

**AUCE**

# ANCHOR

association of university and college employees

local 2

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**"But, Mr. Deiter, I *did* run out for coffee and a sweet roll!  
It was delicious, thank you."**

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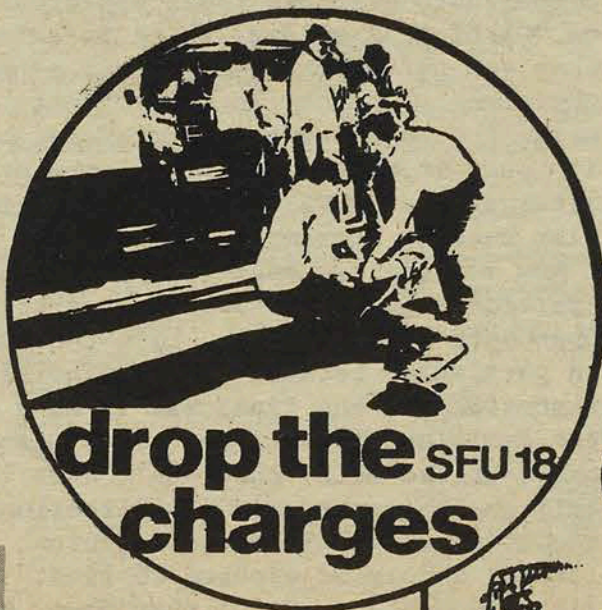
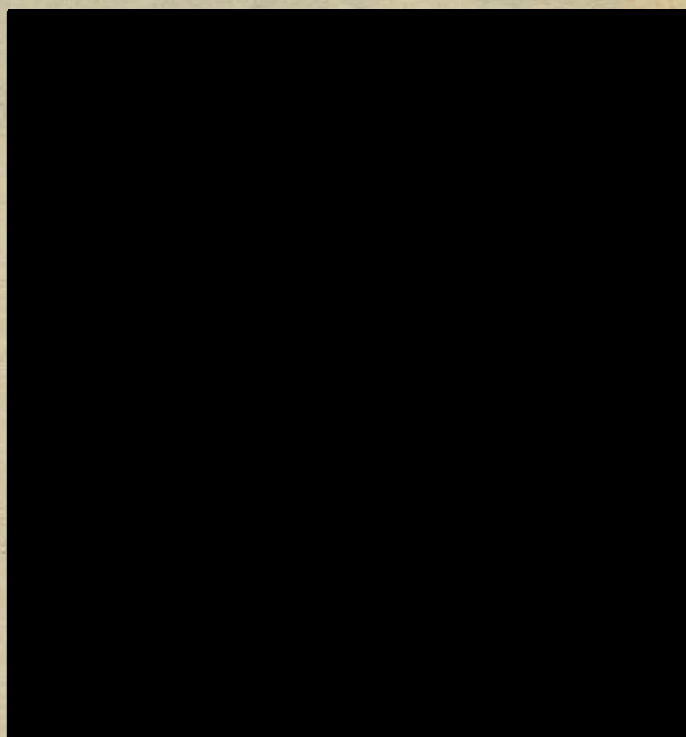
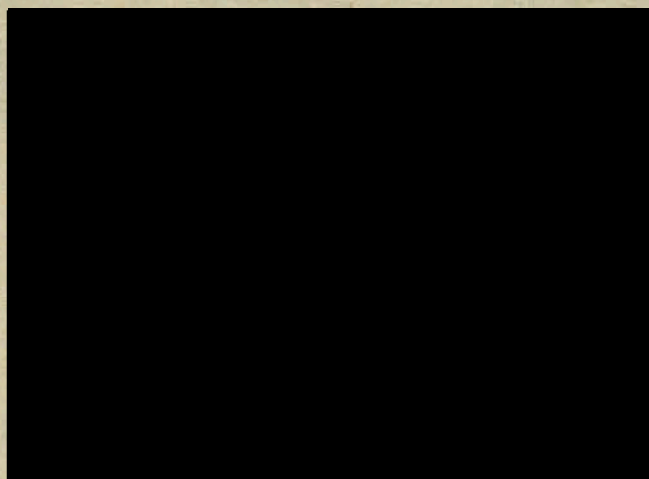
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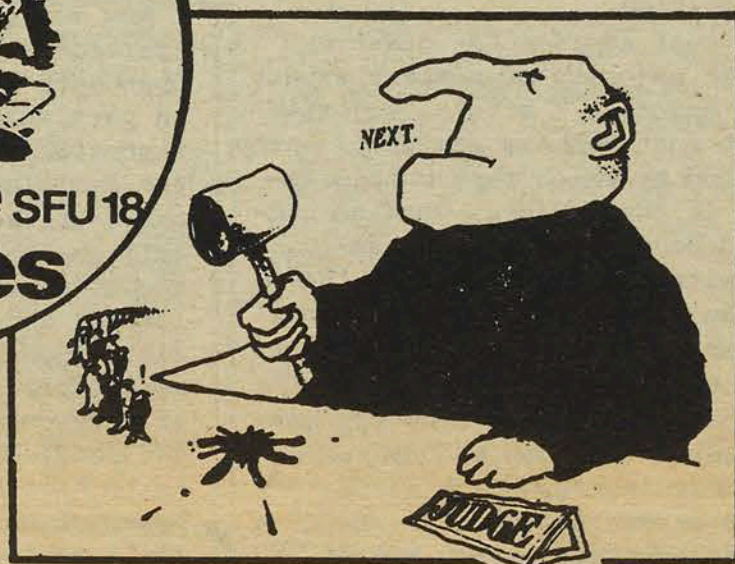


# SFU 18 Struggle continues

For the remaining SFU 18 defendants it's been three trials and no decisions in their latest round of court appearances.



SFU 18 Struggle Continues on page 7.



