

The membership secretary is the first union representative new AUCE members meet. Of the new members joining AUCE, a substantial number have never belonged to a union before and I would say that a proper orientation for them is very beneficial. As a relatively new member with experience on the tech change and communications committees, as well as on the executive and as a shop steward, I feel that I can convey to those being initiated an understanding of the concept and purpose of trade unions as well as informing them of specific achievements our local successfully negotiated for its members.

By investing the time and effort into orientation of new members, I believe that the union becomes stronger as people are encouraged to take part in a democratic organization, attend union meetings, etc. and that they will find that they will want to keep informed of union issues.

We need the support of new members now and in the future to face the challenges which confront us.

Mary Forkin

I think that the position of Membership Secretary is an important one, and it is unfortunate that this position has been vacant for a long time. It is vital for AUCE's continued support that new members are properly oriented and encouraged to be active in their union.

I think back to when I first signed on; I was disappointed that I wasn't provided with this encouragement. As a member of AUCE, I have been active throughout my seven years on campus, primarily on an informal, voluntary basis and I have recently taken over the position of shop steward for my area.

Through regular attendance of Union meetings and informal participation on a broader scale, I feel informed enough now that I can give back to the Union, as a candidate for Membership Secretary, some of the dedication that AUCE has shown me.

This Union has negotiated my wages and benefits and I feel I should now formally take on some responsibility on behalf of AUCE Local 1.

Sheridan (Sheri) Murray
Interlibrary Loans, Main Library

ELECTION STATEMENT - KITTI CHEEMA

The July 7 budget and legislation is part of the general offensive of the rich and their state against the working class and people of Canada. The capitalist system is in a profound and all-sided crisis. The bourgeoisie wants to make us, the workers and people of Canada pay for this crisis. All the spokesmen of the rich have repeatedly made the point that the workers must tighten their belts, that we must accept unemployment and hardship in order to rescue capitalism, in order to ensure that there is a "favourable climate for investment."

The labour aristocracy is also part of this offensive. They agree that "restraint" is necessary. They have been pouring cold water on the enthusiasm of the working class and people to fight for their rights, to resist the attacks of capital. I reject this collaboration with the enemy.

The current union leadership agrees with the restraint demanded by the rich. They have signed an agreement conceding that the university can lay off AUCE workers in a manner convenient to the Administration. In an October union meeting I pointed out that this was happening. One of the facts I gave to illustrate the leaderships collaboration with the administration turned out, after investigation, to be wrong. But these cases are bound to turn into a wave unless we call a halt to this activity.

At UBC the Administration has made it abundantly clear that it is going to implement the demands of the rich. The President expressed his "reluctance" to attack the UBC workers and faculty in a most hypocritical and demagogic manner. He has called on all the heads of departments to come up with plans to implement the program of making the people pay for the crisis.

The AUCE workers at UBC are among the targets of the restraint program of the rich. Layoffs, no wage increases and even roll-backs, stepped up exploitation and speed-ups, one worker doing the work of 2 or even 3 - these are the features of restraint.

The restraint that I stand for is the restraint of the rich. The restraint that will meet the needs of the workers is the restraint of the rich in their offensive against the working class and people, a restraint on the demands of the big banks, the trusts, and the multinationals for their profits. If we for a moment agree with the attacks of the rich and their state upon us, if we link our future with the future of the capitalist system, then we will be agreeing with hardship, poverty and the ominous threat of imperialist war. This is not acceptable to the working class and we at UBC cannot agree with it.

The capitalist system does not work. It cannot satisfy the needs of the people for a decent life, free from hardship and insecurity. No amount of patching up this system can assist the working people. The crisis which is afflicting the capitalist system is inherent to capitalism.

I am standing for election as President of AUCE so that we can organize ourselves to resist these attacks, and to fight against the program of layoffs, cutbacks, and the offensive against our wages and working conditions.

Kitti Cheema

Statement of Kathryn Hazel

I'm 36, a single parent mother of a nine-year-old boy, and have worked at UBC (mostly in the language Education Department, Faculty of Education) since December of 1980. Before coming here I was, variously, a public relations secretary, a researcher at the CBC and Maclean's magazine, a women's centre coordinator, a local course tutor, free-lance writer, and newspaper reporter.

Although I have never held a union position before, I have been on the executives of several organizations: Chairman of Hudson After School Care Society, Member-at-Large on the Vancouver Centre NDP, Chairman of the Kitsilano Area Child Care Society, Vice-President of the St. James Day Care Society, Vice-President of the Cypress West Strata Council, secretary for the Unitarian Single Parents Group.

