

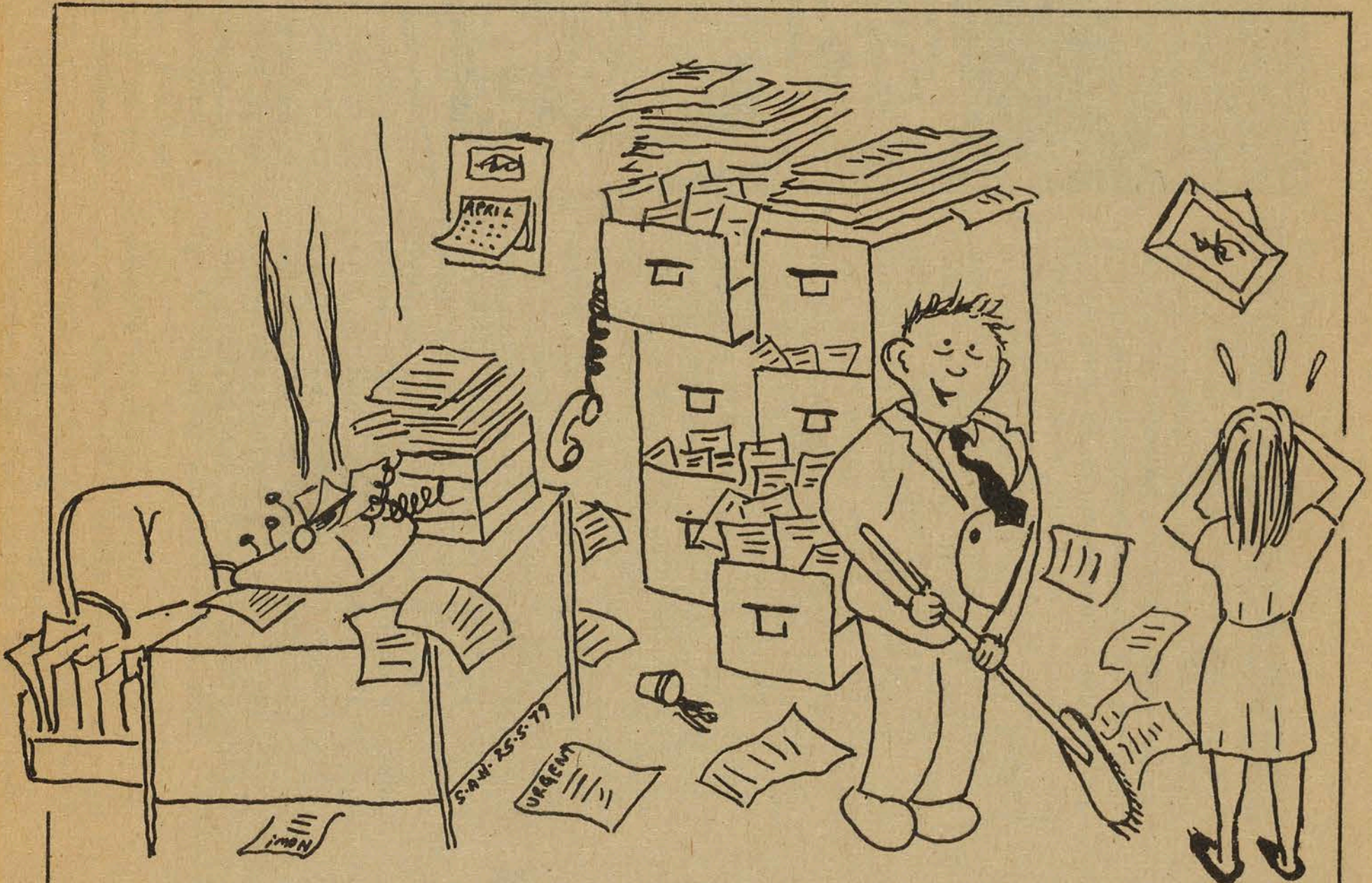
**A
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ANCHOR

association of university and college employees

local 2

June 1979 Vol. 5 #6 simon fraser university



"You've Been on Strike?—I Hadn't Noticed!"

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**STRIKE
EDITION**

SFU 18 need our support



On March 22, 1979 eighteen people were forcibly removed from AUCE 2's legal picket line and subsequently charged with "obstructing a peace officer in the execution of his duty". This charge carries a maximum penalty of two years imprisonment! On April 19th, an additional charge - "blocking a public highway" - was laid. The implications of such strike-breaking tactics have obviously been far-reaching; the University was consequently able to obtain an injunction limiting the effectiveness of AUCE 2's picket line.

At no point during the course of events leading up to the arrests were the picketers ordered to disperse nor were they informed that the picket line was illegal. The RCMP advanced upon the LEGAL picket line without prior warning and in a show of undue violence, forcibly removed and arrested 18 of the picketers.

Immediately thereafter, a Defense Committee was organized to lobby against the arrests of the "SFU 18" and to raise money for the defense fund. The Defense Committee is currently expanding its campaign to have the charges dropped.

Representatives from the committee have addressed groups within the

labour movement and information concerning the arrests has been distributed. As a result, the demand that the charges against the "SFU 18" be dropped has been endorsed by many trade unions and concerned individuals. A petition has also been circulated and proceeds from the "Drop the Charges!" buttons, currently on sale, will be deposited into the Defense Fund.

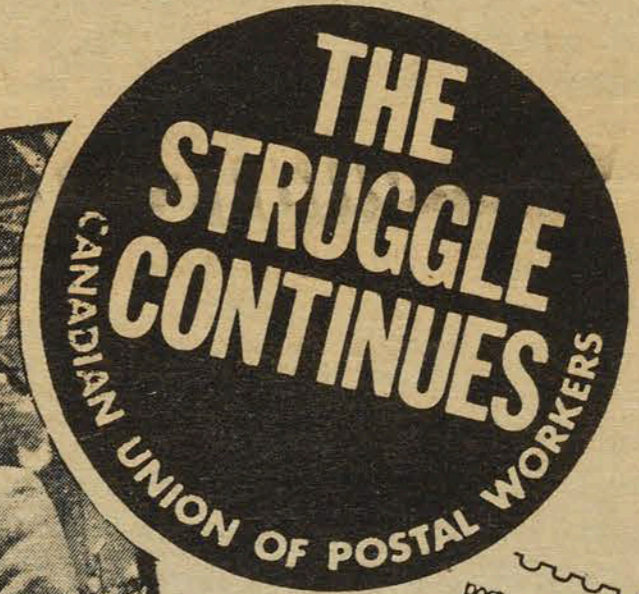
The Crown is proceeding with the charges against 17 of the 18 persons originally arrested. Costly and time-consuming trials have now been set; the first one occurring at [redacted] at the Provincial Courthouse (Courtroom #3) at 6263 Gilpin in Burnaby. Two experienced trade union lawyers have been retained to defend the SFU 18. Because the legal defense will be expensive if the trials proceed, the Defense Committee is asking the labour movement, students and other members of the community for their financial support. Donations for the SFU 18 Defense Fund may be sent c/o AUCE Provincial, Suite 901, 207 West Hastings Street, Vancouver, B.C. V6B 1J8.

'Actions of a police State'

Jean-Claude Parrot, the national president of the Canadian Union of Postal Workers who was recently sentenced to three months in jail for defying a government back-to-work order last October, didn't fail to notice the similarities between the postal workers' and AUCE's protests. Following is an excerpt from the Vancouver Express, April 24, 1979...



Jean-Claude Parrot



In response, the AUCE executive sent the following telegram to Parrot with a copy to then Prime Minister Trudeau.

"The membership of AUCE Local 2 applauds your statement of support for the 18 people arrested on the picket line at Simon Fraser University. On March 22, AUCE 2 issued a press release condemning police provocation and brutality on the picket line. We call for all workers to join the

fight against state attacks on the labour movement and demand that the government overturn the Ontario Supreme Court's judgement and drop all charges against you.

Let workers everywhere join in the struggle to defend trade union rights.

In solidarity,
AUCE Local 2"

We weren't alone

During our strike, we received donations from many unions for our strike fund. Accompanying these cheques were letters of support which meant as much to us as the money. Here we reproduce some excerpts.

