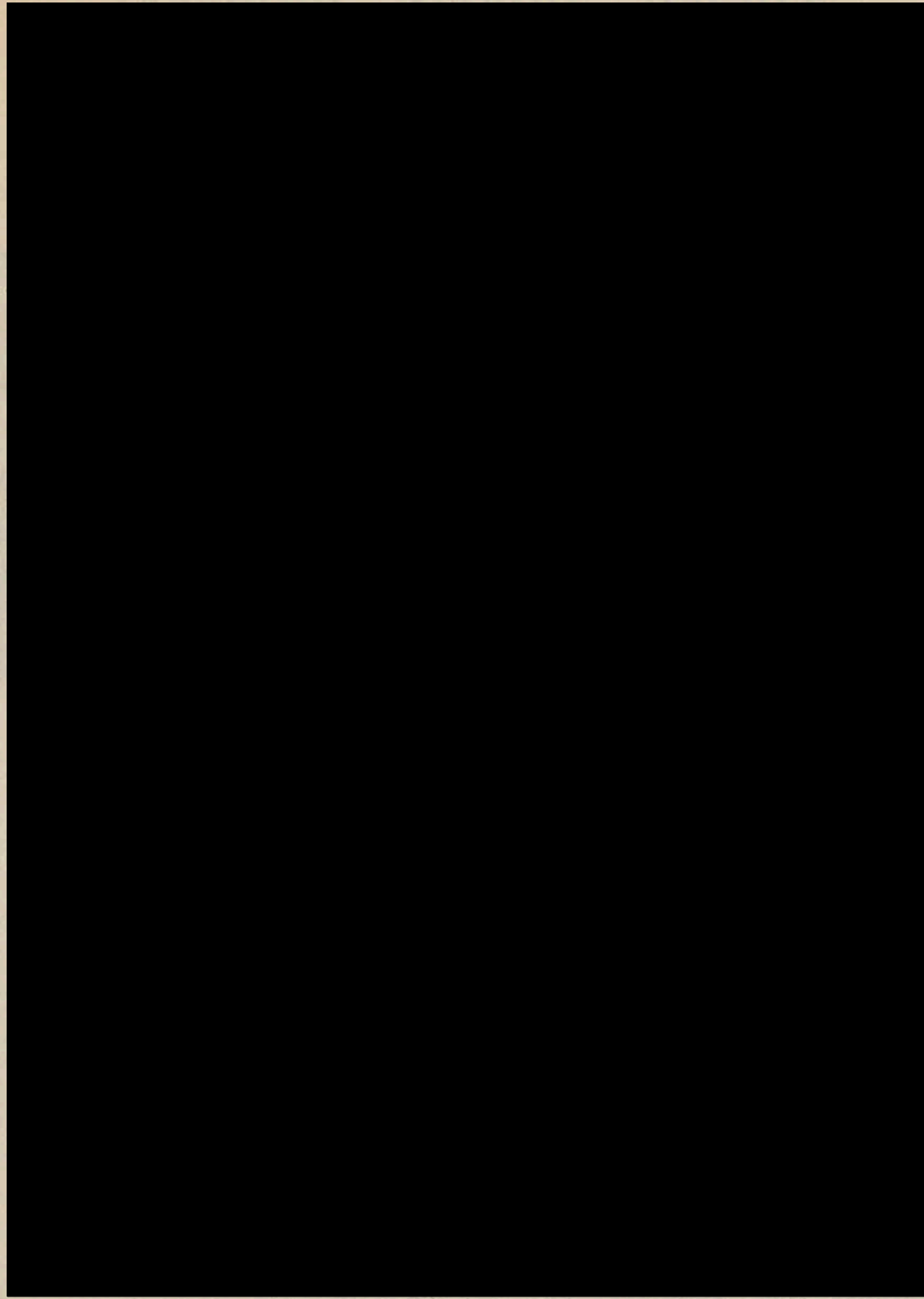
Send to: CCCA, P.O. Box 24617, Station C,  
Vancouver, V5T 4E1

## *women labour pioneers*

ROSE SCHNEIDERMAN, cap maker, who became a leading organizer of garment workers.







by Joyce Maupin

From Labor Heroines, published by:

Union WAGE Educational Committee

P.O. Box 462

Berkeley, California 94701

1974.

Dear AUCE Members

We have from time to time heard a lot of bad things about our Union and what they may or may not be doing on our behalf.

Well, I wanted all our readers to read this bit of goodness from me personally.

To make a long story short, I was unjustly laid off for 5 months and lost pay and seniority, etc. Well, with the expertise of both Kitti Cheema and Fairleigh Wettig, justice has been done.

