

# RUCE PROVINCIAL NEWS

JANUARY '82

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





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**AUCE  
PROVINCIAL  
NEWS**

is published monthly by the AUCE Provincial Newsletter Committee. Letters, articles, poetry and any other submissions are welcome. Send your submissions to the AUCE Provincial Office, #901-207 West Hastings St., Vancouver, B.C.. We will try to publish all submissions as space allows. Letters may be edited for brevity. All submissions must be signed. If you wish to remain anonymous, tell us and we will omit your name.

Those working on the Newsletter this month are:

Lauma Avens, Lid Strand.

**sisters & brothers,**

THIS WILL BE MY LAST COMMUNICATION WITH AUCE MEMBERS, AS PROVINCIAL CO-ORDINATOR, AS I HAVE ALREADY ADVISED THE PROVINCIAL EXECUTIVE THAT I AM RESIGNING MY FULL-TIME PAID POSITION.

I FEEL THAT I HAVE A CONTRIBUTION TO MAKE WITHIN THE UNION MOVEMENT, BUT AM SAD TO SAY THAT I FOUND IT IMPOSSIBLE AND FRUSTRATING TO WORK WITHIN THE CURRENT STRUCTURE OF AUCE.

UNQUESTIONABLY, ONE OF THE THINGS THAT I FOUND MOST AGGRAVATING WAS THE ATTITUDE OF PEOPLE IN THE AFFILIATION DEBATE. IN SPITE OF THE CLC'S STATEMENT THAT THEY WOULD NOT ACCEPT AUCE, WE ARE STILL GROVELLING TO GET ADMITTED. WE CANNOT RETAIN ANY DIGNITY AS UNION MEMBERS IF THIS ACTION CONTINUES.

THE MEMBERS OF MY HOME LOCAL, LOCAL 5 STAND PROUD IN THEIR DECISION TO AFFILIATE TO THE CCU AND THEY DID SO FOR ALL THE PRINCIPLED REASONS. I HAVE ALREADY WRITTEN TO LOCAL 5, EXPRESSING MY FEELINGS AND REASONS FOR LEAVING AUCE, BUT I ALSO FEEL OBLIGATED TO EXPRESS THOSE SAME FEELINGS AND REASONS TO ALL AUCE MEMBERS.

THERE IS A CLEAR TREND TO-DAY, TOWARDS CANADIAN UNIONS BY CANADIAN WORKERS, SOME OF THESE ATTEMPTS MAY FAIL AND OTHERS WILL SUCCEED, BUT THESE EFFORTS MUST FORCE AUCE MEMBERS TO REFLECT ON WHY AUCE ALREADY IS AN INDEPENDANT CANADIAN UNION. AUCE MUST NOT LOSE SIGHT OF THE FACT THAT MANY YEARS AGO, THE FOUNDERS REJECTED AMERICAN UNIONISM AS WELL AS OTHER ALREADY ESTABLISHED UNIONS, AND MADE A CONSCIOUS DECISION TO PROVIDE AN ALTERNATIVE UNION TO THE EXISTING BUREAUCRATIC UNIONS.

AUCE MEMBERS MUST HONESTLY EVALUATE THE REASONS WHY THE CURRENT POLICY TO LOBBY THE CLC EXISTS. THE MEMBERSHIP MUST LOOK CAREFULLY, ABOVE THE EXISTING PETTY POLITICS, AT THE MISLEADING INFORMATION THAT HAS LED AUCE TO THIS POINT. IT IS NOT THE MEMBERSHIP NEEDS THAT WILL BE FULFILLED BY SUCH A MOVE, IT WILL IN FACT BE AT THE SACRIFICE OF THE MEMBERSHIP NEEDS.

AUCE DOES NEED CHANGES STRUCTURALLY, BUT THEY ARE NOT CHANGES THAT CANNOT BE HANDLED INTERNALLY AND AUCE MUST NOT FOREGO ITS PRINCIPLES AND VALUES WITH THE MISCONCEPTION THAT THE CLC OR ANY CLC AFFILIATE WILL MAGICALLY SOLVE THOSE PROBLEMS.

AUCE HAS ACHIEVED MANY THINGS OVER THE PAST YEARS FOR ITS MEMBERS, AND THESE ACCOMPLISHMENTS ARE TOO OFTEN OVERLOOKED. AUCE ALSO HAS THE POTENTIAL, I BELIEVE, OF PLAYING A SIGNIFICANT ROLE IN THE UNION MOVEMENT.

I SINCERELY WISH AUCE AND AUCE MEMBERS ALL THE BEST IN THE FUTURE STRUGGLES AND VICTORIES OF THE UNION,

IN SOLIDARITY

*Lauma*

LAUMA AVENS



# "sorwuc - busting", clc style

In November 1981, the CLC's Union of Bank Employees (UBE) began a raid against our sister union, the Service, Office and Retail Workers Union of Canada (SORWUC). While raiding in itself is a common and accepted practice, the UBE (CLC) has shown its true colours by attempting to smash SORWUC's attempts to gain a first contract for the workers at the main branch of the B.C. Teacher's Credit Union in Vancouver.