PPW

"We have been following your strike issue through the media and have noted you are involved in a very difficult struggle...Please keep us posted as to any new developments as our members are cognizant that your results can directly effect every trade unionist in B.C."

Pulp, Paper and Woodworkers of Canada, Local 9

CUPE

"I enclose a cheque for fifty dollars from the members of CUPE, Local 1285. We only wish our donation could be more; however, we also have been through trying times this past year. We are a Local employed by a School District and have sixty members. We had a five week strike in February 1978 and six weeks lock-out in November 1978. We are now in the process of Binding Arbitration on our 1977/78 contract after being ordered back to work under Bill 46. As you can see we are very much aware of the problems you face. The lot of the worker is not always a happy one."

Canadian Union of Public Employees, Local 1285

CUPE

"Attached CUPE Local 1858 cheque in the amount of \$200.00 as voted unanimously at our April meeting, prior to receiving your request for funds. The members of 1858 wish to congratulate your local on the stand taken during your negotiations."

Canadian Union of Public Employees, Local 1858

Copy of letter, March 22, 1979, to Mr. George Pedersen, President, Simon Fraser University, from Jess Succamore, National Secretary-Treasurer, CAIMAW:

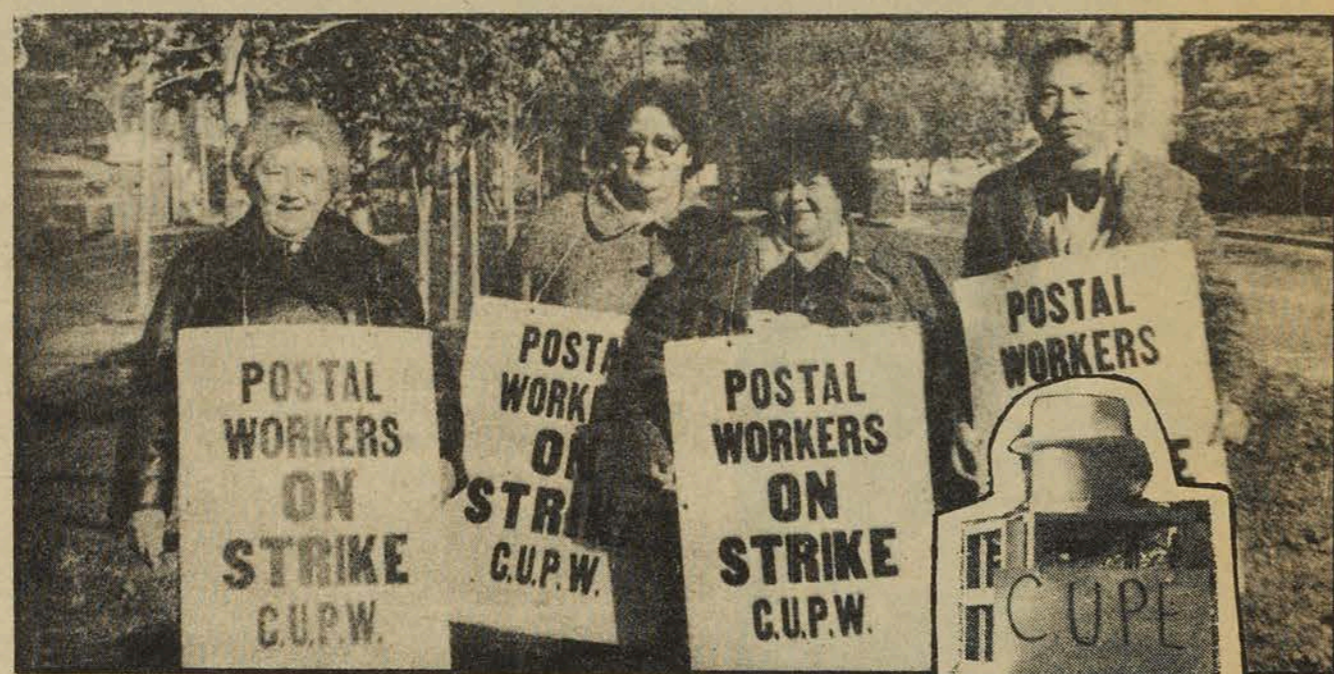
"We view your position in the present dispute with AUCE Local 2 at Simon Fraser University as unreasonable and distasteful.

For someone like you, making over \$65,000 plus enormous tax free expenses per year, it may well be impossible for you to appreciate the problems faced by these low paid workers. Their efforts to stave off the ravages of inflation, and protect their right to dignity while doing so, obviously do not appeal to you.

The whole economic football, as you must well know, is a game in our society. Percentage increases cater to over paid bureaucrats like yourself and stick it in the neck to workers like those you are in conflict with.

We urge you to reassess your position by looking at the actual increases you have offered AUCE Local 2, taking into account the effect of inflation on their real income over the present and immediate past couple of years and the important social issue of equal pay for work of equal value.

We urge you to get back to the bargaining table and negotiate a reasonable agreement."



CAIMAW

"Our union is presently involved in several long and bitter disputes. We have only recently settled the 8 1/2 month strike/lockout at the Gibraltar Mine in Williams Lake where our 400 members had an extremely hard battle before winning the concessions needed to end the dispute. I have enclosed a copy of a letter which we wrote to the President of Simon Fraser University."

Canadian Association of Industrial Mechanical and Allied Workers, National Office

CAIMAW

"We of CAIMAW, Local 12 wish to express our moral and financial support of your struggle. We understand that you have recently agreed to an industrial inquiry commission. It is the sincere wish of our members that you achieve a fair settlement through this process. Your modest wage proposals demonstrate to us that the intransigence of SFU management in meeting an extra 3% over two years is uncalled for. We are also particularly sensitive to legislation such

as the Essential Services Disputes Act. Any attempts to remove the right to strike (and thus the right to free collective bargaining) will be met with strenuous opposition here."

Canadian Association of Industrial Mechanical and Allied Workers, Local 12

CUPW

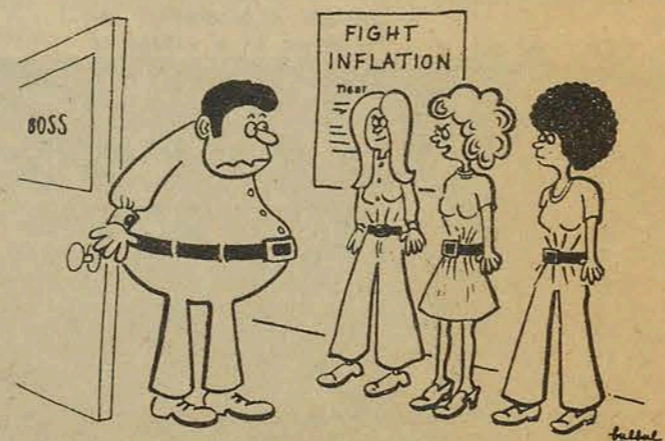
"The Canadian Union of Postal Workers is fully aware of the assistance required by all segments of the Trade Union Movement in the struggle against repressive employers, therefore, we have decided that we will be sending a resolution of support to you with a copy of the resolution to be sent to the Minister of Labour and to Simon Fraser University."

Canadian Union of Postal Workers, National Office

VBW

"Our collective recognizes the importance of your struggle to all working women, and sincerely hopes for a prompt capitulation to your modest wage demands. Equal pay for work of equal value!"

Vancouver Women's Bookstore



HOW ABOUT MANAGEMENT PULLING IN THEIR BELTS!

