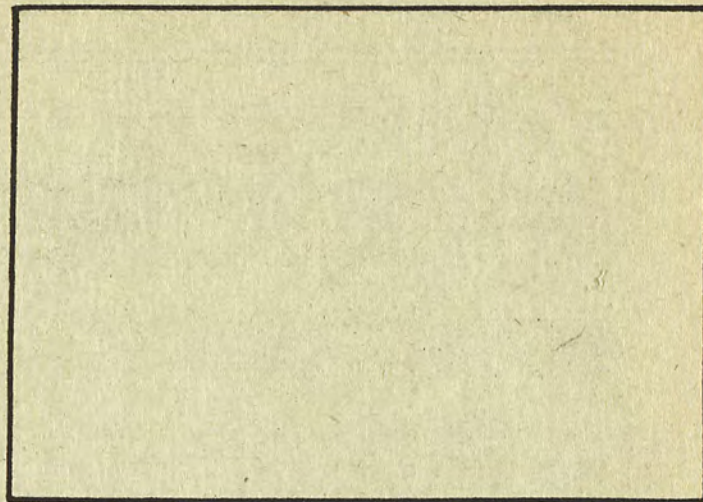


ACROSS CAMPUS

OCTOBER 1979



MATERNITY HASSLE UPDATE

The Hearing before Chief Justices Smith, Pratt and Healey was held on Tuesday, September 11, 1979, downtown, in the Federal Court of Canada. We were scheduled to begin at 2:30 p.m. but another case before ours did not finish until 4:15 p.m. We began our Hearing at 4:30 and did not leave the Court until after 7:30 that evening.

Alan MacLean, our counsel, filed a preliminary Motion to Quash the Section 28 filed by UIC because it was out of time. UIC had 10 days after the March 15th decision by Justice Gibson, to launch an appeal but they did not pursue their appeal until April 19, 1979. The three Chief Justices stated UIC would simply file a motion to extend the time limits, which, because of the importance of this case, would be granted. They felt the case should be argued on its merits. Alan MacLean's motion was dismissed.

Inga Lloyd, the UIC lawyer, used Amy Yu, from SFU, as the case example to describe how she went on leave, received UIC benefits for 15 weeks, then returned to work and was paid, what Ms. Lloyd called a "maternity reimbursement". Ms. Lloyd said the money paid out by the employer was for the period the employee was on Maternity Leave and is therefore wages. The Chief Justice, Yves Pratt, stated the maternity period was only a measure for the amount of money that was eventually paid and could not be received unless the recipient returned to work. Ms. Lloyd cited cases where wage loss insurance plans existed under collective agreements to guarantee workers money during period of no work or sickness. She likened these to our maternity leave clause.

Alan MacLean stated the money could only be paid if the employee permanently returned to work. Therefore, it was an incentive to return to work and not earnings for UIC purposes. He said the UIC appeal should be dismissed on the merits of the case; that Justice Gibson's decision was correct and based on a statements of facts; and that as above, the money is paid for time worked after the return to work.

Judgment on the case has been reserved and we will now have to wait for a written decision from the Court, hopefully sometime in the next month.

In view of all the legal assistance we have had, over a period of three years now, at no expense to ourselves, I am moving that Local 1 send a donation of \$500.00 to the Community Legal Assistance Society along with a letter of thanks.

UNION ORGANISER'S REPORT - OCTOBER 1979

1. My schedule for October so far is as follows:

October 9 and 10 - Retirement arbitration
October 12, 15 and 16 - Flexible hours arbitration
October 22 to 26 - B.C.I.T. Labour Relations I course downtown

If I am not in the Union Office, please leave a message and I will get back to you. I will be calling in each day.