## University Violates Code

The BC LRB December 6 ordered SFU to pay a 4% increase to AUCE 6 workers retroactive to January 1979. LRB Chairperson, D. MacIntyre's decision found the University guilty of an unfair labour practice in failing to maintain the terms and conditions of employment during a certification "protection period".

When AUCE 6 applied for certification in the summer of 1978, SFU withheld the promised regular annual pay increase. After repeated attempts to settle the issue, TSSU finally filed a complaint in March 1979. Led by Suzanne Marria, the Union successfully argued its own case at the LRB hearings in August 1979.

The B.C. Federation of Labour passed the following resolution of support for the SFU 18 at its annual convention in November:

1. That the B.C. Fed again publicly demand the withdrawal of the charges against the SFU 18 who reinforced the AUCE picket line; and
2. That the B.C. Fed demonstrate publicly its support by sending a representative to all future trials of the SFU 18; and
3. That the B.C. Fed encourage financial assistance for the defence of the SFU 18 to defend this attack on workers' rights to establish and defend their picket lines; and
4. Furthermore that the B.C. Fed participate in an open defence committee to defend the SFU 18.

## Pedersen panhandling

Merry Christmas.  
We've laid you off.  
Ho Ho Ho!  
...by the way,  
Could you spare a buck?  
...The Administration

President Pedersen has dreamed up a new "scheme" (his word) to add to the long list of insults inflicted on AUCE workers. He's suggested in a letter of Nov. 15 that staff and faculty give money for the Library in "honour" of their friends and relatives who will then see their names on the inside of new library books. Direct gifts with honour to noone "would also be greatly appreciated."

When Library workers returned after last Spring's strike, several were told that their jobs had been permanently dumped, others were told to do other people's jobs in flagrant contempt of the back-to-work agreement, and all AUCE staff had been insulted with a final wage offer of 0, 6, and 1%.

Last year the administration stalled contract negotiations for several months by insisting on a bonus rather than a wage increase. Although union negotiators firmly rejected the "Christmas present," it took a strong strike vote and finally rotating strike action before the University gave up the idea of a bonus. At least we thought they'd given it up. In fact they've just turned around and asked AUCE

workers to give the Library a bonus this year.

The logic sounds a bit twisted but then read what Pedersen says in his letter: "No university, and certainly not one that aspires as we do to excellence in all our teaching and research, can be expected to satisfy its mandate without a well developed Library." Other universities may be surprised to learn that it is unusual for a university to aspire for excellence. However, should they decide to aim for the same worthy goals they'll probably be delighted to learn how one goes about it:

Undercut the Library budget by \$50,000, remodel the president's house for \$80,000 and then panhandle for library books.





Letters continued on pages 4 & 5

**DEMOCRACY OR POWER?**

There will be much talk in this issue about the pros and cons of the BCGEU, CUPE and the OTEU, as well as the CLC vs. the CCU. Before decisions can be made on any of these options, we first must decide if we, in fact, do want to affiliate at all. There are some who feel we shouldn't, that we should try and build up AUCE instead. I must disagree with that opinion.

First we must address the question "What do the majority of members expect from their union?" I stress "majority". I feel that most members see their union as the method by which they obtain improvements in their wages, working conditions and benefits that, hopefully, keep pace with inflation so that they may maintain their standard of living, and a grievance procedure.

In order to negotiate improvements that keep pace with inflation, you have to have power. In order to have power you need money (a big enough strike fund) and a strong membership. AUCE certainly doesn't have money and I don't feel our membership is strong enough either.

**"WE VOTED FOR AN IIC  
...AND WE GOT SCALPED."**

AUCE was formed in the time of an NDP government and a period when public service wages were finally catching up to the rest of the unionized work force. At that time we made some important gains. Each successive contract has been harder to negotiate and sign, with less improvements each time. This last round we voted for an IIC because our backs were against the wall and we got scalped. We cannot afford to face another strike with no strike fund, nor can we expect help from the BCGEU or anyone else if we don't seriously consider becoming a part of the mainstream of Canadian labour. The CLC affiliates feel, and rightly so as far as I'm concerned, that the only way to fight for better wages and working conditions for Canadian workers is through a united front. And for us, that means joining a CLC affiliated union.

One has only to look at the BCGEU to see what money and power means. Note their contract signed in July--close to 30% over three years including wages and benefits. Not the most terrific settlement, I agree, but certainly better than we did and they didn't have to go on strike for it. They had a \$3,000,000 strike fund to draw on if they needed it. Note the Pacific Vocational Institute strike--it lasted less than a week. Because

of their strike fund, they could have stayed out almost indefinitely. The BC Buildings Corp. was on strike for a few weeks but the strike was settled when the BCGEU indicated they were prepared to maintain those employees on 70% of full salary (which is about what you get after taxes) until after Christmas. The strike fund didn't bring the government to its knees, but I'm sure it helped. I'm sure the other alternatives (CUPE and OTEU) have similar success stories to tell.

Now for the argument that these unions (particularly BCGEU) are undemocratic. Opponents to affiliation cite the BCGEU in particular because the Provincial Executive has the final say in many of the decisions being made. That means that, unlike AUCE, they don't have to call on the membership for direction on almost every little detail. Union leaders should be elected to lead! To elect them and not give them power to make decisions is counter-productive. If they don't do a good job, they don't get re-elected. It would be nice if we could have both--a democratic and powerful union--but those two terms don't go together very well these days. Which do you want?

We must face reality. We are a small independent union, still trying to recover from a strike and faced with new contract negotiations in a few months. We have no money, we are faced with an anti-labour government and now come under a different Provincial Ministry due to a recent cabinet shuffle. (We are no longer in the Ministry of Education like our sister locals 4 and 5 but are now in the Ministry of Science Communication and Universities, but with the same minister.)

It's clear to me. AUCE must find a place within the CLC.