I allowed my name to be brought forward for the president's position because I was alarmed about the very weak position that AUCE was in. We have been cut adrift from the AUCE provincial (not much to be cut off from, but still) so that we are now a small, non-affiliated union coming up for contract renewal the day before the university must take its final decision on budget cuts in a year when it is running a \$13 million deficit. Need I say more?

Despite this, when I walked into the meeting November 30, there was only one person nominated for president. In the past, AUCE has always been the labour group given the worst deal on campus because, I think, we are perceived as being weak and divided. If we are to survive the present financial crisis, we must appear united and strong.

One way to encourage unity and strength is first, to improve grass-roots communication (no easy task, I realize) and to affiliate as quickly as possible with a union that is willing and able to argue effectively on our behalf. As your president, I will work to achieve these ends.

I figure we will be doing very well if we just stay in the same place. This is not a year for gains, but for maintaining our position in the trenches, mucky as it may be.

/kh
12.7.83

The President of AUCE Local 1 shall, by necessity, play a more prominent roll in the months to come. I predict that they will not be easy months. Our contract expires in the very near future and we will soon head to negotiations. Our credibility will be of great importance to us, as we will be faced with difficult and taxing decisions. We will, on a daily basis, be in contact with the University and our dealings with them must be (and not simply appear) organized and professional. We will face new and unprecedented obstacles, and cannot look to negotiations in the traditional sense. Logistically and practically, we will have to sacrifice, to a large degree, our past practice of going to the table with several demands and rather, look toward proposing "housekeeping" language which will protect our present rights from being rewritten by legislative changes. If we succeed in that quest we are somewhat assured of a future. In subsequent contracts we could again pursue improved benefits. This line of action, to my mind, is not a show of weakness but rather, a reasonable response to untenable economic conditions. I am of the opinion that if we do not appear to be reasonable we will stand to lose a great deal that we have accomplished thus far.

Having said this, I should go on to state why I am running for President. As a long standing member of this bargaining unit I feel that the focus of my present position with AUCE Local 1 has enabled me to stay well informed and in turn be informative. As the Union Organizer I have the privileged opportunity to stay "on top" of the issues facing this local and express and formulate my opinions with requisite background and forethought. I presently sit in on all committees as part of my present position. Were I elected to the Presidency, there would be no difficulty in my attending the same. The local would not have to arrange and pay for my time off as I am already employed by the membership. Having reflected upon my past work for the Union, I feel that I have represented this local in several ways and on important issues. This I have done with integrity and a good deal of dedication. I am very familiar with the University Labour Committee and I am confident that the University views me as credible and I doubt that they would argue that a certain degree of working rapport has been established and maintained. I feel that I can continue in the same vein during any difficult times ahead.

The issue of other Unions on this campus is an important one. Some have been without contracts for nearly a year and may face some type of job action in the coming months. I am familiar with these groups and maintain contact with their executive bodies. It is essential that we strengthen our communication ties with them in order that we can, in an informed manner, assess our day-to-day working situation. Again, the fact that I now work full time for the local would permit me the time to get the facts and keep the membership informed.

Some of the most important issues that I see requiring the attention of the President are as follows. The local must again initiate a "working" division structure. This would provide an efficient and expeditious communication network should critical times arise. The recent secession ballot may well indicate a desire to seek merger with a large established union, if this is the case, viable affiliation options must be investigated. This must be conducted keeping in mind our dedication to "womens' issues" and democratic freedoms of membership participation. The last and most important goal that any Presidential candidate must possess is the preparedness to fairly represent this membership; to accept and work in tune with all decisions made by the Union (whether the individual shares the positions taken or not). I would accept that responsibility.

My past Union experience has spanned a number of years since my involvement in the organizational drive to certify this bargaining unit. I have served as a steward during my entire employment on campus and have served at various times on all union committees. This is the second time that I have served in a full time capacity as Union Organizer. I am a single parent and part time student and I am active in two organizations outside of working hours (Chairperson of the SCC at my son's elementary school and I am currently Treasurer of the UBC Campus Community Alliance). I feel that in all of this I have gained valuable insight, not only in Union affairs, but as importantly an insight of our membership. I truly feel that I know who we are and what we want... the question now is where we go from here. I am prepared to work in any direction that this local deems appropriate and necessary.

Fairleigh Wettig
AUCE Local 1 (Organizer)