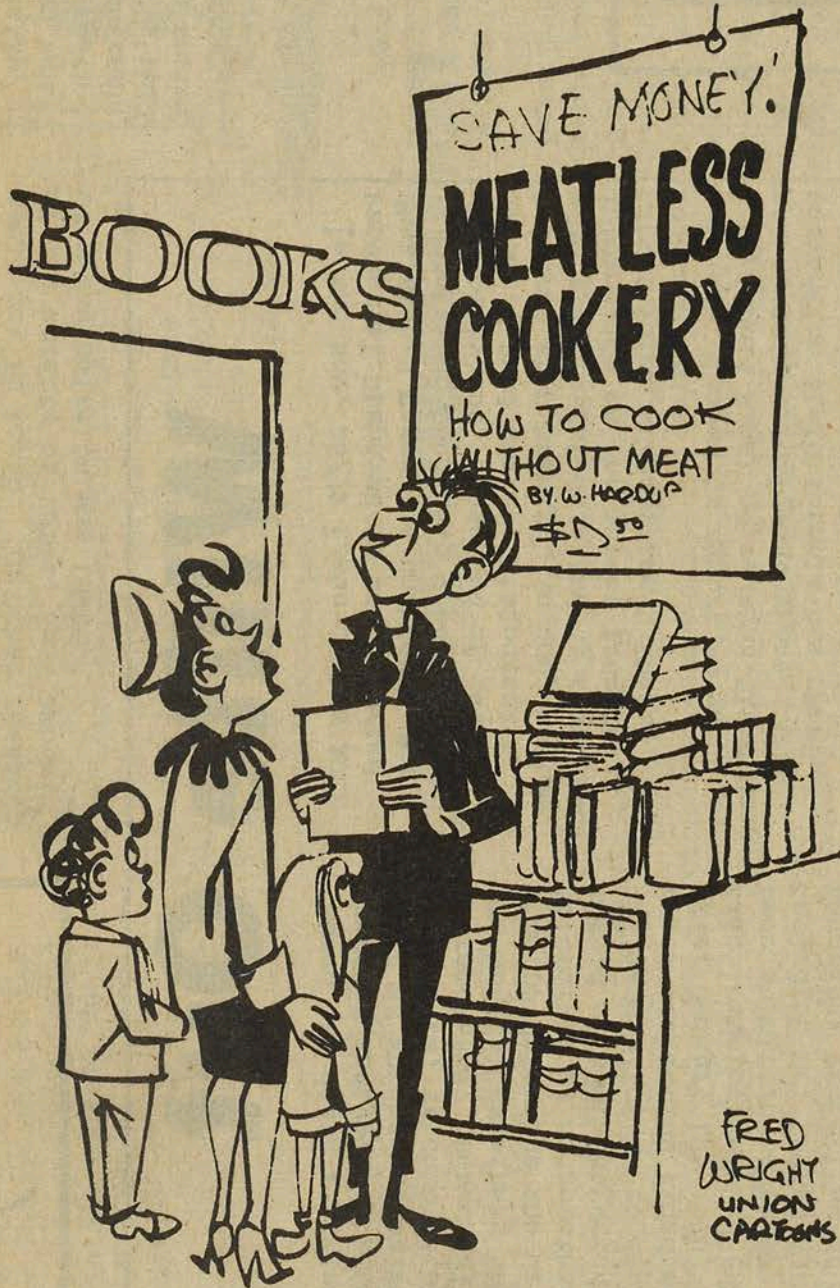


AUCE ANCHOR

association of university and college employees
local 2
March 1980 Vol. 6 #1 simon fraser university



"Do you have a book on how to cook without food..."

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Library layoffs

SFU management last July notified AUCE 2 there would be layoffs in the library, due to lack of funds. By October, some of the layoffs were instituted-- others were revoked. What follows is an update of the situation.

Meanwhile, however, interesting information has reached the union. The budget situation which SFU initially cited to justify the layoffs appears to have changed.

Last summer management claimed a 9% increase in the library budget was inadequate to maintain services. But after October 11, the library received an extra \$40,000, says chief steward Ann Sullivan. And recently the union learned that the library has received a further \$200,000-- \$48,000 of which will be spent this fiscal year and \$151,000 saved for the 1980-81 budget.

This raises the questions: was there ever a need to lay off the library workers? Why were these funds not made available before the October 1979 layoff notice?

Auce 2 launched a new grievance against SFU at the end of January over the issue of library layoffs.

Last October, the university gave the union notice that it would reduce one full-time position to half-time and discontinue two part-



-YUSA News

time jobs. The action followed SFU's July layoff notices, which would have reduced two and discontinued nine library jobs because of insufficient budget allotments. These initial notices were revoked after AUCE presented the university with a grievance citing 141 contract violations in the layoff notices. (See September Anchor, pages 1 and 10.)

The January grievance, initiated by chief steward Ann Sullivan, charges that since the October layoffs were introduced and put into effect, contract violations have occurred regarding discrimination for union activity, a reduction of the workforce without a corresponding reduction in workload and supervisors doing bargaining unit work.

Still in dispute

Sullivan is one of the three workers affected by the October layoffs. Her full-time Acquisitions job was cut in half and she was later involuntarily transferred into a vacant half-time library job to give her full-time work. The second job is another of the library positions halved by the university. It became vacant because the previous incumbent, [redacted], left the university after the July layoff notices.

In fact, a total of "four library workers resigned under the threat of pending layoff and/or involuntary transfer" between July and October, Sullivan told the Anchor. She added this raises the question of whether the university's delay between layoff notices was intended to encourage such resignations.

Sullivan said the workload in both her half-time positions has not been reduced since the layoffs. But management's response to the union's objections to this has been that it is not asking her to do overtime or to keep up with the backlog. In short, management feels it has a right to create backlogs, said Sullivan. However, she pointed out the backlogs must be cleared if both jobs are to be done properly or effectively.

In addition, she said, since the layoffs one temporary worker has been hired in Acquisitions as an extra

Continued on Page 4

Harsher sentence for SFU 18

continue to present a strong defence despite the uncertainty over legal funds. This strategy was confirmed in the next trial when the Crown was forced to drop the charge against [redacted] in mid-trial. The SFU 18 have raised over \$15,000 (gross) to date, over \$10,000 from unions including AUCE. The defence fund is currently deeply in the red with thousands more in legal fees needed. Two major funding possibilities for the SFU 18 are still up in the air: an appeal to all affiliates from the BC Federation of Labour, and, assumption of legal fees for one of the two lawyers by the BCGEU.

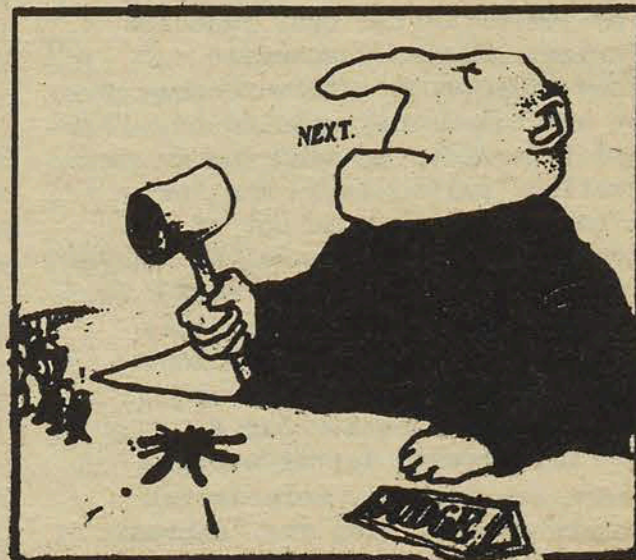
Margeurite Jackson, the lawyer originally retained by the BCGEU, cited a conflict of interest concerning [redacted] and resigned. The SFU 18 then retained another lawyer and requested that the BCGEU absorb his legal fees in lieu of Jackson but have not received confirmation of this. Meanwhile, the funding letter to BC Federation of Labour affiliates which resulted from the BC Fed Convention last November has not yet been sent. This is due partly to the federal election funding appeals by the BC Fed. It is currently awaiting clarification from

the BCGEU since last December, of their commitment to the legal defence.

One year later, with thousands of dollars in legal fees and fines, days upon days lost in court, and criminal convictions, for picketing the only entrance to an employer's place of business, the SFU 18 are still attempting to defend the right to strike. "We feel like we've been through a sausage machine," says [redacted], an AUCE 6 member and still facing trial. "But we have no choice. We can't let them strip away our rights one by one."

