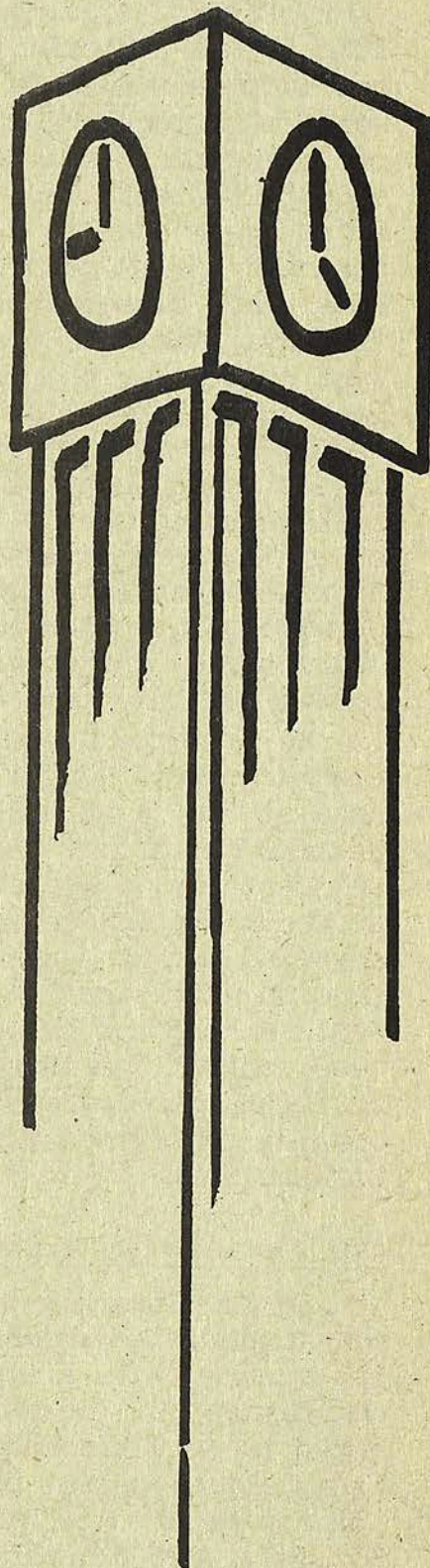


ACROSS

CAMPUS

IF UNDELIVERABLE PLEASE RETURN TO A.U.C.E. OFFICE



GENERAL MEMBERSHIP MEETING:

agenda

thursday, november 9
buchanan 102
5:00

NO SMOKING

1. Adoption of Agenda
2. Adoption of Minutes
3. Business Arising from Correspondence (page 6)
4. Executive Report
 - motion to seat spokesperson from Vanc. Local CUPW (refer pages 2-6)
 - motion to seat spokesperson from 'Operation Liberty' (refer pages 13-16)
5. Opening Nominations
 - President
 - Vice President
 - Secretary
 - Membership Secretary
 - Treasurer
 - Trustees (2)
 - Grievance Committee (3 at large)
 - Contract Committee (3 at large)
 - Strike Committee (10 at large)
 - Representatives to Provincial Executive (2)
 - Alternates to Provincial Executive
6. Treasurer's Report and Motion (pages 9-12)
7. Contract Committee Report
8. Grievance Committee Report
9. Provincial Report (page 21)
10. Other Business
11. Adjournment

WHAT ARE THE POSTAL WORKERS FIGHTING FOR?

23,000 postal workers have walked off their jobs in English Canada and Quebec protesting the Government's refusal to sign a new contract. To the union's demands of payment of wages lost under wage controls and a full cost-of-living clause, management offered 13.2% over 18 months. This figure including percentage increases already given to the workers through the existing cost-of-living arrangement. When this amount is subtracted, the Government's offer boils down to 5.9% over 18 months!*

After such offer, the Government closed negotiations, and two days after the postal workers went on strike, they were ordered back to work. This order is being accompanied by extensive propaganda in the media about public-sector workers being one of the main reasons of inflation and exonerating the Gov. of its responsibility not only to provide good public service but to guarantee decent working conditions to the public-sector workers.

So far, the Canadian Union of Postal Workers (CUPW) has been at the head of the fight against government attacks on labour. As an affiliated union of the C.L.C., CUPW defended at the last CLC Convention the carrying out of a plan of action through which the labour movement would ensure the heading off of the wage controls, a shorter work week to fight unemployment, and better working conditions for all Canadian workers.