What's my job? the library hassle

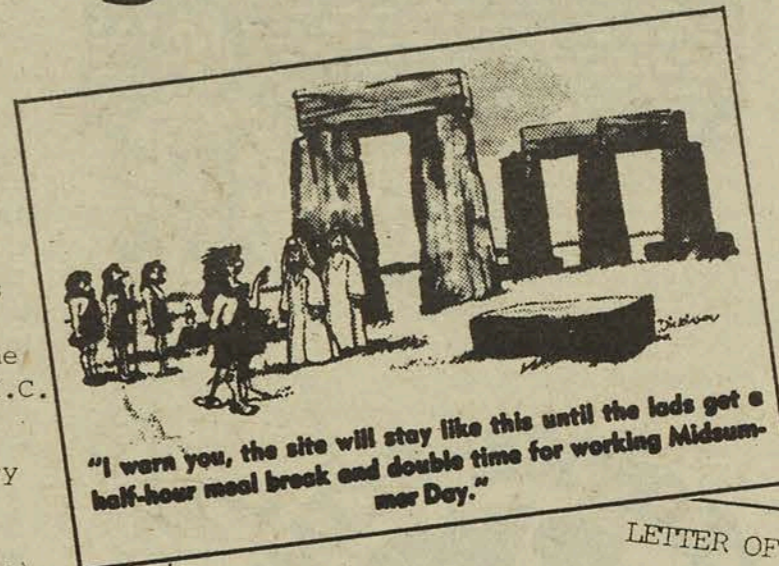
On Tuesday, April 24, 1979, after a six-week strike, AUCE 2 workers returned to work. The library workers had been locked out four days prior to the all-out strike. They, like the rest of the workers on campus, expected to return to their normal jobs, as stated in the return to work appendix of the I.I.C. Memorandum of Agreement.

However, as the Collections Library Assistants entered the library, they were abruptly informed by Larry Thomas (Collections Librarian) and Ted Dobb (University Librarian) to report to the Loans Supervisor rather than to their normal jobs. Dobb and Thomas told the L.A.'s there were two reasons for this unprecedented move: the Collections Librarians had been given the week off and the backlog of unshelved books had to be quickly cleared up.

Because this situation violated three principles of our collective agreement and the return to work appendix, Peter Threlfall, Chief Steward, set up an emergency Labour/Management meeting for 10:00 a.m. that day. Present for the University were Bill Yule, Tom King, and Ted Dobb; present for the Union were Peter Threlfall, Joan Wood (Union Coordinator), and Ann Sullivan (Library Division Steward). The Union stated that the three violations concerned the articles on job descriptions, the fact that temps who normally shelve books were available to do the jobs, and that the L.A.'s were not allowed to return to their normal jobs. The University maintained that the books needed to be shelved immediately. The meeting adjourned at noon with nothing resolved.

Due to the University's refusal to recognize the Memorandum of Agreement, an emergency Library Division Meeting was held at 1:00 p.m., Tuesday, April 24, 1979. At that meeting, the following motion was passed by 98%:

"That in response to the University's violation of the return to work appendix of the I.I.C. Memorandum of Agreement, the Library Division is walking off the job at 3:00 p.m., Tuesday, April 24, 1979 until the University agrees to act in accordance with the intent and the terms of the above Memorandum of Agreement."



The wildcat did not occur that afternoon because an emergency meeting had been arranged for that evening at the Labour Relations Board between the Union, the University, and Ron Bone, the Vice-Chairperson and Registrar of the LRB. Bone spent 4 1/2 hours negotiating with the two sides; the University remained recalcitrant.

The library workers, therefore, set up pickets around the library at 7:15 a.m. Wednesday. After numerous contacts from the University, a meeting was arranged for 5:00 p.m. that day. At the meeting a Letter of Agreement was signed allowing workers to return to their jobs on Thursday morning.

By not conceding, by not abandoning their rights, the library workers won, not just for themselves, but also for their fellow union members, the right to do their own jobs.

LETTER OF AGREEMENT
BETWEEN
SIMON FRASER UNIVERSITY
- and -
ASSOCIATION OF UNIVERSITY AND COLLEGE
EMPLOYEES, LOCAL NO. 2

The Union and the University agree to the following conditions with respect to the employees of the Library and the Bookstore:

1. All employees will return to their regularly scheduled shifts on the morning of April 26, 1979.
2. All employees will return to their normal positions and perform their normal duties as specified in their respective job descriptions in accordance with past practice.
3. No employees affected will be disciplined by the University for reasons arising from the walk-out on April 25, 1979.
4. All employees will be covered by the terms of the Memorandum of Agreement and its attached Return to Work Appendix dated April 20, 1979.
5. The parties agree that the matter in dispute with reference to the Memorandum of Agreement and its Return to Work Appendix and subsequent walk-out will be referred to the Labour Management Committee as a mutual problem and/or as a grievance.

FOR SIMON FRASER UNIVERSITY

[Signature]

FOR A.U.C.E., LOCAL NO. 2

Norma Edelman

Wesley Vain

Joan Wood

Ann Sullivan

Bill Yule

Peter Threlfall

DATED AT BURNABY, B.C., April 25, 1979.

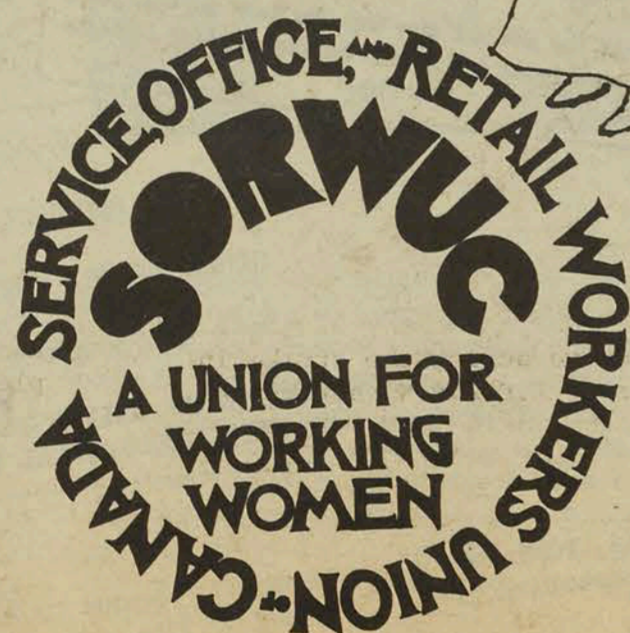
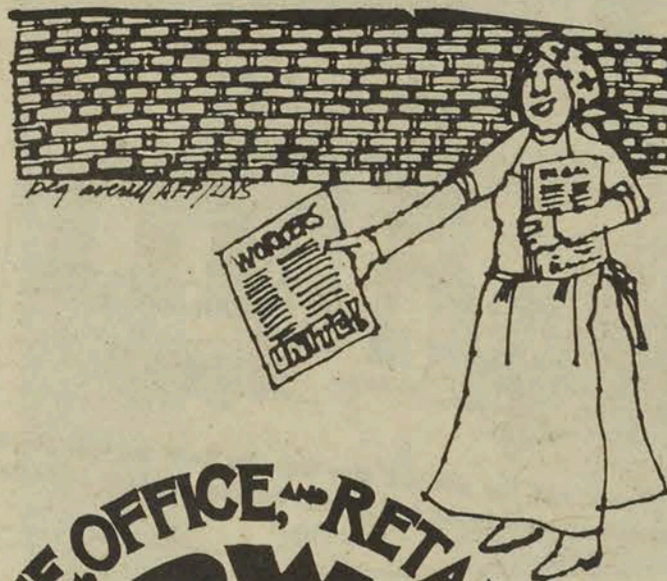
SORWUC settles

The employees of the Simon Fraser Student Society, members of SORWUC, Local 1 have achieved a new 22-month contract, retroactive to November 22nd, 1978 and expiring September, 1980. Additional job security in the event of technological change, more flexibility in hours of work, and the right of staff members to participate in the development of SFU policies affecting the terms and conditions of employment are some of the highlights of the improved contract language.

First, the members of SORWUC Local 1 and the Student Society office want to express deep appreciation for the strong solidarity received from AUCE. This was the determining factor at crucial points in our negotiations.

Employer contribution to medical and dental plans has increased from 50% to 100%, 75% of day-care fees are paid for employees with children (was 50%) and provision is now made for a carry-over of unused sick time and a semester parking allowance of \$10.

Wages increased from \$1056/mo. to \$1140. (\$7.52), retroactive to the beginning of the contract. A COLA clause providing for a 1¢ per hour increase in the hourly rate for every .3 rise in the



Consumer Price Index is an important feature. A guaranteed wage adjustment to \$1225/mo. in October, 1979 is provided for, if the cost of living adjustments have not raised salaries to that level after 11 months.

