

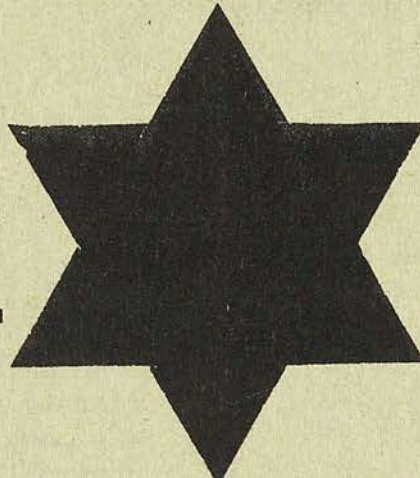
ACROSS

CAMPUS

auce local one

may 6, '77
no. 6

Information from the Strike Comm.



Answering the Questionnaire

A FIRST STEP IN THE PREPARATION OF OUR STRIKE VOTE

At the last General Membership Meeting held on April 14th the membership approved the proposed Plan of Action (as printed in the Across Campus Apr. 7th on p. 30) that listed and discussed the various ways in which the membership could prepare for a STRIKE VOTE. We have already completed the first step of that plan by empowering the Strike, Contract, and Executive Committees to hold a strike vote in June. Now we must organize ourselves. To this effect the Strike Committee has drawn up a QUESTIONNAIRE that will enable the membership to carry out the remainder of the plan. This questionnaire is designed to establish which members are available at specific times to participate in the various activities. It is extremely important that all members answer and return this questionnaire as soon as possible to the Union Office.

All members will soon be receiving a WAGE INFORMATION SHEET. This sheet will answer the question of whether or not we as a union, comprised mainly of women, are asking for too much. It will provide information regarding the wages of other unions and how they compare with ours. This information leaflet will be the first in a series of written articles that will discuss the issues of our contract which are of most concern to us all.

Our proposed Plan of Action will only be as effective as you make it. The success of our campaign and its gains will depend upon the support of every union member. PLEASE PARTICIPATE.

NOTICE OF MOTION

Be it moved that the membership approve the printing expenses for the leaflets and posters that will be required for the plan of action, at the next membership meeting.

Strike Committee

The (...) Payback

cont'd

The following letter was recently received in the union office. It seems that the AIB do not agree with our two year payback scheme and wish the University to recover the money owed in a shorter period of time. To date the union has met with UBC to discuss the possibility of jointly requesting further consideration. AUCE's AIB committee felt that because the membership had voted to have a two year payback it was their responsibility to act immediately on this matter to try to ensure some speedy solution. The University has been most co-operative.

To date the University has sent a cable to Mr. Pepin and has also had a meeting with Mr. Brian Foley, an Ottawa AIB rep who has had some dealings with our case.

AUCE will be meeting again with the University on May 4th to discuss a joint submission of appeal in the hopes that Ottawa will see the real need for an extended payback period.

Please come to the membership mtg. of May 12th from 5:00 - 7:00pm in Buchanan 203 where this issue will be discussed at length. The AIB committee will do its very best to try and insure that we will not have to bear further financial hardship and that our current monetary setback is not augmented.

Fairleigh Funston

April 25, 1977

Dear Ms. Funston

As discussed in our telephone conversation of April 22nd, the AIB has found the revised compensation plan for the First Guideline Year of the Association of University and College Employees Local 1, to be satisfactory. The proposal for recovery of funds resulting from payments in excess of the Board's decision is acceptable with the exception of the 24 month recovery period. It is the opinion of the Board that the period for recovery of such overpayments should not exceed the length of time in which such overpayments were made. As the period in which overpayment took place for this group was one year, the Board would then expect that the period of recovery would also be over a one-year period.

As discussed in the telephone conversation, the AIB may consider a request for an extension of that period if the parties could show that significant hardship would be caused members of the group by recovery over a one-year period. Such a request should, of course, be accompanied by the information which the parties feel supports their argument.

It is our understanding that the University does intend to make such a request.

Yours sincerely

William Guest
Public Administration Division
Compensation Branch, AIB

We have roughly 1200 members in our Union. The main function of our Union is to negotiate a good contract with the University that will benefit our members and to make sure that this agreement is kept. If any violation of the agreement against a member is imposed then it can be grieved.

All this takes participation to some degree by all our members if we are to remain a democratic union. Certain members have committed themselves to serve in various capacities on your executive, grievance, contract, communications, and strike committees. But unless all the positions are filled and volunteers are obtained to do various other tasks the burden of work is placed on a few instead of spread out in a more manageable proportion.

I would like to see this Union function in the most efficient and democratic way. But only YOU can make that happen. Our Union of employees is only as strong as the total input that each one of us is willing to put in collectively.

Firstly, each one of us can participate and ensure our democracy by attending General Membership and Division Meetings approximately three hours per month. There you can exercise your vote and express your stand on issues brought up on the agenda. DO YOU CARE ABOUT YOUR OWN WELFARE IN YOUR WORKPLACE?