CUPW defies Government intimidation:

To the Government's back-to-work order, CUPW members throughout the country have answered with a definitive NO. In Vancouver, 83% voted to defy the back-to-work legislation (secret ballot); the vote in favor of strike was 70%. Not only CUPW but many unions throughout the country realize what this NO means: It means the fight

for the fundamental right to strike for all workers in Canada, and it means a big fight, a fight that is taking on the Canadian Government. Organized labour in its majority is pledging support to CUPW. Some of these federations and unions are: The Quebec Federation of Labour, the Nova Scotia Fed. of Labour, the Letter Carriers Union of Canada, the Ontario Teachers' Federation, the PSAC National executive, C.U.P.E., the Vancouver District Labour Council, the International Operating Engineers Union, the B.C. Fed. of Women, the National Union of Students, the Edmonton Women's Coalition, the Canadian Brotherhood of Railway and Transport, the United Steelworkers of America, the Seafarers Union, the Longshoremen, the Canadian Mercants Service Guild (Seaman's Div.), the Carpenters' Union, the Fisherman's Union, the Postal Telegraph, Telephone International.

Although leaders of the B.C. Federation of Labour and the C.L.C. have pledged support to the strike, CUPW members are still awaiting for some concrete demonstration of this support. They trust that other CLC affiliates will put enough pressure on the CLC leadership in order to get them to act on time.

The Situation in CUPW

CUPW has laid 56,000 grievances across the country in two years. One of the main sectors on which management has concentrated its attacks are the part-time workers (in their majority women) who lack job security. CUPW is facing the threat of having 5,000 of its members laid off due to technological change.

Internally, CUPW is an example of democratic functioning: They have well attended frequent meetings (now that they are on strike, they have them several times a week), and a newsletter open to its members. The press committee issues now a daily bulletin called the "Daily Picket" to inform its members of the stage of the strike and the activities being done.

* Inflation is presently running at 9.8%.

CUPW's strike committee is open to all members of the union who want to attend the meetings with voice and vote. The picket lines are attended by more than half the membership, and are led by the most recognized members of the union on all shifts.

With a majority of women workers (nationally, 58% of postal workers are women, and in B.C. the figure is 51%), the union is fighting for many demands which will benefit its women members: maternity and paternity leave, day care, more work facilities, no hiring discrimination, no sexual harrassment (sexual harrassment of women workers is practiced by some supervisors), etc.

WHAT TO DO TO SUPPORT CUPW

The Government has already served injunctions on CUPW locals in Halifax and Montreal. More injunctions are expected this week. The defeat of CUPW's strike would

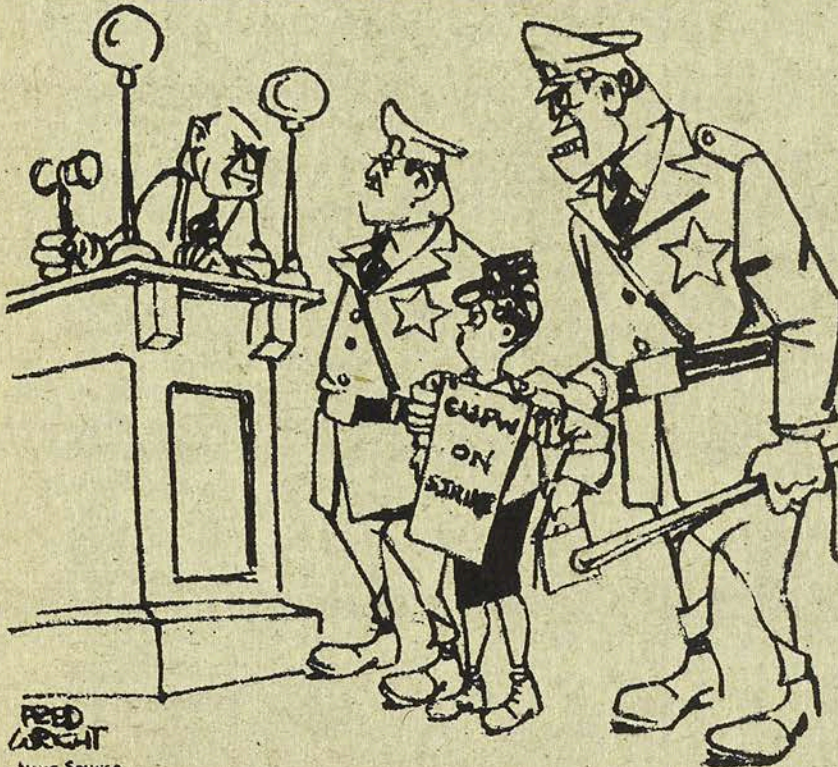
severely jeopardize the right of every worker in this country to use the strike weapon as a last resort, and would end the free collective bargaining process for postal workers. This is why they deserve all the support we can give them.