Local 4 of SORWUC, called the Bank and Finance Workers Union, was first certified at the main branch in November, 1980. They applied to begin bargaining in January, 1981, but despite several attempts by SORWUC to set up meetings, management was always "too busy". Finally, fed up with the delays, SORWUC issued a leaflet to its members in March, condemning management's refusal to bargain. The first meeting took place the next day. Proposals for the first contract included better wages and working conditions, and an end to under-staffing, discriminatory promotion systems and sexual harassment. After 20-30 sessions, with only 10 clauses agreed to, negotiations proceeded to mediation, with 10 days of meetings and still no contract. Then the UBE leaflet appeared, and the UBE stated that they could guarantee the workers a contract in 5 sessions. Obviously, if the UBE can make such a guarantee, then they must also be guaranteeing that the bank workers wages and working conditions will remain substantially the same.

"UBE negotiations in one bank branch we know of took a total of four hours to complete negotiations for the entire collective agreement. Basically, the UBE takes the company personnel manual and signs it as the union contract". (SORWUC leaflet)

As many of us already know, SORWUC was set up at about the same time and by many of the same people that were instrumental in the founding of AUCE. Both unions were founded on the same principles, (democratic unionism, rank & file control, equal pay for work of equal value) and both were particularly committed to organizing in those areas where traditionally unions have not existed, and where the workers are largely women. And it is in these areas, where companies have been able to exploit the women workers with poor wages and working conditions, that a union challenging these issues will be in for a major struggle. It was not until SORWUC had successfully established the bank worker's right to union organization, and then began organizing, that the CLC set up their own bank workers' union. It is now even clearer than ever, that the main purpose for setting up the UBE was to sabotage the efforts of the independant Canadian union.

In its application to the Labour Relations Board, the UBE has asked for certification for a unit that covers 2 branches, the main branch (SORWUC), in Vancouver and the Victoria branch (non-union). During SORWUC's campaign of 1976-78, the Board ruled that an "appropriate bargaining unit" was one branch. In this application, there is no geographical or other logical reason for these 2 units to comprise one unit. The only plausible reason is that since the UBE could not sign up a majority in the branch certified with SORWUC, they had to find another branch, which could carry the vote. So, who did UBE sign up at the main branch?? The main organizers were people who have been pro-management and anti-strike/union with SORWUC. But it was not only these people that supported UBE, but middle management as well.

During SORWUC's certification hearings of the main branch, the positions of loans supervisor and office supervisor were excluded by the Board, because of the authority to hire, fire, discipline, etc., and yet UBE is asking that they be included in the bargaining unit, which would mean that management would be represented on both sides in grievances and in bargaining. It certainly gives the impression that a UBE shop is the same as a non-union shop.

The Labour Board has scheduled hearings for February 10 and 11, 1982, for the UBE application. In the meantime management has refused to negotiate until the matter has been settled, and the workers remain without a contract.

Isn't union-bashing normally a management tactic???

Written by  
Lauma Avens





# LOCAL REPORTS

## local 1

### AN OFFER WE COULD ONLY REFUSE . . .

Last August, AUCE Local 1 approached the University of B.C. for a wage re-opener in this, our second year of the contract. In October, the university replied with a 3-phase proposal: a meagre wage offer tied to a vague job evaluation proposal. We were offered \$15/month increase for levels 1 and 2 to \$100/month for level 6 (12 members in our 1,300 member unit). Accepting the "money" meant accepting a job standards review conducted by the administration which would serve as a basis for negotiating rates of pay at the bargaining table next March 31. Local 1 members soundly defeated accepting the offer.

We have a new executive which will take up their duties in January/82. They are: president, Irene McIntyre; secretary treasurer, Pat House; vice-president, Susan Zagar; trustees, Sharon Newman and Joyce Diggins; provincial rep, Sheila Rowswell.

The executive of Local 1 held a one day seminar early in November to hash out our priorities for the next 6 months to year. Taking the time to debate and draw up priorities and strategies is a necessary process if the executive is going to provide informed and effective leadership in the local. Our overall priorities for the next year are: re-organizing and education of membership; contract negotiations; contract administration; trade union liason and community contact.

### EDUCATION CUTS AT U.B.C.

Faced with a 7.2million shortfall this year, U.B.C. imposed a hiring freeze on staff replacement and hiring. The administration is actively investigating univ. programs and staff that could be cut -- all in secrecy. Five AUCE members have been laid off. Rumours are that more layoffs are to come in February. Local 1 has filed a policy grievance covering positions posted but not filled and cases of increased workload in short-staffed departments. UBC has responded with threats of outright layoff--eliminating positions-- if the union procedes with the grievance.

A campus student committee, Students for an Acessible Education has been holding educational forums on cuts to try to mobilize student opposition. The executive of AUCE is in contact and attempting to play a more active role to unite with students so that we can stop the erosion of accessible, quality education and preserve our jobs.

