



# on campus

association of university and college employees

## November '80

# WE ARE MOVING!!

Yes, it's true. We are moving. As of January 1, 1981, the Union Office will be located in the old Armory Staff Room. The price is right, the location is better, and the renovated facilities will be an improvement.

In the preface to the new Union contract we stated: "The Union Office is located at the Armory, corner of West Mall & Memorial Road, UBC (after Dec. 1st, 1980), phone 224-2308."

We were a bit premature in our expectations. The date should have read "after January 1st, 1981". As we are new to the logistics of an office move, we ask you to be patient and forgiving should you encounter any delays during the move itself.

Until January 1st, 1981, direct all mail as you have in the past to: AUCE Local #1, c/o Campus Mail Room, U.B.C. We hope that we can keep our old telephone numbers in the Armory.

Regardless of what might happen to telephone numbers, addresses, campus mail or whatever, we will be in touch with you in December to flesh out these rather sketchy details.



# PLEASE! BE PATIENT



## RETIREMENT POLICY

### Retirement Policy Objective

It is the policy of the University that all employees be retired at the age of 65 years.

In exceptional cases the University may consider employment of individuals over the age of 65 under the following condition:

1. If employment is offered it should be for a term appointment only, not to exceed one year. Where the decision to provide a term appointment requires agreement with a union because of the particular wording of that agreement, refusal by the union to accept a term appointment with a fixed termination date would mean that no appointment would be offered.

### Benefits

The following benefits would apply to employees over 65 years of age who have previous service with the University immediately prior to an appointment on a term basis:

1. Sick Leave - Employees offered appointments after reaching the age of 65 will earn sick leave upon re-appointment but will not be entitled to use sick leave earned prior to their retirement.
2. Vacations - Years of service prior to retirement will be used as a basis for calculating annual vacation providing there has been no break in service upon reaching the age of 65 years.
3. Medical and Dental Plans - Re-appointed employees will be entitled to participate in the Group Medical and Dental Plans on the same cost shared basis as other University employees.
4. Group Insurance, Total Disability and Pension Plans - Employees who have reached the age of 65 will not be entitled to participate in these programs.



association of university and college employees

November 3, 1980

Jane Strudwick  
Senior Labour Relations Assistant  
Employee Relations Department  
CAMPUS MAIL

Dear Jane:

In response to your letter of October 22, 1980, enclosing the University's policy regarding retirement, our Executive did discuss the matter and I am asked to respond.

We find the proposal discriminatory in a number of respects. Firstly, the employer will arbitrarily decide who will work beyond the age of 65 and who will not. In addition the University indicates that even where they deem an employee is exceptional they shall be extended for a term appointment not to exceed one year. Further the Union must accept this term appointment thus making us complicit in the violation of our collective agreement.

With respect to the Benefits aspect of the University's policy we find the section on sick leave unacceptable entirely. There can be no question of an employee waiving all sick leave earned up to the time of re-appointment.

Also, with respect to the Group Insurance, Total Disability and Pension Plans unless there are specific articles within the contracts of these plans that exclude participation by virtue of age, there could be no agreement with this suggestion either.

The Union cannot agree to any policy that discriminates against any employee. We feel the collective agreement already allows the employer too much leeway should an employee be continued beyond the age of 65. We would be much more agreeable to some suggestions that discuss our members as people, with respect and dignity, and with some consideration to their contributions to the functioning of the University over a number of years.

Yours truly,

## the Union Response

Carole Cameron  
Union Organiser  
AUCE Local 1

# University Retirement Policy!! &

October/80



RECEIVED

OCT 15 1980

Citizens for a Better Surrey  
P.O. Box 1274  
Station "A" Surrey B.C.

A. U. C. E.

Dear Brothers and Sisters;

We are members of Citizens for a better Surrey (CBS), a group of NDPers that is aiming to make the industrial, commercial and residential development of Surrey responsive to the needs of the people.

Many people see municipal government as, water, sewers and garbage and are therefore bored, CBS recognizes a need to have people see municipal government in its greater role. It controls; housing, the workplace, transit, zoning, taxation, as well as inforing health and safety codes.

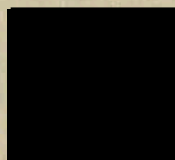
Power over zoning can be a very strong force. CBS insists that zoning be used to satisfy social needs placing developers needs in proper perspective. CBS feels that before zoning and building permits are granted, industrial development must locate where the people ask, that the industry be pollution free, that jobs and social services be met and guaranteed. Then and only then could we have Progress, Progress for the majority.

Like the union movement, the struggle to secure a contract that will satisfy the needs of your membership is not unlike the struggle the people of Surrey face in making their government responsive to their needs. It is because of our mutual concerns that we ask you to take this letter to your membership and ask them, on our behalf, for their endorsement and financial assistance. We would be happy to meet with the executive to answer any questions they might have.

Thank you in advance for your help.

Fraternally,

Lee Immerzeel  
Betty McClurg  
Pat Nicholls  
Joan Smallwood



LETTERS

EAST INDIAN DEFENCE COMMITTEE  
PO Box 4223, Vancouver, B.C.

October 27, 1980

University & College  
Employees Local 1  
Marcel Dionne, President - UBC  
2162 Western Parkway  
Vancouver, B.C.  
V6T 1V6

Dear Friends:

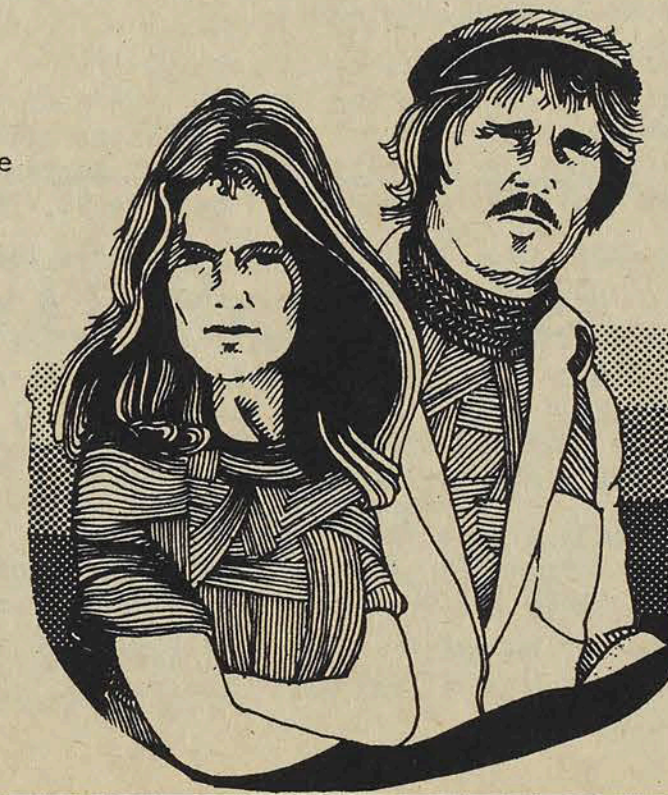
On November 22, 1980 the Founding Conference of the People's Front Against Racist and Fascist Violence is holding a demonstration against the Ku Klux Klan and all forms of racism and fascism. The demonstration assembles at 4 p.m. at the Courthouse (Georgia & Granville Streets). As one of the sponsoring organizations we invite your organization to endorse and participate in this demonstration. We also invite you to endorse and participate in the Founding Conference itself which begins at 6 p.m. at 5880 Main Street on November 22.

The slogans for both events are "Unite in Action Against Racist and Fascist Violence!", "Ku Klux Klan and other Racists and Fascists Have No Right to Speak or Organize," "Self-Defence Is the Only Way!"

All sincere anti-racists and anti-fascists are invited to participate in both the demonstration and conference regardless of nationality, religion, age, sex or political views. If your organization endorses this important conference we ask you to select two delegates with credentials to represent you.

Yours sincerely,

Bela S. Thandi  
Sardar Bela Singh Thandi  
President, East Indian Defence Committee



LETTERS



RECEIVED

(OCT 29 1980)

October 28, 1980

AUCE Local 1  
2162 Western Parkway  
Vancouver, B.C.

Re: Motions of Financial Support

Dear People:

Several items were considered at the Provincial Executive meeting on Saturday, October 25, in light of the distressing financial situation that exists at AUCE Local 1, and has done for the past few months. Local Reps, Suzan Zagar and Kitti Cheema, have been reporting to the Provincial Executive meetings about the aftermath of the strike, and I have been in touch with Nancy Wiggs, Local 1 President, and Ray Galbraith, Secretary-Treasurer of Local 1, about the financial aspects of the effects of the strike, in relation to per capita tax remittances, bank loans due, etc.

To acknowledge the fact that for the past three months, the Local has not been able to pay the increase portion of the per capita tax, as a result of strike-related financial problems, the following motions were passed:

That because AUCE Local 1 incurred extraordinary strike expenses this summer, which have made it difficult for the Local to meet the Constitutional obligation of the \$1.25 per capita tax increase since the effective month of August 1980, the Provincial shall lend the Local the amount equal to the per capita tax increase portion of the monthly remittance, for August, September and October 1980. (S. Zagar abstained)

Inherent in the motion is the reassurance that members shall of course be considered to be in good standing.

Further motions of assistance to Local 1 are:

The repayment schedule for Local 1's current per capita tax loan, shall be fixed by the Provincial Table Officers after consultation with the Local 1 Executive and that the arrears portion of the per capita tax increase shall be fully re-paid by June 30, 1981. (S. Zagar abstained)

That because Local 1 has been granted this loan, Local 1 members shall remain in good standing.

That the Provincial Association shall conduct a referendum of Locals 2, 4, 5 & 6 on a Special 'one-time' \$5.00 Assessment of all members of Locals 2, 4 5 & 6 in order to assist Local 1 with strike-related debts, which include bank loan interest, incurred as a result of the Spring 1980 strike at UBC.

That in light of the fact that AUCE Local 1 is recovering from the effects of the strike earlier this year, AUCE Provincial shall reimburse the Local the approximate \$80.00 for the recent 'print-out' calculator purchase.

That a letter be sent to the Local asking them to announce these motions to the membership, at the next meeting and in the Local 1 Newsletter, Across Campus.

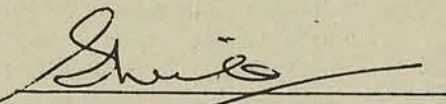
2/...

- 2 -

As arranged earlier this month, the Provincial Table Officers have arranged to meet with the Local 1 Executive at the October 28 meeting at Local 1's Office.

We expect to be discussing the above motions with you at that time.