Lloyd Ingram, president of the Vancouver Local of CUPW, claimed at a public rally last Friday: "We need you in the picket lines, we want you to help us make our demands known, help us financially, and become involved in the Open Strike Support Committee we are trying to form to include all organizations willing to help us. Don't wait until the postal workers are dragged on to jail. Come out now and attend our rallies and demonstrations. Our fight is the fight of the working people of Canada!"

Lloyd Ingram has said it all and has said it well. We hope that this article will reach the working-class consciousness of many of our members who will join in this big crusade to save CUPW and to re-affirm the most fundamental rights of the workers in this country.

LAST MINUTE NEWS:

EARLY TODAY (OCT. 25) THE REGIONAL OFFICES OF CUPW THROUGHOUT THE COUNTRY WERE RAIDED BY THE RCMP.



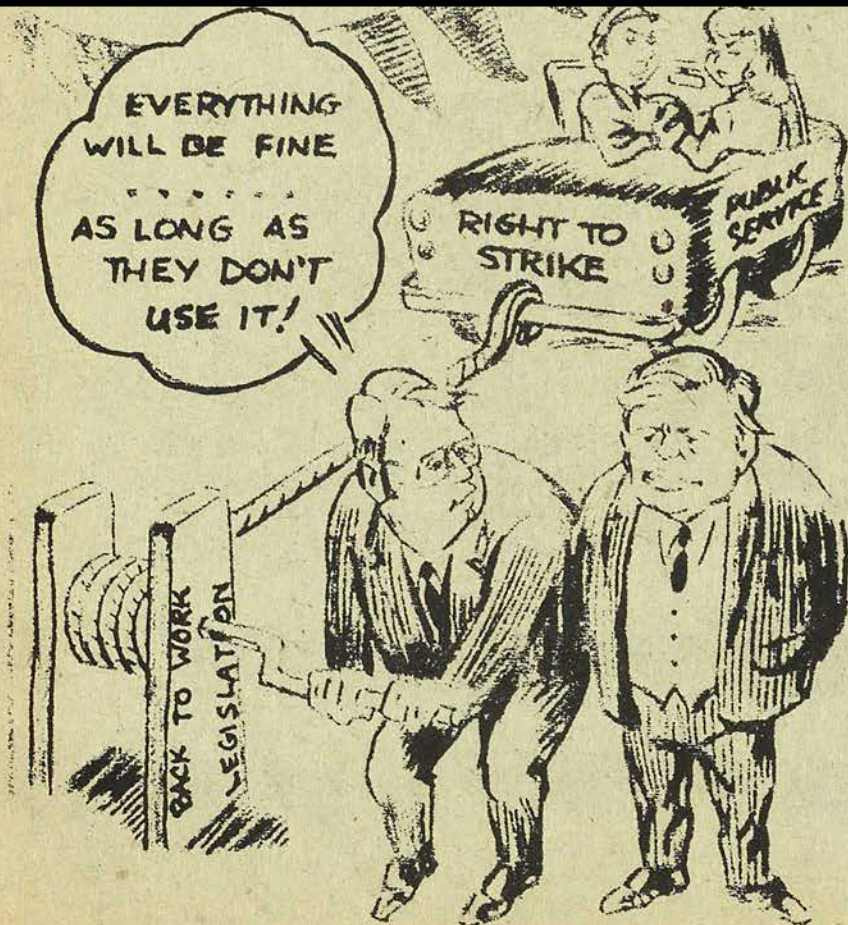
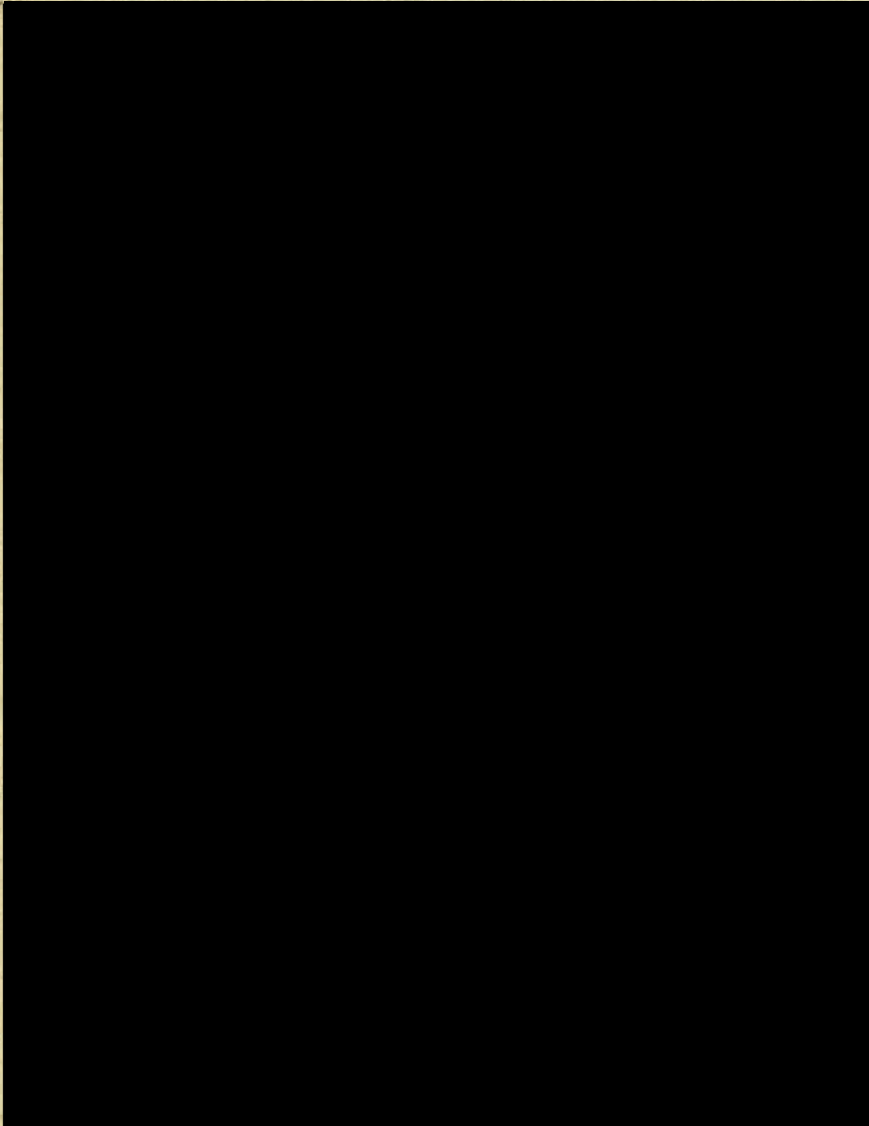
FEED
WRIGHT
News Service