Since I have been closely involved with them, I have learned that it is hard being on the Union Board trying to make each and every one of us AUCE members happy and have justice for all.

Once you get to really know each member of our Union, you will find like I have, that they are one hell of a team.

Keep up the great work AUCE Local One.

Thanks to Kitti and Fairleigh for all your support.

With many thanks,

Andrea-Lee Brown

AUCE Local One member



July 28, 1983

MEMBERSHIP MEETING  
MINUTES

12:30-1:30 p.m.

Chair: Marcel Dionne

Secretary: Patricia House

1. Adoption of the agenda  
Moved by Sharon Newman                      Seconded by Nancy Wiggs  
THAT THE AGENDA BE ADOPTED AS CIRCULATED.  
The motion was CARRIED.
2. Report on BC Federation of Labour meeting, Operation Solidarity  
Fairleigh Wettig reported on this initial organizing meeting.  
Her written report follows the minutes.
3. Report on legislation affecting AUCE membership  
Ted Byrne reported on several aspects of the legislation and pointed out that it has much broader ramifications than its impact on us as AUCE members. He thinks Bill 2, while it doesn't cover AUCE might foreshadow what we expect the government may do to the Labour Code.  
Ted's written report follows the minute.
4. Report on the Vancouver rally  
Kitti Cheema reported on this. She written report following the minutes.
5. Motion of support for Tranquille workers
  1. A telegram be sent to the Tranquille workers stating the following:  

The membership of AUCE Local One firmly supports the action of the Tranquille workers to defend your democratic and trade-union rights and those of your patients. Your action is a model and inspiration to all workers and democratic people in B.C. and is an important contribution to our efforts to defeat the *budget* and have the legislation withdrawn.
  2. A press release be issued to the media, the Lower Mainland Budget Coalition, and be included in the AUCE newsletter which states the following:  

On July 28, 1983 the membership of AUCE Local One passed the following motion:  
MOTION AS STATED ABOVE
  3. An announcement be made in next newsletter to call on our members to participate in a letter writing campaign to the Tranquille workers to indicate our support, with a carbon copy to Bennett.

MOVED: Kitti Cheema, Vice-President

SECONDED: Ann Hutchison, AUCE member

Fairleigh Wettig, Union Organiser

The motion was CARRIED.

July 28, 1983--Membership Meeting--Page two

6. Report on Victoria rally  
Mary Forkin reported that she and Rosemary Rising had attended as representatives of AUCE. It was very successful and brought together a wide range of groups with a strong feeling of unity.
7. Report on the Lower Mainland Budget Coalition  
To date we have been unable to send a representative to this group but we have been keeping up on their activities. They were the organizers of the Vancouver rally. They are a non-partisan group, not limited to unions.
8. Report on Women Against the Budget  
Sheila Rowswell reported on this group. It was called together by the Vancouver Status of Women. It includes different women's organizations and unions. So far we haven't sent a representative but have been keeping in touch with them and hope to participate.
9. Notice of Motion  
There were two notices of motion read. They are reprinted in the newsletter and will be voted on at the next meeting.
10. Endorsement of Operation Solidarity  
Moved and Seconded by the Executive:

"That AUCE Local 1 endorse the plan of action initiated by the B.C. Federation of Labour and passed by a coalition of Unions (affiliates & non-affiliates) on July 15, 1983 and that Local 1 actively participate in Operation Solidarity."

Motion amended to include:

and in recognition of item 4 of this ten point program, the per capita assessment (which amounts to \$4.44 per year per AUCE member) will be paid by the donation of our annual \$5.00 strike assessment deducted in August of each year to Operation Solidarity. This will be the case for the duration of the program.

The motion was CARRIED.

The meeting was adjourned.



In the aftermath of the 7 July budget, B.C. was suddenly labelled Canada's Poland. Twenty seven bills were introduced which effectively trampled upon the basic civil liberties which have served as the foundation of our society. Regressive legislation that threatens our lively hood, the preservation and acceptance of our individuality and the protection of our basic human rights.

The B.C. Federation of Labour held a meeting 15 July to deal with the reality's of the government's attack on workers. All unions in B.C. were invited to attend. Affiliates and non-affiliates alike set aside past differences in an effort to unite under a banner of justice.

Sixteen speakers eloquently articulated the situations with which we are faced. Some of the comments which come to mind are:

"All workers, union and non-union have a right to dignity... this legislation has stripped us of that dignity."

"The root causes of social sin which led to the violence in Latin America can be found in the rudiments of legislation such as this:

Father Jim Roberts

"We must never forget our strength is not for ourselves but for the weakest in our society."