### LESS THAN GOOD NEWS . . .

We have recently lost two arbitrations-- one on reclassification, the second on arbitrary exclusion of a Clerk III from our bargaining unit.

An IRO has been appointed under Section 96.1 of the Labour Code, to investigate our grievance on the computer operators pay increase granted by UBC in the midst of the contract, without union approval.

The HEU has been raiding the hospital complex at UBC-- aiming primarily it seems at CUPE 116 members. However, AUCE members have been included in their application for certification. We, of course are opposing their raid attempt.

*ed's note: Local 1 has since received a letter from the Labour Board stating that AUCE members are to excluded from the application.*

And, in the midst of preparations for a new contract, the executive of Local 1 is presenting a motion to pull Local 1 out of AUCE to the January membership meeting. Bad timing at the very least.

*ed's note: At the membership meeting in January, a motion was passed to defer dsicussion until after the signing of the contract.*

submitted by  
Sheila Rowswell  
Provincial Representative

## local 4

We have been informed that the Local 4 Executive conducted a referendum ballot among the members, resulting in authorizing the Executive to begin secession proceedings. The Provincial Executive will be meeting with the Local 4 Executive to discuss the situation.

The local recently settled a 3 year contract, details of which are not available.





## local 5

### REPORT TO PROVINCIAL

Well, its off to a New Year and already local 5 is anticipating a busy year.

There are a number of things that are left-over from '81 that are happening as well as this is our negotiation year again. That always makes for a hectic time.

At present we have 5 grievances that are active, 3 of them are at the arbitration stage and 2 are going up against the College Board. They are all major grievances dealing with such issues as: Retroactive Pay, Contracting Out, Union Discrimination, Re-Classification of Jobs, and Leave from the Recall List.

Local 5 is putting on an orientation workshop for our Shop Stewards on January 30th. This will be the first one that Local 5 has done and we are planning on having more in the near future.

The new year is also the start of the Local 5 Newsletter. The January issue will be out by approximately January 20th. Copies will go out to all the AUCE locals as well as our CCU affiliates.

Since this is our year for contract negotiations we are already in the process of warming up. The contract team has not yet been elected but we hope to have it off the ground by February.

## local 6

Local 6 has been involved since August in a complicated hearing before the Labour Relations Board, concerning the university's discriminatory hiring practices. Initially, the University had objected that the grievances were not arbitrable, however, On October 13/81, the LRB Vice-chairman, G.L. Somjen, ruled that the cases were indeed arbitrable. The hearing on the two grievances proceeded, with the union being

represented by Leo McGrady, a Vancouver labour lawyer. Local 6 lost the case of the grievor in Education and a decision has not yet been reached in the case of the Language lab instructor.

Local 6 held a very successful shop steward seminar, in November, with about 20 people attending, including members of Local 7.

## local 7

On November 28, 1981, A.U.C.E. Provincial granted a charter to employees at the University of Victoria, who are engaged in "specialist/instructional" work. Since that historic day, the organizers at Local 7 have concentrated their efforts on:

- 1) acquiring an up-to-date and accurate list of the names of all those workers who will be in the proposed bargaining unit. This has been a problem, because the administration has not seen fit to provide such a list and, in fact, have actively blocked our attempts to gain one. Because of the nature of employment in this category, it is not enough to rely on the lists which individuals in the bargaining unit prepare of the employees they know are working. Efforts in this area are continuing.
- 2) providing accurate accounts of what A.U.C.E. local 7 supports, stands for, and hopes to accomplish. To this end, organizers have helped prepare the new Graduate Students Newsletter. This Newsletter will be instrumental in advertising A.U.C.E. meetings and activities. Hopefully, by using this type of medium, the misleading and/or inaccurate reporting of the Alma Mater Society organ (the Martlet) can be counteracted.
- 3) establishing mutually beneficial relationships with other groups at the University of Victoria. Local 7 Provincial Reps. have recently met with representatives of CUPE 951, which represents the office and technical staff, and we have hopefully allayed their fears of A.U.C.E. raiding CUPE at UVic. We also assured CUPE reps that Local 7 does not anticipate spoiling the relationship they say they have with the administration, and in fact, we hope to establish a working relationship ourselves, in the near future. A.U.C.E. organizers will meet with the faculty association shortly, to express our support for their struggles with the administration.