"SHE WAS ON A LEGAL STRIKE..."

L. Nelson
Lissett Nelson
Michelle McCaughran
Ann Hutchison
M. Christensen
Margaret Butt
L. Strand
Carole Emerson
Jean Lawrence
Richard Melanson
J. Wommes
Honey Wiggs

(Ubyssy Oct. 26)

Struck out



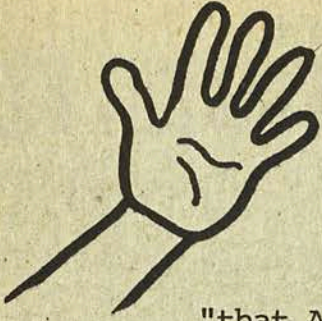
The real

By Steve Penner
and Bob Mills

SOCIALIST VOICE
SEPT 1978



issues in the postal dispute



...MOTIONS

CUPW

"that AUCE Local 1 support CUPW; both morally and financially in the sum of \$2000.00; in its rights as a trade union to bargain collectively and in good faith; in its right to strike; and in its struggle to maintain the principles of democracy"

"that we ask a spokesperson from the Vancouver Local of CUPW to speak at our next General Membership Meeting"

moved and seconded by the Executive

correspondence received Oct 1 - 26 in summary.

Ministry of Human Resources - undated

- information, brochure and newsletter re: 'Fostering Children' and a request to show film or slide presentation to membership.

BCGEU News & Views - Oct 5

- information re: classification changes, severance pay extension, etc. and hosting of visiting Swedish Public Employees Union delegates, Oct 10-13.

Fairleigh Murray (former AUCE member) - Oct 5

- information and request for reimbursement re: commuting to Vancouver from Cloverdale to attend maternity benefit hearings.

G.C. Leonidas (Dept. of Labour) - Oct 5

- acknowledging receipt of agreement between UBC and AUCE local 1.

B.C. Fed. News Release - Oct 13

- appeal to Provincial Government to 'alter or recind' a contract awarded for bridge constuction to an Alberta, rather than B.C. firm, as it will mean the loss of 30 potential jobs for B.C. ironworkers; some of whom were laid off by the contractor's phasing out of fabrication operations in B.C.

Ministry of Labour - undated

- enclosing corrections to 1977 edition of 'Negotiated Working Conditions'.

Jane Strudwick - Oct 16

- reprinted page 25

Nancy Wiggs - Oct 17

- notice of charges dropped against 7 of 10 fellow AUCE members charged by her May 2 with entering the workplace during the picketing of the Operating Engineers, local 882.

Labour Studies Program - undated

- news of two upcoming courses: 'Unemployment Insurance Procedures' and 'The Exercise of Political and Civil Liberties in the Workplace'.