Dr. Charles Paris, Human Rights Commission

"This government is devoid of compassion and human understanding."

Norm Richards, BCGEU

"They are playing fast and loose with institutions paid hard for by the good people of this Province...our rights have disappeared in the interest of political expediency."

Owen Dykstra, B.C. President CUPE

"With jack boot tactics these used car dealers feel they have a mandate to turn this Province into a land for the rich."

Monty Alton, USWA

"The slimy old snake has finally shed its skin so we can see who he is."

Pat Clark, B.C.T.F.

"What we are discussing is the formation of a coalition of hope... there is a question of rights for children, they join the rest of us as second class citizens."

This meeting passed a plan of action known as Operation Solidarity. It is a ten point program which we have circulated to the membership about 10 days ago. The basic points of this program include:

1. That there will be no raiding between unions for the next 4 years.
2. That a Solidarity ctte. be struck comprised of affiliates & nonaffiliates.
3. That the trade union Movmt will enter into a broad coalition with civic groups churches, peace groups tenants groups etc. in an effort to oppose the legislation.
4. That non affiliates would also pay an amount equal to the per capita tax of the Fed to be used exclusively to partially fund Operation Solidarity.
5. That regional Trade union Solidarity cttes. are to be established.
6. That all union locals will hold mtgs. to discuss the issue and engage in a letter writing campaign to lobby the gov't.
7. That for at least 2 months the Fed will start a massive public education campaign through the media etc.
8. That rallies will be planned and held throughout the province.
9. That the Provincial Solidarity ctte will work out all major policy decisions and will elect an official spokesperson.
10. Operator solidarity will renew its mandate every twelve mos.

## REPORT ON THE VANCOUVER RALLY - Kitti Cheema, Vice-President

presented at the 28 July 1983 membership meeting.

On 23 July 1983, over 35,000 people participated in a massive demonstration to oppose the draconian legislation presented by the Socreds on 7 July. It was clear to all those who attended, that this legislation was designed to wipe out basic democratic and trade union rights. Rights which we, as workers, fought for, through strikes and other means, over the years.

Representation covered a wide range of political, community, womens and trade union organisations, giving various calls on how to oppose this anti-people and anti-democratic legislation. The calls ranged from the necessity of a general strike in B.C. to organising letter writing campaigns to the government. Demands made by various groups and individuals expressed the sentiment of everyone attending the rally - the BUDGET MUST BE DEFEATED AND THE LEGISLATION WITHDRAWN!

Many people made the comment that this legislation will hurt the poor and those requiring assistance and will line the pockets of the multinationals and large corporations in B.C. As one of the speakers from the podium pointed out, "The rich are getting richer and the poor and getting poorer". The statement, "Human rights are not for sale", was also well received and indicative of this consciousness. Various speakers outlined how the legislation would hurt groups and individuals in B.C. Those who called for action to defeat the legislation received the best response. Women spoke on how this legislation particularly hurts women, especially single mothers and those on social assistance. This is an issue which is of special concern to AUCE because the majority of our members are women.

Workers from the forest industry, building trades and construction industry were also represented, thus showing the consciousness that this attack is not restricted to government employees. They were well aware that this legislation against government employees is merely a test case and should it succeed with us, it will only be a matter of time before it is applied to all workers.

The sentiments of the people in the demonstration were expressed through placards and banners reading as follows:

NO LAYOFFS, JOBS AND JOB SECURITY FOR ALL  
DEFEAT AND BUDGET AND THE LEGISLATION  
ADEQUATE AND INEXPENSIVE HEALTH CARE FOR ALL - ESPECIALLY THE DISABLED  
AN INJURY TO ONE IS AN INJURY TO ALL  
1984 IS COMING  
B.C. - CANADA'S CHILE  
and many more.

The fact that people wanted action was shown in their enthusiastic response to anyone who called for action. It was clear to the participants that the only way the legislation was going to be defeated was by organising job actions.



We, at UBC have already first hand experience with the results of budget cuts. Last year over 160 staff and T.A.'s were laid off. This year, 10 L.A. III's have already been axed. Our trade unions and other UBC organisations including AUCE were represented. I'm not aware if the University Administration was present but Pederson's opposition to the cuts as indicated in a press release issued recently consisted of concern about tenure (no mention of AUCE or CUPE workers, etc.) and the following comment: "In the case of this University, it cannot be argued that such dismissal procedures are necessary in order to satisfy the current restraint program. All of our collective agreements, including the one with faculty, make provision for employee lay-off in the case of fiscal exigency." It is clear the workers at UBC are going to have to rely on their own initiative to defeat this legislation. Initiative like that organised by the workers at Tranquille Institution in the Interior. It is only by this type of job action, will we get results and which can succeed in pressuring the government to withdraw their legislation.