Of the 26 charges against 13 persons dealt with so far, only two convictions plus three conditional discharges have been obtained by the Crown, all on the charge of obstructing a highway. Contradictory police testimony and public pressure have resulted in the rest of the charges being dropped, stayed, or acquitted, including all of the charges upon arrest, that of "obstructing a police officer". The four remaining trials are scheduled between [redacted] and [redacted].

With guilty verdicts on one charge handed down in three cases in January, the SFU 18 had to decide whether to continue to defend themselves lacking legal funds or to plead guilty and hope for leniency. The majority opted to



A SIDE OF FRYER

Somebody was kind enough to send me a copy of the December issue of the AUCE Anchor and I must say that I thoroughly enjoyed reading it.

I was particularly impressed by the article by Marion Northcott on page 2 as it seems to me to both pose the correct question and, at the same time, pointed out that affiliation with the mainstream of the trade union movement in Canada would necessarily involve some sacrifices by AUCE but, at the same time, there are important benefits to be gained for the rank and file membership.

Several people suggested that I should respond in particular to a letter by Sandy Shreve of the English Department at SFU. I have chosen not to do so other than to say for the record that it contains several factual inaccuracies.

The article by Sara Diamond and Susan Knutson regarding the possibility of affiliation with CUPE was, I believe, informative. For example, it came as a surprise to me to learn that "it is the policy (of CUPE) that Staff Representatives cannot interfere with, or even attend, local meetings unless they are invited." Certainly, this is not the case in the BCGEU where we expect, as a regular part of our Staff Representatives duties, that they attend all local union meetings to inform and assist the rank and file membership and their elected officers in every way possible. This, we believe, is why we have staff people. Namely, to ensure that the membership get the very best information, advice and service.

In any event, let me close by wishing AUCE well in its deliberations on the matter of affiliation. One thing above all, in my view, is paramount and that is that both AUCE, as well as the mainstream of the trade union movement, will benefit from a positive decision to affiliate with the Canadian Labour Congress.

Fraternally

John L. Fryer
John L. Fryer
General Secretary
BCGEU

HOLD THE BALONEY

I would like to remind John Fryer that my letter in the Dec. issue of the Anchor, addressed specific sections of BCGEU's latest constitution and cited the articles to which I referred. In addition my information, particularly the last point on the election or not of convention delegates, was based on discussions with rank and file BCGEU members as to the actual practices regarding democracy in that union.

It's always nice to get input to our affiliation debate. But I suggest Mr. Fryer's letter would have been considerably more useful had he either specified the "factual inaccuracies" of my letter and/or



offered some defence of BCGEU's constitution and practice. As it stands, his "for the record" statement in fact provides no information at all. I consider this an insult to the AUCE 2 membership, as it seems to imply we should accept innuendo as solid information on which to make decisions. This approach to debate is, in my view, reprehensible in general - never mind for a union leader.

Sandy Shreve
Sandy Shreve
English

WHO PUTS IT TOGETHER? WE DO.

It was great to see the joint union display put on by SORWUC, SSEU and AUCE 2 & 6 at SFU's Open House '80 on March 8 and 9. By protecting staffing and working conditions, our unions are contributing directly to a better education for students at SFU - Building wider awareness of the importance of this activity through the Open House was worthwhile in itself; that members of four local unions worked together to create the display and leaflet was even better.

Alan Mabin
Alan Mabin
TSSU/AUCE 6

WHAT'S IT GONNA BE?

The present strategy will be to motion the referendum ballot, resulting from the affiliation convention, to read only "Do you wish to affiliate to the B.C. Federation of Labour: yes, no." We have collected enough information regarding all of the other unions which have jurisdiction in B.C. I personally have had many meetings with BCGEU and OTEU. The contracts under CUPE at University of Victoria and at UBC (membership divided geographically...1300 members each) are \$100 per month below AUCE and benefits also. This union has shown itself to be disorganized, under receivership at UBC for 8 months. I would no longer vote for any inexperienced negotiators than I would ask (Melody Rudd) to adjust my brakes.

The BCGEU is very involved in education, representing some 15 local colleges, support staff, faculty associations, instructors, and many more (45,000). They have done an immense amount of organizing which has settled into firm policies which

cannot be changed by any local except maybe to convince the membership during convention. These are the fears shown by our present executive. Most of these rules and regulations although are fairly standard. There is an alternative which would allow any or all AUCE locals to join OTEU, each one retaining its own by-laws and elected representatives and the Provincial. The cost of membership would be \$1.75 per month, which makes available to us 1) experienced negotiators, 2) a large strike fund, 3) a very experienced union office staff of 12. This union represents B.C. Hydro and ICBC.

The decision, by vote, must be democratically accountable. Simple numbers will not suffice. UBC Local 1, 1300 members, SFU Local 2, 650 members, Capilano College Local 4, 150 members, College of New Caledonia (Prince George), 150 members, SFU Local 6, 400 members. Any of 600 votes could decide. There isn't any interest at UBC, given a \$50,000 strike fund and 3 paid union office staff. This university both in management and union members have been trailing on SFU coattails for years now. At the best, locals 2, 4, and 5 would form a new local. Also, a split-vote count amongst so many choices may only confuse many of the

| | | | | | |
|----------|------|-----|-----|-----|-----|
| | | | | | |
| UBC | 1300 | | | 650 | 650 |
| SFU | | 650 | | 650 | |
| Capilano | | | 150 | | 150 |
| C.N.C. | | | | 150 | 150 |
| SFU | | | | | 400 |

members. The amount of autonomy and power sharing would change dependent on how many locals decide on which new union. Privileges such as access to the strike fund may vary from \$25 per week to 70% of wages. E.g., only SFU joins OTEU. The convention is necessary to decide on the strategy needed during negotiations with the new union. Also to decide on a fair system of voting.

It is important for any union to maintain a style, in this respect I would also vote to keep the Provincial office downtown for resources and contacts. I don't believe that just any member should be paid \$15,000 to run this office.

R.G. Anderman
R.G. Anderman
Duplicating

Contract negotiations: a two-way responsibility

While the SFU 18 are still battling the courts over the rights of strikers and supporters on last March's picket line, it's negotiation time again for AUCE 2 and the University administration. The present contract expires March 31, 1980. Here the ANCHOR presents a two-part story. In the first part, we talk with representatives of the present Contract Committee about the directions they predict for this year's talks. In the second part we take a look at highlights of past contracts and hear some advice from last year's Contract Committee chairperson.

THE PRESENT

AUCE 2 Negotiators

Kathryn Wellington, ex officio
Linda Villareal, East Mall
Kitty Gustafson, Education
Mike Murrell, Sciences
Daniel Say, Library
John Simmer, A.V.
Honoree Newcombe, A.Q.

University Admin. Negotiators

Bill Yule, Director, Personnel
Tom King, Asst. Director,
Personnel, Employee Relations
Jack Blaney, Dean of Continuing
Studies
Debbie Palliser, first-line
supervisor, Criminology

ANCHOR: What do you see as the most important issues for the next contract?

CC: Money is the most important, according to the feedback we have from the membership. (To date it has been decided that we will go for a COLA clause -1% wage raise for every 1% cost of living increase; and a 1 year agreement.) As well we have job security demands: asking for no contracting out of any work and for job descriptions to have qualifications consistent with duties. We also want to ensure the union has the same job description information as does management. Another key demand is union security.

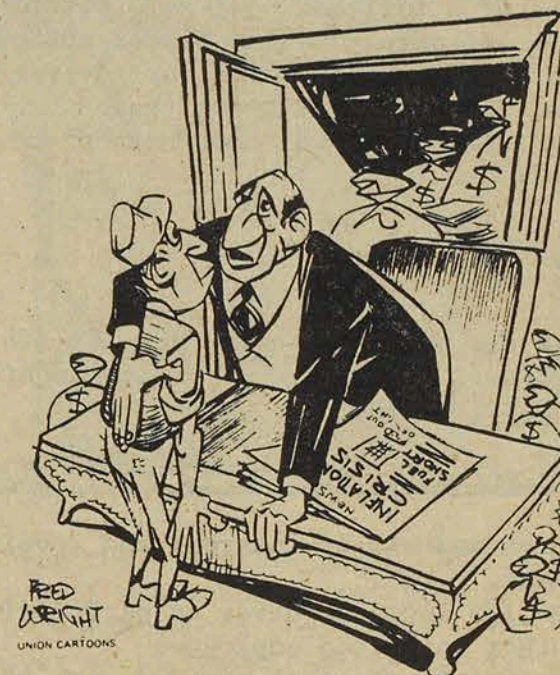
Primarily we want management to substantiate that where the workforce is cut, equal cuts are made in workload. As well we want to improve union representatives' rights.