*Marion Northcott*  
Marion Northcott  
Continuing Studies

**AFFILIATION: GAIN OR LOSS?**

As a member of AUCE 2, I want to ask a few questions concerning affiliation. First of all, what do I, as a member of AUCE 2, stand to gain by becoming affiliated with the Canadian Labour Congress? Will it stand behind me if I'm arrested exercising my legal rights on the picket line (as they did with the SFU 18 or, for that matter, Jean-Claude Parrot)? Also, why do we have to give up some of our constitutional rights and bylaws just in order to be,

This is your newspaper and we'd like to hear your responses to letters and articles published in THE ANCHOR. Letters, which must be signed, may be edited for brevity, never for content.

PLEASE ----- WRITE IN!

able to belong to the Canadian Labour Congress? It seems to me that this organization is trying to dictate to AUCE 2 and isn't that why unions are formed--to fight dictatorship? I guess what I'm really trying to ask is why won't the CLC accept AUCE 2 the way she is?

*J. JACKSON*  
J. Jackson  
Library-Acquisitions

**WE'RE EXCITING!**

It seems to me that if we give some of our power away, we'll have less. During our last strike, AUCE strategy was non-existent. The support groups had no direction. The tail, through no fault of its own, was wagging the dog. AUCE membership support was divided, our power was weak and instead of turning inward to build our strength, to find our point of common concern, we turned outward for guidance and gave our power away. During our first strike we were united. Each of us knew the common goal and fought for it as we each could. Our power was strong.

We accomplished in our first contract more than BCGEU or CUPE or OTEU have accomplished in decades. Where is their strength? People have been trying to run unions from the top and they've been losing! Union wages have not kept up to inflation. Unions have still not organized the majority of workers in the country. Our union membership when united, our union when run from the bottom, is our strength.

To affiliate to another union and lose some of our membership participation is to throw more of our power away.

The Canadian Labour Congress should have welcomed our application for certification. We are an exciting new union. We have things to learn and things to teach. We are struggling hard for a better working life against employers who seem blind to our concerns. The Canadian Labour Congress executive members are both wrong and foolish to say that as workers in AUCE we may have no part of the labour congress of this country--and we should tell them so!

*Melody Rudd*  
Melody Rudd  
Library

**Investigating affiliation**

When AUCE's application for affiliation to the Canadian Labour Congress was rejected on August 20, the rejection was accompanied by the statement, "unless (AUCE) is prepared to adjust to the Congress structure our answer must be in the negative." Since then, AUCE's provincial affiliation committee has been investigating possible means of adjusting.

The ANCHOR interviewed Suzanne Marria, our provincial union organizer and a member of the affiliation committee. Suzanne emphasized that she has responded with personal opinions and is not speaking for the committee.

therefore we would have to look at other alternatives anyway. I know that some people have already made up their minds on it but I don't think the convention felt it was prejudging the decision that would come out of the Spring convention.

**ANCHOR:** When you talked with William Smalley, CLC Regional Director of Organization in B.C., what did he suggest AUCE do in order to affiliate?

**SM:** He said we wouldn't be able to affiliate directly within the CLC constitution because we are certified in a jurisdiction that's already represented by three other CLC affiliates. Those are the BCGEU, CUPE and OTEU. He

erently than most BCGEU negotiating situations. I'm not at all clear about this arrangement but it's another thing we're investigating.

**ANCHOR:** In fact, AUCE is looking into Smalley's suggestions and more.

**SM:** Yes. After the meeting with Smalley we decided we'd take a broad overview of the options. The committee had one meeting in which we outlined the number of organizations anyone could conceivably be interested in affiliating to. This included specific CLC affiliates (BCGEU, CUPE, OTEU), as well as the CCU, SORWUC, Working Women Unite, and the B.C. Federation of Women. We're now in the process of collecting information about each of these.

**ANCHOR:** My understanding of the CLC, the CCU and the Vancouver and New Westminster Labour Councils is that they are labour bodies of affiliated unions. As far as I know Working Women Unite and SORWUC aren't in fact such organizations. Why are they being looked at?

**SM:** I'm not totally sure but I can guess why some people are interested in affiliating with SORWUC and WWU...because they have a certain amount of respect for the way SORWUC has carried on organizing in unorganized areas; because SORWUC has been concerned primarily with the conditions and benefits unorganized women workers in various areas need in their work situations. With Working Women Unite, I think there's a sense that it has a great potential because women from all kinds of trade unions, both CLC affiliates and non-affiliates, come together and discuss what's going on in their unions and look at the kinds of issues that women would be concerned about in the trade union movement.

**ANCHOR:** How are you going about your investigations?

**SM:** We've asked for copies of constitutions and bylaws, in some cases also for sample contracts of similar bargaining units. Committee members read these materials, meet with union reps and write up the information from these meetings, then arrange for the same union or organization to send a speaker to address the whole committee and answer their questions.