2. The Vancouver People's Law School will be holding a free course on Labour Relations Law, October 15, 16 and 17, 1979 from 7:30 to 9:30 p.m. at the Britannia Branch Library, 1661 Napier Street. I have reserved two places for members of Local 1. Please call me if you wish to attend.
3. This is the time of year when Division meetings are held to elect people to position on the Contract, Strike, Communications, Grievance and Executive Committees. Last year I arranged for meetings in each Division and they were very poorly attended. It is a lot of work to book rooms all over campus and I am only willing to arrange a meeting in your area if there is sufficient interest. Please indicate your interest by phoning me at the Union Office. If no meetings are arranged for your area, notices of positions available and any nominations received will be going out by mail.
4. Last month I was elected to another 6-month term as Union Organiser. My Leave of Absence from the Library was to end October 15. On October 3rd the University advised the Executive of Local 1 that my request for an extension of Leave of Absence had been turned down. We held a meeting on October 4 with the Director and Assistant Director of Employee Relations and that evening I was advised that the leave would be extended. Some things to think about are whether leaves of absence for union positions should be in the contract at all, since it is somewhat ridiculous to ask the employer for leave and also whether the current term of leaves for six months at a time should be changed. Also, when I came into this position it was on the basis of my own personal feelings about the union. I have learned so much from working here and I really think both for the individual's sake and the union's sake, no one should come to this office without some idea of what is going on here, what will be expected of them and some kind of labour relations experience. Labour relations experience can take the form of having done grievances, having taken courses in labour relations, having worked in a union elsewhere or taking other labour related courses such as those offered through Capilano College. It will be better for the union to have more experienced help, it will be better for the other people working in this office and mostly it will be better for you, the individual coming here.
5. I want to bring some items to the membership's attention from a recent article in the Labour Research Bulletin entitled "Recent Trends in Women's Labour Force Activity in British Columbia" by Marnie Mitchell.

"Despite some beliefs that women have a weak attachment to the labour force, recent evidence suggests a continuing trend towards increased female labour force participation. Statistics for the 25-44 age group are of particular interest because they suggest a distinctly different labour force behaviour. Traditional female labour force participation patterns are strongly influenced by departures during childbearing and child-rearing years. The increase in the labour force participation of married women is indicated by the fact that the married labour force grew by 35% between the 1971 and 1976 census, while the total population of married females increased by only 18%."

"It is clear that the overall increase in female participation rates is accounted for almost exclusively by the movement of married women into the labour force, who constitute over 60% of the female labour force. It is significant that these increases in participation rates have taken place at a time when unemployment rates were generally high and those of women were particularly high."

"The incentives for labour force participation are monetary and/or non-monetary. The 1971 census analysis of married female participation rates by family income ... does provide an indication that family income is an important contributor to a married women's decision to join the labour force. Given the current conditions of high unemployment and inflation, it is reasonable to assume that such considerations are of even greater importance today."

"Part-time employment offers an alternative labour force attachment for many women, who for a variety of reasons, either do not want, or cannot undertake, full-time employment. A number of factors, however, contribute to a tendency toward less than proportional remuneration for part-time work: part-time employment is concentrated in low wage industries and occupations where there is some evidence of hourly earnings differentials between full-time and part-time workers who are often excluded from fringe benefits offered to full-time employees. Thus, although part-time work appears to be an attractive option for many women, it has not tended to provide challenging and/or rewarding career opportunities. It is of some interest to note too that recent changes in unemployment insurance legislation are particularly relevant to this group. Labour force survey statistics indicate, that for the period 1975 to 1978, female part-time workers in Canada worked an average of slightly over 15 hours per week. With the lower limit of unemployment insurance eligibility now at 20 hours per week, the majority of this group will be excluded."

"Annual average unemployment rates for women in B.C. have been higher than those for men over the past 10 years, with the exception of 1970. The rate of difference has been particularly high in the past three years. Unemployment rates for younger workers are very similar for males and females. Above the two youngest age groups however, female rates are significantly higher. There is some evidence of a trend toward longer periods of joblessness for women in B.C. Such a trend would indicate that difficulties in obtaining suitable jobs, rather than a high rate of job change, are responsible for these unemployment rates."

"The kind of higher education women tend to pursue is not conducive to preparing them for well-remunerated jobs. Women continue to constitute a large proportion of the student population in the professional faculties where they have traditionally been well-represented, i.e. education, pharmacy and social work."

OUT OF EVERY 10 WOMEN IN CANADA TODAY:

One never marries; of the nine that do marry, eight work thirty years or more; three will be separated or divorced; one will be widowed before 50.

Today a woman can expect to spend nearly five times as many years working outside of the home as she does working full time in the home.

Of the 58 years of a Canadian woman's adult life, seven or less are concerned with the care of pre-school-aged children.

Average number of years spent working outside the home:

- | | |
|------------------------------------|------------|
| (a) married women with children | - 34 years |
| (b) married women without children | - 38 years |
| (c) single women | - 48 years |

3.

SOME MYTHS ABOUT WOMEN AND WORK

.... AND THE FACTS

MYTH: Women don't need to work

FACTS: There are many versions of this myth including "women only work for luxuries." The facts show that women are not secondary wage earners. In 1975 61% of the Female Labour force of Canada were single, divorced, separated, or married to husbands earning less than \$10,000 a year. (Labour Canada, Women in the Labour Force '76) These women's wages make it possible for their families to maintain a decent standard of living, or their wages may be necessary to bring the family income above the poverty line.