We want to improve our human rights clause. This includes a limit on the time adverse reports can be kept in employees' files, a limit as to what can go into those files and a firmer guarantee than exists that employees be aware of their files' contents.

Most of the other demands are house-keeping; improving the quality of work-life - for example paid health and fitness programs.

"THE CONTRACT COMMITTEE'S STRENGTH COMES DIRECTLY FROM THE MEMBERSHIP..."

- NORMA EDELMAN



"...and we are all being asked to make sacrifices..."

The complete list of intents for our demands can be obtained from the union office if anyone hasn't seen them. Over the past few weeks the membership has discussed and voted on these. The next votes will most likely be when we come to ratifying or not, items that come out of negotiations.

ANCHOR: Many people felt that our inability to win a tight Temp package in the last contract was a major defeat. Will we be trying to reverse that loss this time?

CC: The Grades 0 and 1 are being negotiated separately (this is something that was left unsettled by the IIC). Negotiations are now in progress and we hope to have some results soon. There are a number of other proposals in the works regarding seniority, vacations, etc. which we hope will make the position of temps more straight-forward and equitable.

ANCHOR: Has the membership been contributing priorities and directions for the next contract?

CC: Yes. Many suggestions and concerns have come out of division and general membership meetings. The most common besides money has been a request for tuition coverage.

ANCHOR: Have negotiations actually started?

CC: Well, to date we haven't met yet but by the time the ANCHOR comes out we will have. We have a preliminary "get acquainted" meeting set for March 11. The committee and management will be exchanging initial intents of demands during the following week.

Anchor Policy

The Anchor editorial board attempts to publish articles that reflect the union position as expressed in general membership or executive meetings. As individuals we have differing views on questions such as affiliation; however we try to give a balanced and objective presentation of all issues. Due to cost, the paper is generally eight, sometimes twelve, pages and consequently some choices must be made regarding its content. Therefore we have developed the following policy on the selection of articles for the paper. This policy has been approved by the AUCE 2 executive.

ARTICLES: If you'd like to write an article, contact a member of the editorial board or leave a message with the AUCE office for one of us to contact you. This will allow us to plan the next issue, avoid duplication of work, and give us time to seek balancing articles. For example, if someone wanted to do an interview with a rank and file BCGEU member regarding affiliation, we would attempt to get a similar interview with CUPE and OTEU people. Priority will be given to articles written by AUCE 2 members.

OPINION PIECES: This will be a new section of the Anchor. It will allow for strongly opinionated pieces that may be broader than the scope of a letter but are clearly controversial. As it is assumed that opinion pieces will have many features of an article we expect that due to space limitations we will have to limit them to one or two per issue. Selections would be made in conjunction with the writers and on the basis of more immediate or current issues, and/or a first-come-first-serve-basis, etc.

LETTERS: Our letter policy remains the same. Letters must be signed and may be edited for brevity, never for content. Letters should be limited to about one page, double spaced. As a general rule only one letter per person per issue will be published.

DEADLINES: All deadlines will be announced in the Bulletin Board.

Interview cont'd

from page 3

ANCHOR: Is there anything you'd particularly like to add to this interview?

CC: We are hoping that President Pedersen's efforts to improve labour relations on this campus will be successful and that both negotiating teams will be able to contribute to that success. We do have the common goal of a fair and equitable settlement and surely we can better achieve that goal by abandoning our adversary positions and conducting these negotiations in an atmosphere of co-operation.

THE PAST

We are now negotiating for our 4th contract. Below are a few highlights of past contracts:

1st Contract - Nov. 22/74 - Nov. 21/76

- High membership interest and involvement
- 36.13% increase gives us parity with other unionized employees
- Principle of equal pay for work of equal value seems to be established
- Excellent maternity benefits clause
- Right to have one union meeting per year on company time
- In general, excellent first contract
- A total of 10 days strike

2nd Contract - Nov. 22/76 - Mar. 31/78

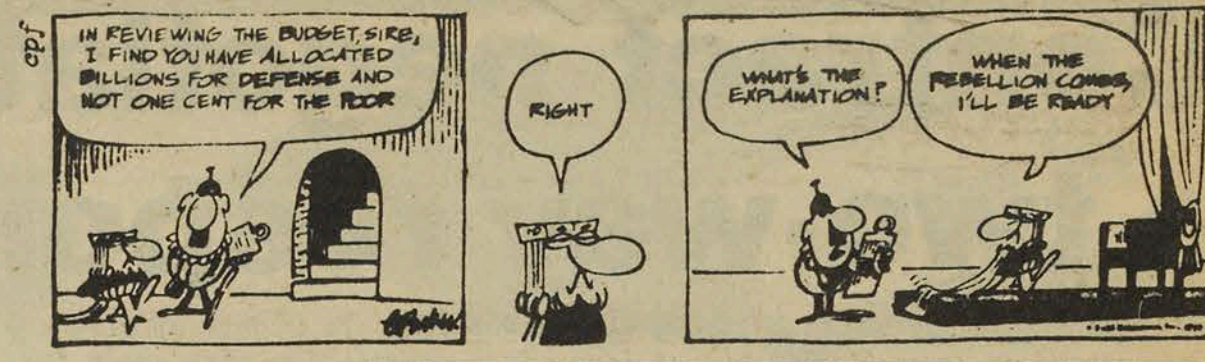
- AIB wage controls in effect to Nov. 22/78
- 3.73% + 4.15% increases
- Joint Modified Work Week Committee established for people needing to appeal rejection of the modified week
- University offers us a bonus--three times: we turn them down every time
- University contends we're overpaid
- No strike but membership very leary of striking because we'd supported a 7 week Poly Party strike during the fall.

3rd Contract - Apr. 1/78 - Mar. 31/80

- Long drawn out talks, a mediator, rotating strikes, all-out strike and a binding Industrial Inquiry Commission
- 6% and 1% increases
- University decides it isn't in a position to support equal pay for work of equal value
- University again offers a bonus, AUCE again rejects the insult
- Rotating strikes from Dec. 5 - Mar. 7; all out strike Mar. 8 - Apr. 24
- Strong support from other labour groups and many SFU students
- 18 people arrested on the picket line

ADVICE FROM NORMA EDELMAN, CHAIRPERSON OF THE LAST CONTRACT CTTEE

When asked by the ANCHOR what was the best advice she could pass on to the present negotiation team, Norma Edelman said:



"The Contract Committee's strength comes directly from the membership. There's a two-way responsibility. The Contract Committee must keep the membership informed of every move and detail and the membership must be serious about its demands--serious enough to strike for them if necessary. Amongst other things, this requires a strong Strike Committee which is committed to working out a strategy to win a good contract.

"No negotiator can get a good contract without membership support. We need the kind of militant support that was behind the first Contract Committee. The University makes its moves based on its understanding of the membership, not solely on what the Contract Committee does or says."

Library layoffs cont'd

from page 1

duplicate searcher--this at a time when the workload has supposedly been reduced due to lack of funds.

Another issue raised in the October layoff notice was the question of posting vacant positions. In Sullivan's case, she was told the remaining half of [redacted]'s job would not be posted--she would simply be placed in the position. The union rejected this proposal, arguing that all vacant positions must be posted and Sullivan should be involuntarily transferred to a non-vacant position.

"The reason for this is that all union members have a right to apply for vacant positions," Sullivan said. "Choosing bumping over lay-off is difficult but the principle is sound. When there are layoffs those with seniority should have some protection."

The result was that SFU posted Minor's job, interviewed two candidates, decided neither qualified and then transferred Sullivan to the position.

The other two workers immediately affected by the October layoff notice have been hired for vacant positions which were posted. The October notice omitted some of the layoffs identified in the July notices: those who were on extended leave, four either/or positions in Sciences and Social Sciences, and two positions from which people had resigned.

As well, in July the university said it would create two new jobs

AV to LRB

Seven members of the Audio Visual Department sent a letter to the Labour Relations Board on January 10 lodging a complaint under section 143 of the Labour Code of B.C. This section of the Code states (in part):

1) Every trade-union and every employers' organization shall make available, free of charge, to each of its members, before the first day of June in each year, a copy of the audited financial statement of its affairs to the end of the last fiscal year, signed by its president and treasurer or corresponding principal officers.