In Solidarity,



Sheila N.L. Perret  
Secretary-Treasurer

684-2457



### NOTICE OF MOTION

## notice of motion

THAT AUCE Local 1 take the two reclassification grievances to arbitration and pay all related expenses.

Two AUCE members applied for reclassification to the III level. They went through all stages, first applying to the Reference Committee, then to the Appeal Committee and finally to the grievance procedure. They have been turned down by the University at every level. The Grievance Committee feels that both of these members have very good grounds for reclassification and feel their cases should proceed to arbitration.

## TWU Reminder

### REMINDER

The Telecommunications Workers Union is currently engaged in job action against the B.C. Telephone Company. They have flying squads of picketers that locate telephone work being done by supervisors and will put up a picket line outside any building where this is occurring. If you notice such a picket line outside your building we would ask you to give 5 minutes of your support to the TWU by leaving your work place for this period of time. That is, if a picket line is established outside your building please come outside the building for 5 minutes or so. Supporting other trade unions in their struggles is one way our own union gains more recognition and respect in the labour movement.



## AUCE affiliation

### "strategically correct"

by Carol Knight, Joan Meister, Sara Diamond and Michele Preston

The decision that we in AUCE currently face — whether to merge with another labour organization or to remain independent — is one which concerns all feminists and trade unionists.

The people who say that the AUCE debate is part of a broader strategy and struggle are right: it is and it has to be. What is the most effective way to fight for the needs of both organized and unorganized working women? How can we best work toward a democratic trade union movement?

These are the questions that are central to the present discussion and the questions that will continue to be raised in the women's movement, whatever course the AUCE membership chooses. Those of us who, as socialists and feminists, advocate merger with CUPE and affiliation with the Canadian Labour Congress, do so because we believe that this is the plan of action that will result in the greatest gains for both AUCE members and for women workers in general.

Like those who oppose merger, we recognize the historic failure of unions to take up women's struggles, the problems created by bureaucratic leadership and the need for rank and file democracy. We believe in the principle of equal pay and recognition of the work that women do as central to women's struggles, in the vital importance of organizing the

unorganized, in the right of women to organize themselves into caucuses, committees and conferences at all levels inside the labour movement.

And we do recognize that AUCE has made gains in these areas: major breakthroughs in maternity benefits, increased seniority and benefits for temporary workers, paid two-hour lunches for carrying out union business, a democratic constitution, and some of the best wage rates for women clerical workers in Canada.

AUCE has also adopted excellent convention resolutions in support of abortion demands, childcare, self-determination for Quebec and against sexual harassment.

We do not believe that there are fundamental differences between our feminist objectives and those of the people who want AUCE to remain independent. Differences only appear when it becomes a question of the policies and practices necessary to achieve these objectives. In short, our disagreements are about the strategy for feminists and trade unionists at this time.

#### AUCE HAS MADE AN IMPORTANT CONTRIBUTION

We believe that AUCE (and SORWUC) have made an important contribution to the struggles of women workers over the past few years, but we do not believe that these two unions are solely responsible for the major changes that have taken place in the Canadian labour movement around women's issues: the emergence of

women's committees in unions, strong pro-choice positions on abortion, the first conference on sexual harassment and the fight for affirmative action. These, we think, are the result of the work of the women's movement as a whole.

Over the last few years we have seen: thousands of women workers unionized within the CLC; successful organizing drives in some of the most exploited sectors, like CUPE's organization of private health care; the formation of women's committees which fight for the priority of women's demands in contract negotiations, for women's participation in running their unions, and for the availability of resources to

### "We do not believe that there are fundamental differences between our feminist objectives and those . . . who want AUCE to remain independent."

organize other women workers.

Consider, for example, that since 1978 the major growth in trade union memberships has been in white and pink collar members: BCGEU experienced a 35 percent increase, the Communications Workers' Union grew from 5,000 (1976) to 23,000 (1980) and CUPE has been growing at the rate of 1,000 per month in 1979. These are all CLC unions.

The CUPE convention (where over 50 percent of the delegates were women) was

from all reports one of the most militant labour conventions in the last years; as a direct result of the convention, CUPE delegates led the fight for CLC support of CUPW, and for increased rank and file participation at CLC conventions, at the 1979 CLC convention.

In Saskatchewan, CUPE activists organized a women's caucus before the last provincial CUPE convention to insure that women's and lesbian and gay issues were taken up. And the last CUPE convention adopted an action program which included building coalitions with feminist, community, teachers, parents and daycare groups to fight service cutbacks.

This has already resulted in big demonstrations in Ontario and Saskatchewan. The last CLC convention adopted the inclusion of sexual orientation as a contract item. A recent conference organized by the B.C. Federation of Labour's Women's Rights Committee examined sexual harassment in the workplace and recommended the formation of women's committees, steward education and the need for the unions to discipline male members who harass women. The Steelwor-

kers and the women's movement in Ontario have backed the affirmative action campaign to get women back into Stelco. The list goes on... these examples demonstrate the impact of increased rank and file activity inside the CLC, whatever position the leadership might hold.

We think that these facts show unmistakably that the struggle for women's issues is no longer confined to a handful of feminists and progressive organizations. It is becoming general. What better time for AUCE to join its forces with those of CLC women? With our history and principles we can only strengthen and provide leadership for the struggles to come.

The massive participation of the Quebec labour organizations in the demands for daycare, paid maternity benefits and equal pay, and of the British trade unions in the present abortion struggles (60,000 feminists and trade unionists in the streets) are examples of what can be achieved by a strong, united feminist movement that carries our experience into the traditional 'house of labour'.

AUCE's 2,500 workers have a crucial part to play in this process because of our history and experience of organizing ourselves as working women — a history and experience we would like to share with other workers in Canada's largest public sector union, CUPE, and larger labour organization, the CLC.

The vital question for us is this: where will self-organized women workers have the biggest impact?

We are convinced that feminists inside the 'house of labour' can provide a real leadership in building women's committees, focusing labour's attention on key women's struggles and strengthening the ties between organized and unorganized women workers, and linking the feminist movement outside the unions with women organizing inside the CLC. It is really important for

this to occur so that women from both the public and industrial sectors — UAW, USWA, IWA — can resist attempts by employers to force us into and keep us inside an underpaid 'job ghetto' (let women do women's work). And this resistance will be enormously strengthened by the women's movement outside the unions raising issues and mobilizing support for them.

Women on welfare, clerical workers in the private sector, restaurant employees — all need the strength of the whole of the women's movement and the entire labour movement if they are not to be victimized in the process.

The AUCE 2 strike at SFU showed that the reverse is also true: the Industrial Inquiry Commission accepted the claim that some union wages should be compared with those of unorganized workers. We cannot allow ourselves to be divided along lines laid down by employers, or stand aside from the struggles of the majority of women workers in the labour movement.

There is yet one other reason for AUCE helping to unify women's struggles at this time and that is our own ability to survive.

We do not underestimate the determination of our members to struggle. But we do question whether we have the resources to defend ourselves against the attacks that lie ahead. The tradition of 'volunteering' for union work that has played such a large part in AUCE's history effectively excludes the involvement of working mothers, for instance, when they are faced with three, four or more meetings a week. Yet this is what is required of people in a situation where resources — money to pay legal expenses, specialized research, and so on — are scarce. We have been able to provide little union education or information about the struggles of other workers for our members, or build a strong steward system, be-

cause of the pressure of work on union activists. Yet it is only in this way that we can guarantee the full and informed participation of every union member.

We want the gains of AUCE defended while joining the Canadian Labour Congress. To do so, we believe that we should set conditions for a merger with any existing CLC union and that, if these conditions can be met, they should be written down in a formal letter of agreement. If we fail to obtain any of these conditions, then we should fight to be admitted on our terms to a CLC union and win support in that fight from rank and file members of CLC unions. We believe that this is a fight they would fully understand and support.

We do not support merger at all costs but only on a basis that would provide the best of both worlds: AUCE gets the resources and organization links we need while maintaining a publicly agreed level of autonomy. We see this as particularly important in such areas as: our right to maintain ourselves as a provincial local, to control our own staff, keep our existing contracts and the right to negotiate future ones, and to opt into those programs that the union in question provides.

Finally, we do not see merger and affiliation as the 'liquidation' of the principles upon which AUCE was founded and for which it has fought. Rather, we imagine the impact of hundreds of public sector women actively engaged in helping unorganized private sector sisters unionize. We imagine the impact of thousands of workers on the first picketline of bankworkers. We imagine the impact of a demonstration of thousands of trade unionists for abortion or against sexual harassment. And we imagine a feminist conference of several thousand CLC rank and file delegate women from all over the country. It is only when working women make a real struggle for their needs inside the trade unions that we will create the basis for a mass movement of working women.

"... we imagine the impact of public sector women actively helping unorganized sisters unionize."



## AUCE affiliation:

### sacrificing union democracy

by Jackie Ainsworth, Sheila Perret, Jean Rands

The CLC leadership is engaged in a campaign against independent unions. AUCE and SORWUC in B.C., and the independent Retail Wholesale Department Store Union in Saskatchewan, are attacked for being outside the 'House of Labour' even though all three unions have made it clear they would affiliate to the CLC if they could retain their own organizations and structures. It is the CLC leadership that rejects unity, but some sections of the left criticize AUCE and SORWUC rather than criticizing the leaders of the CLC for their sectarian opposition to labour unity. Their concept of unity seems to mean unions that do not accept existing bureaucratic structures should be smashed. They are arguing that AUCE should be replaced by CUPE.

From the beginning of AUCE at Simon Fraser University, the mostly male technicians and other higher-paid workers have objected to AUCE's emphasis on raising clerical wages. They believe they would be better off in a union which would agree to widen the differential between the highest and lowest paid workers.

The last AUCE strike at SFU which resulted in little gain has strengthened the resolve of the technicians to get out of AUCE. Clerical workers were also demoralized by the strike and lost some confidence in unionism as a result. Facing an intransigent employer in a long, bitter strike is unquestionably a negative experience for many. We find it remarkable though that some leftists in AUCE can unashamedly try to mobilize conservative higher-paid technicians and demoralized clerical workers against a militant and democratic union.

The people who want to destroy AUCE claim that university and college workers would have more bargaining power inside a CLC union. Yet the facts prove the opposite: Even after the defeated strike, SFU clerical workers are significantly better paid than CUPE members at the University of Victoria or at Selkirk College.