There is another argument about the issue of women as secondary wage earners. If women are to be regarded as equal, then we have a right to paid employment just as men do.

MYTH: Mothers should stay at home with their children.

FACTS: "Women's place" has varied in different historical periods, depending on the nature and the state of the economy. During World War II, women were recruited into the workforce. At that time the Federal Government set up daycare centres to help mothers enter the workforce. The myth that working mothers harm their children has been disputed by many studies. Children can benefit from the opportunities provided by good day care.

A 1973 Canada Labour Force survey indicated that of those women in B.C. who wanted to work but were not, one third listed the lack of satisfactory childcare arrangements as the reason.

MYTH: Women's position in the workforce is improving.

FACTS: In the 1970's we have seen the first women phenomena—the first women electrician, the first women pilot etc. but despite these breakthroughs women are becoming more segregated in job ghettos;

in 1971-45% of workers in the service sector were women

in 1974-51% "

in 1971-68% of clerical workers were women

in 1974-73% "

Full time women workers in Canada earn on the average 55-65% of what men earn. In terms of dollars this gap between women's and men's wages is increasing. In 1965 women averaged \$2694 less than men; by 1975 this gap had widened to \$6060. Of course women's wages increased during this period, but much less than men's did. (Equal Pay Coalition, "Equal Pay for work of Equal Value," 1977)

Wage controls introduced in 1975, held the wages of women back further. While the Anti-Inflation Board limited all workers wage gains, this worked to the particular detriment of the lowest paid workers, mainly women.

All the Canadian provinces have had equal pay legislation since the 1950's. Such laws have been ineffective. Women are still being paid less than men for doing the same job. The other problem with equal pay laws is that they do not address the fact that women work in different jobs than men. The jobs that employ almost all women have been traditionally paid less. Employers need only employ all women in a job category and pay them all the same low wage, in order to avoid the issue of equal pay.

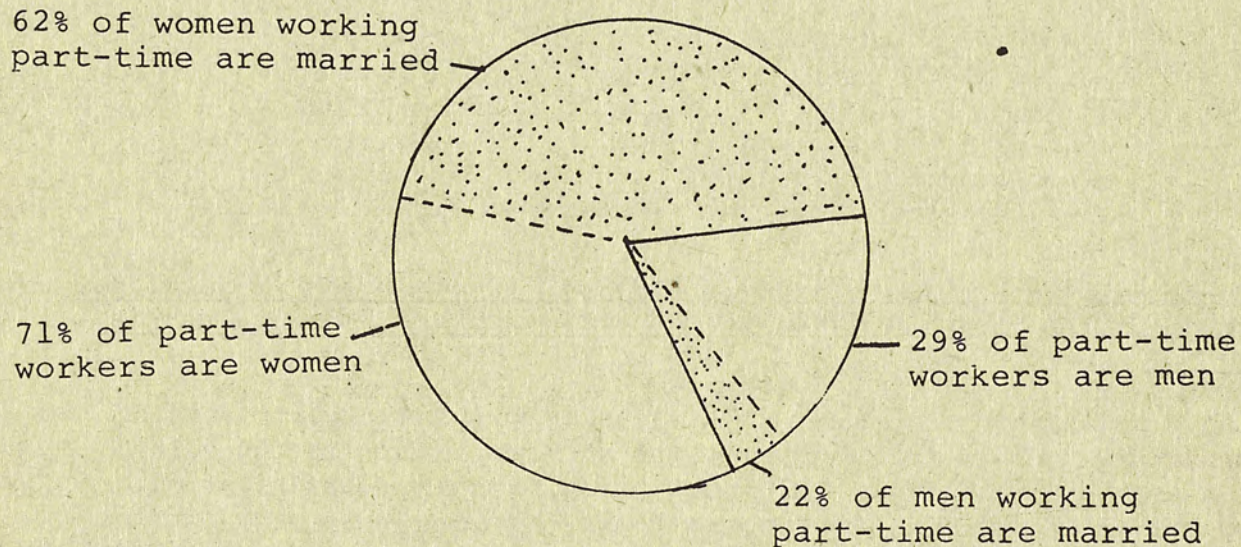
Although it may be generally accepted that women should have equal pay, there remains great resistance. Employers save an enormous amount of money by paying women less than men. It is to their advantage to maintain female job ghettos with their resulting low pay,