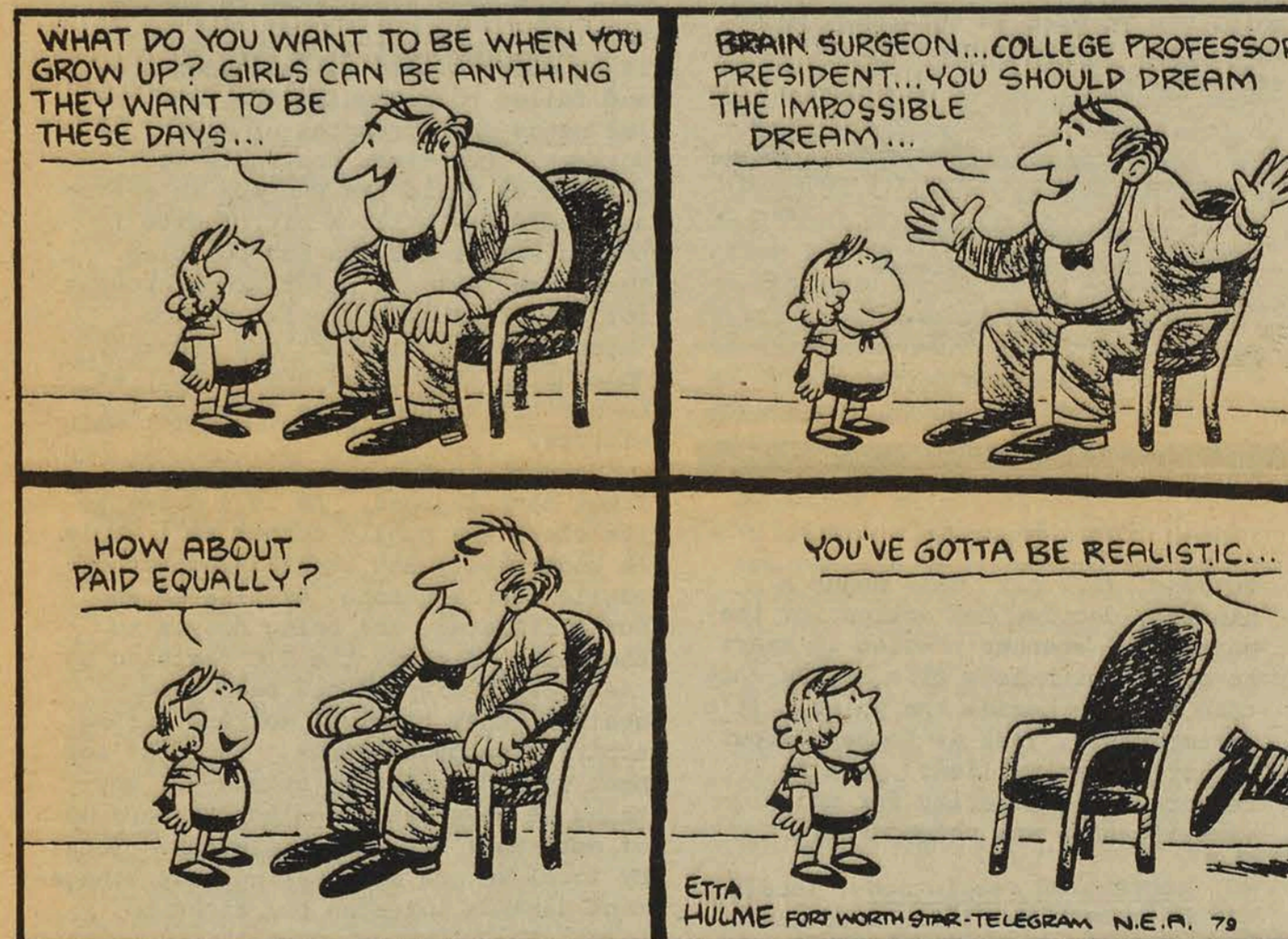
In addition to this kind of research, we're trying to talk to people who have had experiences in these unions about what they think are the benefits and problems. We want to consider the perspective of the rank and file.

**ANCHOR:** Understanding that you are speaking as an individual, have you picked up any clear sense of what has motivated people to seek affiliation?

**SM:** That's a really difficult question.

I think that at this time in the Canadian economy and in B.C. it is very difficult for working people,

(continued on p. 7)



**ANCHOR:** AUCE has had affiliation committees in the past. Is this one really any different?

**SM:** Yes. Almost every year in the past few years a committee has been struck in AUCE to look into affiliation. Every year it's concluded that there are these and these problems, but recommendations have never been turned into a motion to affiliate. The difference this year is that it's not a research-only committee; we're preparing for a membership decision to be made at a special convention, probably in March.

**ANCHOR:** Why was there an original motion to affiliate with the CLC rather than leaving it open until other options had been investigated (for example the Canadian Congress of Unions?)

**SM:** I'm not sure the movers wanted to affiliate with the CLC. The important thing was to get a serious motion to work with. One of the speakers to the motion even said it was highly unlikely that AUCE would be accepted as is and

suggested we meet with these unions to discuss what terms would be possible in affiliating with one of them, and thereby to the CLC.

He also said it might be possible to affiliate as AUCE if we were willing to carry on a campaign similar to the one the Fishermen's Union conducted. That involved years and years of lobbying with CLC affiliates before motions came from the floor and were supported from the floor at the CLC convention to allow the UFAWU to affiliate. So in our case he said we could do that but he didn't think we'd be satisfied with what it would take.

One other possibility brought out in our discussion was the example of the Marine and Ferry workers, who are now part of the BCGEU. They have a rather unique arrangement whereby they have their own constitution and bylaws and are considered a separate component of the BCGEU. They do their own negotiating, and so on. They have no access to services other than representation at the provincial level of the BCGEU. Perhaps that's part of the reason their strike situation was handled much diff-



"WHAT CAN AFFILIATION DO FOR US?"

The question uppermost in the minds of almost all AUCE members right now is, "What can affiliation do for us?" As a small, struggling union, we are well aware of our problems. We know, too, that association with a larger, established and effective union, the Canadian Labour Congress and the BC Federation of Labour can provide us with access to experts in all aspects of collective bargaining, physical and moral support, possible economic benefits and a more influential power base from which to operate. But there are still many questions to be answered.

If we affiliate with the BCGEU, CUPE, or the OTEU, how much autonomy will be left to AUCE? What effects will affiliation have on our Constitution and Local By-Laws? If AUCE's are to be discarded, will we be given the opportunity to study those of the larger unions before being called upon to choose which union we want to associate with, or will this information only be provided after we have made our choice?