CUPE members at Selkirk College have recently been through a long strike, as bitter as that at Simon Fraser, yet their collective agreement is substantially inferior to the AUCE agreement at Simon Fraser. The latest AUCE agreement at UBC gave clerical workers 10 percent in the first year and 9.5 percent in the second year while most clerical workers in CUPE in the Lower Mainland got 7 percent and 7 percent and clerical workers in the BCGEU got a three year agreement with 8, 8 and 8 percent. And AUCE rates at UBC were higher to begin with.

It is true that CUPE members have a claim on \$50 per week strike pay after three weeks on strike. But there are strings attached; the national or regional officers first have to approve of the strike. It is unlikely that CUPE would agree to pay strike pay to a group of university clerical workers who wanted a catch-up wage increase of, say, 15 percent after the officers of the union had already decided to settle for 7 percent a year in other agreements. CUPE officers would probably react just like John Fryer did to the nurses' settlement.

It is not in the interests of trade union officials to disrupt

the existing wage differentials between various occupations and between men and women. They want to administer stable organizations in which the membership passively accepts the existing leadership. Thus in the last CUPE agreement with the District of Surrey, the outside workers got a second year increase of 7.5 percent while the lower-paid clerical workers got only 7 percent. The strike pay bait is attached to a hook; once inside CUPE, university and college workers would be locked into the overall wage pattern adopted by the national or regional union. Right now, AUCE members control their bargaining goals and strike strategy. They would lose that if they 'merged' with another union.

The CLC has failed to organize office workers and service workers precisely because it refuses to allow those workers to build their own unions with their own priorities and strategies within the CLC. Ultimately, the rest of the trade union movement will have to accept our organizations if we continue to build and strengthen them. But if AUCE, perhaps the most aggressive clerical workers' union in Canada, disappears, the day when the CLC will recognize the right of clerical workers to run their own organizations becomes even more distant.

SORWUC is also criticized by these supporters of the CLC. They point to the withdrawal from negotiations with the banks and the length of the Muckamuck strike as examples of the failure of independent unions.

SORWUC was certified for 26 bank branches, 24 of them in B.C. In August 1978, SORWUC withdrew from negotiations and cancelled our certifications. Two years later, the CLC's 'Union of Bank Employees' with its \$1 million organizing fund has won certification for 27 bank branches across Canada, including three in B.C. The CLC and its affiliates have won a total of 60 bank branch certifications in almost four years. (Canada Labour Relations Board figures as of April 1980).

In negotiations with the banks, the CLC has won little more than the dues check-off. Wages in CLC branches remain the same as in non-union branches. The CLC takes the position that wages are not an important issue for bank workers. They say it makes sense to sign lousy contracts to get "a foot in the door" or "a base to build from"... But in fact their contracts are used as an anti-union argument by management in unorganized bank branches. Contracts like that can't be an organizing tool or a base to build from. As long as bank workers see that union branches get the same wages as non-union branches, they will not join a union in large numbers.

SORWUC members in the banks believe they will soon be able to launch another organizing drive. We hope that this time the CLC and its affiliates will show sufficient respect for bank workers not to disrupt these organizing efforts.

The Muckamuck strike shows the growing strength of SORWUC. SORWUC has maintained a picket line seven days a week for more than two years; most of that time strikers have received \$100 per week strike pay. The union has successfully fought injunctions, unfair labour practices, and decertification application. In an industry where unions are often defeated by decertification, or by losing a strike vote, the strength and determination of the Muckamuck strikers are inspiring. The employer's business is a small fraction of what it was before the strike. Despite the wealth of this employer, he must either sign a decent collective agreement or shut down.

On a practical level, there is nothing to be gained by the liquidation of either AUCE or SORWUC. Both unions have good records, in fact second to

no other union, in fighting for workers in unorganized industries. The total bargaining power of clerical workers would be substantially reduced if AUCE and SORWUC were to disappear. It wouldn't help women inside the CLC to fight effectively for women's demands. It would make it more difficult for bank workers and other unorganized clerical workers to organize themselves. The replacement of AUCE by CUPE, or any other union which accepts the undervaluation of clerical skills, would be a special defeat for university and college workers.

It is our opinion that the leftists who advocate the destruction of AUCE are not in fact interested in the day-to-day problems of collective bargaining. They campaign for CUPE not because they think

CUPE will win better contracts for university and college workers—all their experience shows this isn't true. Their primary concerns are political. They do not like AUCE because it does not offer a big enough arena for their political ambitions.

These people are willing to use the democratic structure of AUCE for their campaign to destroy this independent clerical workers' union, but they don't really care about democracy either. If they thought it was important for working people to control their own unions, they would not be prepared to sacrifice a very rare example of a union democratically controlled by clerical workers. They care about organizing opposition caucuses, getting themselves elected to conventions so they can debate and hobnob with trade union celebrities. To these people, the real function of unionism —

collective bargaining — is mere 'economism', not worthy of the attention of people who concern themselves with global political strategies.

In the name of supposedly more important political aims, these people are prepared to ally themselves with CLC bureaucrats, with conservative higher-paid technicians and with others who have been demoralized by one set-back. They choose to undermine the economic struggle of clerical workers so that a handful of people can engage in political fencing with trade union officialdom.





YOUR NEWSLETTER NEEDS YOUR CONTRIBUTIONS

"on campus" is the official newsletter of AUCE Local 1.

It serves as one of the main forums for discussion and development of issues. It serves as a method for increasing membership involvement and feedback.

Any and all members of this local may submit letters, articles, etc. on relevant concerns.

Any time you wish to express yourself and share it with others, please send contributions to:

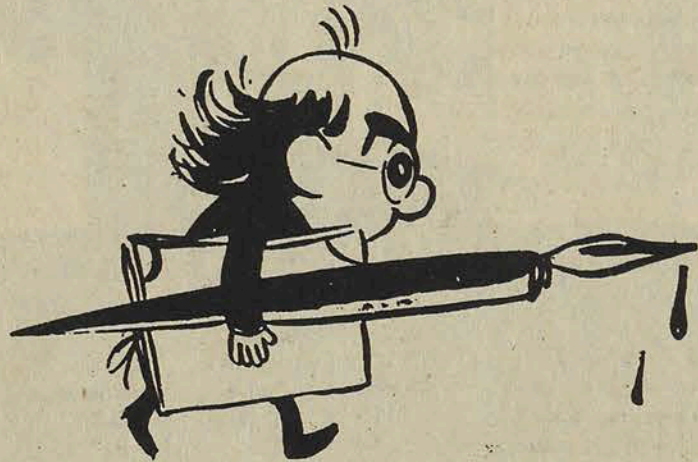
Communications Committee  
c/o AUCE Local 1  
Campus Mail.

Submissions should be signed either individually, or by a group and represent the views of the contributor.

Kindly type or hand-write clearly the article including your name, work place, division and date.

**NEXT ISSUE  
DEADLINE:**

**December 1st**



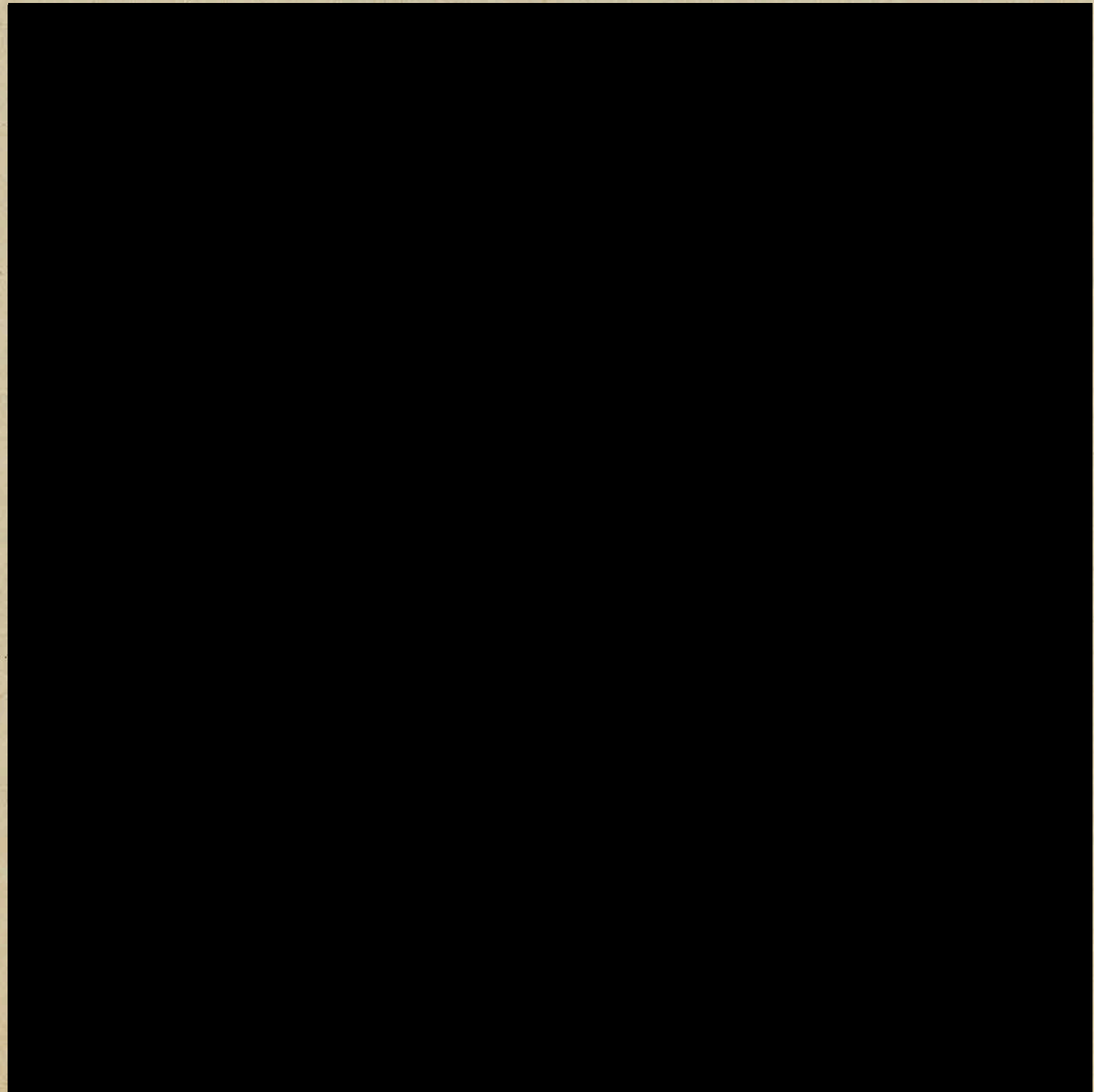
**REPRINT**

**ECONOMIC BULLETIN**

Prepared by Research and Legislation, Canadian Labour Congress

No. 78

**Contract settlements match inflation  
rate for first time in three years**





October 28, 1980

# Cap College & Affiliation

To: AUCE Provincial Executive

Attention: Lid Strand

Local #4 would like to register our concern over the actions contemplated by the Provincial Executive on September 19, 1980. Our concern specifically relates to the Provincial Executive's attempt to interpret the results of the last Affiliation referendum vote as something other than a clear majority opinion for affiliation with the C.L.C.