OTHER ITEMS OF INTEREST FROM LOCAL 7

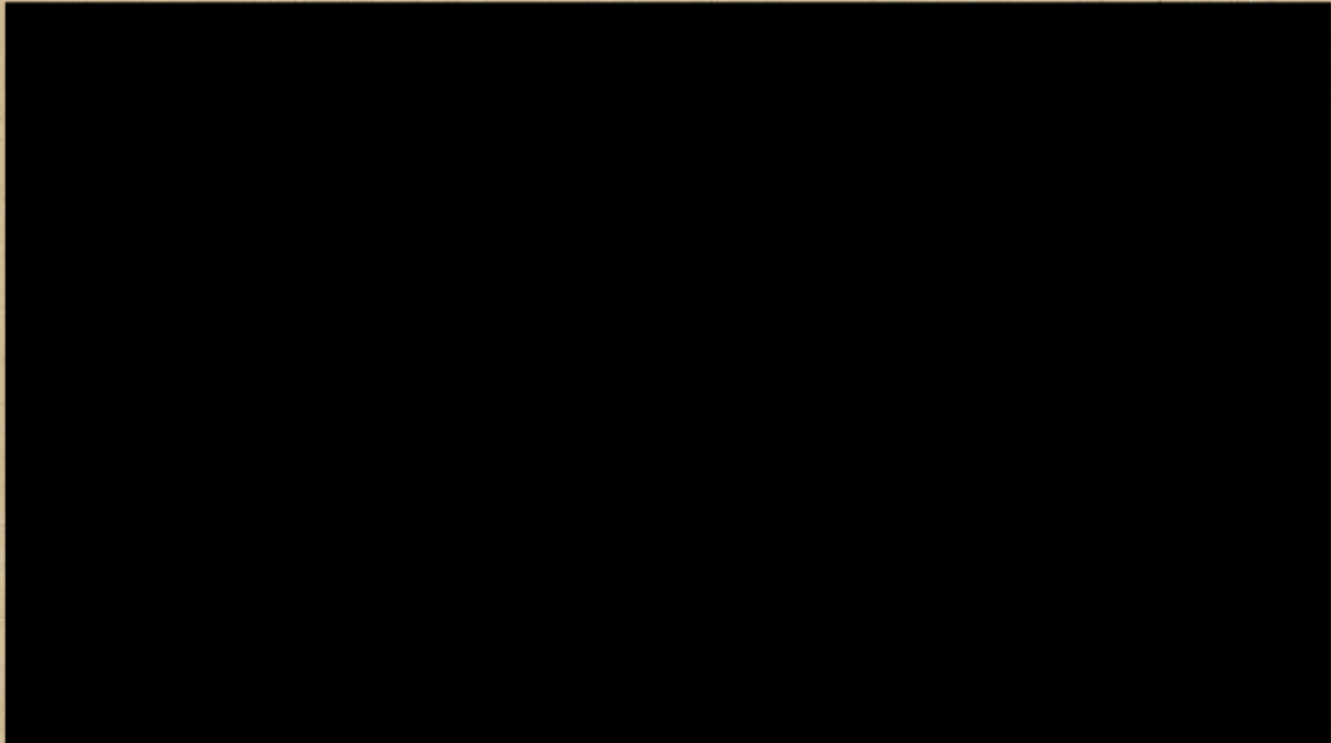
Kathy Chopik has been elected President of Local 7. Kathy Chopik and Alan Dutton, are Provincial Representatives and can be contacted at 721-8507.

There has been a great deal of interest expressed at the Local, concerning the Bargaining Strategies Workshop to be held in Vancouver, Feb. 5th to 7th, sponsored by the A.U.C.E. Provincial Office. A number of our members plan to attend in order to prepare for negotiations at UVic, and we hope to meet members from other A.U.C.E. there. Local 7 plans to apply for certification by the late spring of 1982 and negotiations will not be far away.

In conclusion we wish to extend our congratulations to the teaching assistant at UBC in their victory in obtaining a fair contract.

Submitted by  
Kathy Chopik  
Alan Dutton

## local 7-background



TAKEN FROM AN ARTICLE IN  
THE G.S.S. NEWSLETTER  
UNIVERSITY OF VICTORIA

## NOMINATIONS OPEN

NOMINATIONS FOR THE POSITION OF PROVINCIAL CO-ORDINATOR ARE NOW OPEN, AND WILL REMAIN OPEN UNTIL 5 P.M., FRIDAY FEBRUARY 26, 1982.

NOMINATIONS MUST BE SUBMITTED IN WRITING TO THE PROVINCIAL UNION OFFICE - #901-207 W. HASTINGS ST. VANCOUVER, B.C.

FOR FURTHER INFORMATION, PLEASE CONTACT BOB WISEMAN, PROVINCIAL TRUSTEE AT 291-4735, OR THE PROVINCIAL OFFICE AT 684-2457.



By Lid Strand

The aboriginal people of Canada view the new federal Constitution as another attempt by the federal government to wipe out the aboriginal people as a viable cultural group according to Cliff Hanuse representing the Union of BC Indian Chiefs.

Speaking to the AUCE Provincial Executive on Nov 29th, he stated that natives have been fighting the Federal Government for 114 years. "The government has tried various termination policies. The Indian Act, the 1969 White Paper and various bureaucratic measures." None of these measures have succeeded.

Hanuse felt that the clause that acknowledges Aboriginal Rights is narrowly worded and weak and that it will eventually hurt by wiping out Indian rights through restrictive court rulings. Aboriginal Rights could be limited to hunting and fishing rights.

He stated that Trudeau was dishonest when he claimed that Aboriginals don't know what they want. In 1976 Native groups passed a resolution defining native rights and setting up the Native Brotherhood which acts as a provisional government.