We are also concerned about dues. If dues are increased, will they be based on percentage of wages, or simply be an across-the-board increase? Will a portion of our dues be set aside for members to draw from in the event of a strike? Although an increase in dues can be looked upon favorably as false

BCGEU: OUR WORST OPTION

In general, I favour affiliation to the CLC. The reason is that it could enhance our involvement in the mainstream of the labour movement. The debates going on in the house of labour affect independent as well as affiliated unions since they concern, for example, how to deal with increasing government and management attacks on unions. The policies that result will determine who gets what kind of support for what and when. But it appears that if we are to affiliate we must join some other union and give up AUCE. This poses the problem of which union is most democratic. It's a problem because if we join an undemocratic union, we will not be able to reap the advantages of affiliation - e.g. participation, the right to speak our minds, etc. While I haven't extensive knowledge about all options facing us, I do have quite a bit of information about the BCGEU. Based on my information I think this union lacks democracy and is a good example of what we should not join. For example:

a) recall - the right of recall lies in the hands of the top provincial executive, not in the hands of the membership. This applies even to local executive members, shop stewards, etc. (article 6.3.c.)

b) strike vote - as of the last convention, this requires 66 2/3% majority

savings towards possible strikes, it is clear that any substantial across-the-board increase will, once again, present grave difficulties to members like ourselves who are the sole support of their families, particularly those in the lower grades.

In negotiations, will we have professional bargaining agents, or will AUCE continue to bargain for itself, and if the former, will they be empowered to act on their own, or will they be required to consult the membership first?

If we affiliate, what form of financial support can we expect in the event of strike action? Loans? Donations? Will funds be provided to AUCE to distribute according to the wishes of the membership?

Only after all avenues of information have been explored and feed back has been furnished to the membership, can we make an informed judgement about the pros and cons of affiliation.

*Maureen McIlroy*  
Maureen McIlroy  
Political Science

*Elizabeth Davis*  
Elizabeth Davis  
Business Admin & Economics

to pass. (5.7.c.) This means a minority decides the action for the majority - whether a union is smart to go out with less of a strike vote than that is beside the point. It's undemocratic, just as former Labour Minister Alan Williams' plan to require a 55% majority for union certification was undemocratic.

c) convention resolutions: locals cannot submit resolutions to any convention, even their own, unless the next highest structure in the union apparatus approves it. (7.4.a.)

d) General Secretary - (now John Fryer), is not elected but appointed by the union's provincial executive (8.6.a.) The GS has broad powers, including one which says no local can enter into a binding agreement without this unelected official's signature! (5.7.d.)

e) convention delegates - the provincial constitution does not require delegates from locals be elected - it only says they may be (7.2.a.). In at least one local, #7, the by-laws say delegates will be appointed by the local executive.

Affiliation is not a magic answer to all our troubles. If we join the most undemocratic union, our ability to have a say in what happens to us will be minimal.

*Sandy Shreve*  
Sandy Shreve  
English Dept.



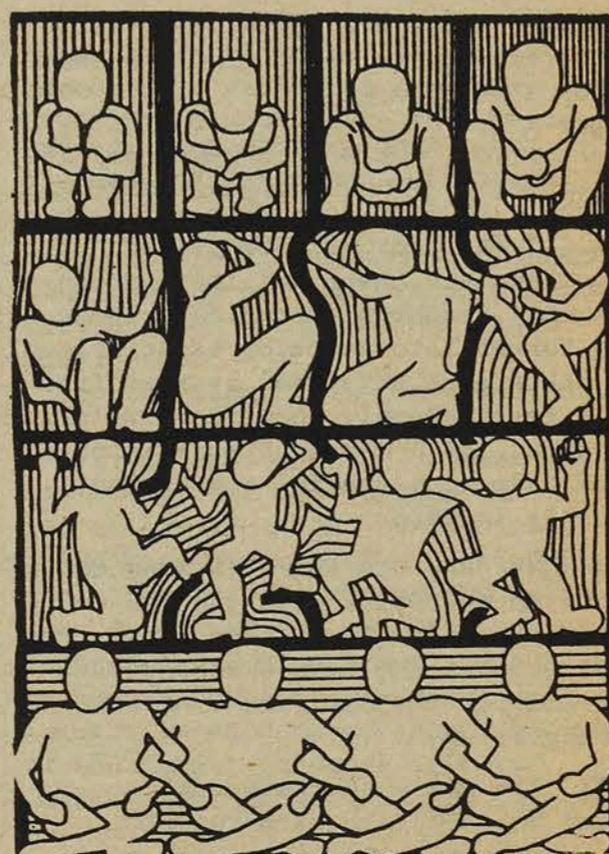
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AFFILIATION, YES: CUPE'S BEST

We are writing to express our support for AUCE's affiliation to the CLC and to suggest some reasons why AUCE members might consider CUPE as the favourable option for affiliation. We want to make it clear that these are our personal opinions and not those of the Provincial or Local 2 affiliation committees, of which we are members.

In order to understand the direction we should take as a union we have to look at what our situation is. AUCE is an independent, democratic, public sector union. We came into existence when it became clear that in regards to clerical workers, the CLC's organizing efforts were quite inadequate and failed to recognize the particular needs and strengths of women workers. Our first contracts were negotiated while the NDP was in office and there was still a bit of give in public sector budgets and policies. They were real and major breakthroughs for all clerical workers. We won these gains by militant and coherent demands on individual employers. We have every reason to be proud of our history.

But what is our situation today? Times have changed. As 1979 draws to its close the public sector as a whole is under heavy and centralized attack. Public sector unions, affiliated and non-affiliated, are being driven to the wall. Already the IIC decision in the Local 2 dispute has been used against other clerical workers during arbitration proceedings. AUCE has not been spared from this attack--if anything we have been singled out because of our small size and isolation. Local by local we are discovering that management demands threaten our right to



collective bargaining, forcing us into strikes. AUCE 2 supporters are being prosecuted as criminals. Now, in order to fight for equal pay for work of equal value we will have to defeat federal and provincial policy regarding "average comparability of total compensation" (already used against Local 2). Big business, with the help of the

"THE QUESTION WE HAVE TO ASK IS, WILL WE BE MORE EFFECTIVE INSIDE OR OUTSIDE THE 'HOUSE' OF LABOUR'?"

government, intends to ride out the economic crisis by driving back the wages of working people, forcing women back into the home and cutting back on social services of all kinds: witness the Clark government's proposal to lay off 60,000 public sector employees in the next year. And there are few signs that conditions are going to improve; all indications are that things will get worse before we make them better.