Committee of Progressive Electors - Oct 11

- information on their platform and candidates with an appeal for donations and assistance.

Michelle McCaughran
Jean Priest

that we authorize payment for printing of the contract.
CARRIED

The new contract will be green.

Division elections should be help to elect new representatives for the Contract Committee. Call the Union Organizer if you need help to organize a meeting in your area.

Ray reported that members of the past Committee have met several times to get the new negotiations under way. Urging participation from all divisions this year.

The University has submitted a 60-odd page brief to the LRB alleging that the Union was failing to implement the contract after having ratified it at the August special membership meeting. They claimed that it was their understanding that the signing of a memorandum of agreement on August 30 was sufficient to put the contract into effect. However, they met again with the Committee on October 3, following the ratification ballot, and signed a revised version of the contract, thereby undermining their position that the contract was already in effect. At present the University doesn't seem to be proceeding with their submission.

Margot Scherk urged that protest be made if retroactive pay isn't available by October 31.

8. Strike Committee Report - Mary Tainsh

A full Strike Committee Report will be available in print shortly.

9. Grievance Committee Report - Bob Tsai

The Committee now has 7 members. Bob reiterated that nominations will be open for the next month for 3 members at large. He invited the participation of anyone interested and suggested that members are welcome to observe meeting of the Committee on Mondays at 5:00 p.m. in the Union Office.

Cobie - announced that she had won her LA IV promotion grievance, retroactive to the date of application.

Library Staffroom Grievance - the "appeal" by the University has been dropped. However, they had two appeals pending and it is not clear whether the second one has been dropped, as well.

10. Provincial Report - Lid Strand

The Provincial Executive is moving slowly due to changeover of table officers. The Office has moved to the 9th Fl. where rent is \$25 more but we have more space and privacy.

Capilano College has settled their contract. S.F.U. has recently taken a negative strike vote. The University refuses to discuss non-monetary issues.

11. Other Business

a) There was a query as the number required for a quorum for the Special Membership Meetings to deal with Discipline. The quorum is 25, which cannot include any of the following: Members charged, Members preferring charges, Members of the Inquiry Committee, any witnesses, counsel for any party.

b) Dorothy Garriott that the By-laws be printed and distributed to the
Margot Scherk membership. CARRIED

c) There was a suggestion that the Union enlist the help of students on campus who are taking accounting to keep our books every month. Ann pointed out that a motion in this regard is forthcoming.

PLEASE READ YOUR NEWSLETTER... AND YOUR TREASURER'S REPORT !!!

All kinds of Union business has to be presented and dealt with in the two hours that our General Membership Meetings last. To speed matters up, many details relating to this business are therefore published in the Newsletter beforehand. This goes for the Treasurer's Report which has appeared in every month's Newsletter this year. The Auditor's Report for 1977 as well as January-June, 1978, were published also.

Our Union is not a commercial business for profit-making. Income tax is paid on behalf of our two full-time staff members. All Union members are free at any time to scrutinize our financial records in the office. These records are from 1974 and on and include the Certified Auditors Reports and members-dues lists. Every bit of income through dues and the expenditures of a particular month appear in your Newsletter. There are no other expenditures outside what you see published and you are free to question everything during my presentation in the meetings. Each report is then approved by itself. Our dues are based according to the Union's needs and at one time were set at \$ 4.50 per month per member. It became necessary to increase this amount and with your approval the amount of \$ 6.50 was set. Any reduction or increase needs your approval as it is with other regular Union business. Your response is now needed for the following new business:

A.U.C.E. Local 1 with approx. 1350 members is a fairly large Union and comes close to that of C.U.P.E. on Campus which has approx. 1500 members. There are aspects to the running of our Union office which have to be streamlined in a business sense. For this reason you approved a second staff member for our office this year. Another addition is the addressograph machine which eliminates work-hours, and days, of necessary office work. We now have come to such an accumulation of bookkeeping that some provision has to be made to make the Treasurer's load less heavy. Continuity is essential all year through with the payments and the bookkeeping and in the case of the change-over from one Treasurer to another every year.

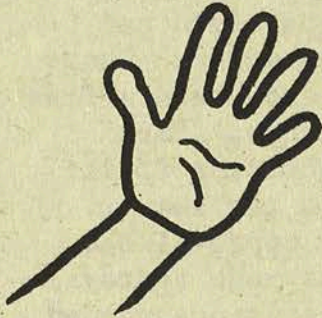
Two times this year business could have come to a complete standstill, but it did not. First, the strike-pay matter which easily could have turned into a disaster. Ask your colleague in the pay-office what it is like to process over 200 pay cheques by one person in 3 weeks time. Granted, there were no benefits etc. involved, but on the other hand we did not have a computer to help out. Jeff Hoskins did an excellent job in checking the incoming requests, accompanied by hourly wage calculations. I then took it all home after work and then spent hours to double check everything and hand-write your cheques. As there is only one cheque book only one person can work at that. Secondly, what happens when the Treasurer goes on a 4-week holiday?