For the Provincial Executive to declare, by Motion, that AUCE has not given a mandate to proceed with the third question and to call for a second Special Convention on the Affiliation question is, in our opinion, manipulative of the "question put" by the first Convention.

It is some consolation to hear that the Provincial Executive has reversed this attempt and will, in fact, proceed with the third question on Affiliation.

We also are concerned with the number and content of articles appearing in several medias, that have the appearance of attacks on individuals and groups in AUCE; attacks on the C.L.C. and B.C. Federation of Labour, directly. A number of these articles are authored by Provincial Executive members and resort to a considerable degree of name calling and motive questioning, all relating to the questions before the AUCE membership.

It is our opinion that debate on the "questions put" should continue, but at the local level and not from the Provincial. For this reason we request that the Provincial Executive approve the expenditure of funds (amount to be determined by the Executive) for two opposing groups to address the third Affiliation question. The funds would be to cover costs of printing and distribution of their opinions.

We also must ask the Provincial Executive if they feel they can properly represent the majority opinion as expressed to date (i.e. affiliation by some means with the C.L.C.) and the opinion that can be foreseen upon completion of the Affiliation Questions.

Waiting your consideration and reply, we remain

In solidarity,

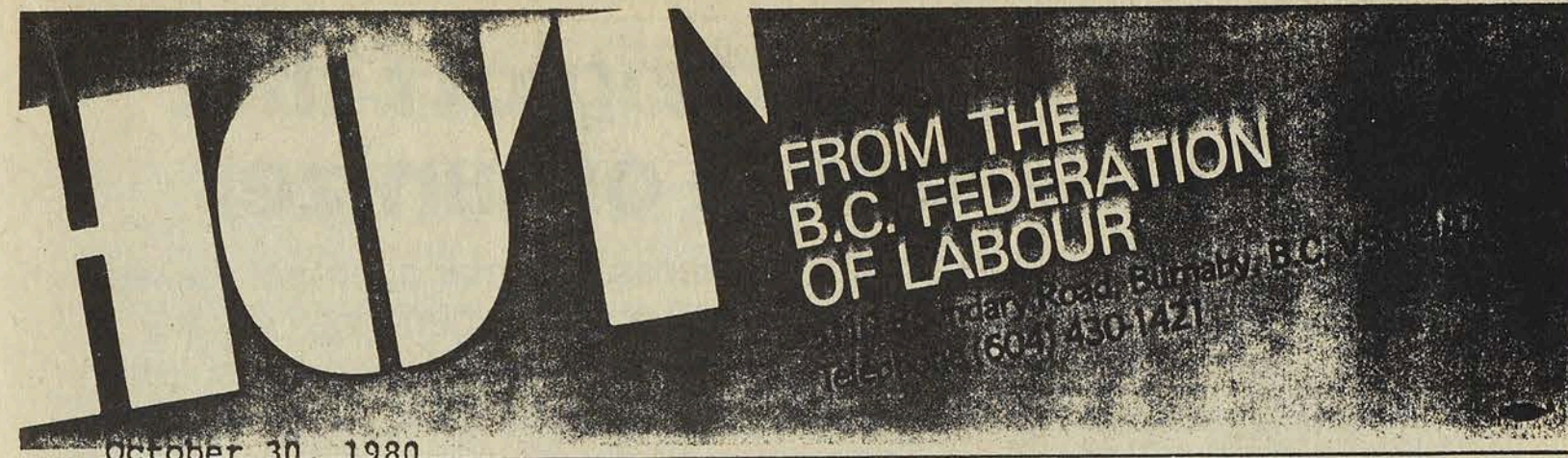
Robert L. McKee, President  
On behalf of A.U.C.E. Local #4

cc: AUCE Locals

RECEIVED

NOV 3 1980

A. U. C. E.



October 30, 1980

TO ALL AFFILIATES:

Dear Brothers and Sisters:

Effective October 29th, 1980, the Federation Officers have declared all products of Nabob Foods Ltd. "HOT". The Declaration was issued at the request of the Canadian Food and Commercial Workers Union.

About 240 workers were locked out September 15th, 1980. The employer is attempting to force the workers to give up benefits and conditions which are already in their collective agreement. Such action is totally unacceptable to the workers.

The company continues to produce behind the picket line and distribute these products to retail outlets. The following is a list of products covered by this "HOT" Declaration.

COFFEE

Nabob  
Pride of Arabia  
No Name Brand  
Co-op  
Western Family  
Super-Valu  
Institutional Coffee

TEA

Nabob  
Co-op  
Kadana  
Green Label  
Institutional  
Western Family  
Better Buy

PEANUT BUTTER

Squirrel  
Co-op  
No Name Brand (Super-Valu)  
I.G.A.  
Western Family  
Sunspun

JAMS

Malkins  
Regal  
Nabob  
Co-op  
Export

MINCEMEAT

Nabob  
Co-op  
Woodwards

JELLY POWDER & PUDDING

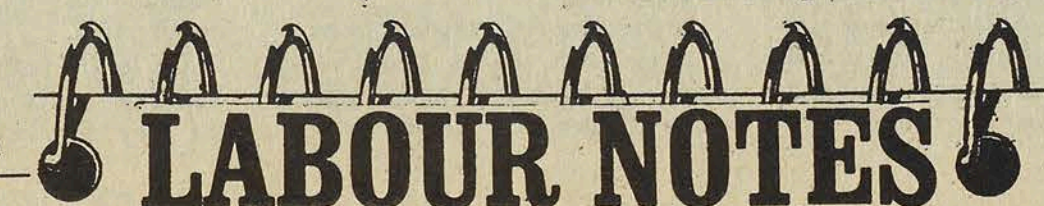
Golden Gate  
Nabob  
No Name Brand  
Sun Gold

RECEIVED  
NOV 3 1980

A. U. C. E.

Sincerely and fraternally,

DAVE MacINTYRE  
Secretary-Treasurer



DAM/md  
oteu 15



This article appeared in the August issue of "Canadian Business".

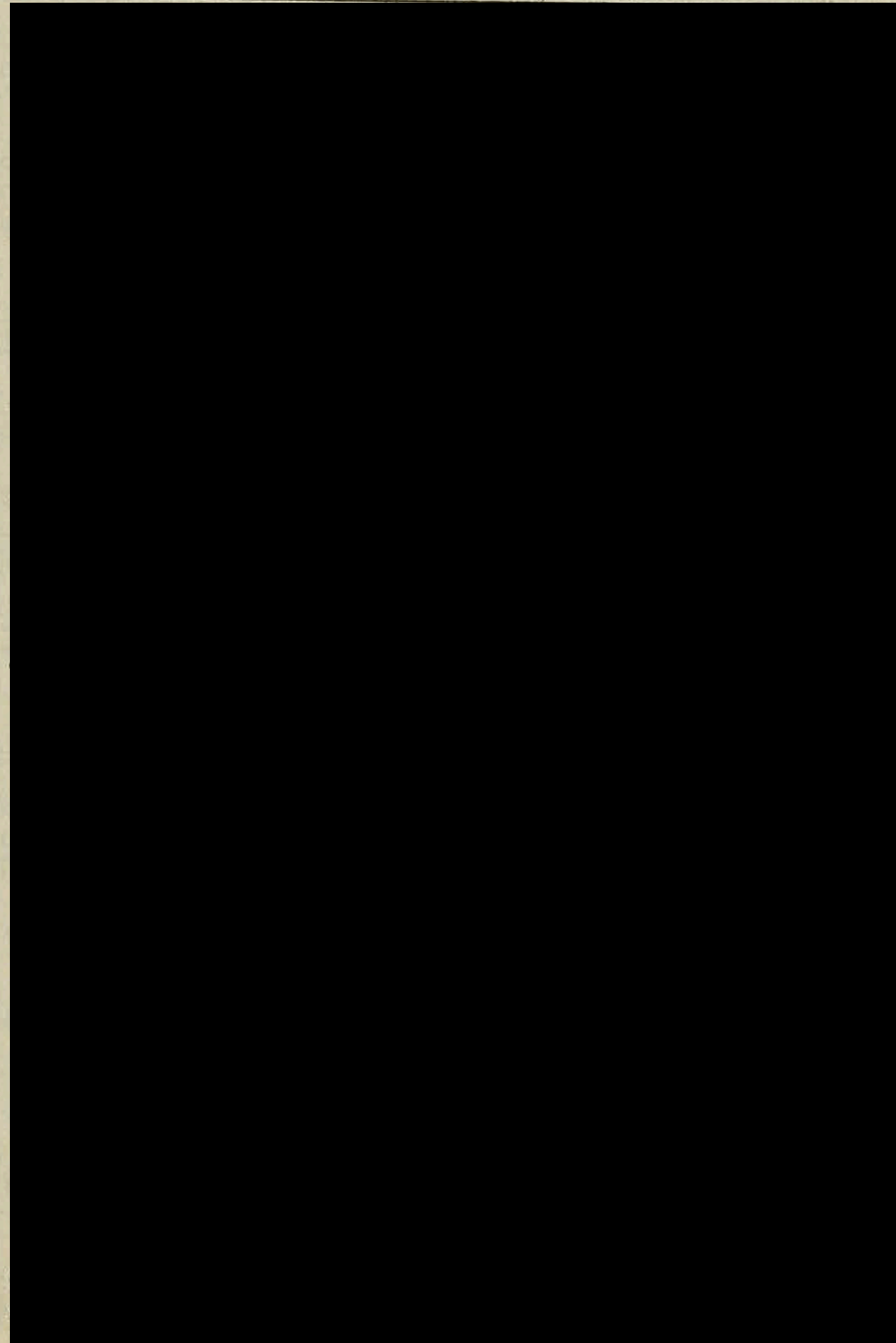
It was sent to us by a member of the Provincial who thought it might be of interest to our members.

Although the perspective is not quite the same as ours, the article makes for interesting reading.