In her response to the March 3 LRB notification, AUCE President Pat Georgeson, explained the confusion caused by rotating strikes from December 5, 1978 to March 7, 1979; the number of transactions which took place during this time in the form of cheques to reimburse members' lost wages; the chaos produced by moving the Union Office down the hill and back again during the all-out strike which ended on April 24, 1979; and, the beginning of the financial review on June 30, 1979.

Since that time the Union arranged for a financial audit with Peat, Marwick, Mitchell & Co. (Sept. 25/79); received an unaudited financial statement from the auditors (Nov. 16/79); began an extensive financial review under the supervision of the auditors; informed the general membership of a discussion of the 1980/81 budget (Jan. 9/80); and, had further correspondence and discussions with the auditors (Feb. 25/80).

On January 22, 1980, the Audio Visual Department requested a copy of an audited financial statement by January 24, 1980.

The LRB is still considering this matter and in accordance with subsection (3), "may make an order requiring the trade-union...to file with the board, within the time set out in the order, a statement...."

in the library and place two of those affected by the layoffs in those positions. In October, however, management said it would not create those new jobs because the "backlog has now stabilized" and therefore "these new positions are not essential."

"So had the July plans gone through, the two people shuffled into the 'new' jobs would have been laid off again in October anyway," said Sullivan.

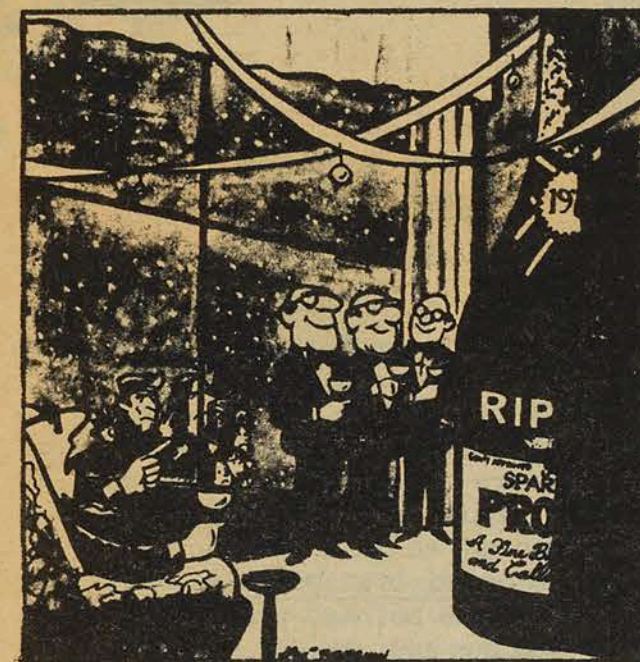
Labour Focus

WORKERS LOSE

The Conference Board in Canada, an independent research organization, reported in February that workers had suffered a real salary drop of 3.2% between late 1977 and mid-1979 but that companies had enjoyed high profits. Figures in the February 7 Globe and Mail show just how enjoyable profits have been for those companies. The following is based on after-tax profit increases for a cross section of 115 Canadian companies:

COMPANY PROFITS

| | | |
|------|------------------|-------------------------------|
| 1979 | - 40.4% increase | } wage & price control years! |
| 1978 | - 24.6% " | |
| 1977 | - 12.2% " | |
| 1976 | - 2.8% " | |
| 1975 | - 5.2% decrease | |



BUT WOMEN LOSE MORE

The gap between wages paid to men and women has risen during the 1970's according to a report by the Women's Bureau of the Federal Labour Department released in December. The report analyses earned income between 1972 and 1977. In that period the wage gap increased 55.6%!

GOV'T APPEALS DECISION THAT WOULD SEE WOMEN AS WORKERS

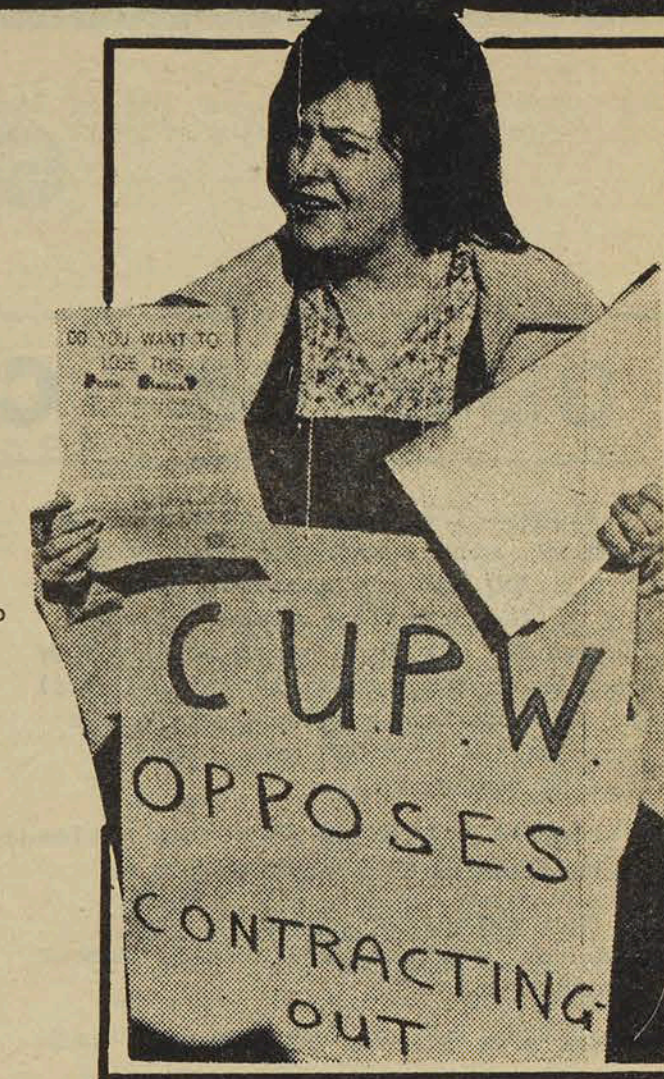
A judge for the Federal Court of Canada slipped up on January 16, 1980. Justice D.J. Maguire, an umpire under the Unemployment Insurance Act, made a decision that would have seen fisherwomen as workers rather than appendages to their husbands. He ruled that women who fished with their husbands would be eligible for unemployment insurance. Prior to that

decision, if a woman worked on the same boat as her husband she was automatically denied UIC benefits, her earnings being added to and considered a part of her husband's.

Naturally when the decision was announced, speculation arose as to whether the government would appeal a decision that obviously did justice to workers in general and women workers in particular. At that time, the United Fishermen and Allied Workers Union welfare director, Bert Ogden, said: "I don't believe the government in Ottawa would attempt to roll back the clock of history to medieval times. I don't believe the government could be so vindictive and inhuman towards the fisherwomen of Canada."

By mid-February the government was scrambling to get back to those "medieval times." The federal government has, not surprisingly, appealed the decision.

Remember, they challenged AUCE's UIC-maternity contract clause in the courts. But we didn't give up...and in the end, faced with our determination to demand our rights, the government backed down and AUCE won.



ADAM'S WORKERS - A LITTLE VICTORY

Workers at Adams Laboratories in Surrey who have been on strike since February 1979, are still walking the picket line for a first contract. But they've at least gained one small victory in their battle against Adams and against the courts. After a year of court rulings against the strikers, the B.C. Labour Relations Board finally ruled in their favour by ordering Adams to reinstate six striking workers it had fired during the strike.

Jim MacIntyre, LRB vice-chairman, said that the six all had "clean work records" and had been fired for activities on the picket line.

Meanwhile, the boycott of London Drugs, the main distributor for Adams products, continues. (For a background on the Adams strike, see The Anchor, Sept. 1979)

MORE FIGHTS FOR CUPW

Inside postal workers are back at the bargaining table - minus CUPW leader Jean-Claude Parrot. Parrot is currently serving a three-month jail sentence for refusing to bow down to parliament's back-to-work order during the postal workers' last strike. Meanwhile, post office management in Vancouver has made yet another move against postal workers here. It plans to close Postal Station F on Commercial Drive. If the plans go ahead, the service will be contracted out to drug stores and small businesses.

The Vancouver local of CUPW opposes this move and in February put up information pickets at station F. In a leaflet they condemned management's contracting out policy, pointing out that workers hired by small concerns are usually women who get barely minimum wage and little or no training. Meanwhile, postal workers are being laid off.