All in all, it is a contract which stands in stark contrast to the kind of contracts which have been won by many other public sector workers. Nevertheless, it is far below the average B.C. monthly wage, which was \$1322 as of July, 1978, and it was not won without some struggle, sometimes bitter, between the elected student representatives and the SORWUC members. And because negotiations were carried out in the highly charged time period of the AUCE/SFU strike/lockout on the campus, and increasingly intensive attacks on public sector workers from all levels of the state in this country, the tiny little battle between 7 SORWUC members and the S.F.U. student government reflected the larger issues.

The Student Society's mandate is to represent the interests of students - as a political vehicle - to the SFU administration, to all levels of government, and in the community. It also provides many useful services which help to alleviate the social, financial or other strains of student life - the Used Bookshop, cheap entertainment, bus passes, legal aid and car pool, for example. Material resources such as printing, office staff, a full-time fieldworker are an essential condition for the elected political representatives to carry out their mandates and the employees provide many of the on-going services and implement the policies directly

on their own, after the policy decisions are made.

The relationship between SORWUC and the SFSS should be one in which both parties work towards mutual goals, and within which differences between them can be resolved through negotiations and cooperative effort. This is because their interests, fundamentally, are not opposed. Individual students, or the SFSS as a whole, do not have an interest in exploiting the staff for profit or oppressing them to elevate their own status.

Similarly, the staff do not have an interest in sabotaging the operations of the society - on the contrary, as workers they want to see a strong and vital student movement putting forward demands for improved quality and quantity of education.

But not all students have this point of view, and this is where the problems arose in the SORWUC negotiations, and the see-saw antics of the SFSS during the AUCE strike. The student society took an initial stand in support of AUCE's demands (at a time when negotiations with SORWUC were proceeding). After the strike had begun, this stance was reversed (if not "officially", certainly in practice), with Forum reps crossing the picket line and negotiations with SORWUC stalemated. This was the short-lived era of LEARN - with many students on campus taking an anti-worker stance, while off-campus pro-worker students were trying to give support to AUCE, to SORWUC, and to relate this to the need to unite students and workers in common fight.

These different points of view still exist within the student body. We cannot assume LEARN will not rear it's ugly head again as a powerful weapon in the hands of the administration against AUCE, and to the detriment of the interests of the majority of students. This is why it is essential that all of us continue to build the unity which began during the strike, between all the different campus unions, the Strike Support Committee and other allies in the community - particularly other trade unions.

But the majority of students are, or will be, workers. And it is in their interests, in the short and long term, to unite with workers. If they learn this lesson well, they will elect the kind of leadership they need to carry out good policies in this respect. And they will not want to implement such policies on the backs of their own staff - by having "cheap labour" provide the essential material conditions. The SORWUC members who work for SFU desire to contribute their share in this process.

Tough talks ahead for TSSU

It's been said that management gets the Union it deserves...Weeelllll, this University certainly seems intent on reminding TSSU members of the need for a good contract and a strong union in order to protect teaching support staff against continued arbitrary policy-making and -breaking!

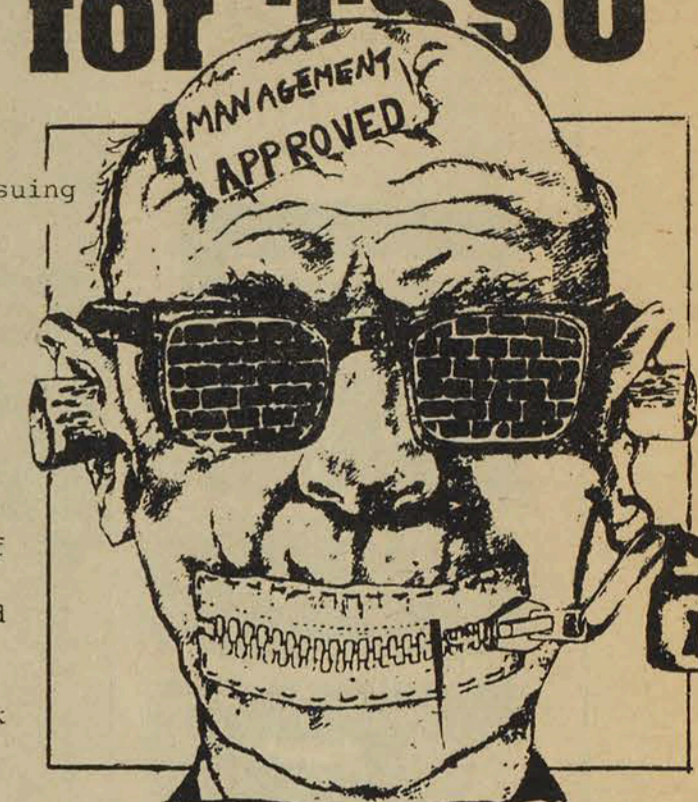
TSSU members returned to work with 9 days left in our semester contract periods. This was just after exam week, which is generally the heaviest semester work period due to final paper and exam marking. (In some cases, members were asked by frantic supervisors to do more than twenty hours of marking in 1 1/2 days...but that's one of the hazards of our jobs.) In any event, after reporting to work, finishing remaining tasks, most of us were quite alarmed to find our final pay checks were as much as 2/3s less than we'd expected.

The problem arose over a discrepancy in figures on our contract period, and so a difference in the rate of pay per day we were to receive for the final 9 days. We are all paid in eight bi-weekly checks during a semester to cover what we thought was a 16-week period. The University maintains, however, that we are on 17-week contracts. Therefore, their pay per day figure was less than ours. Further, the University argued that we had actually been overpaid in all pay checks received prior to the strike, therefore deducted an additional amount from our final checks. Part of the problem is that our separation/termination slips show a 16-week period of employment, while some letters of appointment referred to a 17-week period.

As a result, some Union members are pursuing legal action against the University for the outstanding wages.

The other ironic thing about the way the University chooses to interpret policy and operations 'from time to time' (as their escape clause reads), is that while some anti-union nitwits were lambasting TSSU members for respecting picketlines as being 'unprofessional and unethical action of teachers towards responsibilities to students', the University both withheld pay from teaching staff respecting the lines, and accepted semester marks and grades from those who continued to work with students off campus!

A second arena of fighting we've had to deal with is countering the anti-TSSU campaign begun by a small but vocal group on campus. Many of these people were active during the strike in organizing L.E.A.R.N. activities, circulating anti-TSSU petitions on campus, more recently, writing letters to the *Peak* and *SFU Week*, distributing leaflets containing a variety of ridiculous and maliciously false rumours about the Union, writing some of the Gestetner Underground material, etc. They claim not to be anti-union, but told us last week that if the Union did not respond 'appropriately' to their call for an open shop, that they would take other 'necessary' steps against Union activities. For some of these people, they quite willingly admit that means de-certification. They have consistently refused to participate in open debate. If you have any questions about what the TSSU is doing, or have



friends who are potential TSSU members and who are confused by such propaganda, please contact us - [redacted] in CC 9223.

Finally, aside from these minor irritations, the TSSU is really jumping from the frying pan and into the fire. Negotiations of our first contract have resumed. By the end of this week, the TSSU will have presented all demands, minus the dollar amounts for salaries. Although we've been meeting since January, the University has refused to initial anything so far. We expect talks to move quickly, and hope that they will be more productive.

TALKS WILL BE TOUGH...Watch for the LA CHISPA BULLETIN on campus for more regular updates on the progress of our negotiations.....!!!

Muckamuck

Striking Muckamuck workers won a major legal battle this week when the Labour Relations Board rejected an application for decertification from some scabbing employees. The LRB ruled that SORWUC's original bargaining unit is still the only bargaining unit. The year old strike continues...a recent court-ordered two week ban on all picketing has been successfully appealed...a maximum of 6 picketers are now allowed on the line. More info from SORWUC at [redacted]



support the strike

Are you a sandbagger?!