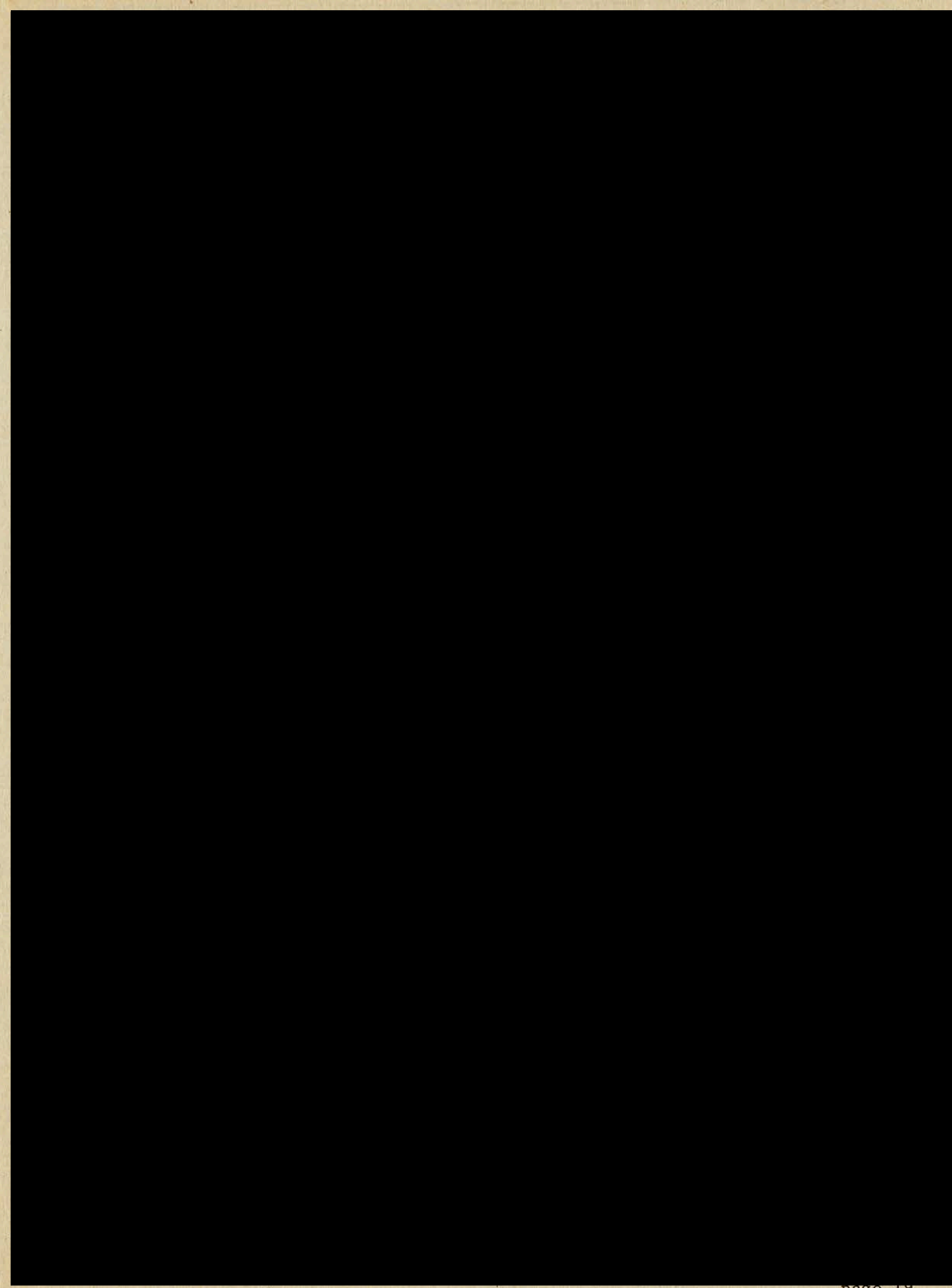
# Heading off the union organizer

Unions are necessary if management makes them so. Based on the experience of many firms, here's how to make unions unnecessary

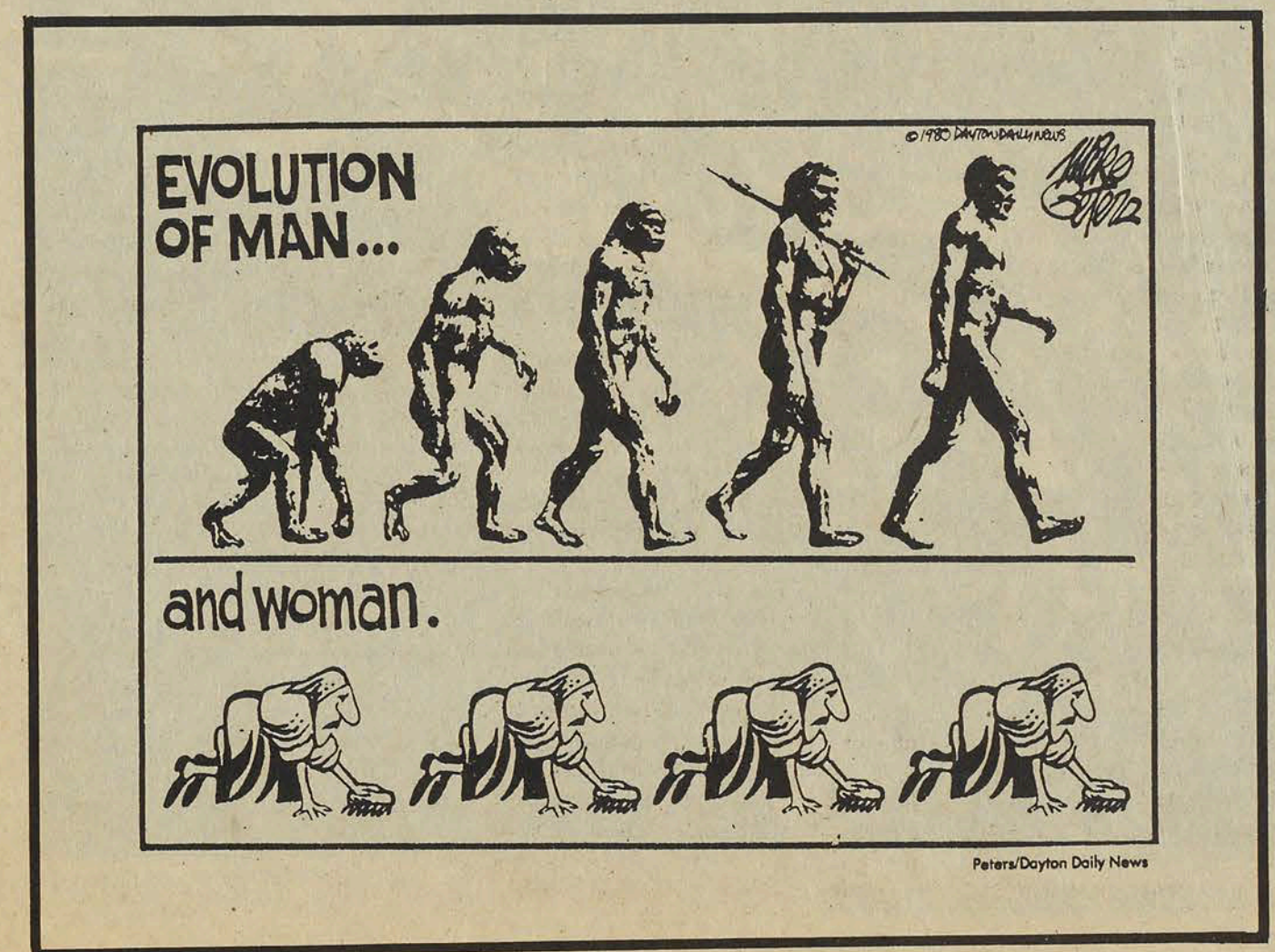
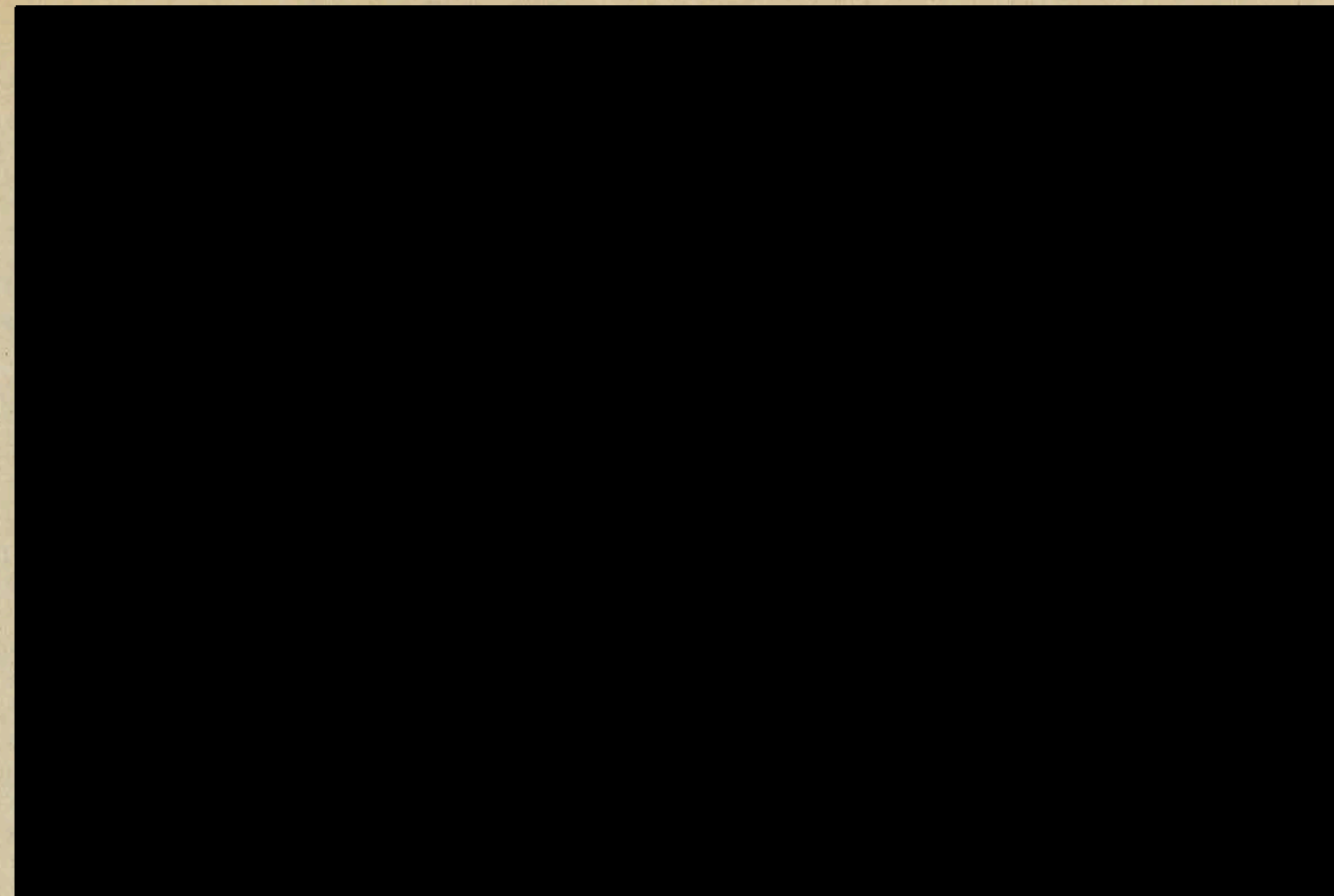
BY WOODRUFF IMBERMAN