When the clause acknowledging Aboriginal Rights was dropped the strategy was to make the Aboriginal People want the clause back. This would leave the Aboriginal People vulnerable. What the Aboriginal People want is a consent clause where any changes in the Constitution affecting aboriginal people would have to be agreed to by them. "The Royal Proclamation of 1763 protected natives from having their land taken from them except by consent.

When asked what natives want Hanuse answered "The bottom line is that the aboriginal people want to retain our cultural identity. If Aboriginal Rights are lost we will be forced to enter the same society as the rest of society."

Hanuse outlined the main difference between Aboriginal Society and Canadian Society. "Indian Society is based on the potlach where the more you give the more you are honoured. The Canadian system is that the more you take the more you are honoured."

For Hanuse the issue is simple. Basic rights are at stake. "If Trudeau put a clause into the Constitution that all citizens must put in mandatory military service there would be an outcry. For In Indians, our life is at stake."

In response to Hanuse's presentation, the AUCE Provincial Executive moved a motion of strong support for "The Union of BC Indian Chiefs in their fight to strengthen constitutional protections and to protect their cultural identity and that a telegram be sent to Prime Minister Trudeau and the leaders of the Opposition Parties." The Executive also voted to donate \$50 to the Constitution Express (which is organising a court case in Britain to oppose the Constitution which will cost up to \$1 million.)

Your Provincial Executive believes that 114 years of mistreatment of the Aboriginal Peoples is unjustifiable and that we have to begin to redress these wrongs. We must support the Aboriginal People as they fight for justice.





## BC FEDERATION OF LABOUR

### CONVENTION

The B.C. Federation of Labour held their convention in Vancouver, November 30th to December 4th, 1981. Several members of AUCE attended the Convention for various days and for various reasons. I attended several sessions, enough to confirm all my previously held opinions of the organization. My observations served to further strengthen my belief that AUCE must not get entangled in the CLC/B.C. Fed., if AUCE members wish to maintain the principles upon which we were founded.

It was clear to me that the Convention allowed the leading figures of the B.C. Fed. a platform from which they could ensure media coverage of their favourite subjects. The fact that 900 delegates attended, gave credibility to the statements.

Contrary to what many people may believe, the appearance of 900 delegates does not mean that these rank and file workers have any control over the outcome of events at the Convention. One real example of the lack of control lies in the scenario around the motion to increase delegate representation for the big unions and decrease it for the smaller unions. The original constitutional amendment, needing a 2/3 majority, failed in a stand up count. This result very noticeably upset many of the B.C. Fed. leaders and thus it came as no great surprise that the Resolutions Committee was requested to come up with an alternative. So, before the end of the Convention, a motion to reconsider was presented. Again, not surprisingly, the motion was quickly dealt with, with the first recognized speaker moving the motion, it was seconded by the second speaker, and the question was called by the third one. The motion to reconsider, also needed a 2/3 majority, but this vote was not conducted as a stand up vote. Rather, the Chair's ear determined whether the sound of the "ayes" versus the "nays" constituted a 2/3 majority, and according to his ear, it did!!!! In this way, the amended version reached the floor and following heart rending speeches by many of the B.C. Fed. leaders, it did pass the required vote.

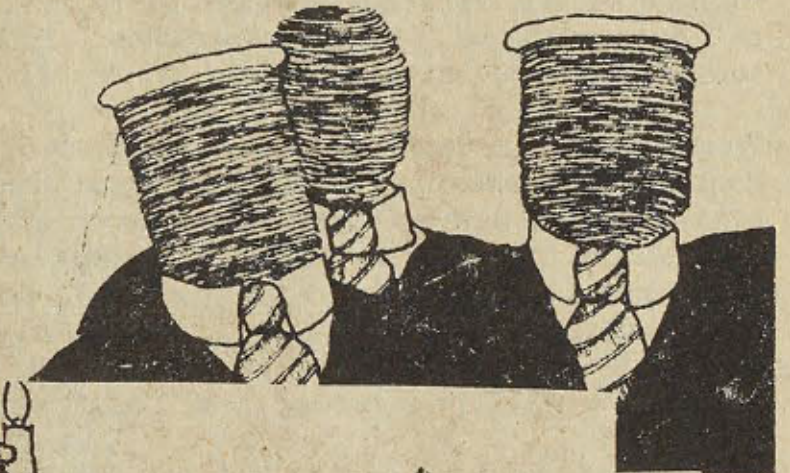
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There were further indications of the Executive's almost total control. The general resolutions came on the floor, not always according to the agenda and not in numerical or any logical order. That is, they came on the floor under the control of the Executive Committee. This of course meant that a delegate had no way of knowing when a particular issue which she/he was particularly interested in would be debated. In fact, these general resolutions, which are the ones submitted by