"It all started when I set out to insist on tenure . . . ."

Report on the affect of this legislation on AUCE members

First of all, our concern should not be simply with the bills that affect us as union members, but with the repressive nature of this legislation in general. We are also parents, renters, women, members of minorities, etc. Our participation in broad coalitions against this legislation is therefore of paramount importance. It should be noted that Operation Solidarity, to which we have given our endorsement, is working against all of the bills, and not just those which can be defined as anti-union. The following brief description of the direct effect of the legislation on AUCE members is therefore only part of the picture.

Bill 3, the Public Sector Restraint Act, allows a public sector employer to fire without cause. This means that there would be no recourse to seniority rights, or the grievance procedure. It is also possible, according to the bill, that there would be no compensation for those let go. This means that the employer can now go about reducing the work force without following the usual lay off procedure (recall rights, bumping, etc.) Also, in disciplining people the employer can now leap over the preliminary stages of discipline and simply fire an employee. This bill also opens the way to all kinds of discrimination. The employer could, conceivably, fire someone because they are pregnant, because they are active in the union, because of their personality, and so forth. This is facilitated by the absence of a general purpose clause at the head of the bill. In this respect, the changes to the human rights legislation are also significant.

Bill 11, the Compensation Stabilization Amendment, extends the Compensation Stabilization Act (ie. wage controls) indefinitely. The new wage guidelines allow no settlement above 5%, but they also set a lower limit of -5%. Wage increases may now be tied directly to productivity, which is to say that they may be tied to an agreement on longer hours of work. The employer's ability to pay, ie. the University's budget, is now the major consideration when wages are negotiated. Once a wage agreement has gone to the Commissioner (Ed Peck) for a decision, there is no longer any avenue of appeal, the Commissioner's decision is final.

Bill 26, the Employment Standards Amendment Act, allows the employer to negotiate standards below the minimum provided for in the act. For example the University may ask us to reduce vacation, maternity leave, increase overtime, change hours of work beyond the minimum standards. If we accept, we're stuck with the agreement, even if the Employment Standards Act provides for more. Also, the former Employment Standards Board is replaced by a single director. Now, after the date of expiry of a contract, if no progress is made toward negotiating a new one, any 'interested party' may apply to have the contract declared no longer binding. There would then be no contract in effect, and in fact the new contract might have to be negotiated from scratch.

Bill 2, the Public Service Labour Relations Amendment Act, does not affect us directly, but it does affect thousands of public sector workers, and may foreshadow the changes we can expect in the Labour Code. This bill means, for those affected by it, that the following items may no longer be negotiated into a contract: seniority in hiring, standard job descriptions, hours of work, retraining, job classifications, vacation schedules, involuntary transfer procedures, job security.

Hope to see you at the next rally! In the meantime, write letters to your MLA, and anyone else you think might be moved.

Ted Byrne





May 26, 1983

AUCE NEWS IN BRIEF:

- \*\*\*AUCE has joined with all the other groups on campus (the Faculty, the Students and all other staff organizations) to form a campus wide coalition to fight the provincial legislation.
- \*\*\*Ted Byrne joined the Union Office staff as Union Co-Ordinator on July 18, 1983 replacing Shirley Irvine who has gone back to her position in Commerce. Ted was formerly in the library (Catalogue Records). He has considerable experience in grievance work and was for a time the Chairperson of the Grievance Committee. He will be taking over the reclassification work that Shirley handled previously.
- \*\*\*The Union Office Staff would like to thank Mary Forkin, Sheelagh Penty, Anita Cocchia, Sherry Murray and Karen Shaw for service above and beyond. Their help in the office has been most gratefully received.
- \*\*\*The pleasant voice at the end of the phone in the Union Office these days belongs to Rosemary Rising. Rosemary is working for us for July and August in an attempt to get the backlog of membership records up to date. The Union Office staff would like to thank the membership for their patience during the last few months when there has not been time to handle this work.
- \*\*\*The Grievance Committee has announced the resolution of two grievances in the Union's favour in recent weeks. Both were scheduled for arbitration and both resulted in the grievors receiving money the Union believed they were owed. One case involved an improper layoff and the University agreed that an error had been made and paid the employee the money she lost by being laid off.
- \*\*\*The Contract Committee is hoping to get under way very soon. Please send any suggestions you have to the Union Office for their consideration.

To AUCE Local 1

We herewith submit the following motion as an amendment to the following by-law:

"AUCE Local 1 shall pay the medical and dental plan premiums and the group life and total disability plan premiums for those AUCE employees whose sick leave credits have run out, until such time as they are collecting benefits under the group total disability plan or until they return to work."