*Woodruff Imberman is president of the management consulting firm, Imberman and DeForest, based in Chicago. His clients have included Bell & Howell, Sears Roebuck, Du Pont, Litton Industries, Babcock & Wilcox, Rockwell International, Kraft Foods, Scott Paper and others.*





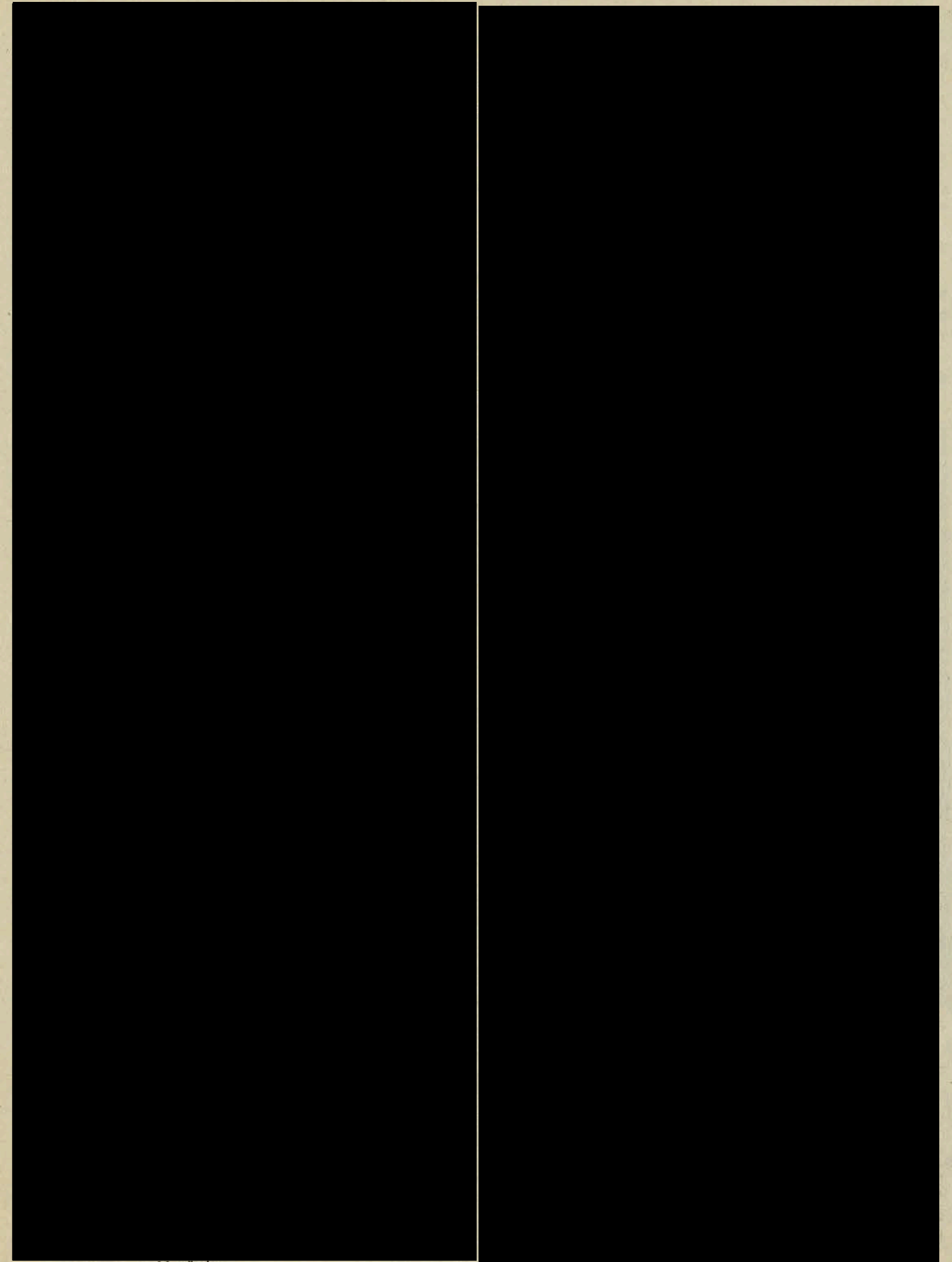
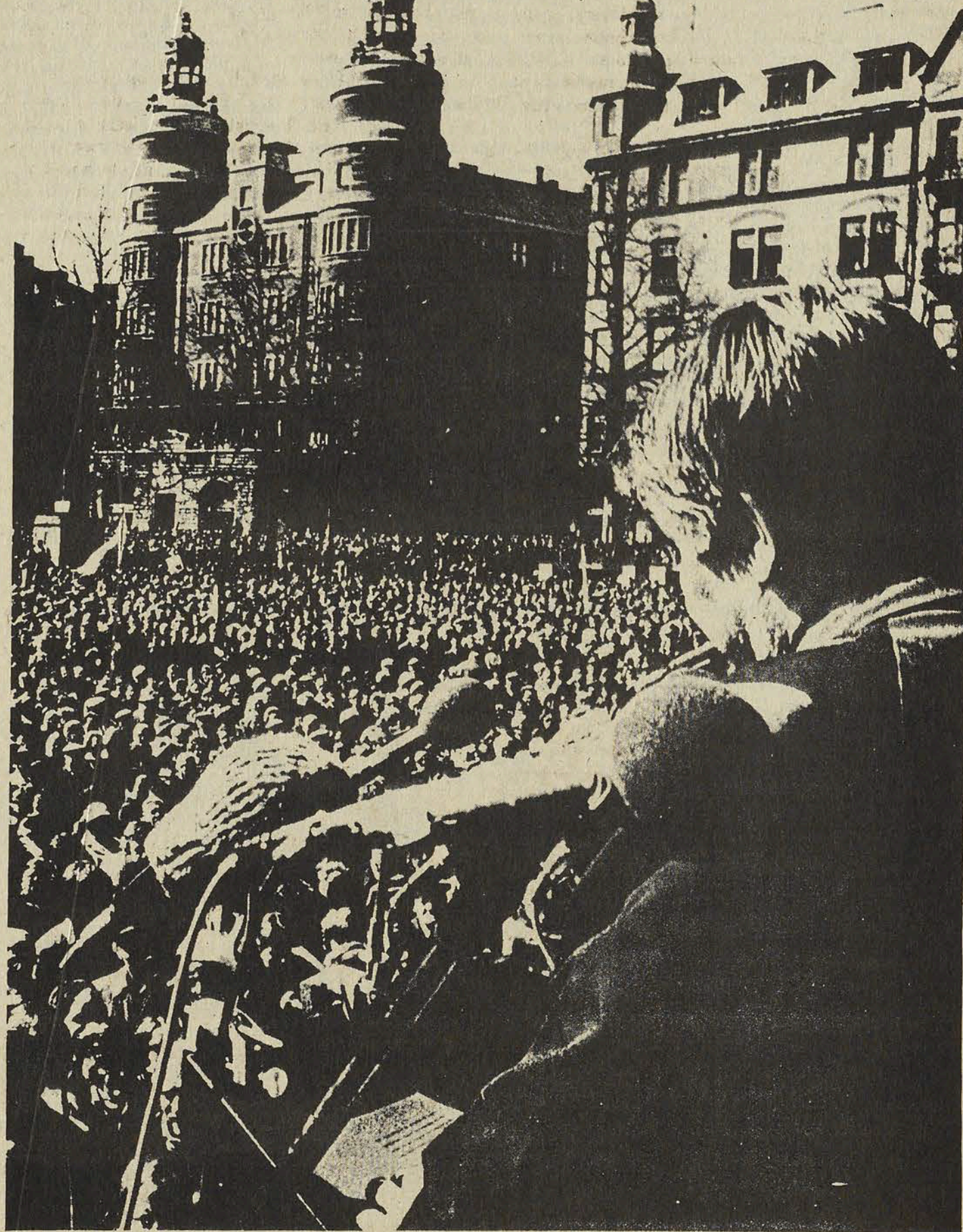




reprint

# Sweden's General Strike

PER AHLSTRÖM



(c) John Wahlbärj, Metallarbetaren



**STEWARDS**DIVISION A

Sharon Newman  
Physical Education  
L.3838

Penny Hanson  
Graduate Studies  
L.4556

Lid Strand  
Registrar's Office  
L.2871

Charlene Rhindress  
Finance  
L.2292

DIVISION B

Judith Willcox  
Dentistry  
L.2112

Donna Brock  
Audiology & Speech  
L.5591

Joan Cosar  
Pharm. Sciences  
L.3183

Pat House  
Woodward Library  
L.2570

Mary Vorvis  
Co-ord. Health Sciences  
L.6662

Rosemary Morgan  
Med. Microbiology  
L.4726

DIVISION C

Darlene Crowe  
Physics  
L.2472

Wendy Courtice  
Zoology  
L.5807

Gwyn Bartram  
Space & AV  
L.4771

Kim Isaksson  
Chemistry  
L.3266

Anneke Mair  
Chemistry  
L.3266

Judy Wolch  
Commerce  
L.2170

Margaret Nicholson  
Commerce (Real Estate)  
L.5037

DIVISION D

Ruth St. Claire  
Forestry  
L.3542

Jet Blake  
Bioresource Engr.  
L.2565

Pat Hannah  
Bioresource Engr.  
L.5548

Lexie Clague  
Geological Sciences  
L.2713

Janet Otto  
Education  
L.5366

Ivonne Scotchman  
Education  
L.5248

Joy Korman  
Education  
L.6502/5808

DIVISION E

Keith Moran  
Housing  
L.6711

Judy Blair  
Housing  
L.2811/2812

Susanne Lester  
Sedgewick Library  
L.2406

DIVISION F

Helen Glavina  
English  
L.5122

Sylvia Woodcock  
Anthropology/Sociology  
L.4136

Lillian Varnals  
Social Work  
L.2277

Lavone Stanfield  
Social Work  
L.2277

Peg Willis  
Purchasing  
L.2861

Marcel Dionne  
Purchasing  
L.4582

Donna Peaker  
Intl. House  
L.4886

Neil Armstrong  
UBC Press  
L.3259

DIVISION G

Lil Legault  
Centre for Cont. Education  
L.2181

Nancy Wiggs  
Legal Clinic  
L.2880



DIVISION G cont.