"For the past five years, in spite of substantial increases in the population of the greater Vancouver area, there has been no increase in the staff...inadequate staffing has caused the clerks to be overworked, and you, the public, to wait in long queues for postage stamps, etc." said the leaflet.

HERE'S TO ... NEUTRALITY???

According to information from the Labour Relations Board, unions have little hope these days of winning grievances alleging violations of seniority clauses in hiring, at arbitration.

To date the statistics are 95 to 5 in favour of management. The only cases unions win are usually where sexual or racial discrimination are clearly proven--even for unions with much stronger seniority clauses than ours.

And for this, unions pay \$1500.00 for every arbitration: win or lose!

KEEP BOYCOTTING

Add the Cannery Restaurant to your list of places to boycott. The workers, members of Hotel, Restaurant, Bartenders and Culinary Workers Union Local 40, have been on strike for a first collective agreement since December 18. And as Muckamuck workers, members of SORWUC Local 1 who have been picketing for a first contract since June 1978 can tell you, restaurants aren't easy places to win contracts.

And a picket at Yellow Cabs needs your support, as well. There, 20 East Indian drivers are protesting racist actions on the part of a supervisor. To date they have acquired support from a number of unions and throughout the East Indian community. Other Yellow Cab drivers are continuing to work, with the approval of the protesters. They are, nonetheless, all sympathetic to the picketers.

AUCE's Options in Affiliation Debate

CLC

-Biggest labour organization in the country, with a membership of more than 2,200,000 representing the majority of the 3 million trade unionists in Canada. It is a coordinating body comprising approximately 115 national and international unions, which finance the CLC through dues based on size of membership.

-Highest governing body, the national convention, held every two years.

-Runs extensive education and research programs available to member unions.

-Has a federation of labour in each

province, composed of locals of CLC affiliated unions in the province.

-Does not provide strike fund support.

B.C. FEDERATION OF LABOUR

-Provincial coordinating body representing 250,000 B.C. workers from over 500 local unions, including BCGEU, CUPE, and OTEU. It holds yearly policy-making and planning conventions, and organizes programs including Women's programs, communications, occupational health and safety, research, legislation, and education programs.

The CLC has said that if we want to affiliate with it, we must merge with either the BCGEU, OTEU, or CUPE.

Motion passed at 1979 AUCE Convention:

THAT AUCE attempt to affiliate with the CLC and that if AUCE is not successful in attaining affiliation intact as AUCE then a Special Convention shall be called to further discuss terms of affiliation with the CLC.

AUCE's approach to the CLC was not successful. In an attempt to find an alternative solution, the Provincial Affiliation Committee has spent many hours meeting with the three CLC affiliates with jurisdictions similar to AUCE's, as well as with the CCU (a national alternative to the CLC) and SORWUC, an independent union. Below are brief descriptions of the options open to us, should we decide that affiliation is the way to go. These are excerpted from various documents available to members, Provincial newsletters, previous Anchors, etc. Space restrictions have made it possible to include only the bare minimum of facts.

CCU

-Has a membership of 30,000 from 14, mainly private sector, unions. Funded by per capita tax of 25¢ per member per month.

-Highest governing body, national convention, held every two years.

-Holds annual 3-day labour schools, and is particularly active in promoting workers' health and safety. Was the first Canadian labour federation to adopt the principle of equal pay for work of equal value.

- Divided into Provincial Councils. B.C. Council represents 16,500 members and meets twice a year to prepare briefs to government, LRB, and WCB on local issues.

-Does not provide strike fund support.

SORWUC

-An independent union formed to organize workers in retail stores, offices, banks, restaurants and other places which employ mostly women.

Local 1 in B.C. has approx. 200 members. In addition, Local 3 comprises Oxfam employees across Canada and there is a United Bank Workers' section.

-Each bargaining unit is responsible for writing and negotiating its own contract, and retains control over negotiations and strategies such as strikes. The National Executive has authority to charter autonomous locals and sections of SORWUC and initiates new organizing. All officers are elected by referendum ballot with restriction on the number of years they can hold full-time office.

-Dues range from \$1 to \$6 per month depending on the type of employment (i.e. part-time, full-time) and whether the local has a collective agreement or not.

-Strike begun in June 1978 against the Muckamuck Restaurant continues. Workers at the Kitimat Tudor Inn joined SORWUC in December 1978. In August 1979 they passed a 93% strike vote and within one week had their first contract.

-Contract highlights: Oxfam, Local 3, personal rights clauses, full maternity pay, 2 weeks paid paternity leave, extra time once a month with no loss of pay to attend union meetings.

CUPE

-A national union with 260,000 members. In B.C., certifications for 8 university locals including Malaspina, UVic, UBC; 10,000 in universities and colleges across the country.

-Structure: locals, elect own bargaining committees, stewards, officers, may opt to join Provincial Division; Provincial Division, 90% of B.C. locals belong, provincial policy-making and action, defense resources; District Councils, regional bodies (6 in B.C.), coordinate area bargaining, political lobbying and action; Convention, highest governing body meets every 2 years, regional Vice-Presidents and National Executive Board elected at convention, National Executive Committee elected to run union affairs between meetings.

-CUPE offers national coordination of resources - women's services, affirmative action officers, job evaluation officers, education department, legal council, organizing and servicing reps, negotiating assistance, strike counsel and financial aid, public relations dept. Eight service reps in lower mainland.

-Dues: \$6.60 per full-time member per month, \$3.30 part-time. From this, 25¢ to CLC, 80¢ to National Defense Fund (strike fund). Initiation, local and provincial fees above this. If locals are part of Provincial Division 80¢ of contribution goes to Provincial Defense Fund.

-National and provincial strike funds, distributed through local to individuals. PR services before strike, aid in negotiations, help in organizing support.

OTEU

-An international union with over 100,000 members (21,000 in Canada). More than 30% of members are women. B.C. has 8,600 members in two locals divided into 176 bargaining units. These include B.C. Hydro and ICBC.

-Structure: bargaining units; locals, each with an executive board; international executive, 3 Vice-Presidents in Canada and a Canadian Director, meets three times a year; international constitution only briefly outlines duties of officers at local level and B.C. locals have developed quite different structures; convention, highest governing body, meets every three years.

-OTEU has a long history of fighting for women's issues.

-Dues: in B.C. locals 1 1/3%, with 1% to operating expenditures and 1/3% to defense funds. Initiation fee for B.C. Hydro and ICBC is \$25. Dues paid to International on sliding scale: AUCE with 2,500 members would pay \$1.64 per member per month. All dues from Canadian members remain in Canada.

-Strike action must be authorized by the Canadian Director in consultation with International Vice-President. Strike pay and benefits available once approval is granted. Before a unit can strike, the B.C. Federation

of Labour must be consulted and will arrange meetings with all affected unions, for information and development of support.

-Wages and benefits vary from local to local because of local autonomy. No master but standard agreement to establish bargaining pattern. Some contract examples: clerk typist 1's raised to starting labourer rate, protection against technological change, strong job security clauses, health and safety controls and committees, educational leave, parental leave, good grievance and arbitration procedures, seniority rights for part-time, students, temps, anti-discrimination clauses.

-Implementation of discipline requires 2/3 vote on National Executive Board. National Executive can impose trusteeship or investigate a local if corruption exists, or policy contrary to CUPE policy. Disciplinary action can be appealed through convention.

-Contract highlights: in B.C., Local 15 has 32 hour work week (4 days) for full pay, and Local 378 has 9-day fortnight plus 75% paid medical/dental benefits. In some units, long term disability benefits cover maternity leave to provide no loss of pay to the mother.

BCGEU

- A provincially-based union representing more than 46,000 employees. Roughly 140 locals in B.C. including support staff from Pacific Vocational Institute, BCIT, Douglas College, Northern Lights Community College, North Western Community College and a vocational instructors' local.

- Structure: locals, each with its own structure, elected table officers, elected stewards, constitution and by-laws (which do not conflict with national ones); area councils, comprised of locals within geographical areas; components, 15 comprising locals of a similar nature; provincial executive, comprising President, Vice-Presidents (elected at national convention) and chairpersons of components; convention, highest governing body, held every two years, locals unable to submit resolutions unless they are approved by next highest structure.