AMENDMENT:

"AUCE Local 1 shall pay the medical and dental plan premiums and the group life and total disability plan premiums for those AUCE employees whose sick leave credits have run out, until such time as they are collecting benefits under the group total disability plan OR FOR A MAXIMUM PERIOD OF TIME OF SIX (6) MONTHS."

Moved by [Signature]  
M. Denise Field  
Payroll Department

Seconded by \_\_\_\_\_  
Irene Langston  
Payroll Department

It is also suggested that Mr. Craven of the Benefits Department come to a meeting to discuss pension and disability benefits.



NOTICE OF MOTION

AUCE Local 1 Resolutions on the Budget and Legislation

Having already endorsed Operation Solidarity of the BC Federation of Labour, and feeling that participation in broader coalitions would also be appropriate, we would like to move the following resolutions as a general statement of AUCE Local 1's opposition to the legislation:

1. That AUCE Local 1 endorses the Lower Mainland Budget Coalition, and will send two delegates to meetings of that Coalition. Further, that AUCE Local 1 donate the sum of \$250.00 to the Lower Mainland Budget Coalition.
2. That AUCE Local 1 send two representatives to participate in Women Against the Budget, and will actively take part in organizing, and publicizing events and actions undertaken by Women Against the Budget.
3. That AUCE Local 1 shall participate in a cross-campus anti-budget coalition.
4. That AUCE Local 1 shall form a committee to coordinate our involvement in Operation Solidarity and other groups opposed to the legislation. This committee shall also be charged with keeping our membership informed of all developments concerning the legislation and actions taken against it, with writing letters, press releases, etc., with lobbying our MLAs, and with forming a local phone committee.
5. That AUCE Local 1 shall give full support to any person or group who is discriminated against as a result of this legislation.
6. That AUCE Local 1 recognizes any picket line set up by any other union, laid off workers, or community group which opposes any of the budget legislation as a bona fide picket line.
7. That the AUCE Local 1 executive shall call an immediate special membership meeting when any member of the local is discriminated against as a result of this legislation, at which meeting we will consider further job action.
8. Our ultimate goal is to have all of the offensive legislation removed.

Ted Byrne  
Sheila Rowsell

*Investors* SYNDICATE LIMITED

310-1755 WEST BROADWAY / VANCOUVER, B.C. 736-4324  
403 SIXTH STREET / NEW WESTMINSTER, B.C. 526-3725

The Union has arranged to co-sponsor a financial planning presentation with Investors Syndicate Limited, one of the largest investment counselling firms.

We believe that many of our members could benefit from the advice and information on possible tax savings, investments and retirement income.

During this Financial Planning Seminar that we have set up for you, you will find the answers to the following questions:

I) INFLATION

- Are you beating the cost of living and overcoming the effects of inflation?

II) UNDERSTANDING YOUR OWN FINANCES

- Are you budgeting properly?
- Are you paying yourself first?

III) RETIREMENT INCOME

- How can RRSP's save you thousands of dollars?
- Are you planning for your retirement now?

IV) TAX PLANNING

- Are you using all the legal deductions and exemptions?
- Have you made your Family Allowance non-taxable?
- Are you splitting income with other members of your family to reduce taxes?

V) ESTATE PLANNING

- What happens if you die without a will?

We have asked Investors Syndicate to also offer a free personal analysis for all who attend this special presentation to assure that you keep more of your hard-earned dollars for yourself.

RECEIVED

JUL - 51983

A. U. C. E





association of university and college employees

MEMBERSHIP MEETING  
THURSDAY, AUGUST 18, 1983  
12:30-2:30 P.M.  
IRC 6

1. ADOPTION OF THE AGENDA
2. INVESTORS SYNDICATE PRESENTATION  
THEY WILL BE GIVING A SEMINAR AND ANSWERING QUESTIONS  
REGARDING PERSONAL FINANCES. SEE THEIR LETTER ON PREVIOUS PAGE.
3. OPERATION SOLIDARITY ACTIVITIES
4. ADOPTION OF THE MINUTES OF JULY 28, 1983
5. HEALTH & SAFETY OFFICERS REPORT
6. SECRETARY-TREASURER'S REPORT
7. GRIEVANCE COMMITTEE REPORT
8. EXECUTIVE REPORT
9. OTHER BUSINESS

Notice of Motion: That Auce Local 1 donate the sum of \$250.00 to  
the Lower Mainland Budget Coalition.

*Moved by Ted Byrne*

*Seconded by Fairleigh Wettig*