'WOMEN'S WORK'

The following statistics are taken from "Women In The Labour Force-Facts and Figures, 1975"- Labour Canada, Women's Bureau)

| Occupation | Women as % of Total |
|-----------------------------------|---------------------|
| Welfare & Community Services | 36.5% |
| Secretaries and Stenos | 97 |
| Typists and Clerk/typists | 94 |
| Bookkeeping/accounting Clerks | 62 |
| Tellers and Cashiers | 88 |
| Insurance, finance, bank clerks | 79 |
| Office Machine Operators | 76 |
| Sales Clerks - Commodities | 50 |
| Waitresses, stewards: food/bev | 71 |
| Teachers - Kindergarten/Secondary | 60 |
| Nursing: Nurses | 94 |
| Assistants | 89 |
| Aides/Orderlies | 67 |

1976 PART-TIME WORKERS



Women, particularly married women with children, tend to need more flexible work hours than men. For this reason part-time work is very useful to them. However, employers also find it very advantageous. Full worker benefits are not always paid to the part-time worker. Often part-timers are ineligible for pension plans and only receive a percentage of their wages for holiday pay. Opportunities for promotion or training are rare. Job security for part-time workers is almost nonexistent.

KNOW YOUR CONTRACT

Article 31.02 List of Job Duties

- (a) Each Department Head is responsible for drawing up a position description identifying a list of tasks or duties for each position in the department. This list shall serve as an outline of the work to be performed by the incumbent.
- (b) The employee shall be requested to draft her/his list of tasks or duties for the assistance of the Department Head in establishing the requirements of each position. Before such list (or amended list) is established as complete, the employee shall sign it, to signify that she/he has been given the opportunity to read the list and make final suggestions. When signed by the Department Head or designate, the list (or amended list) shall become official.
- (c) Lists of tasks or duties may not be all inclusive, but all work performed within an individual position must be consistent with the terms of the standard Job Description of the classification.
- (d) The Official List of Job Duties shall not include "preferred qualifications" or such phrases as: "all other duties as required", and "assists with more advanced clerical duties", and "to act as a deputy for more senior staff members". (However, the phrase "performs duties related to the qualifications and requirements of the job" is permissible). Nor shall they conflict with any terms of this agreement. The Union, the University Employee Relations Office and the employee concerned shall each receive one (1) copy of the Official list or Official amended list.

If you have never seen a list of job duties for your particular position, ask for it. Be sure it does in fact represent the work you are currently doing. If you require a copy of the Standard Job Description for your classification, request one from the Union Office. Make any necessary amendments to your current list of job duties. If a list of job duties for your position has never been prepared point out this article to your Department Head and go ahead and prepare one. I receive many calls from members that do not know what they are supposed to be doing in their job. What they thought they were hired for and what they are doing or what they are called up to do from time to time is often outside their job description, outside their classification and sometimes actually another person's work. For your own protection know what your list of job duties is.

The Job Evaluation Committee of the Union will be working on the Standard Job Descriptions over the next few months and questionnaires will be going out to all members asking about how the descriptions we currently have relate to the duties being done by our members. Your participation in this project is most important.

MINUTES

1. THAT the agenda be adopted.

Margie Whalley
Michelle McCaughran

CARRIED.

2. THAT the minutes of the August 23, 1979 General Membership meeting be adopted as printed.

Michelle McCaughran
Jacoba Wennes

CARRIED.

3. Business arising from correspondence

- re the August 3, 1979 letter from the Pacific Life Community

Ann Hutchison THAT AUCE Local 1 donate the sum of \$100.00 to the
Lid Strand Trident Ten Defence Fund

CARRIED

4. Opening Nominations:

Vice President - no one was nominated. This position will remain open for one month.

Union Co-ordinator - no one was nominated. This position will remain open for one month.

5. Closing Nominations:

- Union Organiser - Carole Cameron was elected, by acclamation, to an additional 6 month term in the Union Office

- Grievance Committee - Pat Hannah of Bioresource Engineering and Lid Strand, Registrar's Office were nominated and elected by acclamation to the two at-large positions on this Committee

- Contract Committee - Susan Zagar of the Library was nominated and elected by acclamation to the one at-large position on this Committee

- Job Evaluation Committee - there were no further nominations for this Committee and they will remain open for another month

- Working Conditions Committee - there are five people on this Committee at present and no one else was nominated. The decision of the meeting was to consider those people currently elected the Committee.