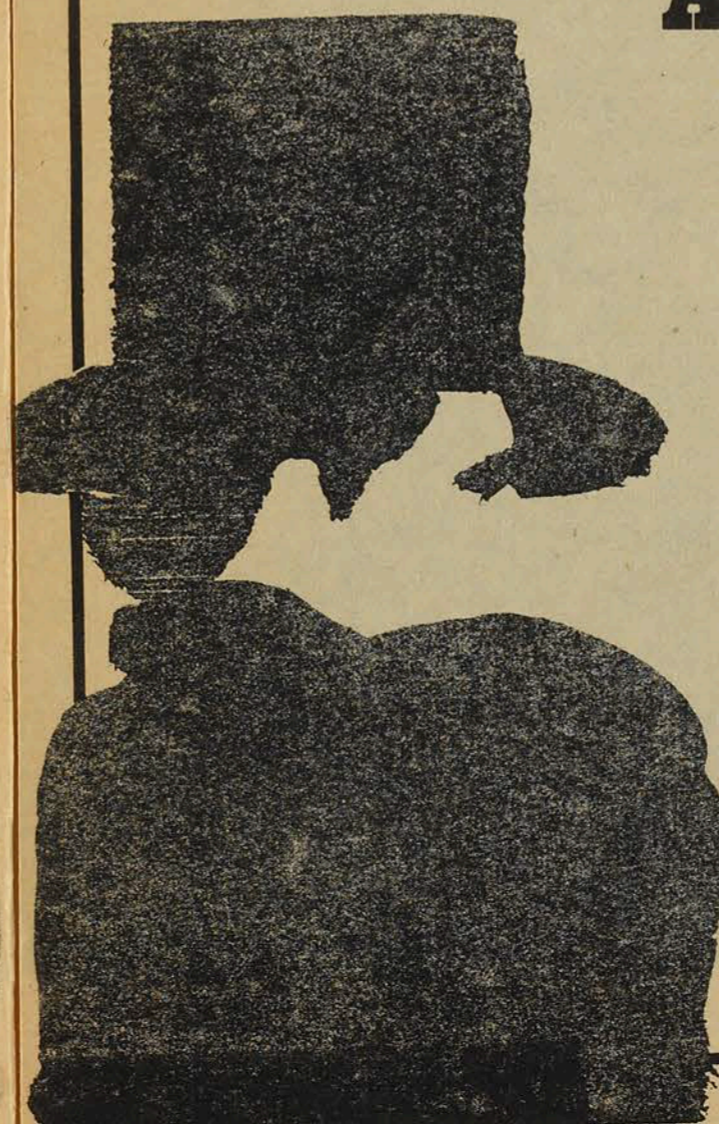
Copy of a confidential memo from George Suart, Vice President Administration to Vice President, Academic, Deans and Directors, dated 1979-04--:

"Our File No. 4G11

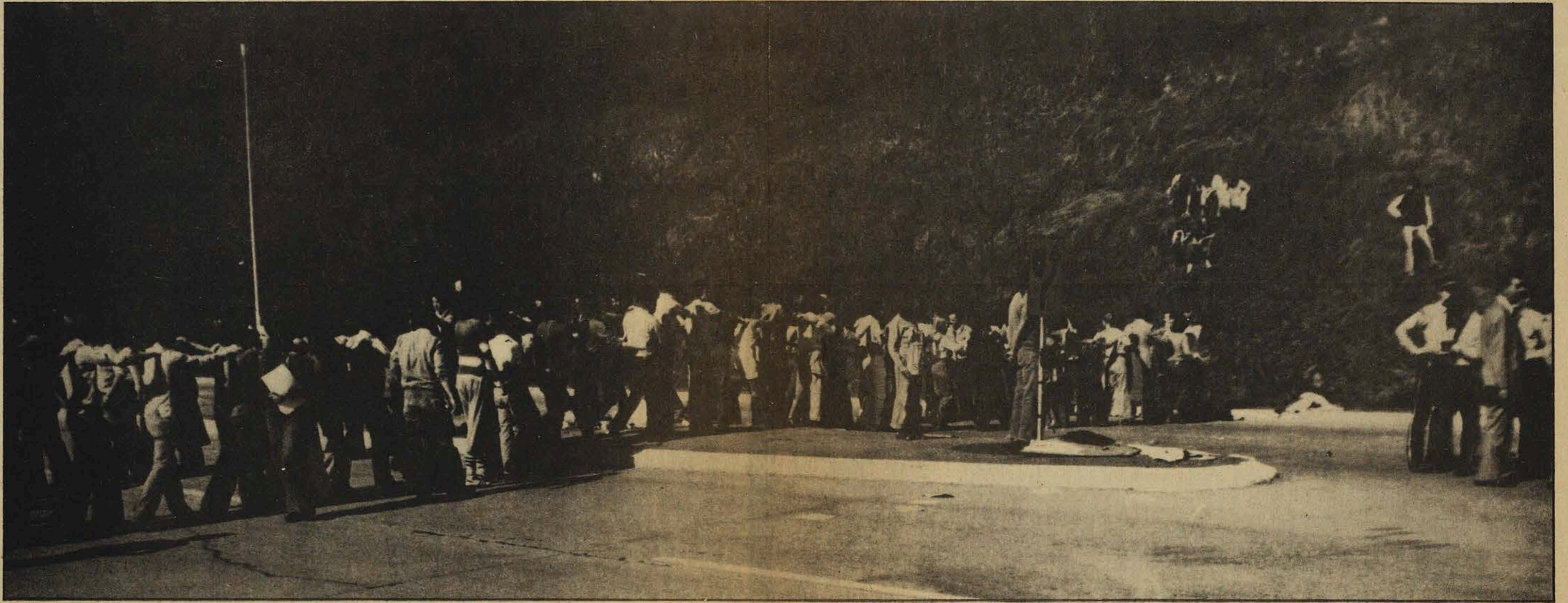
Now that the strike is over it's important that we start to re-establish a relationship with those coming back. It's very difficult to say what's going to happen in the first few days after they return; I suspect there will be bitterness on the part of some. I also suspect there will be bitterness on the part of some supervisors. It's important that we do not allow ourselves to get sandbagged, either by bitter Union employees or by bitter supervisors. I would appreciate it if you would have early discussions with your supervisors on this very delicate subject. Every attempt should be made on our part to welcome the returning staff, and to work towards improvement of our relations; at the same time, of course, maintaining the right of management to direct. It's not going to be easy, but the next period will be very important in re-establishing our relations with the Union, and I would ask all of you to consider the problem, discuss it with your staff as I've indicated, and seek advice from the Personnel Department whenever you feel there's a need."

(to sandbag: to hit or stun with a sandbag.

sandbagger: one who uses a sandbag; esp. a robber who stuns his victim with a sandbag.)



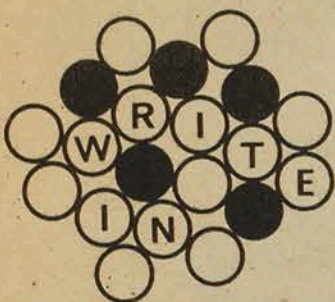
AUCE STRIKE '79



DROP THE CHARGES

This is your newsletter, and the Communications Committee would like to hear from you. Letters should be sent to the Union Office CC 7127 on or before 12 noon the 15th of the month. Readers are encouraged to respond to articles and to letters published in the Write In. Letters, which in future must be signed, may be edited for brevity, never for content.

PLEASE ----- WRITE IN !



AND WE FIGHT AGAIN AND AGAIN....

In November 1974 SFU staff voted to join AUCE. Mostly we were tired of being the University's lowest priority in the budget. And we were determined to get our rightful share. Our first contract signed in July 1975 after an 8 day strike went a long way in correcting our view of the University's injustices. The 6 week Poly Party strike in the fall of 1976 was frightening and economically precarious for most of us. We eased into our second contract neither winning nor losing much. For our third contract we were looking to correct some of the injustices suffered by part time workers and a wage increase to ward off inflation.

Meanwhile the Board of Governors was deciding to take some initiative. Throughout the rotating strike and the all-out strike I kept thinking we would settle. We weren't asking for much. Our strike activity was well done. In the rotating strikes we hit the nerve centers and could have maintained everyone for a long time with the levy. During our all-out strike we got good support and a lot of publicity. It wasn't until the third week of the all-out strike and I heard about George Pedersen at the Board meeting pleading for unconditional binding arbitration that I realized what was amiss. The Board's reply to Pedersen that this was going to be a long strike such that AUCE will never again strike in hope of winning contract demands made it clear that the Board was talking about "union busting."