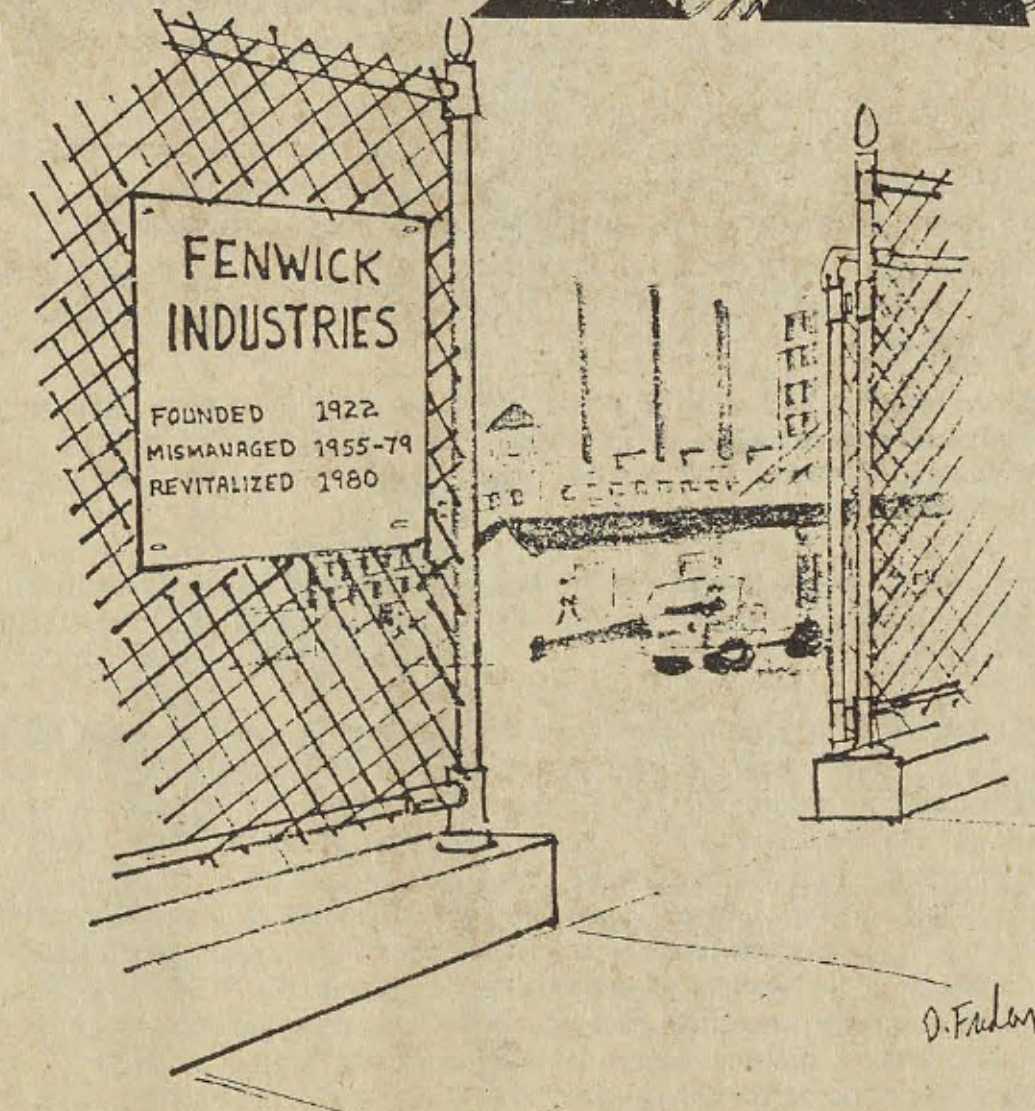
local unions, the rank and file workers, were given a second priority compared to those resolutions submitted by the various internal committees of the Fed. These committees gave their reports to Convention and then the resolution prepared by these committees were on the floor. Too often these reports were "hum drum" and resulting resolutions dealt with "motherhood" issues, reaffirming past Fed. policy.

This was just another sad indication of the extent to which the B.C. Fed. leadership controls the organization.

Submitted by  
Lauma Avens



LNS





## JOINT ACTION DOES PAY OFF !!!

### *manpower training programs restored*

Last autumn, when major cutbacks in Manpower Training Programs in B.C. were announced by the Canada Employment and Immigration Commission, a major public forum was organized to oppose these cutbacks. This forum, organized by the Vancouver Status of Women, Women in Trades, and the B.C. Students Federation, had submissions on behalf of eighteen organizations. These briefs outlined the effects that these cutbacks would have on women workers. Provincial Secretary-Treasurer, Lid Strand, made a presentation on behalf of AUCE.

The response to this forum was immediate. The Federal Minister of Manpower and Immigration denied responsibility for the cutbacks. He stated that these cutbacks were a direct result of a sudden and unexpected increase in the cost of these programs, imposed by the B.C. Ministry of Education. He claimed that there was no additional money available for Manpower Training Programs and therefore these cuts were unavoidable. It is interesting that some of these programs had been partially restored just before the public forum was held.

Continuing pressure on the Federal Government resulted in an announcement that as of January 1st, 1982, that all programs which had been cutback would be restored to their previous levels. Significant improvements to the programs were also announced:

- the Women's Exploratory Apprenticeship Training Program will now have 8 seats available, instead of the 6 seats previously available.
- the criteria for the 2 seats made available for women on each apprenticeship program has been broadened. Where a woman previously had to be "qualified", she now must be "trainable".