- BCGEU assists member locals in areas of collective bargaining, public relations, administration,

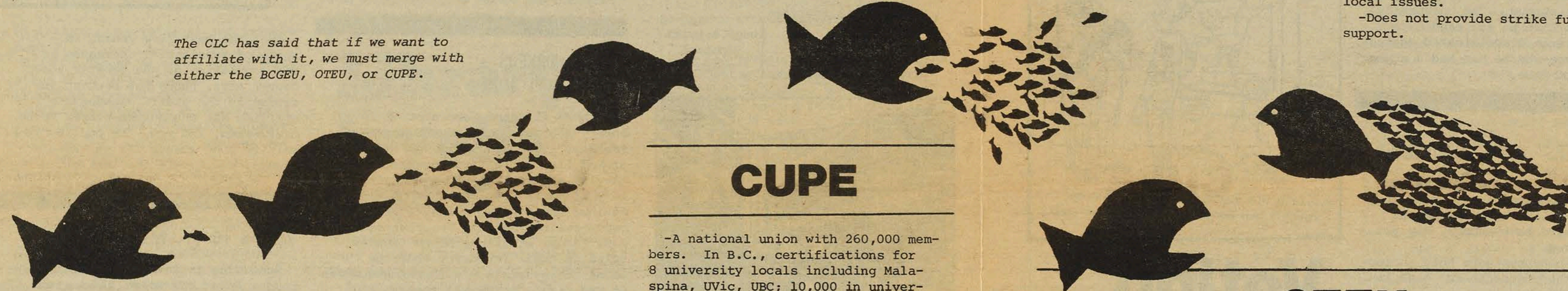
education, occupational health and safety, job classification/revaluation, grievances, etc.

- Dues: 1% of gross wages per member per month, distributed by provincial executive to components and area councils.

-Central strike fund, funded by 50¢ per member per month, disbursed by provincial executive; currently totals \$6 million; two-thirds majority strike vote required.

-Disciplinary power, including recall, ultimately lies with the provincial executive via the provincial secretary. Members or groups can appeal disciplinary action to the convention or the CLC ombudsperson.

-Contract highlights: in BCIT contract clerical/secretarial wages range from \$945/month for entry level clerk I to \$1,549 for grade 5 secretary. These salaries will be renegotiated in September 1980. The master contract includes provision for family duties regarding child illness, adoption of child (with leave up to 6 months), protection against sexual harassment, personal rights, etc.



STRANGE BEDFELLOWS

[In a closed session of its February 26th meeting, the SFU Board of Governors voted to "approve the University's membership in the Employers' Council of B.C., as an associate member." Chaired by Bill Hamilton, a current member of the SFU BOG, this organization represents the bosses of largely unorganized, private sector women workers. It should come as no surprise to the thousands of workers, students and faculty on this campus who experienced the hardships of a six-week strike, that the Employers' Council of B.C. and the SFU BOG are interested in keeping public sector union wages down at any cost.

AUCE 2 Grievances



JOB POSTINGS TO IMPROVE

SFU has agreed to improve its job postings policy. The terms "asset", "preferred" and "required", if used, will be used consistently in the future. As well, postings will be precise as to what a candidate must have to get a job.

The Union argued that doing short-term jobs while seeking full-time work is often a fact of life for temps on campus. The University response was that no job candidate would or will be discriminated against simply because she/he has had a number of short-term jobs.

GRANDFATHERS' ISSUE UNRESOLVED

The grandfathers' charge that AUCE 2 unfairly represented them during the last strike, filed with the Labour Relations Board last summer, has yet to be resolved.

The first hearings were held in December when the grandfathers' case was presented. The hearings were to continue in February but were postponed because one of the lawyers was unable to attend.

Chief Steward Ann Sullivan said new dates have not yet been set. It is not known whether the grandfathers have presented their complete case. Details of the hearing cannot be discussed until the case is completed because the grandfathers' counsel requested and was granted exclusion of witnesses, said Sullivan. This means no witness at the hearing can be informed about what has gone on before his/her appearance. AUCE 2 has a number of union representatives slated to appear as witnesses at the hearings.

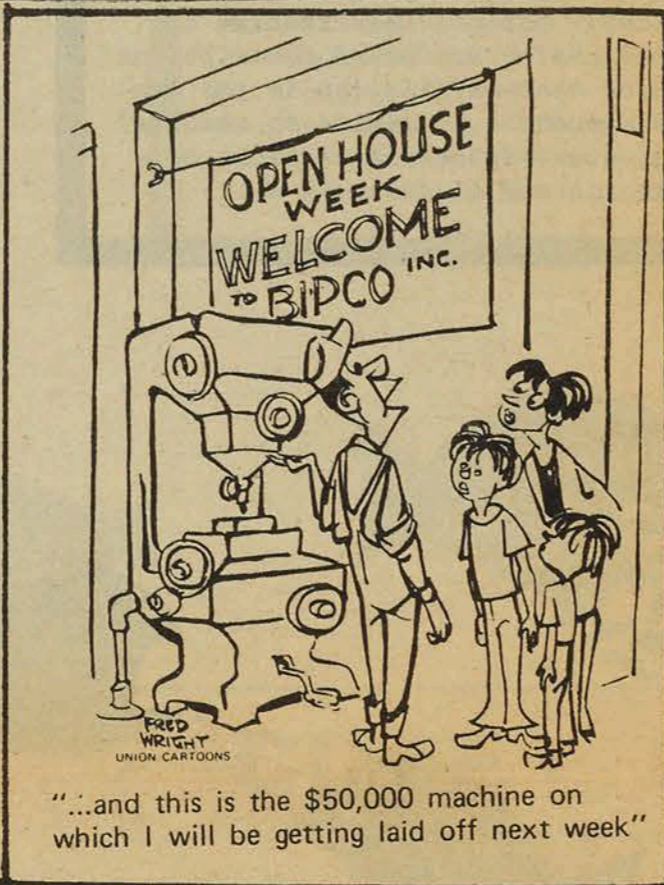
MATERNITY BENEFITS

Changes in the unemployment insurance regulations last year disqualified part-time (less than 20 hours per week) workers from receiving benefits. But part-time continuing workers at SFU will still receive the maternity benefits outlined in our contract.

Under article 36.06, anyone who returns to work at the end of a maternity leave will, after two months, be reimbursed the difference between UIC payments and their regular wages. SFU will now pay part-time continuing

employees this difference, based on what they would have received had they been eligible for UIC payments. This situation will continue until the expiry of our current contract. Its continuation will depend on whether the new contract allows for it.

In a recent grievance AUCE 2 argued people affected by this should in fact receive full back wages, since UIC won't have paid them anything. But the grievance was dropped when the university pointed out the original intent of the maternity clause was never a guarantee of full wages--rather it was simply to top-up UIC payments.



Voting hazard

It's still dangerous for women to vote.

Last year's federal election (1979) got several women, including some AUCE members, angry enough to complain to the Chief Electoral Officer in Ottawa. In a letter, they charged that the Elections Act was discriminatory against women because it required given names and sexual status to be identified publicly. The complaint centred around the issue of increasing violence in our society (rape, theft, assault, harassment, etc.) and the fact that electoral lists which contain names, addresses, and sexual status are sent to enumerated individuals and posted publicly.

The reply from the Chief Electoral Officer pleaded non-responsibility and suggested the writers contact the Standing Committee on Privileges and Elections, which could make suggestions to Parliament for changes to the Act.

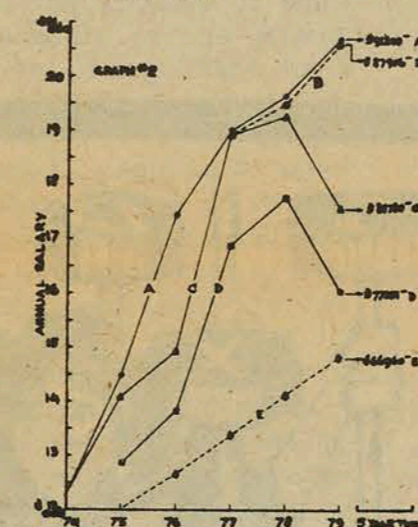
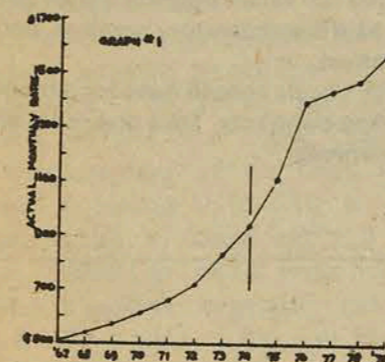
This year's (1980) election happened too fast for the list to go up again, but anyone registering was still required to give the same information. So, it looks like voting in 1980 is as hazardous to women's health as it was in 1979.