I have discussed with the Executive the idea of a parttime bookkeeper on the same basis as C.U.P.E. is doing it at present. Ken Andrews, their President, informed me of the following. C.U.P.E. went through the same growing pains as A.U.C.E. in this respect. First they paid a Union member on an hourly basis for one day each week. However, business grew to 2 days and it was not easy to find every year a Union member, familiar with book-keeping, who was willing to take the regular leave of absence which was

required. It did not work out in the long run. C.U.P.E. then tried out a bookkeeper, paid on an hourly basis, working in their office. That did not work out too well either. They now have a bookkeeper who works from his own office, comes in regularly, and is paid on a contract basis. He provides the necessary continuity by paying all the routine bills under the direction of the Treasurer and he supports the Treasurer with all the extra work. C.U.P.E.'s Treasurer personally directs all the financial business with the members of that Union in their office.

We have come to the point that A.U.C.E. needs such a bookkeeper on a one day per week contract basis at approx. \$150-200 payment each month. I feel that it is my responsibility therefore to present this matter to the General Membership Meeting with the following motion:

...MOTION



"that A.U.C.E. Local 1 support the engagement of a parttime bookkeeper on a contract basis"

J. (Cobie) Wennes
Treasurer

THE ADDRESSOGRAPH SAGA . . .

CURRENT REPORT ON THE ADDRESSING MACHINE

Pacific Addressing Systems is the authorized dealer for Scriptomatic, the only company that deals with the system we are presently using in the office. The prices are set by Scriptomatic. It is the only addressing system that uses cards which we can type up. The alternative to address cards are metal address plates which are more costly, more complicated to store and have to be sent out to be made up and with approximately 100 changes per month its impractical to use this system.

The Union Co-ordinator has worked with two of the models - Model 29-24 (\$5,930.00) with selection and Model 74 (\$5,830.00) with no selection. She has found that Model 74 has proved more useful for our needs. She prefers Model 74 as it will label our monthly newsletters. It handles a much wider range of material - all different sized and will place the address anywhere. It also has a speed control which will enable us to label at a faster rate than the selecting machine and she feels it is far more durable. We have been advised by Pacific Addressing Systems that a selecting feature will be added to the Model 74 next year. Currently, we are using the selecting machine but upon request the non-selector machine will be made available.

To lease this machine instead of purchasing it will enable us to switch machines as new models with added advantages become available. The 5-year lease will cost approx. \$150.00 per month, with tax and fire insurance included. After 5 years we would have paid the amount of \$9,000.00 instead of the cash purchase price of ca. \$6,000.00 but as is it has been pointed out before,

the main advantage is the availability of a good machine with the latest additions. One final point to consider is that if we leased the machine we would not have the burden of reselling it at a later date in order that we may want to purchase a newer model. The resale value of all office equipment is low. This is just a rough estimate, but if you consider that office equipment deteriorates at a rate of 5% per month (over one year that would be 60%) we could stand to lose a substantial amount if we purchase the machine outright and then decided to resell it at a later date. It is up to you, the membership, to decide.

Jean Priest
Cobie Wennes
Michelle McCaughran

ORIGINAL MOTION RE: ADDRESSING MACHINE REPRINTED FROM

THE JULY 1978 ACROSS CAMPUS.

I have been investigating the pros and cons of purchasing or renting an addressing machine which could be used in the Union Office to replace the system we currently use of asking the University to provide us with labels at the cost of \$25 per set.

There are two card system machines available: one with a category selector panel which costs \$5795 to buy or \$140/month to rent, and the other without the selection feature which costs \$2095 to buy or \$57/month to rent. For both machines the cost of the cards is additional.

We have been using 4 - 6 sets of labels each month; the few months that we are not involved in negotiations we would need half that number. At a cost of \$25 for each set, the monthly cost of labeling now is generally about \$100-\$150. Added to this is the time required for the Organizer and Co-ordinator to go through the labels that the University gives us and update it with our own membership list and the time and energy of approximately four people for four hours each time to stick the labels on the items to be mailed. I have typed thousands of labels for Division notices, for Stewards and for Committee members.

Having an addressing machine in the office would drastically reduce the amount of time required to do labeling. With the selection feature, a category of AUCE members could be separated from the rest of the membership; eg: the machine would print only the labels for Division A, only for all stewards, or only for all Committee representatives or for a combination of categories. The same set of membership cards could be used for any mailing.