The restoration of these programs shows clearly that joint action does pay off. Governments do listen when they are threatened with the loss of votes.

One lesson that we can take from this is that as a union, AUCE must be actively involved in the community in order to represent its members effectively. Each of us is directly affected by policies implemented by the Federal and Provincial governments. When the Federal government reduces the money available in the economy - unemployment increases. When unemployment increases - government revenues fall - causing cutbacks in government programs, such as University funding. If unions are not active politically, they can only respond to policies that can have devastating effects on their members. In the case of cutbacks to Manpower Training Programs, organizations, including AUCE collectively forced the Federal government to reinstate these programs. We can, and we must continue to work in the community to press for policies that benefit our members.

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submitted by Lid Strand.



BRAC NEWSLETTER

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# VDTs

(reproduced from Ministry of  
labour - Working with VDTs)







The AUCE Provincial Resources Centre is your centre. All members are encouraged to make use of the Resource Centre Files. A Copying machine is available at the Provincial Office for Duplicating any research materials at no charge for AUCE members. If you wish to use the files during evenings or weekends please call the Provincial Office at 684-2457 to make arrangements.

NEW PUBLICATIONS

1. Canadian Forum
2. The Farmworker: Canadian Farmworkers' Union
3. The Ring: University of Victoria PR Sheet
4. UBC Reports: University of British Columbia PR Sheet

NEW BOOKS

1. Work For Tomorrow: Report of the Allmand Parliamentary Commission on Employment Opportunity for the 1980s.
2. Fragile Freedoms: by Thomas Berger - an analysis of Human Rights in Canada
3. Employment and Social Security in the Federal Republic of Germany
4. Law Reform Commission of Canada: Analysis of Canada Labour Relations Board
5. The Politics of Labour by T. Phillips Thompson
6. John Bremer at UBC: A symposium held in 1973 on Educ in BC
7. Death on the Job: by Daniel M. Berman
8. Prospects for a Socialist Canada: Edited by John Riddel and Art Young
9. RCMP The Real Subversives: by Richard Fidler
10. The Economic System: by Roger Weiss
11. Tools for Conviviality: by Ivan Illich
12. Deschooling Society: by Ivan Illich
13. Man and Economics: by Robert A. Mundell

14. Profit Hungry: by John W. Warnock
15. The House that Jack Built: by Stan Persky
16. The 1200 Days: by Lorne J. Kavik and Garry Brian Nixon
17. Citizen's Guide to the Foulkes Report: by S.P.A.R.C. of B.C.
18. The Medicine Show: by the Editors of Consumers Reports
19. A Guide to Industrial Relations in Norway: Kristen Andersen
20. Innovations in Education: National Council for Innovation in Education (Norway)
21. Health Services in Norway: by Karl Evang
22. Innovations of Education: by the National Council for the Innovation in Education (Norway)
23. Labour Market Problems and Programs In Norway: by the Directorate of Labour
24. Reshaping Workers' Compensation for Ontario: by Paul C. Weiler
25. White Paper on the Workers' Compensation Act: by Ontario Ministry of Labour

REPORTS

1. Annual Report 1979-80: Alberta Advanced Education and Manpower Ministry
2. Annual Report 1980/81: Ontario Human Rights Commission
3. Physical Handicap and Employment: by Canadian Human Rights Commission
4. Annual Report 1980: Ontario Workmen's Compensation Board



RESOURCE MATERIALS CONTINUED

5. Annual Report 1980: Workers' Compensation Board of Alberta
6. The President's Report 1980/81: Douglas Kenny, University of British Columbia
7. Quarterly Financial Report: April to September 1981: B.C. Ministry of Finance
8. Annual Report 1980: B.C. Ministry of Finance
9. Annual Report 1980: Saskatchewan Workers' Compensation Board
10. Annual Report 1980: Workers' Compensation Board of Prince Edward Island
11. Women in Finland: The Council for Equality Between Men and Women
12. The Folk High Schools in Norway
13. The State Office for Youth and Sports in Norway
14. Norway's Development Assistance Facts and Figures
15. Facts About the Norwegian Fishing Industry 1980
16. Sex Discrimination in the Labour Market (Finland)
17. Equality Between the Sexes in the Municipalities (Finland)
18. Review of Policies for Equality of Opportunity (Finland)
19. Women's Work - Men's Work - a study by Marja-Liisa Anttaliainen (Finland)
20. Women In Society (Japan)
21. Selected Tables From a Survey of Public Opinion on Human Rights. Canada Human Rights Commission

22. Federal Employment Policy and Women: A Response to the Allmand Commission: Vancouver Status of Women

*We have a number of reports and briefs presented at a public hearing on the affects of Manpower Training Cutbacks.*