Secondly, you can express your ideas in writing by submitting it to the newsletter or the appropriate committee. USE IT. HOW DO YOU FEEL ABOUT VARIOUS ISSUES?

Thirdly, elect or pick a representative in your work area for roughly every 5 to 10 employees. This is vital for quick dissemination of information both to the member and the various committees. This can be shared, rotated, or whatever your small group decides. But it is important that we have a contact person for each shop area. It usually doesn't take much time as most of this is done at coffee or lunch. You may have to meet once a month in your Division at lunch to find out what is transpiring in the Union and to voice the concerns in your shop area. IS THIS TOO MUCH TO ASK?

from our new³ president:

For example the Main Library has 21 shop areas with 240 members and the representatives for each area meet roughly once a month for an hour at lunch time.

Fourthly, it is important that each Division elect someone who is willing to serve on each of the following committees: GRIEVANCE, CONTRACT, EXECUTIVE, COMMUNICATION, AND STRIKE.

These are vital committees and if each Division has someone, then the workload can be shared evenly instead of one person covering for several Divisions because that Division has no representation.

Generally these positions require two to three hours a week after work and someone willing to devote this time. Your Division may decide to make the term less than one year if that is what you want. But these positions are vital if our Union is to function properly without burning out our presently active members on these committees. THE MORE ACTIVE PEOPLE WE HAVE THE LESS WORK EACH HAS TO DO.

If you can't commit yourself but are willing to do even a couple of hours now and then, we have all kinds of tasks one can do such as: labelling, typing, filing, folding, mailing, research, proof reading, courier service, phoning, etc.

There must be something that you can do for yourself and your fellow Union members collectively in whatever time you can spare in your tight schedule. If you are willing to help in any way please phone the Union Organizer or any member of the Executive and let him/her know in what capacity and time you are able to help.

As your new President I am sending this appeal out to each and everyone of you to do your part in helping make this a democratic active Union, working and sharing collectively the workload in negotiating a good contract with the University and in maintaining what Agreement we have gained with our employer. WITHOUT YOUR SUPPORT THE FOUNDATION CRUMBLES.

Pat Gibson

Grievance Reports

GRIEVANCE COMMITTEE REPORT

Looking over the business of the Grievance Committee over the past two months it would appear that it could be considered something of a hiatus for the Union and the University. This is not to say that we have been idle, but rather that the focus of attention has shifted from grievances to arbitrations.

The current backlog of arbitrations is the result of more than six months of relations between the Union and the University, a time during which it would be safe to say that relations have been rather strained. The decisions resulting from these arbitrations will have a great effect on the immediate future of labour relations at this University. Therefore, the University seems reluctant to introduce anything of controversy before these cases are settled.

It has occurred to me in the past that the current group of arbitrations seemed plagued by some sort of syndrome one of the symptoms is that they seemingly cannot be heard within a reasonable period of time. When hearings for these arbitrations started in April it was my opinion that they would be concluded by late May or June. Due to uncontrollable circumstances which I will explain below this will not be the case.

Hearings for the Ahn, Hoffman, and Pinard cases began on April 13. Judging by my past experience in arbitrations I figured that the cases would take approximately two days to complete. It was to everyone's dismay that the hearings became bogged down by the complexity of the grievors work (they are Library cataloguers) and by the fifth day of hearings it was apparent that the cases would only be completed on the sixth day.

On the fifth day of hearings a tragedy occurred. The arbitrator, Mr. Morley Fox suffered a heart attack during the cross-examination of a witness. At first it appeared that Mr. Fox's condition was grave but finally he was taken by ambulance to VGH and his condition by my last information (May 2nd) is 'fair.'

This unfortunate occurrence has ^{4.} plunged the arbitrations into a cloud of uncertainty. We do not know at this time when the arbitration hearings will reconvene and under what circumstances. My personal opinion is that a new arbitrator will have to be found (don't ask me how) and that the hearings will begin anew. If this is indeed the case it would make these hearings tragic, not only for the arbitrator, but for the Union members who have spent so much time on this case, Ray Galbraith especially.

The last item in this report is a recommendation for an arbitration case. An employee from the Main Library was refused a leave of absence. The employee who wished to take a year of library school was informed that it was not the policy of the Library to have staff members learn to become librarians. The refusal is made even more ridiculous by the fact that three people in Main Library were given leaves for similar reasons.

THEREFORE, be it resolved that the membership of AUCE Local 1 authorize the Grievance Committee to take the Main Library Leave of Absence case to arbitration.

Kevin Grace

Notice of Motion to Add At Large Members to Grievance Committee.

The Grievance Committee is one of the vital committees of the Union. It is responsible for any grievances that reach the Step 4 level, as well as dealing with the University on questions of interpretation of the contract.

We have had continual difficulties in gaining representation from all divisions, and consequently a few people have to deal with the often considerable workload.