The rent for the selector machine would cost roughly the same amount of money as we are currently spending on labels. The rent for the non-selecting machine is easily less than we spend on labels in any month. There is no 'rent with and option to buy' opportunity in the company which is selling these machines. If we were to pay rent on either machine for more than three and a half years we will have paid the full purchase price to the company and we would still not own the machine.

At the next General Membership meeting I will make the following motion:

that AUCE Local 1 lease and addressing machine for three months and that if after that time the Union Organizer and Union Co-ordinator feel that the machine is satisfactory (i.e. works well and saves time and money), it will be purchased by this Union.

//
Jean Priest
Union Organizer

TREASURER'S STATEMENT

STATEMENT OF INCOME AND EXPENSES FOR THE PERIOD OF OCTOBER 1 - 31, 1978

EXPENSES

Salaries and Related Expenses	\$ 1,922.14
Rent	300.00
Printing and Stationery	897.53
Telephone	86.34
Office Expenses	280.89
Provincial Assessment	2,595.50
Professional Services	<u>2,036.97</u>
	\$ 8,119.37

INCOME

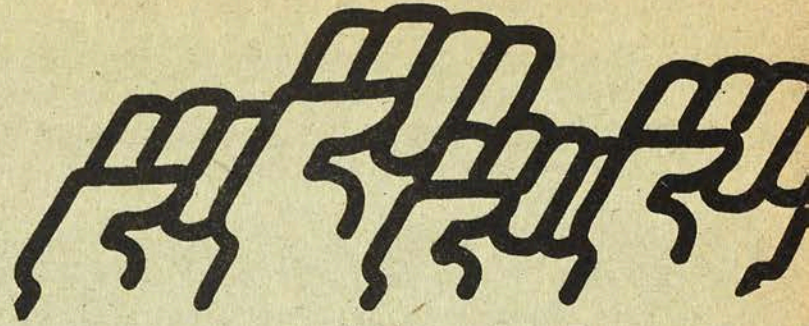
Dues	\$ 8,656.50
Excess of Income over Expenses	\$ 537.13
Special Assessment: August, 1978 - 34 X \$ 5.00 =	\$ 170.00
Held as follows:	
BCTCU Term Deposit	\$ 10,000.00
BCTCU Strike Fund	\$ 34,647.94
BCTCU Savings Account #100	\$ 19,033.07
Share Accounts	\$ 35.00

FURTHER NOTE ON OCTOBER EXPENSES:

Printing and Stationery:	Nabel Leasing; Oct.-Dec./78	\$ 451.43
	U.B.C. Bookstore	34.43
	Rex-Rotary - Stencils	96.80
	College Printers - Newsletter	314.87
Office Expenses:	Pied Piper Humid. Aug.-Sept. Service	\$ 30.00
	Labour Relation Board Literature	3.00
	Rex Rotary	164.12
	K. & H. Printers Dispatch	8.77
	Janitor - P.M. Wash Bucket	65.00
	Parcel Service	10.00
Professional Services:	Baigent & Jackson	\$ 146.00
	B. Findlay	221.80
	B. Bluman, Arbitrator	1,495.17
	J.O. Hastings, Psych.	174.00

J. (Cobie) Wennes.

Turn back repression



Operation Liberte calls for action

"Operation Liberty" is a coalition which grew out of a conference entitled "Police and Liberty" organized by the "Ligue des droits de l'Homme" in cooperation with the University of Montreal's continuing education department, which enabled dozens of individuals and groups to meet for the first time to establish a broad, common action to oppose respression of our basic democratic rights to the

freedom of association,
freedom of expression,
right to information,
free circulation of ideas and persons,
right to private life,
right to self-determination (e.g. for Quebecois and native Canadian peoples).

Representatives from all parts of Quebec, Canada, the United States and France attended the Conference giving it an international dimension. Included were renoued specialist, James Petras, professor of political sociology at the State University of New York; Betty Sinclair from the National Lawyers Guild in New York; and respresentatives of several Canadian associations for the defence of civil liberties including groups of progressive lawyers such as the Law Unions of Ontario and British Columbia.

The Conference noted particularly

- (1) that far from being incidental, isolated and mearly police zeal, the multiple attacks on democratic rights - of which the best known are only the tip of the iceberg - are a concerted, integral part of a system of permanet repression and social control, the police apparatus being only one of the instruments of this system;
- (2) that under the circumstances of the dual crisis now taking place in Canada - first economic, then political - the instruments of repression and social control have developed rapidly and are continuing to be strengthened through legislation, regulations and other administrative practices on the one hand, and through the increase in manpower and budgets of the police forces and army on the other.