How are we to deal with this? The question we have to ask is, will we be more effective inside or outside of the 'House of Labour'? We say, inside, for two fundamental reasons. 1) If we are to withstand these attacks, the strongest possible unity in action will be necessary. The fact is that our non-affiliate status is effectively a barrier to solidarity, to our initiation of and/or participation in united defensive actions on behalf of working women and men. 2) Services: education and research, consultation and coordination and most importantly, strike funds.

We don't want to paint a utopian picture, or gloss over very real problems within the labour movement. It is true that the labour bureaucracy frequently fails to represent the interests of all working people. However, we must realize that there are many union locals and trade unionists within the CLC who share and are fighting for the kinds of issues AUCE has always represented: the importance of rank and file democracy, contract clauses and campaigns to fight for gains for women workers. These include CUPW, UAW, USWA locals, provincial government unions in Saskatchewan and Ontario and significantly CUPE, particularly in Ontario, Saskatchewan, Quebec and Alberta (Parkland Nursing Home).

We should also not make the mistake of identifying the present CLC leadership with the objective fact of what the CLC is, and its potential. Of the approximately 3,000,000 women and men who are organized into trade unions in English Canada and Quebec, over

2,300,000 are members of the CLC (the CNTU/CSN in Quebec is second with 170,000; the CCU has approximately 26,000). There is important motion inside the CLC right now. The postal workers' struggle and the non-confidence motion in regards to McDermott's leadership, passed almost unanimously (-one vote) at the recent CUPE national convention, are probably the most visible.

We run a risk through affiliating, but that risk will only be realized if we are not really committed to the kind of issues AUCE has made central. We are sufficiently large to have a strong voice in arguing for what we believe in. And we can affiliate as one provincial local if we want.

Ultimately, the gains of working women and men at SFU will not be defended without defending the same rights and demands for other, larger numbers of workers. This is not idealism but practicality. In the last period in this province small and independent unions have not been able to do this alone. If or when we strike again we will need active solidarity. If affiliated, our support for other unions and other struggles would also have more weight.

Particularly in the case of CUPE we feel that the advantages of affiliation far outweigh the risks. CUPE is the only union, on a pan-Canadian level, that has an action programme to deal with public sector cutbacks. At the recent national convention it adopted an action programme which includes:

- alliances with users of public sector services, at all levels
- alliances with other public sector unions
- defense of the right to strike, strengthening strike support for locals
- a campaign to organize the unorganized
- reform of the CLC, to caucus with other public sector unions before the conventions to fight for more active CLC defense of the public sector
- to defend the rights of working women

"PUBLIC SECTOR UNIONS, AFFILIATED AND NON-AFFILIATED, ARE BEING DRIVEN TO THE WALL"

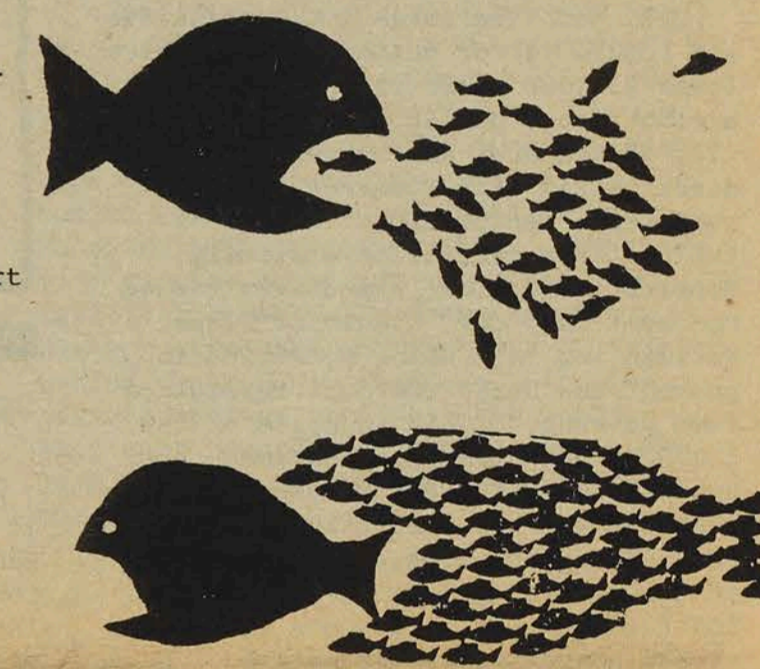
Forty percent of CUPE members are women with over 50% women delegates at the last CUPE convention. The union is growing at the rate of 1000 per month.

Perhaps most importantly for AUCE members, CUPE is democratic. It is basically a federation of autonomous locals, with voluntary participation in Provincial Divisions and District Councils which provide coordination between locals. Locals have control of contract demands and negotiations and elect union officers and delegates to conventions. The national levy is used to provide services, such as strike funds, educational programs, research, etc. CUPE is considered to have the best education programme of any union. It is policy that staff reps cannot interfere with or even attend local meetings unless they are invited.

If AUCE stays independent we face the option of surviving in isolation and under attack, seeing our strength as a union eroded, losing wages, possibly losing locals, losing support from other unions confused about our status, and quite possibly facing raids. Through affiliation with CUPE we could act decisively and cohesively to strengthen our position in relation to the employer and to the labour movement as a whole.