There are also some divisions where more than one person may be willing to serve on the committee - but our current by-laws allow only one person from each division on the committee.

Therefore, the Grievance Committee moves that Section F(5) of our by-laws be amended to incorporate the following wording

"....in addition three(3) members at large shall be elected to the Grievance Committee."

OPINION, etc.

April 29, 1977

To the Membership;

I guess it has to do with how fast you want to get there.

Our last two sets of negotiations have been pretty ambitious undertakings. First we were seeking to determine our priorities and establish our rights. Then in the following negotiations to clarify our vision and rectify the long-standing inequities in the pay scale. All in all, those first years saw many essential changes in employer/employee relations on campus - and not just in the clerical/library ranks, but in every area of the University's structure.

It wouldn't be unreasonable to say that the effecting of those changes drew much from the rapidly changing consciousness of the clerical/library staff in regard to women's rights and equality in the work force. But it would really be stretching the truth to say that discontent with the University's policy regarding support staff (regardless of sex) began with the decision to organize.

I began my employment with the University some time before the Union was thought of, and I also began earning at about the mid-range of the old pay scale due to the nature of the work I do. I was glad to be working here if for nothing more than the beauty of the location. But from the outset it was clear that the University was a good deal less than concerned about the welfare of its employees in the support staff.

The one main thing I remember about the working situation here when I first arrived was the regularity with which the more senior members of the staff left the campus. It wasn't a matter of reaching retirement age, but rather of reaching a "dead end" financially (therefore, professionally). Since in those days the University did not give annual raises to support staff except with a promotion, you stayed in its employ only out of a sense of sacrifice or of inferiority. If you wanted good pay or a job with a future you went elsewhere.

With the coming of the Union came hope of improved wages. So far, however, those of us who have been waiting for so long are still waiting. At first - knowing of the dire necessity of improving the low end of the pay scale and easing the hurt those employees had been suffering, most of us, I know, were glad to bow to their request for an across-the-board increase. With the second contract came even more outrageous inflation than before, plus the pressing need to rework the pay scale itself. In reworking the pay scale we were both improving the pay of the lower classifications and making it worthwhile to climb that scale. But, of course, we could do nothing about extending the steps ad infinitum without creating absurd inequities. So the middle to higher classifications bowed to the need for the changed pay scale and sacrificed once again the increases that were becoming harder and harder to do without.

The last couple negotiations have tended, with the repeated across-the-board increases, to squeeze the high and low ends of the scale into an ever burgeoning middle. While it is nice to see the rising level of the base rate, it would be most welcome for the Union to at last ensure that the middle to high end of the scale start recouperating from the last few years. There are over 500 employees in this Union who have watched their increases mean less and less every year. It's about time that the lower classifications helped us to improve our lot! I've accumulated twelve years of experience at my work and was underpaid even before the Union existed. It's time the membership reminded itself that there are a wider range of problems to be met than can be remedied by quantum leaps in the base rate!

Lissett Nelson implied at the last membership meeting that improving the lowest wages was AUCE's main objective in forming, and further, that we had a commitment to continue to go for across-the-board increases. If we have ever been committed to such a direction it has only been because we deemed it necessary at the time. Her statements in effect disenfranchised almost half of the membership by implying that Local #1 must never go for a percentage increase because this will give the middle to high classifications more dollars than the low to middle ones.

April 15, 1977

She seems to be saying that we have a "duty" never to give more dollars to one than the other, that the divinely-given eighty dollars between classifications must remain because it should remain! (No longer are we in the realm of finances. Somewhere along the line Lissett and those who feel as she does, have moved us into the realm of metaphysics by dogmatizing our past actions into moral imperatives!)

I would like to submit that we have no such imperative and that if we did it would be to the clear disadvantage of at least half of the membership.

I would only ask each member to try to keep in mind that we have made improvements in the base rate, and though we have not yet made parity with some of the male-type jobs on campus, we also have never adequately compensated our long-term employees. It's not impossible to do both in time, but if we insist on pursuing one to the detriment of the other the imbalance will surely lead to a bitter end for the Union.

I, too, wish for the bettering of conditions for the lower classifications. But I want to see this Union start serving all of its members NOW, once and for all. The shabby methods used to halt discussion on Valerie Pusey's motion regarding a percentage increase at the last membership meeting has really alerted me to the fact that I may not have anyone looking after my interests. I'm dismayed that we now have to beg the lower classifications for what we need.

Robert Gaytan
Data Processing

April 18, 1977

To the Executive;

Due to recent developments in my personal life I will be unable to continue my union activity after June 30, 1977. It is for this reason that I have decided to withdraw from the current vice-presidential elections.

It is with much regret that I have had to make this decision, however, having served on a past executive committee with Neil Boucher I know that he will do an excellent job as vice-president.

My best wishes to the new executive, may your terms in office be as rewarding as my own have been.