However the Board is not the University (University being defined as a community of faculty and students) and 6 weeks into our all-out strike the Government (our real employer) stepped in with ultimatums, presumably for the University as well as for us. Perhaps the Board would have had its way in terms of a really long strike if not for the public attention on the strike and the timing of the Provincial election.

So during the past year as most of us were blissfully carrying on our non-union activities, the Board was determining to take back wage gains we were in the first contract (calling us overpaid) and if possible and/or necessary fight as hard or harder than us in a long strike. In one of our union meetings during the all-out strike Sharon Yandle, a business agent of the Hospital Employees Union said 'that sometimes strikes are lost. That one of the most important factors--which side is more resolved to win the strike.' During the negotiations and the strike we were not resolved--we were divided. Many

wanted to continue the struggle and many wanted to settle.

Coming into our fifth year as a union on campus I was looking forward to some acknowledgement of the permanency of the union and the importance of staff. The Board and some members of management, however, view the union not as an opportunity to treat staff with some equality and respect but as an enemy to be stamped out. It seems we must continue to be united and determined in each set of our negotiations as we were in our first set. It seems we must continue to win the same things again and again.

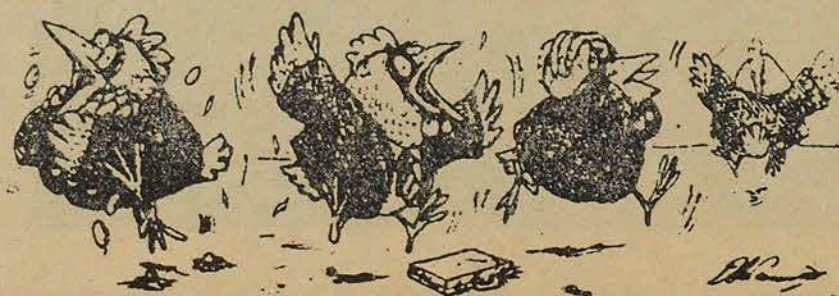
As a final note, York University staff won their strike in 1 week with the support of faculty and students. At SFU if the majority of faculty and/or students had respected our picket line the strike would not have lasted one week. As a union in the public sector our power lies not with stopping productivity but with the support we can gain from the University community and the public.

Melody Rudd Library

AND . . . THE STRUGGLE CONTINUES

AUCE Local 2 members are now back on the job, but the strike and its effects still remain vivid in our memories, as we struggle unsuccessfully to catch up on our economic losses. The other effects of the strike cannot be measured as clearly. As we await the outcome of the Industrial Inquiry Commission, some recent figures published by the Canadian Labour Congress only confirm the fact that the average wage earner in Canada is still not keeping up with inflation; in fact, falling further behind each month. Even if we get the 9% we are asking for, it will do little to help us catch up. Food prices and corporate profits are our biggest enemies.

While average weekly industrial earnings were up 6.2% in the fourth quarter of 1978 over the same quarter of 1977, real purchasing power of those earnings fell 2.3%. In dollar terms, average weekly earnings in the fourth quarter of 1978 bought \$6.50 less in goods and services than average weekly earnings in the fourth quarter of 1977. "THE DECLINE (IN REAL PURCHASING POWER), WHICH BEGAN IN MID 1977, REPRESENTS THE BIGGEST DROP OF REAL EARNINGS SINCE 1948." Since mid 1977, industrial workers have lost \$10.96 of their weekly purchasing power. These figures are



even more depressing when you consider that they refer to industrial workers, traditionally higher paid than clerical workers.

During 1974-1978, earnings actually rose faster than profits, but that was due to a recession of the economy. However, in the period 1971-1974 it was the other way around, due to expansion of the economy. During the period 1971-1974 pre-tax earnings rose 29%, while pre-tax profits rose 131%. Over the entire period 1971-1978, including expansion and recession, corporate profits soared 200%, while earnings rose 93%.

These figures are based on national statistics. In many cases, AUCE's gains have been below the national average. While the University is not directly concerned with corporate profits, the government who gives the University its funding certainly is. We also feel the direct effect of corporate profits every time we go to the supermarket.

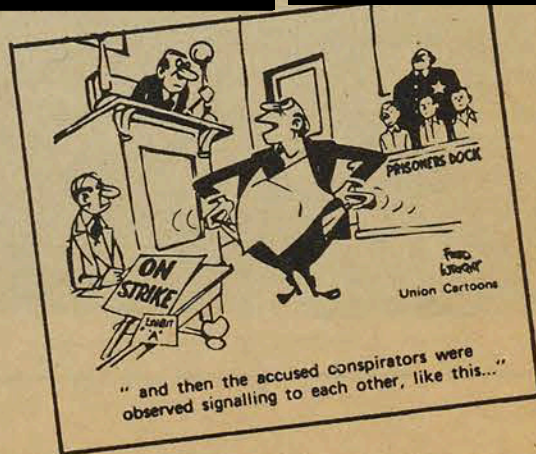
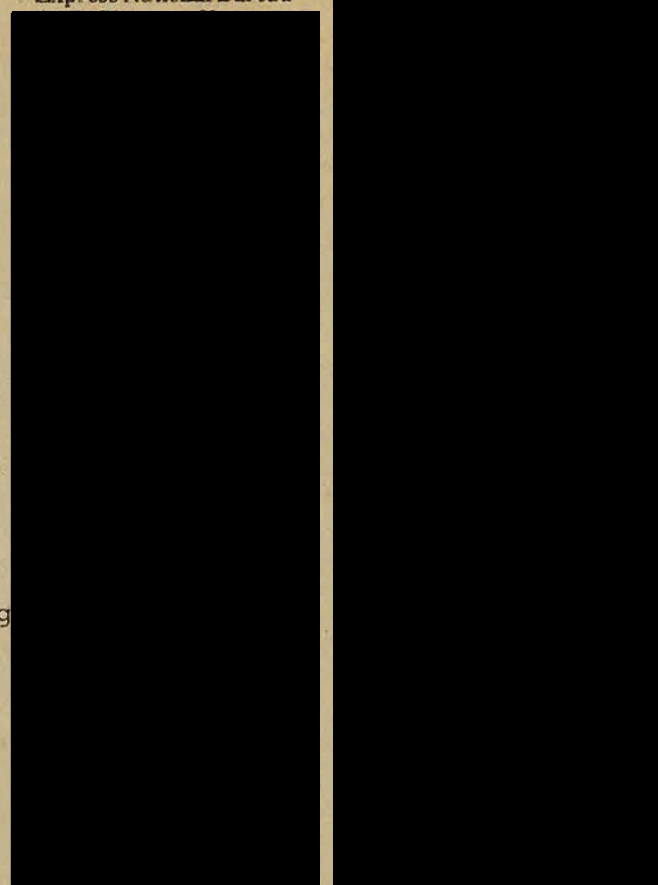
The return of the Social Credit government promises more hard times ahead for our members and other public sector unions. This bleak outlook for the future only serves to emphasize the growing importance of solidarity with our union and the trade union movement as a whole.

Marion Northcott Continuing Studies

Statistics from "Canadian Labour" Economic Bulletin No. 67, Vol. 24, Nov. 2, published by the Canadian Labour Congress.

Food basket up \$9 per family

Express National Bureau



AUCE WON'T BE AMBUSHED

Although I was one of the people reluctant to have an all-out strike at the end of the Spring semester, it happened and we grew from the experience. My hesitation regarding the all-out was based on apprehensions arising from our failure to openly discuss the ramifications. We didn't discuss that to be effective we might have to be out all summer and look for other odd jobs to get us through. But given that we walked out even without clear direction, and for whatever immediate reasons, we came to demonstrate phenomenal strength. Certainly the membership was often divided but considering that last October we couldn't even get a strike vote, our eventual determination was remarkable.

Where did the determination come from? Originally, I think, from the insulting bonus offer which we resoundingly rejected. And then from indignation that the University would think us so ignorant as to accept a wage increase of less value than the bonus offer. As several people pointed out back in February, we reached a point where we knew we would be losing economically this year if we continued our strike, but it had become a fight for dignity. Our work IS valuable and we demand respect. We reached a point where the BOG's demonstrated contempt for our work could no longer be ignored; we fought.