*Sara Diamond*  
Sara Diamond, Local 2

*Susan Knutson*  
Susan Knutson, Local 6



NEGOTIATIONS COMPLEX

Will SFU government employees be informed regarding all information revealed by affiliation negotiations?

BCGEU has shown authentic interest as a negotiator of all government employees (45,000). Copies of master agreements and local (components) contracts are available in AUCE 2 local office (and SFSS office). In no way have women workers been discriminated against, nor technicians. There will be no loss of privileges, but substantial gains.

Unfortunately AUCE 2 has few documented reports. These negotiations are extremely complex and possibly overwhelming regarding individual workers. BCGEU has massive amounts of reports, positions, documents, negotiations and a large well-paid staff. Thereby a member of the Canadian Labour Congress and the BC Federation of Labour. These deal realistically with all aspects of day to day working conditions or the lack of them. Presently AUCE 2 does not have a president, treasurer, provincial rep and few committee members.

In no way have I personally, nor on the many committees that I have served on, reflected any dissent towards the furthering of fair and respectable working conditions for all SFU employees.

*R.G. Anderman*  
R.G. Anderman  
Duplicating, AQ



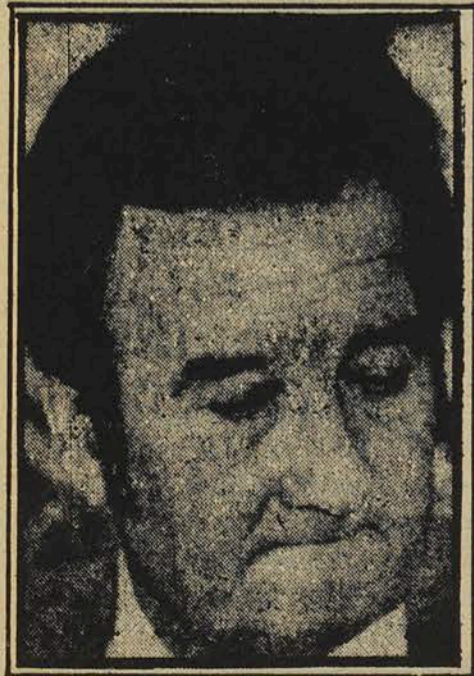
# Labour Focus

## MCDERMOTT REDBAITS

At a national policy convention in October, the Canadian Union of Public Employees voted by 1,000 to one to recall Dennis McDermott, president of the Canadian Labour Congress. In passing the resolution, CUPE was registering its disapproval of McDermott's refusal to support the Canadian Union of Postal Workers when they defied government back-to-work legislation during the 1978 strike.

CUPE, both the largest CLC affiliate and public sector union in the country (over 257,000 members) and CUPW, another large public sector union (23,000 members) are overwhelmingly dissatisfied with McDermott's non-supportive leadership. Instead of taking their criticisms seriously, McDermott and other executives turned the heat onto CUPE president Grace Hartman for "not doing something to prevent the anti-McDermott resolution from passing." Then in spite of the 1,000 to one CUPE vote, Hartman apologized: "There's no question that the way the resolution is phrased we look like we are trying to unseat him (McDermott). But I don't think that represents the mood of the convention...the motion amounted to wrist-slapping."

It's not even enough for McDermott to have a strong rank and file denunciation softened to wrist-slapping. He's gone further to label his opposition as leftwingers who "will destroy the labour movement and the country if they have their way." Rather than taking the non-confidence vote as a message to develop strategies for the public sector to withstand government attacks, McDermott has dismissed the rank and file discontent as the work of leftwing militants of whom he says, "If these people are on the march, we are going to have to put them to death."



Dennis McDermott  
Well bite my tongue!

Statistics compiled by the federal labour department for the period from 1966 to 1976 show that women are unionizing at a faster rate than men and participating more within their unions.



## FED ATTACKS AUCE 2

AUCE 2 received special attention at the 24th annual BC Federation of Labour Convention held November 19-23. Contained in the "Collective Bargaining" subsection of the Executive Committee report was a criticism directed at some non-affiliated unions. AUCE's dispute at SFU was addressed as follows:

"That union approached the Federation and requested meetings pursuant to the picketing policy, and then turned around and reneged on agreements subsequently reached. The disarray caused by such actions can only hurt the union members involved, as well as creating considerable frustration among the affiliates who have attempted to follow trade union principles. Such irresponsibility can only confirm the need for a single, strong Federation of Labour, one that can effectively protect all union members in this province."

This criticism refers to AUCE's decision to picket UBC last April. BC Fed picket policy stipulates 72 hours' notice be given for picketing action which seeks Fed approval. This notice was given during a meeting between AUCE 2 Executive members and representatives from the affected unions affiliated to the BC Fed. The decision to picket UBC came at a time when negotiations regarding the terms of the Industrial Inquiry Commission had once again been thwarted by the University's intransigent attitude.

The decision to picket UBC had an immediate effect. The University resumed meaningful talks and the picket notice was called off. Talks soon broke down again, however, and AUCE informed the BC Fed that the picket action would take place. This show of strength resulted in the satisfactory conclusion of the talks on the IIC terms of reference. AUCE workers returned to work soon after this, on April 24. No further talks occurred between the BC Fed and AUCE 2 on the matter.

The next Fed convention report to mention AUCE was the Public Sector Committee report, signed by BCGEU General Secretary John Fryer. It said non-affiliated public sector unions have "set themselves apart from the mainstream of Canadian Labour as easy prey to be picked off as individuals."

"They are not willing to involve themselves in the development of policy and in the day-to-day operation of the Federation. They avoid the financial and time commitments involved, yet expect to be able to run to the Federation whenever they need help. 'Free riders' can only benefit our employers."

The report mentioned the earlier criticism of AUCE 2 in the executive committee report, suggesting "it is clear that a repetition of such a situation is not (in) the best interests of all public sector employees."