- Provincial Representative - no one was nominated and this position will remain open for one more month.

6. Treasurer's Report:

Richard Melanson THAT the membership approve the Treasurer's
Shelley Tegart Report for the month ending August 31, 1979.

CARRIED

7. Other Business:

- the figures of the referendum were not available but it was announced that the position of Secretary-Treasurer had passed while the dues increase of 1% had failed.

Ray Galbraith THAT the membership authorise the Executive of Local 1
Jacoba Wennes to prepare a preferential referendum mail ballot covering
a number of choices for a dues increase.

CARRIED

FINANCIAL STATEMENT
FOR MONTH ENDED
SEPTEMBER 30, 1979

INCOME:

| | |
|-------------|---------------|
| Dues | \$8,678.00 |
| Initiations | 25.00 |
| Refund | <u>829.00</u> |

\$9,532.00

EXPENSES:

| | |
|------------------------|--------------|
| Salaries | 2,927.87 |
| Rent | 300.00 |
| Office Expenses | 685.35 |
| Provincial Assessment | 2,683.75 |
| Professional Expenses | 2,178.75 |
| Meetings & Conferences | <u>10.00</u> |

8,785.72

EXCESS OF INCOME OVER EXPENSES

\$746.28

| | |
|----------------------------|--------------------|
| TOTAL ASSETS, AUGUST 31 | \$61,481.29 |
| PLUS: Net Income for Sept. | <u>746.28</u> |
| TOTAL ASSETS, SEPT. 30 | <u>\$62,227.57</u> |

HELD AS FOLLOWS:

| | |
|------------------------|--------------------|
| BTCU Term Deposit | \$10,000.00 |
| BTCU Strike Fund | 44,540.94 |
| BTCU Savings 100 Acct. | 7,651.63 |
| Share Accounts | <u>35.00</u> |
| | <u>\$62,227.57</u> |

NOTES ON EXPENSES:

OFFICE EXPENSES:

| | |
|------------------------|--------|
| Charlton Ltd. | 10.00 |
| P. M. Wash Bucket | 65.00 |
| Pied Piper | 15.00 |
| West Coast Gas Service | 33.80 |
| Petty Cash | 99.67 |
| Xerox-Griev. Cttee. | 14.76 |
| Nabel Leasing | 447.12 |

Valerie Melanson
Ex-Treasurer

CORRESPONDENCE

Sept. 5/79 Letter from C.J. Connaghan re. Muckamuck Dispute.
Sept. 6/79 Letter from R.A. Grant concerning Worker's Compensation Regulations
Sept. 7/79 YUSA newsletter
Sept. 7/79 Press Release B.C. Fed. re. Boycotting of all products from Chile.
Sept. 7/79 Letter from Rape Relief asking for donations.
Sept. 7/79 Letter from Canadian Pension Conference re. meeting in Kelowna Oct. 1, 2, 1979.
Sept. 12/79 Letter from A. Eutin re. Job Description for Word Processor.
Sept. 14/79 Petition from Library re. protest of referendum.
Sept. 10/79 Letter from Working Women Unit re. plans for conference.
Sept. 14/79 Letter from Shirley Dick protesting the referendum.
Sept. 19/79 Petition from Curric. Lab. re. protest of referendum.
Sept. 17/79 Letter from E. de Bruijn re. Key punch Operator Trainees in the Library.
Sept. 17/79 Letter from E. de Bruijn re. Key punch Operator Trainees in the Library.
Sept. 18/79 Letter from Nancy Wiggs re. charges.
Sept. 18/79 Letter from Nancy Wiggs laying a contest against the referendum.
Sept. 21/79 B.C.G.E.U. News views.
Sept. 21/79 Letter from D. Robertson re. conditions in the Union Office.
Sept. 21/79 Letter from Wendy Bice accepting nomination for Secretary/Treasurer position.
Sept. 22/79 Letter from Robbin Stephens thanking us for a copy of the Collective Agreement.
Sept. 26/79 Press Release B.C. Fed. re. CUPE picketing the Municipal Garbage dump.
Sept. 26/79 Press Release B.C. Fed. re. meeting with the Conservative Caucus.
Sept. 26/79 Memo from Neil Boucher suggesting an item to be added to Secretary/Treasurer Job Description.
Sept. 27/79 Letter from CUPW re. Jean-Claude Parrot's appeal.
Oct. 1/79 Letter from Darlene Crowe re. a replacement of a Shop Steward.
Sept. 28/79 Press Release B.C. Fed. re. boycott against Adams Lab.
Sept. 24/79 Letter from Labour Canada re. consumer price index.
Sept. 27/79 Letter from Mary Tainsh dropping charges against Nancy Smith.
Oct. 2/79 Newsletter from the Vancouver People's Law School
Oct. 2/79 Pamphlet from the SFU 18 Defence Committee.
Oct. 2/79 Letter from SFU 18 Defence Committee announcing next trial date - October 29/79 at the Burnaby Courthouse - 9:30 a.m..
Oct. 3/79 Letter from Retirement Planning announcing Instructor Training Workshop.
Oct. 3/79 Letter from Wes Clark denying leave of absence for Carole Cameron.