I wasn't pleased to strike for less than inflation but I was pleased to see us finally stand firm. And once we were on strike there were rewards to counter the economic loss. For the first time, AUCE forged strong links with other trade unions and established its place in the labour movement. Also for the first time, AUCE discovered genuine solidarity with the most concerned students and faculty. We moved towards the realization of an authentic campus community and in AUCE's recent statement opposing tuition fee increases, we have demonstrated that solidarity continues after the pickets are down. Not a reward, but an eye-opener for many, we saw where the RCMP loyalties are and who they take their orders from.

After 5 months of strikes, the membership is not weaker. It always has had divisions, but we seem to be stronger

than last September and already we have people digging in to prepare for the next set of negotiations. We have learned the need for a strike fund and both our local and the Provincial will be attempting to ensure that we aren't caught without financial support when we fight for the next contract.

Finally, when the next negotiations do begin, there should be no ambiguities as to how the BOG values our work. When we went to a Board meeting in February, Parkinson told us, "this is war." This time AUCE won't be ambushed.



Kathy Moore English Department

FROM THE STRIKE COORDINATOR

The chronology of AUCE 2's strike has been presented. With the strike ended here are a few of my conclusions drawn from the struggle. First, and I believe most important, was the almost impossible situation of trying to bring economic pressure on the University. With rotating strikes on campus first and with the all-out strike at the lights later, it became increasingly apparent that the BOG of SFU were not perceiving an immediate financial loss for the University and were ignoring the quality of education being offered under adverse conditions. This has led to the realization that for effective action the support (honouring picket lines!!) of the majority of students and faculty is essential. It is necessary for every member of the union to deal with all students and faculty in a helpful, friendly manner at all times to build in this much needed support. At the same time it is also necessary for each member to become as active and informed about the business of the union as possible by attending all meetings.

Although the struggle may not have brought us the ends many of us desired, we did have many positive moments. We took on the Construction Labour Relations Association and Canada Construction at the LRB and thwarted their bid for a cease and desist order; we forced the University through a lengthy court hearing before they were able to get an injunction against us to limit our pickets at the lights; and our actions

at TRIUMF and threats of action for the UBC campus facilitated the IIC. These were victories and not small victories.

AUCE Local 2 owes much to a great many--the students and faculty who did support us, the labour movement in BC, the 18 who were arrested, the many members of our local who gave to their limit and beyond, and, not the least, our sisters and brothers in the provincial organization and our sister locals. AUCE 2 sincerely and deeply thanks you all.

Gary Harris Centre for the Arts

AUCE STRIKE BROKEN BY POLICE STATE TACTICS

The AUCE 2 strike has been broken by the BC Government's police state tactics. AUCE 2 members are back to work without a contract and will be forced to accept the final decision of the industrial inquiry commission. Seventeen of the SFU 18 are to be tried in provincial court on criminal charges.

The RCMP has been used repeatedly in this country to commit violations of civil liberties and to intimidate workers. Many of these violations and acts of intimidation have been made public in debates in Parliament and in the pages of *The Globe and Mail* and other dailies.

In spite of the RCMP's record of illegal activities, the RCMP has not been prevented from continuing to disregard the law and violate basic human rights.

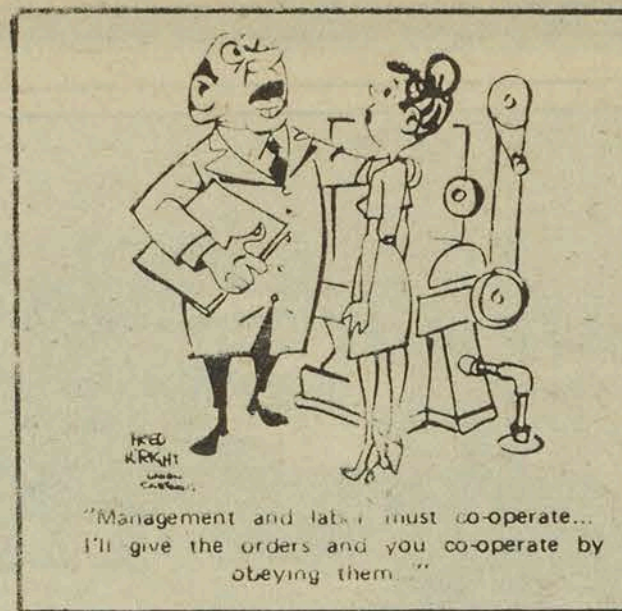
I believe that the B.C. Government decided to use the RCMP to break the AUCE 2 strike on the advice of Labour Minister Williams and Education Minister Pat McGeer, both of whom were under pressure to deal quickly with the AUCE 2 strike once students began to support the strike.

When AUCE 2 voted to go on a full-scale strike and the picket line was set up at the entrance to the University, the AUCE 2 strike reached a new and obviously more powerful stage because a line was clearly drawn which provided students and others with a concrete method of showing support for AUCE 2. The battleground for the strike moved to the picket line and the

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university community became polarized in a manner which, in the minds of the Minister of Education and the Minister of Labour, "disrupted" the "normal functioning" of the university. In particular, the obvious and effective student support (even though small) of AUCE 2 on the picket line frightened both McGeer and Williams. It was because of the student support for and direct involvement in the strike that they decided to encourage the Bennett Government to use RCMP violence to intimidate AUCE 2 and SFU students in order to break the strike.



contracts coming up in 1979, like wood and auto, the capitalists hoped that freezing public sector wages would set the pace for the private sector.

In BC, the Socreds were trail blazers in cutbacks policies. With inflation well over 8%, Bennett declared that all wage settlements in the public sector would be limited to 4%. Bill Hamilton, president of the Employers' Council of BC and member of the SFU Board of Governors, agreed. In an interview in *B.C. Business* he explained quite openly that AUCE was a test case for Socred stated wagg policy. Breaking AUCE would be an important precedent.

AUCE strikers were also up against the Socreds' Bill 46. The purpose of the Bill was to squash any resistance to the cutback measures. It was used last December to force 250 school board employees in the West Kootenays back to work, declaring education an essential service. Bill 46 took away the right to strike from 35,000 municipal, school, college and water improvement workers - 1/3 of all BC's unionized workers, including AUCE Local 2. Coming to the fore almost immediately after the passage of the legislation, the strike at SFU was the first political challenge to this bill.

The fact that the AUCE strike was beginning to gain momentum and support obviously didn't make the Socreds or the administration very happy. That helps to explain why the RCMP were called in to lend a helping hand. Eighteen people were arrested and injunctions passed to show other working people what was in store for them if they dared fight back. When workers defend their rights the capitalists and their governments don't hesitate to call on the state - the police, courts and judges. The Endako miners are facing daily repression as they try to stop police-escorted scabs from crossing their lines. CUPW was also faced with police harassment on their picketlines and their leader, J.C. Parrot, was recently sentenced to three months in jail.

The only way AUCE could have taken on the attack was with a unified and mobilized membership, supported by other working people in the province, especially other public sector unions. The recent victory at Inco shows that when workers stand their ground, it is possible to win support and build unity in the fight for our demands and our rights.

A concerned student

TO THE BOG AND ACADEMIA

Racism is not dead.
It is alive and well
Thriving on top of the
shrouded mountain.

Perhaps it is the fog that makes THEM
confuse the workers as 'black boys'.
Then again could it be their ego?
Well...

Did you know that this highly acclaimed instit
Was built in honour of all those elitist
intellectuals and their 22 lb. brains?
Perhaps not, BUT
After working under THEM
I really do believe this to be the case.
Then again,
What is belief?
Oh, shock, hysteria
Their K-Mart 'On Special' games are rubbing
Am I too doomed?
Yet to THEM is it doom?

I just bet that some of them go home
and whistle at the supper table
"ALL GLORY LAUD AND HONOUR".
Must be their good christian upbringing.
The Sundayschool Syndrom it is termed.
Once upon a time somebody received
a \$4000 grant to investigate it.

"Very interesting" was the response
by those scratching for the top of the LADDE
"There are some very profound implications".
Somebody 'accidentally' spilt
their glass of Blank ada Blank
on the other's rented tuxedo.
"Quick, call in the sexrattery to wipe it up!
"I heard that they keep good hired help up her
shouted vainly the other.