The AUCE Provincial Office gave a quick and firm response to the specific attack on the AUCE 2 dispute. "The BC Fed attack on AUCE as a non-affiliate is considered by AUCE to be especially reprehensible in light of the fact that the union recently applied for membership in the CLC and was refused."

The AUCE 2 executive in a letter to the BC Fed expressed concern that the Fed chose to make this issue public at the convention and through the media before a discussion had taken place to clarify some of the misunderstandings and subsequent misrepresentations. AUCE 2 also expressed an on-going interest in the possibility of such a discussion. No response has been received to date.

## MINUTE MAJORITY SWINGS VOTE (CAP COLLEGE SETTLES)

Auce Local 4 workers at Capilano College voted 50.9% to accept the latest offer from management. The vote took place Nov. 30. Earlier that month they voted 77% in favour of a strike.

The wage settlement is 6-8% in the first year of a two-year agreement. But the increase is set on a sliding scale that gives the lowest paid workers the least percentage rate.

Management withdrew its initial plan to reduce pay from \$6.08/hour to \$4.50/hour for a number of temps who take six or more credit courses. But 17 of the 18 temps will get the bottom increase of 6% and 16 of these people are students. The wage increase for the second year is 8% for all.

The union had said it would only accept a 2 year contract if it had a COLA clause. The clause they won is only effective if the VCPI surpasses 8%. It starts in the second year of the contract and ends September 1981 whether or not a new contract is in effect.

The contract vote had the largest turnout in the local's history, with 152 of 168 members voting.

For further information, contact Robert McKee at (339).

# Interview continued

for unionized employees. It's especially difficult for people in the public sector because employers have proclaimed a specific intent to control wage settlements going to the public sector. Many are trying to reduce them in terms of gains made in past union contracts. AUCE 2 had a taste of that with the last strike. So I think to a certain extent people are concerned about how well smaller unions and autonomous unions are going to be able to negotiate.

I have heard three or four major arguments in favour of affiliation:

1) There would be additional financial resources and other benefits available to AUCE members. People mention the access to much larger strike funds, educational and steward training materials, and to the use of "professionals" in negotiations and arbitrations.

The counter argument is, with each union or body being considered, what assurances are there about the amount of strike benefits made available--do the locals or the larger bodies pay a majority of costs for educational programs and materials; and when "professionals" are brought in, especially if they are appointed by a larger body, how responsible are they to the local membership?

2) This argument is political.

A lot of people can agree that it would be more effective for a union with AUCE's history to be part of a larger labour body, like a national labour federation.

The counter question is, does that mean foregoing local autonomy and effective rank and file control over decision-making and the responsiveness of the leadership?

3) The third response I've heard is similar to an analysis of the last national election. Times are hard, people are frustrated, they want a change. They're not sure what kind of change, but keep thinking maybe if something changed

things would get better. This relates to the power and responsibilities of union decision-making. People know what being in AUCE is like. They know what it's like to have a lot of membership meetings during a strike, to struggle with a lot of difficult decisions, to participate in the whole process. They remember how hard it was during the strike, how unreasonable the University administration was being, how threatening government intervention in strikes has been, how removed the rest of the labour movement remained, etc. So there's some idea that if AUCE were in a larger union or labour body things would get better.

I think that is a false assumption. If the membership is not involved in decision-making when decisions must be made, they have to live with the decisions of the leadership. Any way you cut it, people who want things to happen have to get into the political activity and fight for those things. I think you can talk to almost anyone in some of these other unions and ask them what it takes to get the things that they want accomplished. They will have a list as long as a list any one of us might come up with of the steps it takes to do that.

**ANCHOR:** Will the Provincial Affiliation committee be bringing a recommendation to the Spring convention?

**SM:** We haven't discussed that yet and it's difficult to say. I'm unsure because committee members, as individuals, don't have a unanimous view on

the matter of affiliation. Opinions are quite diversified. There are a good number of people who think that AUCE should remain AUCE and try and handle the problems that come up as best we can. There are other people who think that it's time to affiliate to a larger labour body. Some think it should be the main labour body in Canada, the CLC.

I think people should realize the affiliation committee is not empowered to, not intending to make a "deal" with any other union or labour body. People should realize we as AUCE members don't need to "buy before Christmas." All bodies being considered would be very happy to gain our membership. The question is what terms are we offered for affiliation, how will that affect our current structure and membership decision-making, what benefits do we gain with various options, and does the membership want to exchange our current problems and accomplishments for different ones?

If the membership takes the time to read the affiliation bulletins, asks for reports from the delegates on the committee, even schedules special meetings to discuss what we've learned, then we'll know if and how affiliation to various bodies can add to our strength and power in bargaining during difficult economic periods and to our progressive role in the labour movement.



# Labour Focus

## LIBRARY STRIKE?

CUPE workers at North Vancouver City Library voted 87% to strike last week. They can legally strike as of Monday Dec. 10.

The 33 workers have been without a contract since Dec. 31 1978. The main issue in this dispute is the workers' demand for wage parity with other Lower Mainland Libraries. NVCL wages are now 20-30% below other libraries.

Parity is dependent on the reclassification of positions so they are in line with other libraries. The GVRD Labour Relations Board refuses to give reclassifications and parity until August 1 1980. Library workers want it effective January 1 1980.

The union is holding a Christmas dance for its members and supporters:  
SAT. DEC. 15, CAPILANO ROOM  
NORTH VAN. REC. CENTRE MEMORIAL  
GYM 23rd & ST. GEORGES AVE.

## AD HOC & SILVERBIRCH PLAYING



Look Dick!  
See Jane Organize!

# Trials continue

Defendant Clarke said, "The legal expenses for these individually set trials are staggering. Any contributions to the defence fund are greatly appreciated."

Contributions can be made to: SFU 18 Defence Committee, c/o AUCE Provincial, 901-207 W. Hastings St., Vancouver, B.C.





"...and now for step seven in our grievance procedure."