OPINION

- F. Vanlakerveld

1980! What is the new year going to bring us. Our contract expires, the question of affiliation is still around, will the Grandfathers sue us and who knows what else. I think it is also time we took a close look at our salary record over the past five years since AUCE 2 was formed.

The figures in graph #1 show salary progress over the past 12 years based on monthly rates. The figures in graph #2 are annual salaries 1975 to 1979 and include benefits such as annual vacation. Since I have held the same position of Resources Specialist Grade 8 since May 1967, the graphs represent a fairly good sample of campus salary trends.



During the years 1967 to 1972 the rate increases ranged from 5.9% to 8.1%. Then during 1973 and 1974, while the union was being formed, there were two dramatic increases, 17.3% and 12%. The first two union increases raised the rates by 18.6% and 25.9%. This boosted the monthly rate from \$710.00 in 1972 to \$1394.00 in 1976. Probably the largest increase we will ever experience over such a short time. Since then the

percentages have ranged from 1% to 6%.

Graph #1 definitely indicates an upward trend, although the rates do appear to be levelling off. It is when we look at graph #2 that we can see the "cost" effect on our annual salaries. Line "A" of this graph represents annual salaries and benefits. The second line "C" shows what was actually received in gross wages and benefits after "costs" were deducted. Under the heading of costs, I have included union dues, assessment, levies, study sessions, time off in support of other striking unions, loss of vacation and other benefits. These costs for the years 1975 to 1979 inclusive, have ranged between \$390.00 and \$3110.00 annually, for a grand total of \$6367.00. From these figures we can see that to obtain union salaries and benefits, it has cost an average of \$106.00 per month over the five year period.

In an ideal situation on graph #2, we should see both lines A and C almost parallel indicating a minimal amount of cost. Had the membership decided to accept the straight 6% offer made by the University prior to the strike, our wage gains would have been considerable, see line "B", although our monthly rate would have been 1% lower.

In comparing 1979 wages with other years on the graph (by taking a line straight across to the left) we find it intersects somewhere between 1976 and 1977. This indicates that for 1979 our wages were at a level equivalent to September/October 1976. The question is now, can we or do we want to continue negotiating for wages in this fashion. Are there other methods we should explore? Personally, I have long been in favour of an outside professional negotiator. We have tried our own methods for five years and have done amazingly well, considering the limited involvement of the membership.

It is time for a new approach and attitude that hopefully will produce settlements without strikes, or at least without extensive strikes. However, there is no guarantee that outside assistance can do this but I think it is worth a try for at least one contract. It will cost money, but certainly no more than settlements have cost during the past five years.

There is another side to the story. Take a look at line "D", it shows annual gross earnings excluding benefits. Now compare this to line "E" which represents the projected gross wages we could have been earning without union assistance.

This article represents my personal interpretation of events and how they have affected our annual earnings. It is not meant to discredit or criticize anyone or any group.

Although we would like to thank Brother Vanlakerveld for his close look at our salary record, it raises a few questions. First, realistic salary figures must take inflation into consideration. According to Statistics Canada figures between 1974 and 1979, the Vancouver cost of living went up 57% while Brother Vanlakerveld's salary rose from about \$12,300 to \$20,500 or about 63%. This is only 6% over 5 years! But what's more, the cost of living rose 15.7% between 1977 and 1979 while his grade eight salary lagged, rising only 8.9%. Secondly, the high costs of unionizing have been forced upon us by the intransigence of the University. Without the Union, we shudder to think how much less our percentage increases would have been. (No rationale is given for the calculations of line "E".) Furthermore, other advantages of unionization are incalculable on graphs since it is difficult to chart things like the effects of security clauses and successful grievances.

Finally, the real problem is the fact that the University management has forced long strikes on us which we haven't had the resources to win or to win quickly. This is not a deficiency on the part of our negotiators. The way to maximize our income is to have a contract committee which can get decent offers because of the support of the membership which must have the determination to strike when necessary and stay out until we win, and a solid strike fund to provide the necessary strike resources.

- ANCHOR Editorial Committee

Students protest government cutbacks

Provincial government MLA's were visited March 13 by about 50 students representing colleges and universities throughout B.C. The students, there to protest education cutbacks, were backed by a 5,000-signature petition calling for improvements in financial aid and an end to tuition fee hikes.

The petition contained five proposals:

-That the amount of awards be increased by \$450. Now the maximum award is \$1700, but few get more than \$800-\$1200 said John Doherty, B.C. Federation of Students executive officer. The demanded increase would cover costs for transportation, food, etc., to allow for the increased cost of

living, he said.

-That all student aid awards be 50% grant and 50% loan. Now, the first \$600 is a loan and the rest is split 50/50, grant/loan.

-That the arbitrary requirement for summer savings be eliminated, instead savings be based on students' real earnings. The aid program now demands students save \$800 from summer jobs.

-That parental contribution tables used in granting aid awards be revised to more accurately reflect the ability of parents to pay.

-That there be no further tuition fee increases; that the government study the affect of tuition rates on accessibility to higher education.

The students also called for other improvements to post-secondary education. These included demands for increased Youth Employment Program wages, building more day-care centres, and placing university residences under the Landlord and Tenant Act.

The response from the government was not promising. For example, Education Minister (Universities) Pat McGeer, said the student aid budget has increased by \$1.7 million. "But this means nothing if the government doesn't change its criteria for giving aid," said Doherty. "The government always underspends its aid budget."

The slow climb to lower wages.

The following is a reprint from a recent CUPE educational pamphlet on increments. At an AUCE 2 meeting March 13, the membership voted against a proposal to go for additional step increases in our next contract. Some of the arguments given against increments were the same as are found below:

You have to watch your footing with the incremental system or your wages could fall down. Because that incremental ladder some CUPE members have been climbing could be holding them back.

An incremental system gives salary increases step by step the longer you stay on the job.

It forces artificially low wages by abnormally stretching the period employees have to wait until they're making the job's full rate. And since it's generally found in contracts covering a high proportion of women, it's discriminatory.

Here are some of the arguments you and your local could use in erasing increments from your contract:

1 An incremental system depresses the general salary levels.

Manual workers for instance, don't have an incremental ladder to climb. They finish their probation (if they have one) and then immediately get paid the full rate for the job.

Stenographers, draftsmen, nursing assistants and other public employees are qualified for their job

when they start or soon after. Yet they don't get the full rate for years after.

Meanwhile the employer saves money he should be spending on salaries. The chart below shows how.

| Start | After 1 year | After 2 years | After 3 years | After 4 years | After 5 years |
|-------|--------------|---------------|---------------|---------------|---------------|
| \$200 | \$210 | \$220 | \$230 | \$240 | \$250 |

The employees are losing. The full rate for the job is \$250. The employer is cheating them out of \$40 after one year on the job.

2 Increments are not a bonus for experience. The real rate for the job is the top rate. And if you're not getting it, you're actually being penalized.

3 Employers use the increment system to exaggerate the value of a salary proposal. They'll say: "We're offering a ten per cent raise!" when they really mean a five per cent general increase and a five per cent gain in increments.

4 Some CUPE members who have been on the job for years wonder why new employees should make as much as they do.

No employee has ever moved ahead by putting down someone else's wage. As long as new workers can be hired at a cheaper starting salary, the employer isn't going to do very much about advancing the rates for people at the top.

5 Incremental systems divide Local Union members who should be working together for a good general increase. Those at the top of the range may have different objectives than those at the bottom.

And when employees receive increments on top of a general increase they're less likely to fight for a better general increase. That hurts everybody, including the person making the full rate.

It all adds up. Salaries at the top of an incremental scale are dragged almost to a standstill. It takes years for workers to get the full salary they should be getting. And it's used as a discriminatory practice, particularly against women.

That's why CUPE Locals should have increments written out of their contracts. Take one more step and stamp out increments.

TSSU News

SFU LOSES APPEAL

Last December, the Teaching Support Staff Union (AUCE 6) received a 4% retroactive pay increase in an LRB ruling. This pay increase was withheld by the University due to negotiations on TSSU's first contract.

On March 11, TSSU learned that a panel composed of the Chairperson of the LRB, D.R. Munroe and two others, after reviewing the decision, ordered the University's appeal dismissed. When will they ever learn?

SESSIONALS CUT

SFU management has decided sessional instructors for the English Department's essay writing (010) course will not be re-hired, as of Fall 1980. There are four sessionals teaching the course this semester besides the regular lecturers.

A TSSU statement on the matter pointed out that the 010 course has been consistently filled to capacity and that it is "one of the most popular courses in the history of this university." The cutback could mean a reduction in the number of 010 sessions offered in Fall 1980 and in the future, the statement said.

TSSU has responded by filing an unfair labour practices complaint against SFU. The sessionals' cutbacks come while the union is still negotiating its first contract with the university. The union's demands include sessionals' job security. Mark Lushington of TSSU said the union considers the cutbacks constitute an illegal lockout, intimidation, and bargaining in bad faith.

Meanwhile, SFU in February informed the English Department (but not TSSU) that it would establish two new

lecturer positions for the 010 course. This announcement came after a meeting with TSSU representatives regarding the issue, but it is not known whether the decision was a direct result of that meeting, said TSSU representative Suzanne Marria.

"In our view the university still appears to be bargaining in bad faith and not dealing with the union," she said.

Lecturers are generally hired for two-year appointments and are outside the bargaining unit. Marria said it is unclear whether those sessionals who have previously taught 010 would be given preference for the lecturer positions.

UBC in mediation

J.E. Waterston has been appointed mediator in the contract negotiations between AUCE Local 1 and UBC.

"We applied for a mediator because there was no movement on either side in the past five weeks, although there have been extensive discussions," said Ray Gauthier, Local 1's secretary-treasurer.

UBC's wage offer is a three-year contract, with 7% in the first year, 7½% in the second and 8% in the third. AUCE 1's demand is a one-year contract at 18%, said Gauthier.

The other main issue is the university wants to erode the union's personal leave of absence clause, he said. UBC wants to restrict these leaves to three months, and grant them only in limited circumstances, he said. In their existing clause, leaves cannot be unreasonably denied and if they are denied, reasons must be given to the employee.



Other key demands the union has put forward include:

- A clause regarding temporary promotion and hiring from outside the bargaining unit. Gauthier said there is a developing problem at UBC, where the university posts two month jobs which no full-time bargaining unit members want. So the university hires external temporary workers, then reposts the jobs for two month extensions and finally turns them into full-time positions.

"This cuts the chances of internal promotions," he said.

- Time off with pay for the days between Boxing Day and New Year's Day. Local 2 in its pre-negotiations research found that a number of Canadian universities have this benefit. The Universities of Sherbrooke and Toronto, for example, get the full time off with pay. The University of New Brunswick gets an extra two days off with pay.

Very Dangerous Terminals

Noticed how the University is so eagerly pushing VDT's, better known as word processing machines? Too often, frustrated by endless filing and repetitious typing, clerical workers welcome the introduction of these machines as a learning challenge. But according to several health studies, once the initial novelty of acquiring a new skill has worn off, the damage to the operator's health will remain.

In the following article from Union W.A.G.E. (Women's Alliance to Gain Equality), we get an idea of some of the health dangers posed by these mechanized supervisors. The article refers to colour VDT's as being used for "medical purposes," but in fact, green screened machines are already on campus doing their bit to make working more dangerous.

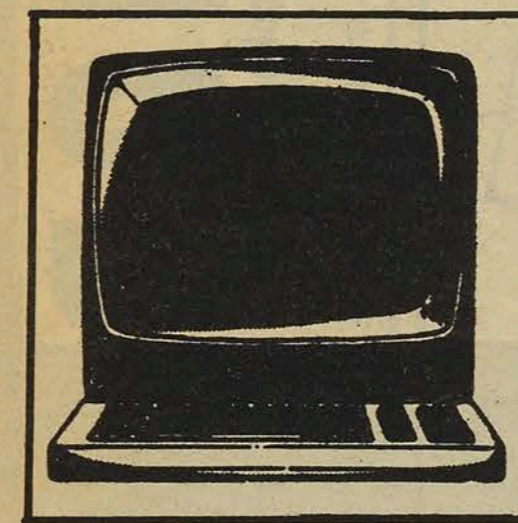
And aside from health hazards, it doesn't take much foresight to realize that future reductions in human staff will be a built-in feature of word (people) processors. But then, maybe that's why the machines are dangerous to our health in the first place!

Modern technology has invaded the clerical world in the form of video display terminals.

This office equipment is bringing some new health problems to the clerical worker. In 1976, two male copy editors at the New York Times developed cataracts, after they had both started working with VDT's. Cataracts are an ailment found mostly in older women. Earlier this year, 75 United Nations General Assembly pool typists walked off their jobs, refusing to work on VDT's on the grounds of possible danger. Because of the growing number of VDT's it is important to understand the possible occupational hazards.

The most immediate problem is eyestrain. VDT's are powered by cathode ray tubes (CRT's), an artificial illumination such as that found in televisions. CRT's are also similar to fluorescent lights.

Imagine sitting a foot away from a television screen with the figures on the screen flickering constantly so that you are always having to refocus. In addition the screen emits a fairly soft light level in contrast to the rest of the room, which is well lit so that your co-workers can answer the phone, file papers, etc. Every time you look away from your screen, your eyes must adjust radically to absorb this contrast. Your eyes are back on the screen; and it's still hard to focus so you move your body toward the screen. That's good for awhile, but then the screen seems too close, so you back off. No, that's not right either.



Imagine this scene eight hours a day.

Common complaints from workers using VDT's include eyestrain, visual deterioration, headaches, fatigue, and backaches.

What can be done about the dangers of working with VDT's? There are physical demands that can be made, such as those for adjustable tables and chairs, a separate space for VDT's with special lighting or screens to reduce the glare.

In European countries where VDT's are also used extensively, the workers are given relief periods from the machines. This can be 10 minutes for every hour of work on the VDT, or one hour for every four. Sometimes there is scheduled job rotation.

Wage Board #4 of the California Industrial Welfare Commission (IWC) recommended that employees who work with VDT's be given 10 minutes rest time or change of work for every 50 minutes worked. Public hearings this summer will determine whether this recommendation will go into law.



Stress is also a factor. The VDT can also be used as an overseer, in that it can measure how long a given task takes, and keep track of how much work an individual has done.

Another more long-term problem is that many or most VDT's emit some form of radiation. Depending on the voltage and/or design of the machines, VDT's can emit either microwaves or 'soft' x-rays. For example, color VDT's, used for medical purposes, require much more power to create an image on the screen, similar to color TV's. But color TV screens are now designed with a protective layer of lead to absorb the radiation and are sold with warnings to sit a good distance from the screen. VDT's come with neither this design nor warning.

It is not known how much penetrating power this form of radiation has. However, at the New York Times building the lowest level of background radiation was more than 40% higher than the level found naturally, but the source could not be found. In other research of the effects of VDT's, some amount of x-ray emission was found.

White Out

In the Nov. 26/79 issue of the AUCE Provincial Dispatch it was reported that Liquid Paper was unsafe because it contained the toxic substance Trichloroethylene, suspected of causing cancer. Fred Murray, Biological Sciences shop steward, in conjunction with the Bio-Sci department, requested information on the matter from the Liquid Paper Corporation. Their response was:

"We are pleased to report to you that Liquid Paper correction fluid does not contain trichloroethylene. Our correction fluid formula has changed several times in more than 2 decades of successful operations of the company. At one time the product contained some toluene and in another period trichloroethylene was used. However, neither of these solvents has been used in the manufacture of Liquid Paper correction since January 15, 1979.

"Liquid Paper correction fluid has been evaluated by government agencies of many countries of the world and several independent testing agencies who reported the product is safe and properly labeled. The AUCE Prov. Local Reports implies that trichloroethylene

caused the death reported in Oregon. Chemical analysis of blood samples taken at autopsy revealed 3 substances: chloroform, trichloroethylene and nitromethane. Personnel with the Oregon Medical Examiners have not been able to determine the origin of either chloroform or nitromethane, or its method of administration.

"Please allow me to emphasize, Liquid Paper correction fluid manufactured after January 15, 1979, contains no trichloroethylene and the product has been submitted to expert toxicologists, including Dr. Irving Sax, author of Dangerous Properties of Industrial Materials, who report the product is safe to use and is properly labeled." (L.E. Brooks, VP-Research and Development, Liquid Paper Corp., Dec. 14/79).

Thanks to Fred for following up on the Liquid Paper story. Apparently we now know what is not in Liquid Paper. Perhaps some of our technicians could find out what is in it. If anyone has more information on this or any other Health and Safety matter, contact the Union Co-ordinator or Paul Saunders of the Safety Committee.