Linda Sangwine ©
Geography

HINDSIGHT ANALYSIS

The week that the strike was called, I was involved in the organization of an on-campus support rally for AUCE 2. On March 6, I talked with David Baillie, a Biology professor and member of the "concerned faculty". At that time, he felt that AUCE 2 should go on strike (i.e. full-scale) but that students should continue attending classes, the latter because:

- students (i.e. most) are not members of trade unions;
 - with AUCE 2 on strike, the administration would be just as happy if everyone stayed home - the services that AUCE, Polyparty, and other trade unionists provide would be less required, and the management could cope more easily with a strike that way;
 - the classes are paid for in advance and non-attendance would mean the student getting burnt academically and financially.
- My conversation with Baillie was part of the reason that I had serious doubts about the wisdom of respecting the AUCE 2 picket line from the start.

Still, I became involved with the Student Strike Support Committee, and started showing up at the picket line March 12-16, passing out pamphlets, asking people "Do you think that the administration's offer to AUCE 2 is a just one?" (most replied that they didn't know), getting told by dead-weight AUCE members to "get off the road," and, as the line went, "building towards a mass show of support for the picket line."

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Well you know hindsight is a marvelous thing but anyways--it should have been clear from previous events that mass support for the picket line by students and faculty was a lost cause; the one-day strike in January and the aforementioned rally are two events that demonstrated the very limited support for AUCE. The administration's previous hard-line also showed that regardless of the support, there was no guarantee for a quick settlement (my reply to the following "the administration can't ignore empty classrooms" from a pamphlet is --they can and will). Asking non-trade unionists then, to abandon their studies in favour of respecting an ongoing picket line, was a most unfortunate strategy at that time.

The point is that this is not a typical industrial situation where withdrawal of unionized labour causes immediate financial loss to the employer, giving the union its clout. Instead, the employer saves while giving cutback services without refund to the user, i.e. the screwed student. Therefore, as long as the generally sheep-like Canadian student is not rendered militant by such cutbacks, s/he should be allowed to pass picket lines to suffer the consequences.

Service workers must look at education of the public which they serve as the primary strategy. As I alluded to earlier, it seemed to me as if a majority of those crossing the picket line didn't even know what the strike was about. Organizing of support on-campus by education of those who crossed the line and sabotage of efforts at scabbing by the administration and others was hardly carried out at all.

I for one certainly did not consider those who crossed the picket line to attend classes "scabs"; that term is reserved for those (and there were many) who did the jobs of unionized people respecting AUCE's picket line. These scum should be hassled to no

end during a strike of this kind, and the best way for this to happen is to have large numbers of AUCE sympathizers on campus to give them shit.

I feel that many of the AUCE 2 picketers were not strong enough on the picket line and much more talking with the people in cars is advisable. What better way to get the message across to visa students, for example, most of whom seemed to view the picket line as a joke.

Finally, I feel that AUCE should consider joining the B.C. Federation of Labour for the "support and comfort" that such affiliation would bring, especially in a strike situation.



Robbie Clarke

BATTLE SHIFTS

Looking back at our experience during the recent AUCE strike, a couple of things stand out very clearly. The first is the absolutely serious nature of the attack on the union backed by the administration and the Employers Council of B.C., and the employers' governments: the Socreds and the Liberals. Secondly, that the seriousness of the attack made support from organized labour particularly crucial.

The battle has now shifted to the defense of the 18 people arrested on the AUCE picket line who face criminal charges. If through getting good turnouts to defense rallies and united labour support we can force the government to drop the charges against the 18, we can win a victory for AUCE, defend the right to picket and defend trade union supporters on this campus.

As a union of working women AUCE was singled out by the administration for a particularly fierce assault. Throughout the negotiations and in statements issued by the administration we saw that they were taking the opportunity to force through a precedent setting contract--a contract based on the so-called principle of average comparability of total compensation. This is the idea behind the federal Bill C-22, a Bill which would erase collective bargaining rights in the federal public sector and enforce a permanent form of wage controls for these (again, mostly women) workers. Given the reality that clerical workers in the private sectors are mostly unorganized, undervalued and underpaid (and, need we add, for the most part, women), this Bill, which would use private sector guidelines, constitutes a major attack on the struggle for equal pay for work of equal value, the real principle upon which AUCE was founded and negotiated its first contract.

Especially on the campuses, and in the public sector, especially in this period of economic crisis and related cutbacks, a strike depends more and more on massive participation by the rank and file of the labour movement, students, and the women's movement.

The RWL believes that the 3-point strategy which we put forward in the Student Strike Support Committee was a winning strategy. We said: build labour support, support on campus, and strengthen the picket line. It was a serious mistake to abandon the campus to pro-administration forces. On campus organizing and education for student and faculty support, with AUCE's permission, could only have strengthened, not weakened, the strike.

Other campus strikes across the country have shown that if students understand the relationship between cutbacks, deteriorating services and union busting, they will come behind striking workers in an effective way. At York University, students and faculty were the decisive factor in the victory of YUSA workers who struck last year: organizing occurred on campus during the strike, culminating in an occupation of the Administration Building by students and faculty. AUCE could have begun a huge educational campaign in the fall, before the strike, when a strike was probable and then allowed student supporters of the union to organize on campus, while maintaining a strong picket line.

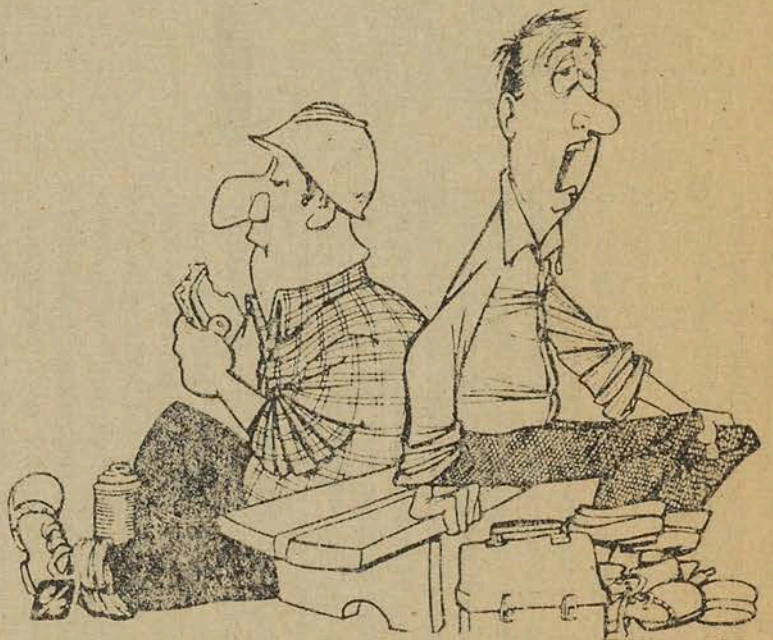
Many individuals in the trade union movement recognized that AUCE was on the front line of the fight to maintain collective bargaining and the right to picket. Had AUCE been affiliated to the Fed, rank and file unionists in the labour movement could have more effectively challenged their unions and union leadership to support the strike. Despite the inadequate BC Fed and NDP support, rank and file militants did come out to assist on the picket line, and some unions, such as CUPW, were consistently supportive. The AUCE Provincial decision to seek affiliation to the CLC is a positive move. As well, the opening of the strike support committee to include trade unionists was an important and positive move during the strike, one which should have occurred earlier. Better coordination between AUCE, student supporters, and union supporters could have allowed us to build a stronger campaign, with a clear strategy for victory.

The hostility manifested by the corporate bosses and their governments towards working people in strikes such as AUCE's, CUPW's, the Steelworkers at Murdochville, convinces militants of the RWL that workers must struggle not only from strike to strike, but for a society based on our own organizations, where we can democratically plan and control our work for the satisfaction of human needs rather than labour under the dictates of a few who control all economic and social resources.

DEFEND THE SFU 18!
JOIN HANDS WITH THE REST OF THE
LABOUR MOVEMENT AND STUDENTS!

Susan Knutson,
TSSU Local 6
Revolutionary Workers League





Just once I'd like a contract without being blamed
for inflation, warts, mid-east crises, mass layoffs,
sink backup, guppy suicides, mange, seagul lice,
dandelion infestation...