Sincerely,

Fairleigh Funston
Union Organizer

To Executive Committee;

This is to inform you that I am resigning from the position of Membership Secretary to which I was elected by acclamation at yesterday's membership meeting. I have decided I do not have the desire or inclination to take on this task, especially after the obvious and deliberate "sabotaging" of yesterday's meeting.

As my last word to the union on the 'across-the-board' increase versus the 'percentage' increase: of course the University will be happy to go along with our apparent desire to squash our members into one little middle-of-the-road bunch of wage earners (the aim, it would seem, of most unions) - it costs the University less for our salary increases, and also with the adjustments they have to make with the P&S after settlement of our contract each year.

Incentive and motivation are slowly disappearing from this campus and it is being made more and more attractive for short-term employment, and less and less attractive for the long-term people.

Our union is a necessary and a good thing for us, so why do we have to take on the same old mentality, instead of being innovative?

Valerie Pusey
Graduate Studies

i
support
duce

WAS THAT MY LAST MEETING?

This is the question I ask myself after each meeting that I attend. I am grateful for what the union did for me that first year of formation but with each successive year I begin to feel like a second class citizen. I am one of that group of UBC workers known as the long service and senior people. The one's who have been around for awhile, worked up through the ranks and are beginning to feel like the "forgotten generation". I look around the meetings and see less and less of these senior and long service employees even bothering to show up because they know that they are going to be outvoted by sheer weight of numbers at Junior levels of the scale.

I also listen to people who were once very enthusiastic when they were at these lower levels but now are becoming more and more disillusioned as they progress to seniority.

It is very dramatic to see someone gallop up to the microphone at the last moment before the chair lowers the boom and propound their most generous and socialminded theory that the cost of living is the same for everyone so everyone should get the same amount of money, by which I presume she means cash.

But it happens to be my money which is so magnanimously being given away with a brief show of hands on an "across the board increase" an issue that will be carried forward with the clarion call that "The membership voted for it."

The theory is always being advanced that everyone's cost of living is going up so everyone needs the same amount of cash money to take care of that increase. Well for my very social minded friend's enlightenment I might point out that my actual cash raise has been quite abit below the actual cash raises that my comrads at the lower levels have been and will be getting. So that leaves me not equal with them in keeping up with the cost of living.

Simple mathmatics. My income tax level was and is higher in the first place so with each across the board increase I get less actual cash than my comrad who does not have to pay as much income tax and possibly does not pay into the pension scheme, group insurance or P.I.I.

This results in two things. First I am getting less actual cash in hand each year to meet the higher cost of living which as my friend at the mike points out is the same for everyone and secondly, the actual monetary difference between the various pay grades is way narrower than it appears on paper.

Really when it comes down to it a percentage increase is the only way for every person to receive the same increase in cold hard cash to meet the cold hard facts of the same cost of living increase for one and all

I hear so much about equal pay for equal work where it relates to comparing us with other unions Well right now I feel that my own union is discriminating against its senior people and I am sure this feeling is shared rightly or wrongly by many others in my position.

We are receiving less actual cash (note I didnot say pay) for any degree of responsibility, superior knowledge, supervisory capacity, etc, etc which we are bringing to the job. The actual spread does not provide any incentive infact a growing dissatisfaction is being built up. The question "Why should I knock myself out?" is constantly being asked.

I will close with a word to all you people at the lower end of the scale who blithely vote for this "fair" distribution of the wealth. Possibly many of you are just here for the brief time but to any who might be contemplating a future of several years remember you too might one day be at the III, IV and V grade level possibly at the top with no mid year (July) step and no raises other than the annual increase to look forward to. Each year the value of my extra experience is not only being ignored by the University but also by my union

And a final thought- If I sound bitter believe me, I am. At this point in time I am almost tempted to join many of my comrades at the sidelines.