Murriel Hawley  
Economics  
L.4129

Brigitte Payne  
Ophthalmology, VGH  
873-5441, L.2431

DIVISION H

Shelley Tegart (McInnis)  
Map Division/Asian Studies  
L.2231

Judy Wright  
Circulation/RBC  
L.2519/3115

Joan Treleaven  
Reading Rooms  
L.2819

Karen Peplow  
Interlibrary Loans  
L.2274

Lynne Francis  
Fine Arts  
L.2720

Louise Archibald  
Gov't Publications  
L.6351

Sheila Weaver  
Humanities/SSD  
L.3155

Wendy Massing  
Special Collections  
L.2521

Susan Sherlock  
Special Collections  
L.2521

DIVISION I

Cheryl Jolliffe  
Biomedical Library, VGH  
876-4624

Harriet Fisher  
Ophthalmology, VGH  
873-5441, L.2431

DIVISION J

Judy Crossley  
Serials Division  
L.4432

Wendy Murphy  
Prebindery  
L.6509

Kitty Cheema  
Recon Unit  
L.3241

Leeta Sokalski  
Recon Unit  
L.6509

Richard Melanson  
Cat. Administration  
L.3426

Gwyn Bartram  
Space & AV Services  
L.4400

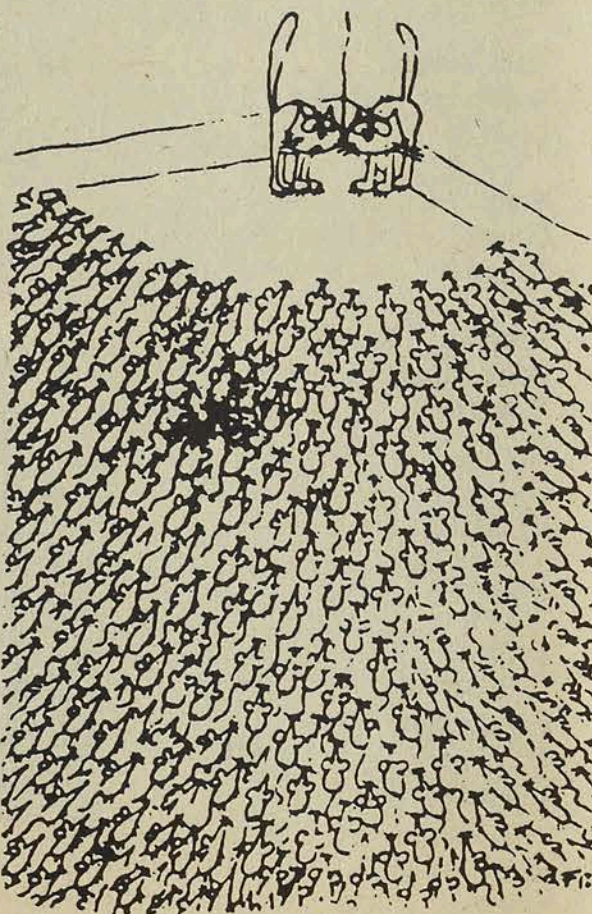
Susan Zagar  
Serials Division  
L.4432

Linds Hilts  
Acquisitions  
L.3258

Ted Bryne  
Recon Unit  
L.3241

**Quotable Quotes -**

Those who say, "Unions are no longer necessary," are really saying that now they're enjoying the benefits unions have won they don't want the inconvenience of strikes by others any more, or, as they say in Britain, "... I'm alright Jack."



'Well, don't just stand there--negotiate!'

# Minutes

Minutes

Membership Meeting - Thursday, October 23, 1980  
IRC 2  
12:30 - 2:30 pm.

Nancy Wiggs, the President, chaired the meeting and Ray Galbraith, the Secretary-Treasurer, recorded the minutes.

Nancy Wiggs made two announcements before proceeding to the business at hand. Firstly, she indicated that a petition protesting the cutback in the early evening period at the Aquatic Centre. Secondly, she explained the reason for the structure of the meeting and the agenda. She indicated that items #1 and 2 had been put on the agenda through bona fide membership votes. The only way that the agenda could be amended would be to place a motion to reconsider the earlier vote on the floor. Such a motion would require a two-thirds majority to pass.

1. Affiliation discussion:  
Moved by Ann Hutchison      THAT THE MOTION TO DISCUSS THE AFFILIATION QUESTION DURING  
Seconded by Robert Maule      THE FIRST HOUR OF THE MEETING BE RECONSIDERED.  
  
The motion was CARRIED by the two-thirds majority.  
  
Moved by Ann Hutchison      THAT THE FIRST HOUR OF THE AGENDA BE MOVED TO 1:30 PM. AND  
Seconded by Robert Maule      THAT ITEMS #1 AND 2 BE REVERSED FOR PURPOSES OF DISCUSSION.  
  
The motion was CARRIED.

2. Adoption of agenda:  
Moved by Kitty Cheema      THAT THE AGENDA BE ADOPTED AS CIRCULATED.  
Seconded by Lid Strand  
  
Moved by Robert Maule      THAT AUCE SUPPORT FOR THE FOUNDING OF THE MARXIST-LENINIST  
Seconded by Murray Adams      PEOPLE'S FRONT BE LEFT UNTIL ALL OTHER UNION BUSINESS HAS  
BEEN DEALT WITH.  
  
The amendment was CARRIED.

Lid Strand moved that items #8 and #12 be moved prior to #6. The motion failed for lack of a seconder.  
The agenda as amended was adopted.

3. Adoption of minutes:  
Moved by Lid Strand      THAT THE MINUTES OF THE SEPTEMBER 19, 1980 MEMBERSHIP MEET-  
Seconded by Susan Zagar      ING BE ADOPTED AS CIRCULATED.  
  
The motion was CARRIED.

4. Business arising from the minutes:  
There was no business arising from the minutes.

5. Business arising from the correspondence:  
Ann Hutchison spoke in regards to the motion that AUCE endorse the Committee of Progressive Electors in the upcoming civic election. She referred to the report in the Newsletter and to a new pamphlet that she had just received. She briefly outlined her reasons why she felt that we should endorse COPE.  
  
Moved by Ann Hutchison      THAT AUCE ENDORSE COPE.  
Seconded by Lid Strand  
  
After extensive discussion the motion was DEFEATED.

6. Nominations:  
There were no nominations forthcoming for the positions of President, Vice-President, Trustees or Membership Secretary. Nominations for those positions were to close at the November Membership Meeting. There were no nominations for the Communications Committee.



Susan Zagar and Kitty Cheema were nominated for Provincial Representatives. Nominations were to close at the November Membership Meeting.

Nancy Wiggs then provided the meeting with a description of the Provincial Committees yet to be filled.

Wendy Lymer was elected to the position of Secretary-Treasurer by acclamation. Doreen Nicholson was elected to the Benefits Committee by acclamation. Nominations for the Benefits Committee were to remain open for another month. Pat House and Murray Adams were elected to the Grievance Committee by acclamation.

As no members were elected to the Provincial Education Committee, the Committee to Investigate Discovery Parks, the Cross-Local Committee to Investigate AUCE Salaried Staff and the Cross-Local Superannuation Pension Investigating Committee, nominations were to remain open for a further month.

7. Secretary-Treasurer's report:

Moved by Ray Galbraith THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT FOR THE MONTH  
Seconded by Lid Strand ENDED SEPTEMBER 30, 1980 AS CIRCULATED.

Ray Galbraith pointed out that the statement was not unusual except for a payment of \$10,000 toward the Union's loan with the BCTCU. He indicated that the loan had been whittled down to approximately \$17,000. Ray did stress that our expenses had once again exceeded our income and that this had a bearing on a possible dues increase.

The motion was CARRIED.

Ray then proceeded to verbally outline our outstanding liabilities. He stated that we owed the BCTCU approximately \$17,000, the Provincial \$459.50, and the University less than \$5,000 for the picketers' holiday pay. The total was down substantially from the \$39,000 reported the month before.

Ray said that the final strike assessment referendum was scheduled for November and that it would be in the neighbourhood of \$22. He outlined the reasons for the delay, the prime one being determining the amount of money we owed the University for the picketers' holiday pay.

Ray reported that the Union Office was set to move onto campus into the Armory Staff Room on either December 1st or January 1st. The space available was to be renovated to our satisfaction and was to be leased to us for the nominal sum of \$1.00 a year. The savings to the Union would be considerable.

Ray then briefly touched upon the necessity of passing a dues increase and did not pursue the matter further as it was to be discussed later.

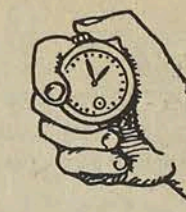
8. Grievance Committee report:

Helen Glavina reported that the Grievance Committee wanted to send one grievance to arbitration and for that they needed membership approval. She said that the grievance involved Kitty Cheema and the denial of a leave of absence. She stated that it was important that the matter be taken to arbitration as the University did not have a clear policy on leaves of absence.

Moved and seconded by the THAT AUCE LOCAL 1 TAKE THE RECON UNIT LEAVE OF ABSENCE GRIEVANCE  
Grievance Committee TO ARBITRATION AND PAY ALL RELATED EXPENSES.

One member asked whether or not there were limits on the numbers of leave that members could take. Nancy Wiggs handed the chair to Ray Galbraith and explained that there was no limitation and that the reasons for requesting leaves were strictly personal. The Union was in the position of wanting to know when leaves were to be granted. Ann Hutchison entered the debate with reference to the fact that it was in the University's interest to grant leaves for their own reasons. Nancy added that the Article had to be interpreted consistently across campus.

Darlene Bailey asked why Ms. Cheema's request for a leave had been denied by the University. Nancy Wiggs replied that the stated reason was that too many leaves had been requested in



the past.

The motion was CARRIED.

9. Speaker on the Nicaraguan Literacy Crusade:

Moved by Lid Strand THAT THE SPEAKER FOR THE NICARAGUAN LITERACY CRUSADE BE  
Seconded by Lissett Nelson SEATED.

The motion was CARRIED.