LEGISLATION AND REGULATIONS

1. Alberta Occupational Health and Safety Act & Regulations
2. Alberta Workers' Compensation Act and Regulations
3. Alberta Universities Act & Regulations
4. Saskatchewan Labour Legislation
5. Ontario Human Rights Code
6. Ontario Individual Rights Protection Act
7. Ontario Employment Standards Act
8. New Brunswick Regulations under the Occupational Safety Act
9. Ontario Regulations under the Occupational Health and Safety Act
10. Newfoundland Human Rights Code with Amendments
11. Memorial University of Newfoundland Act & amendments
12. Occupational Health and Safety Act & Amendments of Newfoundland
13. Worker Compensation Legislation: Newfoundland
14. Worker Protection and Working Environment Act : Norway
15. Norwegian Adult Education Act

*We also have a large number of pamphlets about how these acts are administered.*

## CANADIAN UNION VICTORY !!

In the largest breakaway to date in B.C. labour history, the Independent Canadian Transit Union defeated the American Amalgamated Transit Union by a vote of 1069 to 1053. The vote, held January 5 to 8, was counted on January 12.

After the vote, ICTU National President Hunter Wallace said "We are extremely pleased to have made what must be a historic breakthrough for Canadian transit workers".

ICTU's membership will be discussing the issue of affiliation to a central labour organization in the near future.



## BARGAINING STRATEGY WORKSHOP

\*\*\*\*\*  
 \*\* FEBRUARY 5TH, 6TH AND 7TH, 1982. \*\*  
 \*\* FEBRUARY 5TH - SOCIAL EVENING, 7:30 P.M. - PLACE TO BE ANNOUNCED \*\*  
 \*\* FEBRUARY 6TH - AT THE BRITANNIA CENTRE, COMMERCIAL & NAPIER \*\*  
 \*\* AND 7TH - WORKSHOPS ON CONTRACT LANGUAGE, THE LABOUR CODE, \*\*  
 \*\* BENEFITS, WORKING CONDITIONS (HEALTH & SAFETY), \*\*  
 \*\* SEXUAL HARASSMENT, JOB EVALUATIONS & CLASSIFICATIONS \*\*  
 \*\* SYSTEMS & TECHNOLOGICAL CHANGE, WAGE INCREASES (COLA \*\*  
 \*\* CLAUSES, EQUAL PAY FOR WORK OF EQUAL VALUE), \*\*  
 \*\* EMPLOYMENT STANDARDS LEGISLATION, PREPARING FOR \*\*  
 \*\* BARGAINING. \*\*  
 \*\* - ALSO, REALITY BARGAINING IN TIMES OF CUTBACKS, \*\*  
 \*\* AND BARGAINING IN GOOD FAITH. \*\*  
 \*\* ALSO: FILMS AND SLIDE TAPES \*\*  
 \*\* LUNCHES, TEA, COFFEE AND SNACKS PROVIDED. \*\*  
 \*\* THE WORKSHOP IS BEING SPONSORED BY AUCE PROVINCIAL FOR ALL \*\*  
 \*\* AUCE MEMBERS. THE WORKSHOP IS FREE TO ALL MEMBERS, FOR FURTHER \*\*  
 \*\* INFORMATION, CONTACT SHEILA PERRET AT 291-4735 OR 684-2457. \*\*  
 \*\* PLEASE REGISTER BY 4:30 P.M. FEBRUARY 4TH. \*\*  
 \*\* INFORMATION ABOUT THE SOCIAL EVENING ON FEBRUARY 5TH WILL BE \*\*  
 \*\* AVAILABLE AT YOUR LOCAL OFFICE OR AT THE PROVINCIAL OFFICE-6842457. \*\*  
 \*\* ALL WELCOME ALL WELCOME ALL WELCOME ALL WELCOME ALL WELCOME!!!!!! \*\*  
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# Men, Try This



1) Sit down in a straight chair. Cross your legs at the ankles and keep your knees pressed together. Try to do this while you're having a conversation with someone, but pay attention at all times to keeping your knees pressed tightly together.



2) Bend down to pick up an object from the floor. Each time you bend, remember to bend your knees so that your rear end doesn't stick up, and place one hand on your shirt front to hold it to your chest. This exercise simulates the experience of a woman in a short, low-necked dress bending over.



3) Run a short distance, keeping your knees together. You'll find you have to take short high steps if you run this way. Women have been taught it is unfeminine to run like a man with long, free strides. See how far you get running this way for 30 seconds.



4) Sit comfortably on the floor. Imagine that you are wearing a dress and that everyone in the room wants to see your underwear. Arrange your legs so that no one can see. Sit like this for a long time without changing your position.



5) Walk down a city street. Pay a lot of attention to your clothing; make sure your pants are zipped, shirt tucked in, buttons done. Look straight ahead. Every time a man walks past you, avert your eyes and make your face expressionless. Most women learn to go thru this act every time we leave our houses. It's a way to avoid at least some of the encounters we've had with strange men who decided we looked available.



6) Walk around with your stomach pulled in tight, your shoulders thrown back, and your chest thrust out. Pay attention to keeping this posture at all times. Notice how it changes your breathing. Try to speak loudly and aggressively in this posture. From GAY DEALER

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