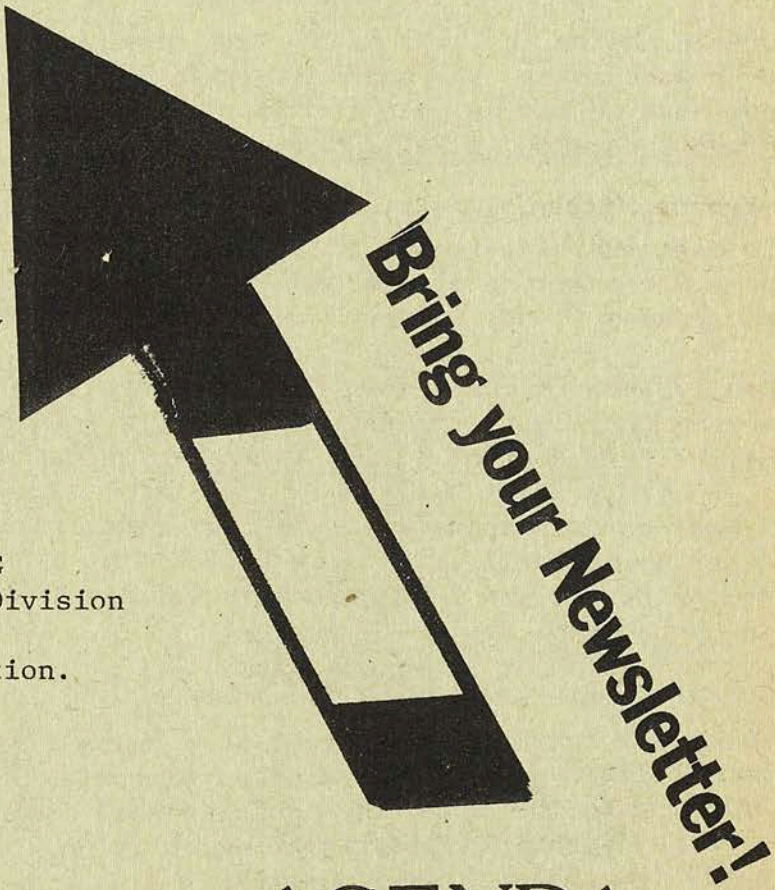
Pat LaVac
L.A. IV, Law Library

AGENDA

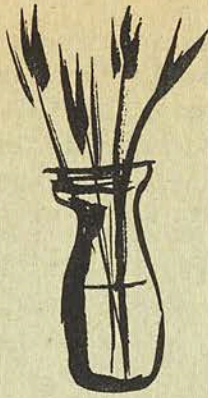
AUCE GENERAL MEMBERSHIP MEETING
THURSDAY MAY 12, 1977 5p.m.
BUCHANAN ROOM 203

AGENDA

- 1. NO SMOKING
- 2 min. 2. ADOPTION OF AGENDA
- 5 min. 3. ADOPTION OF MINUTES (5sets)
- 5 min. 4. CLOSE NOMINATIONS:
 - 1 Povincial Delegate
 - 3 Strike Comm. Reps.
 - 1 Recording Secretary
- OPEN NOMINATIONS:
 - 1 Membership Secretary
- 10 min. 5. FINANCIAL REPORT
- 20 min. 6. AIB REPORT & MOTION
- 5 min. 7. GRIEVANCE REPORT & MOTION
- 25 min. 8. CONTRACT COMMITTEE REPORT
- 5 min. 9. PROVINCIAL REPORT
- 10 min. 10. STRIKE COMMITTEE REPORT
- 5 min. 11. MOTIONS FROM PREVIOUS MEETING
 - a) By-law amendment for Division Organizer.
 - b) Motion without Motivation.
- 12. OTHER BUSINESS



AGENDA



CURRENT EXECUTIVE

YOUR NEW EXECUTIVE

- Pat Gibson - President
(Local 2854)
- Neil Boucher - Vice-President
(Local 3141)
- Jerry Andersen - Treasurer
(Local 2570)
- Jay Hirabayashi - Union Organizer
(Local 3)
- Adrien Kiernan - Trustee
(Local 2055)
- Nancy Wiggs - Trustee
(Local 5911)
- Jean Lawrence - Contract Chairperson
(Local 3034)
- Sharron Dyke - Division A Rep.
(Local 6468)
- Cathy Agnew - Division E Rep.
(Local 3079)
- Richard Melanson - Division H Rep.
(Local 3894)
- Yvonne Mitchell - Division B Rep.
(Local 2424)
- Strike Committee - Rotates Chairperson
- Grievance Committee - Chairperson to be elected
- Communication Committee - Chairperson to be elected
- Membership Secretary - Nominations open
- Recording Secretary - Nominations open
- We still need Division Executive Representatives for Divisions C, D, F, G, & I.

Membership Information

YOUR AUCE PROVINCIAL REPRESENTATIVES ARE: 9.

- Lid Strand - Local 4367
Jean Peters - Local 4493

YOUR LOCAL 1 PROVINCIAL DELEGATES

- Nancy Wiggs Margie Wally
Lisette Nelson Margot Scherk
Fairleigh Funston Richard Melanson
Ian Mackenzie Jean Lawrence
Joan Cosar

Nominations for one more delegate are still open.

COMMITTEES

Grievance Committee

- Division A - Lid Strand
Division H - Ann Hutchison

Divisions B, C, D, E, F, G, & I have still to elect their Division Stewards.

Contract Committee:

- Division A - Adrien Kiernan
Division B - Jean Lawrence
Division C - Jeff Hoskins
Division D - Lil Iegault
Division E - Suzanne Lester
Division G - Emerald Murphy
Division H - Margie Wally
Recording Secretary - Ian Mackenzie

Divisions F & I have no representatives on the Contract Committee.

Communications Committee:

- Division A - Sharron Dyke (Interim)
Division G - Mary Martin
Division H - Ray Galbraith

Divisions B, C, D, E, F, & I have still to elect representatives to the Communications Committee.