The speaker, Roger Annes, indicated that he had been involved with the Nicaraguan Support Committee for the past year. He provided a brief history of the support group and of the Nicaraguan mass uprising. Mr. Annes passed on the following information: that development had been at the expense of the social development of the people; that the Revolutionary Government was an example of economic and political pluralism and that economic, social and political freedoms were ensured; that mass organizations such as trade unions flourish; that 50% of the country could neither read nor write until 200,000 volunteer teachers and students led a campaign and reduced illiteracy to 12%; that a week ago there had been support activities in Vancouver; that Nicaragua was a shining example for Latin America; that continued international support was important; that the labour movement in Canada had played an important role; and, that the formal part of the crusade was over but the effort continued in the remote parts of the country.

10. Affiliation discussion:

There was no discussion on the issue until a member came to the microphone and said that the probable reason was that women were more hesitant due to their traditional roles. The first speaker after that wondered aloud whether or not we were moving too quickly on the whole affiliation question. The second spoke about rank and file participation, stating that she did not want to submerge ourselves by merging and thinking that more power would accrue as a result. The next speaker went over the proceedings of the last CUPE convention and its highlights. She said that there was a significant number of women delegates and she outlined some of the positions taken that would be of interest to AUCE. It was her feeling that CUPE was one of the most progressive unions and that to vote to lobby and to remain intact was really an anti-vote. For her a vote to merge was a vote for more strength.

Another speaker felt that a vote to lobby rather than to merge flew in the face of everything we had been told. If we were to merge with CUPE then the terms would have to be debated again by the membership. A further speaker referred to what he perceived as weaknesses and inconsistencies with the AUCE Provincial and stated that, although he felt that the next vote would be pro-lobby; he supported the merger option in order to ensure continuity and a high calibre of service to the membership. The last speaker felt that the Provincial was in better shape than the analysis provided by the previous speaker would seem to indicate.

11. Committee to Investigate the Resignation of the President:

Nancy Wiggs announced that the following motion was back on the floor:

THAT THE MEETING ENDORSE THE EXECUTIVE'S DECISION TO ASK FOR MARCEL DIONNE'S RESIGNATION OVER THE COPY & DUPLICATING AFFAIR.

The first speaker expressed sympathy for Marcel Dionne's position and said he was impressed by the sincerity of both sides in the debate. He felt that so much of the issue was tied up in the bitterness surrounding the strike and said that he would like to see the issue dropped.

Kitty Cheema, a member of the Committee, outlined the options open to the meeting. Another speaker stated that it looked bad to give the appearance of jumping on members who have participated in the Union's affairs - he felt that there should have been a better method to deal with the issue from the outset.

Marcel Dionne spoke on his behalf and said that there had been much confusion from the beginning and that the membership had been through a lot during the strike. He said that

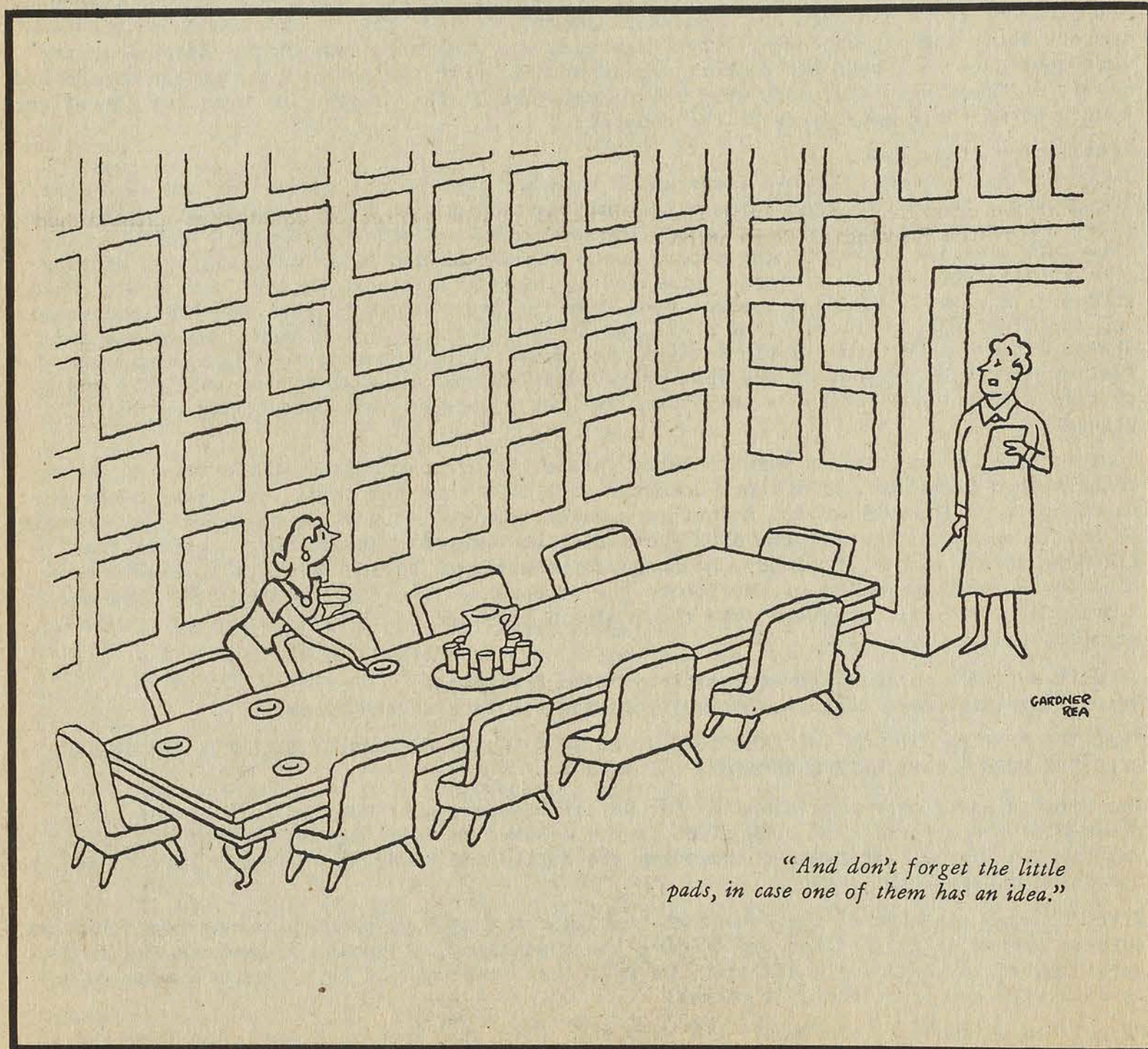


he was unable to perceive the goals of those who were pushing the issue and that he felt that perhaps the Executive should have pressed charges from the outset. Another member opined that it was disgraceful that the issue had gone on for months.

Carole Cameron pressed for a vote on this matter to settle the dispute so that the Union could get on with other important concerns. Lissett Nelson stated that the main reason Marcel was asked to resign was that the Executive wanted to avoid the long-drawn out process inherent in the discipline procedure. She felt that if the motion was defeated that charges would have to be laid.

The motion was DEFEATED.

The meeting adjourned at 2:20 pm.



# CORRESPONDENCE

## Correspondence

- Oct. 8/80 Vancouver Community College brochure re: Troubled Employee Program
- Oct. 8/80 Brochure from Western Centre for Gestalt Education and Vancouver Community College re: Working With Others: Intervention: Methods, Issues and Experiences
- Oct. 10/80 Brochure from Continuing Legal Education Society re: Wrongful Dismissal
- Oct. 10/80 Letter from Grace Hartman, National President of CUPE, re: affiliation
- Oct. 15/80 Letter from Provincial requesting copies of our contract
- Oct. 15/80 Letter from Citizens for a Better Surrey re: making the industrial, commercial residential development of Surrey responsive to the needs of the people
- Oct. 15/80 Letter from VMREU requesting a copy of our collective agreement
- Oct. 17/80 Brochure and bible from the Heirloom Bible Publishers
- Oct. 17/80 Letter from our lawyer, Katy Young, re: vacation pay for AUCE picketers
- Oct. 17/80 "What Price Unity" pamphlet
- Oct. 17/80 Letter from President Kenny to Allan Williams re: protest of proposed cutbacks to the campus RCMP
- Oct. 20/80 BCGEU "news release" re: the signing up of their 50,000th active member
- Oct. 20/80 Notice from AUCE Provincial with attached report on VDT's
- Oct. 22/80 Notice from AUCE Provincial re: series of Noon-Hour Lecture Series forums on Inflation (Robson Square Media Centre)
- Oct. 22/80 Letter and petition from Rosanne Rumley to Robert Grant, Employee Relations Director, re: opposition to the Bi-Weekly Pay Period
- Oct. 22/80 Letter of resignation from Leeta Sokalski as a shop steward
- Oct. 23/80 Information package from the Provincial on the series of Committees established by the Provincial Convention
- Oct. 27/80 BC Fed "news" re: Fed's communication to the Minister of Education to take the appropriate action to prevent the Ku Klux Klan from sending organizers onto school property
- Oct. 27/80 BC Fed "news" re: congratulations to Broadbent on his success at negotiating amendments to the Liberal constitutional package
- Oct. 30/80 BC Fed "news" re: the Fed's opposition to the Liberal budget
- Oct. 30/80 Communication from the Provincial re: motions of financial support for Local 1
- Oct. 31/80 Letter from the Canadian Mental Health Association requesting donations
- Nov. 3/80 Letter nominating Joan Treleven to the position of Membership Secretary
- Nov. 3/80 BC Fed "HOT" declaration: all products of Nabob foods
- Nov. 3/80 Letter from the East Indian Defence Committee re: the Founding Conference of the People's Front Against Racist and Fascist Violence
- Nov. 3/80 BC Fed "news" re: the "HOT" edict of all Nabob products
- Nov. 3/80 Letter from President of Local #4 to the Provincial Executive protesting the Provincial's position on the affiliation ballots





# Membership Meeting

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Membership Meeting - Thursday, November 20, 1980  
IRC 6  
12:30 - 1:30 pm.

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## AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes of the October 23, 1980 Membership Meeting
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations:
  - Closing - President
  - Vice-President
  - Trustees (2)
  - Membership Secretary - Joan Treleaven
  - Provincial Reps (2) - Susan Zagar, Kitti Cheema
  - Communications Committee
  - Benefits Committee (2)
  - Provincial Education Committee
  - Committee to Investigate Discovery Parks
  - Cross-Local Committee to Investigate AUCE Salaried Staff
  - Cross-Local Superannuation Pension Investigating Committee
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Provincial report
9. Other & New Business:

