



on campus

association of university and college employees

Vol. 1 No. 3

MARCH, 1982

All About Pensions — Part 3

The great Pension Debate, which is expected to take place this year will address some vital issues. March 6th in Vancouver, as mentioned before, will give you a chance to know what is being recommended in the way of changes and what is in store, in particular for women in Canada.

Well that's the good news. Now for the bad.

When the Canada Pension Plan was set up provision was made for contributors to request yearly statements of their contributions. A year ago, 725,000 participants in the 50-65 year age category were contacted and 29% responded. Were the remaining 71% happy with their unknown status? Of those that responded, 5,500 raised questions on the data sent to them. Eighty percent of the objections have had successful results. If the response rates suggest that a continuing number of people remain unconcerned about their pension status — then picture yourself trying to substantiate your entitlement when you are 60-65 and have to retrieve all the supporting data to have it set right.

Four years ago the pension plan was amended to permit the splitting of pension credits between spouses on divorce. In the following three years, only one percent of divorces generated applications for credit splitting. At the pension conference in Calgary in November, after a show of hands, only nine people in the room, out of hundreds, had ever heard of it.

For those unable/unwilling, to go to the pension conference March 6th please reflect on these issues. Is it too much to ask for you to write to your member of parliament and voice your concerns about at least some of the inequities?

1. Average income of women in Canada in 1978 was only \$4,635. National statistics indicate that 60% of unattached women over the age of 65 have incomes under the poverty line. There is a corollary there — don't you care?
2. The average pension being received by female pensions from private plans in 1976 was \$2,122 a year.
3. Three out of every 4 part-time workers are women — the vast majority of whom do not belong to any pension plan, company or private plan. Of women who work, 23% work part-time as compared to 6% of men.
4. British Columbia had 270,000 people in 1979 — 65 years or older. Of these pensioners 47.1% received a Guaranteed Income Supplement in 1980. This indicates how incredibly small their income was, that they could qualify for this supplement.
5. The maximum benefit for a surviving spouse under CPP in 1979 was \$1,570. In March, 1981 2,600 women in Canada applied to CPP and their average pension amounted to \$139 a month and the maximum was \$268.64. Add to that their Old Age Security for the month of \$431.00 if eligible.
6. 360,000 elderly in Canada have no

income other than Old Age Security and Guaranteed Income Supplement.

7. And not to drag this out — but pensions are based on earnings and working women earn only 58% of what working men earn. The cost of living has gone up by 162% since 1965. Where will you be "when you're 65," as the tune goes?
8. By 1980, British Columbia had borrowed more than \$2.3 billion from the CPP fund at rates of interest as low as 5.29%. It is time that serious questions were put to the federal members.

Some of these problems that are surfacing are reflected in the pension problems in such countries as France and Sweden. Inflation and recession in the 1970s and 1980s combined with an aging population have placed growing pressure on public and private pension plans' finances. The ratio of pensioner-to-worker population has been rising rapidly and is expected to rise further due to the falling birthrate. This will generate increasing financial pressure on both public and private sector plans.

In some areas trade unions have been pressing for earlier retirement in order to benefit older workers and create openings for younger workers. However, current economic uncertainty and problems in the ratio of workers to pensioners, has caused delays in plans to lower the retirement age.

West Germany, one of the earliest countries with social security has universal coverage for their working population — presently 98% of the labour force. They also have voluntary coverage for persons dropping out of the labour force, such as housewives. However, their plan is not without its difficulties as well. The pensions are wage-indexed, but indexation reduced to 4.5% 1978/79, 4% 1980, and 4% 1981 to ease financial difficulties.

There will be one more column on pensions following the March 6th meeting in Vancouver and that will be listed the recommendations that will go to Ottawa — to be joined into the views already expressed from the cross-country hearings. This pension conference is specifically set up to hear the discrepancies for women in pensions and the focus of the recommendations will reflect that need.

Care about your retirement years! You may live so very much longer than elderly Canadians have in the past. With better life styles, more resources for enjoyable retirement and sufficient funds to enjoy your leisure — you just might be glad you took some time out now to support the people working to make changes on your behalf.

COMMITTEE MEETINGS

There will now be available in the Union Office a calendar of all committee or other meetings of interest to AUCE members. If you want information regarding the dates, names or places of such meetings please contact Patricia House in the Union Office.

HEALTH & SAFETY

Belief that VDTs harm unborn child grounds for transfer, board finds

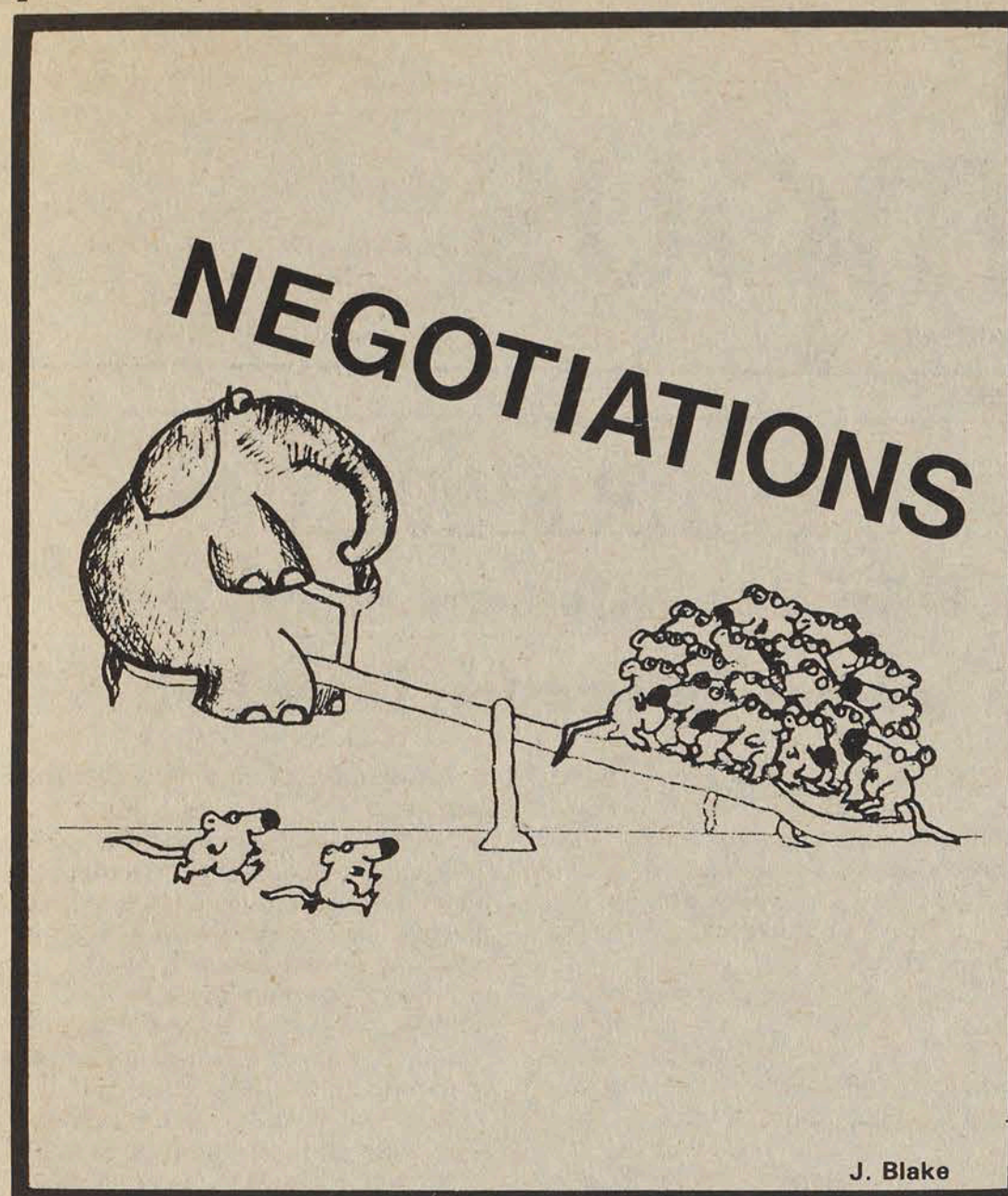
THANKS TO:

ANNE BENNIE
SHEILA BENNIE
WENDY BICE
DONNA BROCK
CAROLE CAMERON
SUE HORNER
ROBIN LAINE-KIEFL
WENDY LYMER
RICHARD MELANSON
STEPHANIE ROSS
JARNAL VIRDI

FOR ASSISTANCE
WITH THE NEWSLETTER

(Continued on Page 3)

deliver to



Contract Committee Report

By MURRAY ADAMS
NEGOTIATIONS

At this writing (February 28), two of five meetings have been held to discuss our contract proposals. By the time this newsletter appears, the voting meeting of March 6 will have established our initial negotiating position, and negotiations may well be underway. Every effort will be made by the Committee to keep you informed of the progress of negotiations. Please recognize, however, that you have some responsibility to keep yourself informed by attending meetings, by reading the reports and documents which are circulated to you, and by asking questions. Any time you have questions related to contract negotiations, you are most welcome to call or write me at Woodward Library, (228)2882. If you are unable to reach me, please leave a message with the Union Office, and I will return your call.

POLEMICS

On February 16, a letter written by Sandy Lundy of Information Services was printed in The Ubysey. While I don't think any of us has the energy to respond in detail to every such broadside, I do have a few comments on those parts of her letter which were related to negotiations.

The first point is that Sandy has not attended a single Contract Committee meeting since we began in August of 1981, nor has she, to my knowledge, spoken or written to any member of the Committee. Her claims to know what is being proposed, discussed and planned should be assessed against this background.

She says that the "leadership is contemplating (a strike) for this year." In our view, we would be neglecting our duty to the Union's members if we failed to "contemplate" every option

Finally, Sandy says that what we lack is research, communication, negotiation and administrative skills in our leaders, and that what we require are "wily negotiating skills."

I know that her answer is to join CUPE, but I do feel compelled to reply that AUCE's leaders are not noticeably deficient in any of these areas. The hard fact is that in the absence of a credible strike threat, wily negotiating skills are the stuff of well-researched, well-communicated empty posturing.

Those who fear strikes, and those who favour them, both have the same recourse. Use your many opportunities to debate and vote. The Union provides us with the right to make choices, and the obligation to accept the consequences of our decisions.

To the members of AUCE Local 1:

With all the talk going around about the possibility of affiliation and especially with regards to joining CUPE as one of the options open to us, I just wanted to bring up a few points of information that might be useful in helping us make that decision. I was a member of CUPE Local 389 in my previous job, and have kept in touch with many of the people active in that local, and the following are just some of the things I think we should be aware of:

- 1) As a local of CUPE we would contribute (approx.) \$100,000 to the national strike fund per year. \$50,000 to the B.C. Division per year. About 3 cents a head per paycheck to the Vancouver Metro Council.
- 2) We would be invited to join the Vancouver and District Labour Council.
- 3) We would be allowed a fair amount of autonomy as far as the running of the local is concerned.
- 4) The national office of CUPE can provide job evaluation experts free of charge.
- 5) There is a free legal service, but it is only available to the provinces of Ontario and Quebec. The reason for this is that by the time our request is sent in and processed at the national level, it is often too late to be of any use to the western provinces, so they just don't do it.

available to us. Does she seriously suggest that we go into negotiations promising not to strike under any circumstances?

Later, she says that, "unless we get into CUPE right away, a strike in AUCE is inevitable this year and we all know how it will happen." Leaving aside the question of joining CUPE, which in my understanding has been shelved by a vote at a membership meeting until after a new contract is signed, what is the "inevitable" route to a strike? "The Contract Committee will go into negotiations with the University, and they will get frustrated because their demands are not met immediately." Well, the Contract Committee has a higher capacity to tolerate frustration than Sandy imagines, it presents not its demands but yours, and it would collectively faint on the spot if AUCE's proposals were immediately accepted.

Then Sandy badly misinterprets a statement of mine which appeared in the February AUCE newsletter. I had tried to say that a strike vote which does not indicate a credible intention to strike is a waste of time. Promises from the Contract Committee that such a vote is "only a bargaining tool" help to produce pointless strikes. This Committee will not attempt to "trick" a strike vote out of you; it will ask you to indicate what you really intend to do, and it will keep reminding you that cheap talk has to be backed up by expensive action. It is a mystery how Sandy leaps from that point of view to decide that, "if we vote even 51 percent in favour they will take this as an intention to actually strike. . ." Let me assure you that we will regard any strike vote of 51 percent as indicative of an intention to accept a bad contract, and we will be quite prepared to oblige by signing one.

—Globe & Mail Jan. 27/82

ATTENTION:

For anyone who might be interested, there is an EQUAL PAY INFORMATION COMMITTEE (EPIC) which meets every Tuesday at 7:30 p.m. at the Britannia Centre. Everyone is welcome!

Letters

6) The actual running of CUPE (i.e. all negotiations, etc.) are done by the national reps who are a paid staff who have their own union (not CUPE).

7) The national strike fund is at this moment, for all effective purposes, bankrupt, owing more than \$2 million dollars to their debtors. All spending in the way of strike relief has been suspended from November 1981 to June 1982 and possibly further. This decision was brought about by the national president and national secretary-treasurer. They will still be able to pay for any benefits while on strike however.

The other things that worry me about the state of this union are the results of the 1981 strike, which I will summarize briefly:

1. The leadership "sold out" to its membership using the equal pay issue as a ploy to get the membership (in particular the women) behind them in voting for strike action.
2. The union offered a bonus ("bribe") to the members if they would agree to sign the memorandum of agreement, which was given only to the full-time employees, although it had been promised to everyone. The union leadership then denied having made any such promise, which has had the effect of severely dividing the members. A good example of a group to whom this happened was in the North Vancouver recreation commission. Out of 150 employees, only the 9 full-time people were given this bonus, which made the other 141 quite angry.
3. The end result of the settlement was that the gap between the base rates for inside and outside workers has widened, when they were hoping for the opposite. I couldn't get hold of any figures for comparison because they have not yet received their new contract. The contract is written in conjunction with the GVRD, and takes quite a while to produce, so the members are working with the old contract and a copy of the memorandum of agreement to conduct all union business, which put the union at a definite disadvantage.

4. The only two items that seemed to be definite improvements were:
 - a) Anyone working more than 20 hours per week is entitled to prorated benefits.
 - b) Any position of more than 30 days duration must be posted.

And that about concludes what I wanted to present to the members of AUCE, except that I sincerely hope that you will all think very carefully before you vote to join with CUPE. I think we would be much better off on our own for almost all purposes, and I hope the rest of the membership will agree.

Linda Cregan
L.A. 3, Woodward Library

EXECUTIVE MOTIONS

EXECUTIVE MEETING MOTIONS January 7, 1982

Moved by Sharon Newman. Seconded by Murray Adams. THAT THE AGENDA BE ADOPTED AS AMENDED.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Sharon Newman. THAT CANDIDATE STATEMENTS FOR ALL ELECTIONS BE A MAXIMUM OF 1,000 WORDS AND THAT THE CONTENTS OF THE STATEMENTS WILL BE UP TO THE CANDIDATES AND THAT NO ENDORSEMENTS WILL ACCOMPANY THE PRESENT BALLOT.

The motion was DEFEATED.

Moved by Wendy Lymer. Seconded by Sheila Rowsell. THAT NO ENDORSEMENTS APPEAR ON THE BALLOT FOR ELECTION OF OFFICERS.

The motion was CARRIED with one vote against.

Moved by Joyce Diggins. Seconded by Suzan Zagar. THAT THE MINUTES OF THE DECEMBER 3, 1981 EXECUTIVE MEETING BE ADOPTED AS CORRECTED.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Suzan Zagar. THAT THIS EXECUTIVE TAKES THE POSITION THAT IT WILL NOT REIMBURSE AUCE MEMBERS FOR HONORING PICKET LINES RESULTING FROM STRIKE ACTION BY OTHER UNIONS AND THAT AT THE SAME TIME THE EXECUTIVE URGES ALL MEMBERS TO HONOR A LEGAL PICKET LINE.

Moved by Ted Byrne. Seconded by Carole Cameron. THAT THIS EXECUTIVE RECOMMENDS THAT AUCE NOT REIMBURSE ITS MEMBERS WHO HONOR THE TA PICKET LINES.

The motion was CARRIED UNANIMOUSLY.

Moved by Carole Cameron. Seconded by Suzan Zagar. THAT WENDY LYMER BE REIMBURSED FOR HOLIDAY PAY OWED FROM 1981 (21 hours) AND 1982 (14.6 hours).

The motion was CARRIED.

Moved by Wendy Lymer. Seconded by Sheila Rowsell. THAT THE MOTION "THAT NO ENDORSEMENTS APPEAR ON THE BALLOT FOR ELECTIONS OF OFFICERS." BE CORRECTED TO "THAT NO ENDORSEMENTS APPEAR ON OR WITH THE BALLOT FOR ELECTIONS OF OFFICERS."

The motion was CARRIED.

Moved by Carole Cameron. Seconded by Ted Byrne. THAT WE SUPPORT HEU PICKET LINES.

The motion was CARRIED UNANIMOUSLY.

Moved by Carole Cameron. Seconded by Suzan Zagar. THAT THE EXECUTIVE OF AUCE LOCAL ONE APPROVE THE SENDING OF THIS LETTER TO ROBERT GRANT AS PROVIDED BY DARLENE BAILEY AND THAT A REQUEST BE MADE TO ADD ANOTHER AUCE REP TO THE UNIVERSITY HEALTH AND SAFETY COMMITTEE.

The motion was CARRIED.

+ Support for HEU would involve VGH and other hospitals. Sheila Rowsell presented a motion of support: WHEREAS THE HOSPITAL EMPLOYEES UNION IN B.C. IS CURRENTLY INVOLVED IN DIFFICULT NEGOTIATIONS FOR A NEW CONTRACT, AND WHEREAS HEU MEMBERS ARE DEMANDING EQUAL PAY FOR WORK OF EQUAL VALUE, \$3.00 ACROSS THE BOARD PAY INCREASE, COMPLETION OF MORE

EQUITABLE JOB RECLASSIFICATION SYSTEM, AND WITHDRAWAL OF BACKWARD ROLLBACK CLAUSES FROM THE H.L.R.A. THEREFORE BE IT RESOLVED THAT AUCE LOCAL ONE GIVES ITS WHOLEHEARTED SUPPORT TO HEU MEMBERS DURING NEGOTIATIONS AND IN ANY POSSIBLE JOB ACTIONS, FURTHER THAT WE ENCOURAGE AUCE MEMBERS TO JOIN PICKET LINES SHOULD THEY APPEAR.

Moved by Joyce Diggins. Seconded by Sharon Newman. THAT THE MOTION AS PRESENTED AT THIS EXECUTIVE MEETING RE HEU BE PRESENTED FOR MEMBERSHIP APPROVAL AT THE MEMBERSHIP MEETING ON THURSDAY, JANUARY 14, 1982.

The motion was CARRIED.

Moved by Wendy Lymer. Seconded by Joyce Diggins. THAT THE OPEN HOUSE SCHEDULED FOR JANUARY 20, 1982 BE RESCHEDULED FOR WEDNESDAY, FEBRUARY 10, 1982, from 11:30 a.m. UNTIL 3:00 p.m.

The motion was CARRIED.

Moved by Ted Byrne. Seconded by Wendy Lymer. THAT THE MEETING BE ADJOURNED.

The motion was CARRIED.

EXECUTIVE MOTIONS January 28, 1982

Moved by Wendy Lymer. Seconded by Murray Adams. THAT THE AGENDA BE ADOPTED AS AMENDED.

The motion was CARRIED.

Moved by Suzan Zagar. Seconded by Murray Adams. THAT THE MINUTES AS CORRECTED BE ADOPTED.

The motion was carried.

Moved by Murray Adams. Seconded by Carole Cameron. THAT AUCE LOCAL 1 MAKE THE FOLLOWING DEMANDS ON THE MILITARY JUNTA IN POLAND.