Strike Committee:

- Members at large -
1. Joan Cosar
 2. Lisette Nelson
 3. Vicki MacNeil
 4. Sylvia Woodcock
 5. Leeta Sokalski
 6. Doreen Nicholson
 7. Irene Randell

There are three at large positions still vacant. Of the Divisional Strike Committee Representatives, only Division A has elected somebody - Rosalind Turner.

MINUTES

MINUTES OF MEMBERSHIP MEETING
14 April 1977, IRC 2

1. There will be no smoking at this meeting.
2. Adoption of the agenda.
 - C. Agnew That the agenda be adopted.
 - P. Gibson
 - L. Sokalski That the agenda be as follows and that a special membership meeting be held April 21, at 5 pm to finish the agenda not dealt with.

New Agenda would be:

1. no smoking
2. Adoption of Agenda
3. Business arising from agenda
4. AIB Report
5. Grievance Motion re arbitration
6. Contract Committee Report
7. Strike Committee

V. Pusey That after Contract Com.
F. Funston Report 10b & c be dealt with.

F. Wasserlein that we extend the time
P. Gibson limit on this item of the agenda by 5 minutes.

Carried.

Amendment to Amendment defeated.

Amendment Carried.

Agenda as amended carried.

3. Business arising from Minutes
 - a. Election of Table officers
President: Pat Gibson elected by acclamation.
 - V. Pres: Fairleigh Funston & Neil Boucher standing.
 - Rec.Sec.: No one standing (nominations will remain open)
 - Mem.Sec.: Valerie Pusey elected by acclamation.
 - U. Org.: Jay Hiriabashi elected by acclamation.
 - Treas.: Jerry Anderson elected by acclamation.
 - Trustees: Nancy Wiggs & Adrien Kiernan elected by acclamation.

10.
Prov.Reps: Jean Peters & Lid Strand
elected by acclamation.

b. Nominations to Strike Committee
No one was nominated so they stay open.

c. Delegates to June Convention:
Nancy Wiggs, Fairleigh Funston,
Margot Scherk, Joan Cosar, Lissette Nelson, Margie Wally, Richard Melanson, Ian Mackenzie, Jean Lawrence

4. AIB Report - Frances reported that this was her last membership meeting since she has resigned and is going back to school. She warned everyone to check their Payback forms carefully to see that their retro-cheques weren't deducted.

5. Grievance Committee Motion:

Kevin Grace: that Auce Local # 1
Nancy Wiggs authorize the taking of a discharge grievance to arbitration.

Carried.

6. Contract Committee Report:
Jean Lawrence reported on the package offer made by the University. In general, it seems that the Contract Committee regards it as pretty dismal. Jeff Hoskins then discussed specific aspects of the proposal.

Con.Com.: That the Union reject the University's package offer of March 17, 1977.

Carried.

Con.Com.: That we respond to the University's package with a counter-package.

N. Boucher: that this wait until after 10b & c are dealt with.

E. Winterford ruled that this was out of order until the motion on the floor was defeated.

Motion Carried.

Con.Com.: that the Union postpone our demand for equal pay for work of equal value until the next contract year, and that the Union reduce our wage demand to \$105 across the board.

V. Pusey: that \$105 across the board
R. Gayton be changed to "the highest possible percentage."

J. Anderson demanded a ruling from the Chair on the admissibility of this amendment.

E. Winterford ruled it was in order.

F. Funston challenged the chair.
Chair defeated.

L. Theisson called question on motion.
Question carried.
Motion carried.

N. Wiggs that the time limit for
J. Lawrence this agenda item be extended 5 minutes.

Carried.

Con.Com.: that the Contract Committee be authorized to use its discretion in amending proposals and where necessary withdrawing non-priority items from our outstanding proposals for the purpose of negotiating the best possible contract in priority items.

N. Wiggs that this be with the under-
L. Nelson standing that any revised package be brought back to the membership for approval before presentation to the University.

Amendment carried.
Motion as amended carried.

7. Strike Committee
Joint motion of the Strike, Contract and Executive Committees:
that the Strike, Contract and Executive Committees be empowered to hold a strike vote in June.

Carried.

Strike Com.: that 'I support AUCE' buttons be available to each member a donation (25¢ & over) basis.

F. Funston calls the question.
Question Carried.
Carried.

Strike Com.: that the proposed plan of action on page 30 of 'Across Campus' be approved.

P. Gibson: that this be postponed til
N. Wiggs the next meeting.

F. Wasserlein: that the time limit on
F. Funston this item be extended 5 minutes.

Carried.
Motion to postpone defeated
Motion carried.

F. Funston: that AUCE #1 empower
N. Wiggs an all-committees meeting to approve a leaflet to go to the public.

carried.

Meeting adjourned.



**THANK
YOU,**

**ELIZABETH
fairleigh
&
robert**

SPEECH GIVEN AT LUNCHTIME FOR DELEGATES TO A CONVENTION OF BUMS, HOBBOES, & TERMAGANTS

the electric logos

avron hoffman

Poor people should not be allowed to smoke dope because their appetites increase and they can't even afford to feed themselves now. Poor people shouldn't be allowed to drink booze because their driving is impaired and insurance is so expensive already. Poor people have no business at the racetrack because the unemployment rate is too high; who wants to work when a fortune is waiting for the right person to come along. Poor people have no need of a political voice; what they have to say isn't worth listening to. I once read an article in a reputable magazine¹ which stated that poor people have a lot of nerve to expect any help in making ends meet, & i'm sorry to say i agree. Poor people have no rights because they don't own much property and their mortgage rates have tripled (five times) in the last four months. & because poor people don't have a sense of humor they can't be trusted with large sums of money. (and their table manners are atrocious). Poor people remain poor because they have learned that "money is the root of all evil"², and if they want to be happy they can't have both.

Footnotes: 1. Titmouse Review, 2. National Bureau of Standards, Bulletin #96

C A N A D A

Canada
our
country

Let it linger
forever more

*Kerry Stahl
Pastry Science*

Canada
land
of the
free

A nation
of many nationalities
we be

I would like to say
so
much
more

Together
we
stand

Of our country
dressed in mountains and sea

But I have
not travelled
shore
to
shore

Divided
we
fall

Sun shining over
prairie wheat

Rolling green hills
Many
lake
shores

CANADA FOREVERMORE?

Let us
stand together

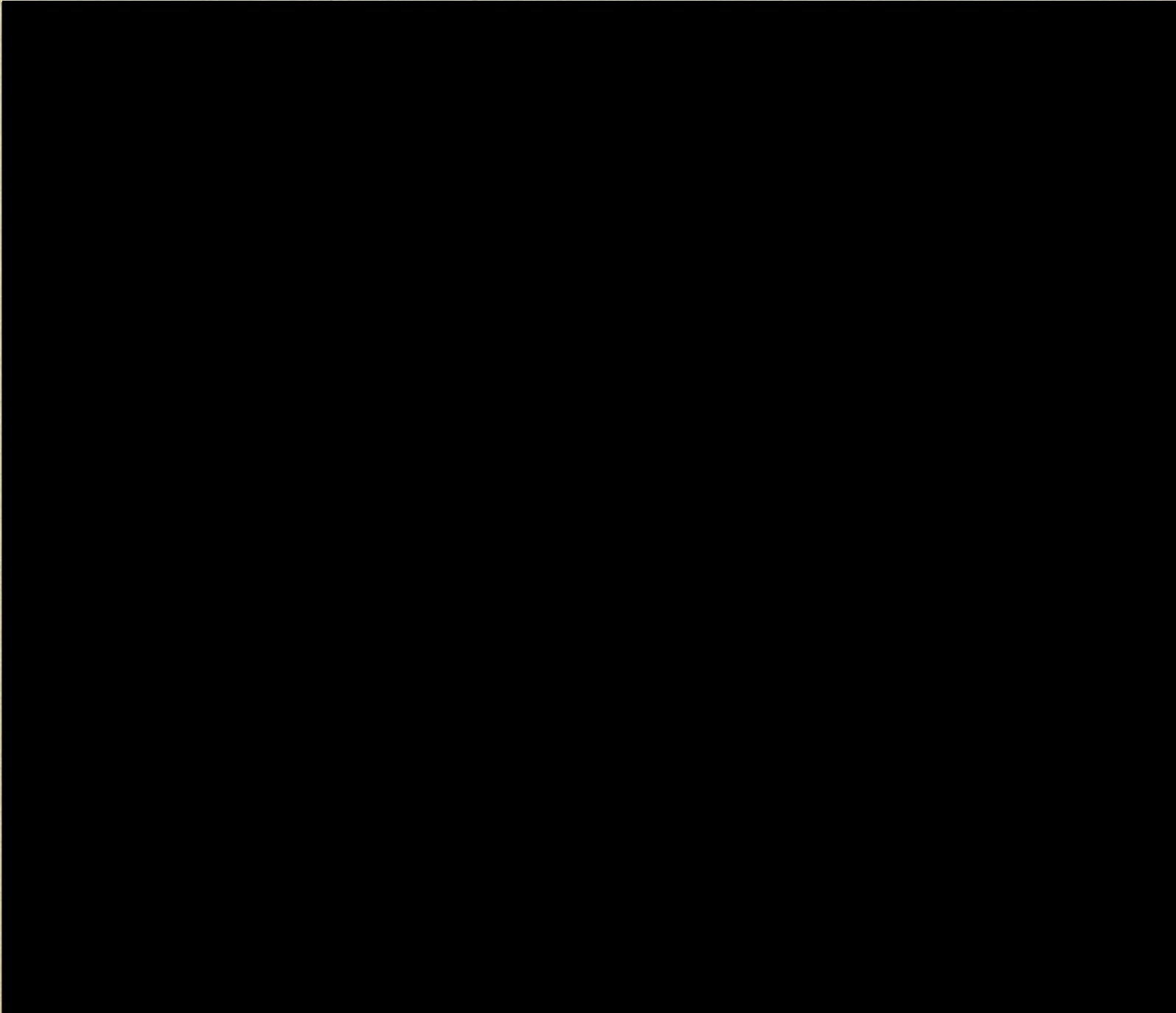
All for one
One for all

Freedom of speech
Has much
to teach

Canada
from shore to shore

The following article, printed in full,
appeared in the Oct. 26, 1976, edition of
the Vancouver SUN, and has been submitted
for reprinting in the newsletter by Maria
Nazar, from Division D.

***Hara-kiri from
up in the clouds
at Simon Fraser***



14.
Westcoast Commodities Inc.

1001-805 WEST BROADWAY, VANCOUVER, B.C. V5Z 1K1 • TELEPHONE 872-8331

April, 28th, 1977

Ms. F. Funston,
c/o Association of University & College Employees,
2162 Western Parkway,
University of British Columbia.

Dear Ms. Funston,

As you may recall I spoke to you on the subject of Commodity Investments, and you told me to write a short letter which would be published in the bulletin you issue. Would you please place the lower section in your bulletin.

I am prepared to assist people with small surplus money, to invest their holdings to a better degree than other investments such as stocks, bonds, or mortgages. This can be done in the Commodity Futures Market in grain, gold, silver etc.

For further information, please telephone Wm. Romalis at [REDACTED]

Sincerely yours,

Wm. Romalis

Wm. Romalis.



submitted

by

barb taylor

division g

A NON-UNION EXPERIENCE

March
issue

Dear Priorities:

It was with interest that I read Opal Skillings' article on organizing the unorganized. I have just become unemployed because of not being in a union. Today we hear on all sides the remark that "unions are too strong", that we would be better off without unions which are holding back free enterprise and taking away people's willingness to work; but consider this.

I started work for a freight company in Kamloops in 1969, and for 3 years invoiced the freight going out to Vancouver and other terminals, and did general office duties. I resigned in June 1972 as I was unhappy with certain working conditions. Then in October of that year I was asked to come back and help out until they trained another woman. They were having trouble getting someone to stay. I went back, part-time. Then things changed and the woman who was in charge of the office left. She also was in charge of the bond warehouse and I took over this department from her. This entailed working with Canada Customs and Kamloops customs brokers. I also did payroll and some accounting, so when there were a lot of bond shipments coming in and being released it would be quite hectic. This was a responsible posi-

tion, as there is a \$100.00 fine if a shipment is released without being cleared by Customs. I had my own office, and 3 other women worked in another office doing invoicing and accounting. One woman transferred from the Vancouver office about two years ago and has worked for the company a little longer than I have. The two others have been there 3½ years.

So when the manager phoned me at 4:30 pm on February 15, 1977 and asked to see me before I went home, the last thing I thought of was of being laid off. But that is what happened. He explained that he had been told by Head Office that they were cutting staff, and they were giving my work to the other women. My office would be closed. He explained that this was due to economic conditions; this means money, and so it's not hard to figure out that they cut the paycheque that saved them the most money. So after 8 years I am looking for another job and starting over, at the bottom again, and for an older woman that's not too easy these days.

This could not happen under a union agreement, but without a union they can point a finger at anyone and say, "You go." You have no defense. Women are especially vulnerable as, for some reason, they do not feel the need to organize. It is time for women to realize that when economic depression hits B.C., North America and the rest of the world, and business fights back, the women are the ones who will be the hardest hit as they leave themselves open to injustice. It is only by all of us joining together that we will beat this sort of injustice.

I want other women to know what happened to me, as I find that so many women feel that for some reason they don't need a union. We tried to form one a few years ago, but our Vancouver office didn't want it; we couldn't get it unless they went too. The reason I have heard given for not having a union is, "If you join a union the employer will have to pay higher wages and then he will cut back on staff and the girls left will have more work to do." Exactly what happened to me, and we didn't have a union, and now three girls are doing the work of four. And women accept this garbage. They are afraid of unions, afraid they will make their boss mad at them, afraid they will lose their jobs. And it is hard, as this can happen, and it's not easy to get another job these days.

So Opal and others who are working to organize the unorganized really have their work cut out for them. But it is good to know that there are people doing this, and I hope that as more become organized more women will see the need to become unionized.

I feel it is ironic that Social Credit campaigned on the platform that they would get this province moving again. They have. They have moved me out of a job and on to Unemployment Insurance.

I had just come back from the NDP Women's Conference at Douglas College the weekend before I lost my job. I had a great feeling of women working together to try and make this a better world to fight the injustices done to people. To feel the support of other women has made me come up fighting again. And I hope the next time I am employed, it will be in a union shop.

If there are other women out there who have lost their jobs unfairly, I think it would be interesting to hear from them too.

Joyce Harrison,
Kamloops.

P.S. I have been asked by another terminal here to do part-time for them -- and it's a Union shop!

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