Comment....

It is most encouraging to see that the Union is finally paying more attention to the human aspects of working conditions on campus by tackling the Hyacinth case head-on. Unfortunately, under the present hiring system which assesses mainly the technical competency and seniority of applicants, often an individual whose personality is unfit for supervising others can be promoted to such a position. Once there, such a supervisor can make life for those working under him/her less than tolerable. The situation can become hard to cope with for those singled out since they often lack moral support from other staff members who are anxious to save their own skins.

The Union's usual solution to this type of problem has been advising the "victim" to transfer to another position. The problems with this approach are 1) transferring may not be easy, and 2) by transferring we leave the problem to another member of our bargaining unit instead of solving it.

The fairest way to deal with a problem affecting a member of our bargaining unit is not to escape it but to confront it; the sooner the better. We must even aim at finding ways to prevent the problem from happening. To protect our members from harrassment, for example, we could establish some kind of monitoring system whereby the junior (support) staff fill out a 'confidential' evaluation report on their seniors periodically and submit it to the Union. A copy could be given to the administrator (Dean, Head, etc) of the department or E.R., if necessary. I do not see anything inappropriate about this rating of senior staff by their subordinates. It is a fair and democratic procedure, and adopted by some institutions already. After all, even the president of a country has to worry about the public ratings to remain in the office.

These measures may seem too indirect and lukewarm, but they could help prevent the direct person to person confrontation which occurs when a grievance is fought. If implemented, at least these measures would raise awareness among both junior and senior employees as to the importance of good human relationships, and would give tremendous moral support to the junior staff. After all, junior staff are the majority of the work force. They should have not only the equal right to job security, but also the right to fair and respectful treatment on the job. So, all junior staff out there, write to the Union if you support my ideas, or if you have any constructive suggestions of your own.

Cathy Clarke

DANGER:

WOMEN AT WORK

Liquid Paper

Q: I've heard a rumor that there is a dangerous chemical in liquid paper. Have you any information on this?

A: One chemical which is found in a number of products used in offices is Trichlorethylene (TCE), an organic solvent (de-greaser). It is contained in stencil fluid and liquid paper, among other commonly used products.

TCE is a toxic substance especially hazardous in areas where ventilation is poor--a problem common to many offices. The thinner for liquid paper is made up almost entirely of this solvent.

In 1975, a study was done which showed that TCE caused liver cancer in animals and is now suspected to cause cancer in humans. It causes symptoms similar to being drunk: dizziness, confusion, irritability, loss of muscle control, nausea, vomiting, drowsiness, giddiness, and headaches. Because it de-greases, it can dissolve the natural oils and fats in your skin, and cause redness, rashes, skin cracking, and blistering.

TCE enters your body through breathing air that is contaminated. From your lungs, it crosses into your blood and then to the brain and other parts of the body. It can also be absorbed through the skin.

In high concentrations, TCE can cause unconsciousness and even death. In May, 1979, the death of a 14-year-old Oregon girl was blamed on sniffing liquid typewriter correction fluid. An Oregon State Medical Examiner explained that soon after sniffing the fluid the heart ceased to beat, resulting in brief hyper-excitement, followed by "dropping in your tracks."



"Hartley, I have the unpleasant task of informing you that your services are no longer required. However, your efforts have not been unappreciated. The company has therefore empowered me to grant you three wishes."

Workers Comp for Stress?