1. IMMEDIATE RELEASE OF LECH WALESA AND ALL SOLIDARNOSC ELECTED NATIONAL COMMITTEE AND EXECUTIVE PRAESIDIUM.
2. IMMEDIATE RELEASE OF ALL INTERNED SOLIDARNOSC MEMBERS.
3. IMMEDIATE REMOVAL OF ALL MILITARY PERSONNEL FROM SOLIDARNOSC HEADQUARTERS.
4. LIFT BAN ON SOLIDARNOSC.
5. IMMEDIATE LIFTING OF MARTIAL LAW.

AS UNION MEMBERS AND SUPPORTERS OF SOLIDARNOSC, WE WILL CONSIDER, UNTIL THESE DEMANDS ARE MET, ALL GOODS TO AND FROM POLAND — THOSE WHICH DO NOT GO DIRECTLY TO SOLIDARNOSC, THE RED CROSS OR THE POLISH CHURCHES AS SUGGESTED TO US BY SOLIDARNOSC REPRESENTATIVES HERE IN CANADA

— AS BEING PART OF A UNION BUSTING OPERATION.

The motion was CARRIED.

Moved by Wendy Lymer. Seconded by Joyce Diggins. THAT THE PRESIDENT OR SOME OTHER EXECUTIVE MEMBER PREPARE THE AGENDAS FOR MEETINGS.

Motion DEFEATED.

Moved by Wendy Bice. Seconded by Suzan Zagar. THAT THE EXECUTIVE COMMITTEE PREPARE THE AGENDA FOR GENERAL MEMBERSHIP MEETINGS AT THE MEETING PRIOR TO THE DEADLINE FOR THE NEWSLETTER.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Joyce Diggins. THAT THE NEWSLETTER CONTINUE TO BE PUBLISHED MONTHLY IN ITS PRESENT FORMAT.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Carole Cameron. THAT IF THE COST OF PRINTING THE NEWSLETTER EXCEEDS \$1000, THAT IT BE RESTRICTED TO FOUR PAGES.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Wendy Bice. THAT THE LIST OF CORRESPONDENCE NO LONGER BE PRINTED IN THE NEWSLETTER AND IF PRINTING OF FULL MINUTES WILL MAKE IT MORE THAN FOUR PAGES ONLY THE MOTIONS PASSED BE PRINTED.

The motion was DEFEATED.

Moved by Murray Adams. Seconded by Wendy Bice. THAT THE COMMUNICATIONS COMMITTEE PRODUCE AN EDITORIAL POLICY FOR THE EXECUTIVE TO CONSIDER.

The motion was CARRIED.

Moved by Suzan Zagar. Seconded by Wendy Lymer. THAT THE UNION REIMBURSE PATRICIA HOUSE FOR THE HOURS SHE HAS WORKED LEARNING THE SECRETARY-TREASURER JOB. It was clarified that it was 13½ hours.

The motion was CARRIED.

Moved by Carole Cameron. Seconded by Wendy Bice. THAT THE STRIKE COMMITTEE BE BOOKED OFF TO ATTEND ALL FIVE DISCUSSION MEETINGS.

The motion was CARRIED.

Moved by Wendy Bice. Seconded by Patricia House. THAT SHEILA ROWSWELL INQUIRE INTO LAUMA AVEN'S TIME REGARDING THE CAIMAW HEARINGS (DID THE PROVINCIAL PAY HER TO GO) AND REPORT BACK TO THE NEXT EXECUTIVE MEETING.

The motion was CARRIED.

Moved by Murray Adams. Seconded by Suzan Zagar. THAT SHEILA ROWSWELL ASK AT THE NEXT PROVINCIAL EXECUTIVE MEETING WHAT FINANCIAL HELP WE CAN EXPECT FROM THEM IN THE EVENT OF A STRIKE HERE.

The motion was CARRIED.

Moved by Suzan Zagar. Seconded by Murray Adams. THAT THERE BE NO EXECUTIVE REPORT GIVEN

AT THE NEXT GENERAL MEMBERSHIP MEETING SO THAT THERE WILL BE MORE TIME FOR THE PROVINCIAL AND GRIEVANCE COMMITTEE REPORTS.

The motion was CARRIED.

Moved by Suzan Zagar. Seconded by Ted Byrne. THAT WE HAVE A SPECIAL EXECUTIVE MEETING TO DISCUSS THE BYLAWS.

The motion was CARRIED.

We will decide at the next Executive Meeting when to have it.

Moved by Carole Cameron. Seconded by Wendy Lymer. THAT THE MEETING BE ADJOURNED.

The motion was CARRIED.

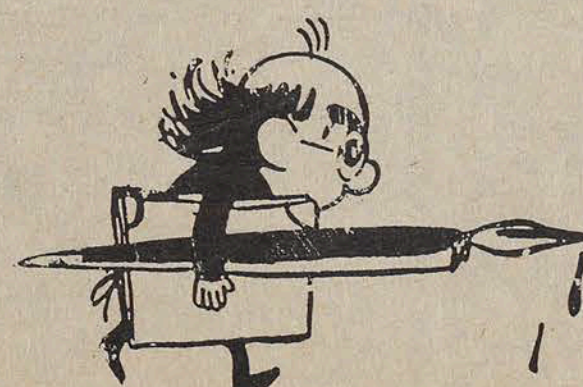
The meeting was adjourned at 5:50 p.m.

VDTs / Unborn Child

(Cont'd from Page 1)

NEXT ISSUE DEADLINE:

SUBMISSIONS FOR THE
APRIL ISSUE WILL BE
ACCEPTED NO LATER THAN
MARCH 26, 1982



(Continued on Page 4)

MINUTES

MEMBERSHIP MEETING IRC 6 MINUTES February 18, 1982

1. Adoption of the agenda:

Moved by Ann Hutchinson. Seconded by Wendy Bice. THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of minutes:

Moved by Wendy Lymer. Seconded by Lid Strand. THAT THE MINUTES BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. Nominations, Closing:

Communications Committee. There were no nominations. Nominations will remain open until the next union meeting.

Grievance Committee. Patricia House and John McAmmond were nominated. Patricia accepted. John declined. Nominations will remain open until the next union meeting.

Job Evaluation Committee. There were no nominations. Nominations will remain open until the next union meeting.

Provincial Education Committee. There were no nominations. Nominations will remain open until the next union meeting.

Provincial Representative. There were no nominations. Nominations will remain open until the next union meeting.

Strike Committee. Kitti Cheema was nominated and accepted the nomination. Nominations will remain open until the next union meeting.

6. Secretary-Treasurer's report:

Moved by Patricia House. Seconded by Lid Strand. THAT THE OCTOBER FINANCIAL STATEMENT BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Patricia House. Seconded by Anne Scheck. THAT THE NOVEMBER FINANCIAL STATEMENT BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Patricia House. Seconded by Murray Adams. THAT THE DECEMBER FINANCIAL STATEMENT BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Ann Hutchinson. Seconded by Murray Adams. THAT THE MEMBERSHIP OF AUCE LOCAL ONE APPROVE PAYMENT FOR THE PURCHASE OF STATIONERY AND ENVELOPES FOR THE UNION OFFICE.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron motivated the four motions that appeared in the newsletter.

Moved by Carole Cameron. Seconded by Ann Hutchinson. THAT AUCE LOCAL ONE TAKE THE LA III RECLASSIFICATION GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

The motion was carried:

Moved by Carole Cameron. Seconded by Katherine Hazel. THAT AUCE LOCAL ONE TAKE THE MATERNITY LEAVE GRIEVANCE TO ARBITRATION

AND PAY ALL RELATED EXPENSES.

The motion was CARRIED.

Moved by Carole Cameron. Seconded by Ann Hutchinson. THAT AUCE LOCAL ONE TAKE THE REDUCTION IN THE WORKFORCE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

This case is dealing with a large branch library where some positions have been left vacant.

The motion was CARRIED.

Moved by Carole Cameron. Seconded by Ann Hutchinson. THAT AUCE LOCAL ONE TAKE THE REDUCTION IN THE WORKFORCE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

This case is dealing with the disappearance of a number of LAIV positions and their replacement with librarians.

The motion was CARRIED.

Carole offered to answer any questions on the Grievance Committee report in the newsletter. There were none.

8. Contract Committee report:

Murray Adams reported on the mailing of the proposals package; it should be in the membership's hands in the next couple of days. Anne Hutchinson asked if the members could bring proposals to the meetings and was told certainly. She further asked if all of the university's proposals would be presented to the membership. Murray said yes as far as was possible and practical. Obviously every word change could not be reported but certainly everything of substance would be given to the membership.

9. Provincial report:

Lid Strand gave the report.

Moved by Lid Strand. Seconded by Ann Hutchinson. THAT AUCE LOCAL ONE OPPOSE ANY ATTEMPT BY THE PROVINCIAL AND/OR FEDERAL GOVERNMENTS TO IMPOSE WAGE OR BARGAINING RESTRICTIONS ON PUBLIC SECTOR WORKERS — AND THAT A LETTER BE SENT TO THE PREMIER, LEADER OF THE OPPOSITION, THE PRIME MINISTER, FEDERAL LEADER OF THE OPPOSITION, AND THE LEADER OF THE NDP AND THAT WE PUBLICIZE OUR OPPOSITION THROUGH PRESS RELEASES. FURTHER, IF ANY SUCH MEASURES ARE IMPOSED THAT WE WORK WITH OTHER PUBLIC SECTOR WORKERS TO OPPOSE THESE ACTIONS.

There was some discussion about what people expected Bennett to announce that evening.

The motion was CARRIED.

Lid announced that nominations were open for Provincial Co-ordinator as Lauma Avens has resigned. He further requested that we start thinking about the annual Provincial Convention. AUCE Local 7 is doing well on their organizing drive and should be certified before long. There was to be a demonstration of CAIMAW at the Labour Relations Board that afternoon in protest against the LRB's decision at Cominco.

10. Moved by Murray Adams. Seconded by Wendy Bice. THAT THE MEETING BE ADJOURNED.

The motion was CARRIED.

The meeting was adjourned at 1:30 p.m.

LOANS

Personal Loans

For whatever worthwhile purpose you have in mind — a new car, furnishings, furthering your education, consolidating your bills or taking a well-deserved vacation — your credit union offers a sensible loan plan to help you get things done! We'll provide you with expert advice and helpful guidance on all your loan requirements, and you'll appreciate our fast and total confidential service.

- Convenient terms
- Prepayment without penalty
- Insurance protection up to \$10,000 at no extra cost (subject to generous health and age restrictions)
- Payments not expected during the summer months for members on a 10 month salary

Mortgage Loans

Your credit union specializes in first and second mortgage loans to enable members to build or buy a home, business or investment property.

- Approved mortgages granted for up to 80% of the appraised value of property. High ratio MICC mortgages also available.
- Payments can be amortized up to years.
- Prepayment without penalty mortgages available.

Information as to current rates and availability of funds may be obtained from the loan department.

Your campus credit union has the information you need. In the University Village, over the Health Food Store. We are open Saturdays. Look us up!



VDTS/Unborn Child

(Cont'd from Page 3)

—Globe & Mail, Feb. 1/82

NOTICES:

Dues Deductions

There have been some problems with the manner in which the Finance Dept. has been deducting AUCE union dues. If you have any questions regarding your union dues or if you think you have been deducted too much, please contact Patricia House in the Union Office and she will try to straighten it out.

Membership Meeting

WEDNESDAY, MARCH 17, 1982
VGH/TB Auditorium
12:30-1:30 p.m.

THURSDAY, MARCH 18, 1982
IRC 2
12:30-1:30 p.m.

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the minutes
4. Business arising from the correspondence.
5. Nominations, Closing

Communications Committee
Grievance Committee
Job Evaluation Committee
Provincial Education Committee
Provincial Rep (1)
Strike Committee

Nominations, Opening
Working conditions committee

6. Secretary-Treasurer's report
7. Grievance Committee report
8. Contract Committee report
9. Executive report
10. Provincial report
11. Other Business