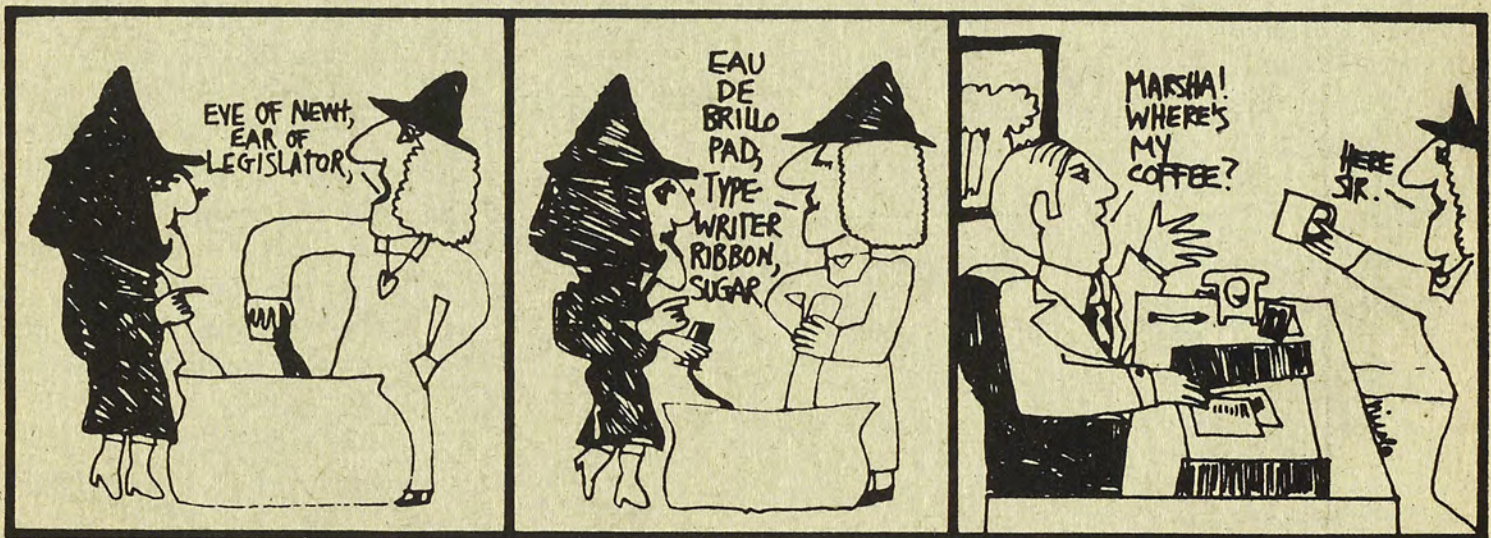
There has been an increasing number of worker's comp claims and awards for job-related stress illnesses. Stress is a cumulative injury, that is, one that develops over a long period of time, and can be compensated for under the California worker's compensation system.

At the University of California Berkeley, a library employee recently won a \$4,000 award for illness due to stress caused by her supervisors' harassment. The doctor who signed the claim found that incidents of public embarrassment, refusal to explain procedures, literally slamming doors in the employee's face and a general patronizing attitude on the part of two male superiors resulted in the employee developing a duodenal ulcer, and mental and emotional stress. Other cases have been won in California by workers claiming

stress-related illnesses due to racial and sexual harassment.

The worker's compensation system has some positive effects other than compensating the successful claimant. As in the above-mentioned case, filing a worker's comp claim can help with a related grievance filed with the worker's union. Filing a claim can also put pressure on management by giving the employer a bad reputation. In addition, a successful claim for something like stress documents the causes of the illness and gives it validity in the eyes of other governmental agencies like OSHA which has no standard for stress-related working conditions.

On the other hand, the worker's comp system does not solve the basic problem of eliminating the harassing supervisor or oppressive working conditions, it takes a long time (a year and a half in the U.C. Berkeley case), and does not fully compensate workers for their illness or injury.



DIVISION G

Lil Legault
Centre for Cont. Ed.
2181

Margaret Nicholson
Centre for Cont. Ed.
2181, Local 241

Nancy Wiggs
Legal Clinic
5911

Ruth Smith
Law
3343

Murriel Hawley
Economics
2518

Sheila Weaver
Humanities/SSD
3155

Ingrid Hennig
Book Preparations
6509

Ray Galbraith
Original Cat.
3426

Kitty Cheema
Recon Unit
3241

Marcel Dionne, President
Purchasing Department
4582

Michelle McCaughran
Union Co-ordinator
224-2308

DIVISION H

Shelley Tegart
Maps/Asian Studies
2231

Judy Wright
Circulation/RBC
2519

Judy Crossley
Serials
4432

Leeta Sokalski
Special Collections
2521

Karen Peplow
Interlibrary Loans
2274

Valerie Melanson
Library Admin.
3871

Carol Wisdom
Fine Arts
2720

Wendy Murphy
Prebindery
2437

Court Palsson
Gov't Publications
2584

Darlene Bailey
Serials
3291

Carole Cameron
Union Organiser
224-2308

Richard Melanson
Membership Secretary
Original Cat. Library
3894

Lid Strand, Trustee
Registrar's Office
4367

Ray Galbraith, Trustee
Original Cat. Library
3426

Judy Wright, Comm. Cmtte Rep.
Circulation/RBC, Library
2519

Debra Frank, Strike Cmtte Rep.
Dean of Arts
3828

Jet Blake (Acting) Div. D Rep.
Bioresource Engineering
2565

Lavone Stanfield, Div. F Rep.
Social Work
2277

LOCAL ONE
SHOP STEWARDS

DIVISION A

Sharon Newman
Physical Education
2503

Penny Hanson
Graduate Studies
2848

Lid Strand
Registrar's Office
4367

Joan Ellis
Registrar's Office
2844

Cathy Mooney
Finance
2055

Neil Boucher
Finance
3142

Charlene Rhindress
Finance
2292

DIVISION B

Judith Willcox
Dentistry
2112

Donna Brock
Audiology and Speech
5591

Jean Lawrence
Health Care & Epid.
2773

Joan Cosar
Pharm. Sciences
3183

DIVISION C

Darlene Crowe
Physics
2472

Ruth Risto
Zoology
2132

Cheryle Jolliffe
I.A.R.E. Library
3324

Gwyn Bartram
I.M.C.
4771

Elsie Hudson
Commerce
4277

Anneke Mair
Chemistry
3266

DIVISION D

Lissett Nelson
Science Education
4535

Margot Sherk
Dean's Office, Ed.
6495

Nattanya Caverhill
Forestry
6489

Judy Blair
Student Programs, Ed.
5222/5226

Jet Blake
Bioresource Eng.
2565

Pat Hannah
Bioresource Eng.
2565

Lexie Clague
Geological Sciences
2713

Margaret Hoogendorn
Education
5225

Kenna Leatherdale
Music Education
5367

Janet Otto
Education
5366

Vangie Rafols
Ed. Administration
6349

Ivonne Scotchman
Education
5248

Joy Korman
Education
6502/5808

Alia Point
Social Studies Ed.
5374

DIVISION E

Meg Holdsworth
Computing Centre, Library
5587

Theresa Fong
Computing Centre
3933

Lynn Berry
Housing
2811

Cathy Agnew
Mathematics
3079

Sandra Masai
Mathematics
3079

DIVISION F

Sylvia Woodcock
Anthropology/Sociology
4136

Lavone Stanfield
Social Work
2277

Peg Willis
Purchasing
2861

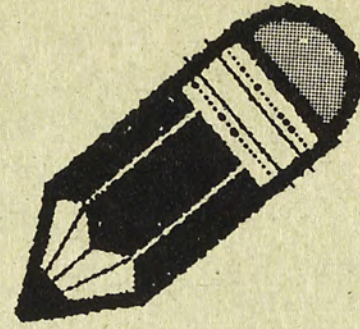
Rosalind Turner
Purchasing
2638

Shurli Channe
Canadian Literature
2780

Valerie Pusey
Music
3234

Neil Armstrong
UBC Press
3259

AGENDA



GENERAL MEMBERSHIP MEETING

Thursday, October 25th

I.R.C. 2 12:30-2:30 P.M.

No Smoking

1. Adoption of Agenda
2. Adoption of Minutes - Sept. 27/79
3. Business Arising from Correspondence
4. Opening Nominations:
 - President
 - Vice-President
 - Secretary/Treasurer
 - Membership Secretary
 - Trustees (2)
 - Provincial Reps. (2)
 - Alternates Provincial Reps. (2)
5. Closing Nominations:
 - Union Co-ordinator
 - Job Evaluation Committee
6. Treasurer's Report - Sept. 30/79
7. Grievance Committee Report
8. Executive Report
9. Contract Committee Report
10. Provincial Report
11. By-laws Changes
12. Other Business

THE OPINIONS EXPRESSED IN ACROSS CAMPUS
ARE WHOLELY THE RESPONSIBILITY OF THE
SIGNATORS AND DO NOT NECESSARILY REFLECT
THE VIEWS OF THE EXECUTIVE OR ANY STAND-
ING COMMITTEE OF A.U.C.E. LOCAL ONE.