"Operation Liberty" is now a permanent coalition which has taken the form of a broad, democratic and united coordination of all people and groups concerned with defence and extension of democratic rights and basic freedoms.

Eight years ago, in October 1970, the federal government invoked the first "peacetime" use of the War Measures Act in Quebec and across Canada, claiming that

there was an "apprehended state of insurrection in Quebec". Under this law, civil liberties were suspended, power was taken by the army, hundreds were arrested without charges, and thousands of homes and union and community group offices were raided without warrants.

All in the past, you say, when terrorism was the problem. Not so! On January 1st of this year, Trudeau told a national TV audience that there was no legal way for Quebec to separate and, "If it is done illegally...obviously we will have to take the kind of action we took in 1970". And, just in case you missed it as part of the New Year's greeting, Trudeau repeated the "promise" this month while campaigning in Westmount. The threat of the War Measures Act is hanging over the heads of the people of Quebec and Canada, and it is an affront to us all.

But, it is not only the legitimate right of Quebec to decide its own future, its right to self-determination, that is under attack. There is a general rise of reaction in this country. The right to freedom of speech and association, the right to collective bargaining, the right to withdraw one's labour, the right to privacy, and many other democratic rights and freedoms are seriously threatened. It is, above all, the organizations which workers have formed in order to improve their working and living conditions - unions, community groups, immigrant associations, etc. - that are hardest hit. The evidence is before us:

- 1) The government, after refusing for 18 months to bargain in good faith, ordered the postal workers back to work (first with the threat of fines, jail, then the loss of their jobs). With one of the most severe pieces of strike-breaking legislation in Canadian history, the government has taken away the right of postal workers to strike, and is openly attempting to split the union. The threat of decertification has been mentioned more than once.
- 2) As recent "discoveries" about the activities of the RCMP prove, for years the state, through this police arm, have been involved in illegal surveillance, harassment, break-ins, barn-burning, etc. In B.C. alone, there have been 416 exposed illegal break-ins, out of a national total of over 700 - many more were reported during the postal strike. And what is the government's response to these actions? A massive cover-up is undertaken along with proposed legislation (Bill C-26) to make legal the illegal RCMP practice of mail opening.
- 3) It was recently disclosed in the Vancouver Postal Worker (the local union press of the Canadian Union of Postal Workers) that the RCMP has infiltrated post offices in the western region. Working with the already existing Security and Investigations Branch of the Federal Post Office, RCMP officers are investigating and harassing union leaders and militants. Often, RCMP are posing as postal workers in order to spy and report on union activities. The Post Office has spent \$25,000 on new surveillance equipment in the Western Region to be used during the struggle with the union.
- 4) The United Fishermen and Allied Workers Union (UFAWU) is fighting for its very right to organize, bargain, and negotiate for its members after being investigated and charged under the Canadian Combines Act. Two rank and file members have been sentenced under this act, even though the act is supposed to protect the public against companies fixing prices. The act specifically states that it is not to be used against workers or employees combining for their own reasonable protection.
- 5) In the town of Katevale, Quebec, on September 29, 1978, 50 unmarked, armed police officers surrounded the building where a seminar involving members

of a minority political group was being held. The participants were virtually held hostage by the police, and still the RCMP refuses to comment on their operation.*

(* Reported by Vancouver "Sun", October 11, 1978 - reprint of article from Montreal "Le Devoir" which condemned the growing signs of totalitarianism in Canada.)

- 6) The federal immigration Bill C-24 strips immigrants of most basic rights of a so-called "democratic" society. The act goes so far as to call for the detention and deportation of immigrants thought "likely" to commit a crime. When the "crime" could well be refusing to obey a back-to-work order, it becomes clear how this bill is intended to sow division amongst the working class.
- 7) Bills 92 in B.C., 45 in Quebec, and C-28 on the federal level effectively take away the right of public service workers to strike.
- 8) The portion of the armed forces budget allocated for "internal defence" has risen from 22% in 1970 to 45% in 1977.

And the list goes on and on.

This country faces an economic and political crisis. Conventional Canadian middle and upper class and the state have tried to make the workers pay through wage-controls, cut-backs in social services, lay-offs and inequitable taxation. Now a systematic wave of reaction is being unleashed to hold down any and all resistance. The attack is coming from the government, at all levels, through repressive laws, the courts, the police, and the army. Legal as well as illegal methods are used.

But many have become aware of the situation and taking a stand. Under the sponsorship of the Human Rights League in Quebec, a broad coalition of individuals, trade unions, and community and political groups have formed OPERATION LIBERTY, which has the aim of organizing for the defence and extension of democratic rights and basic freedoms. This group is mobilizing for a massive public demonstration in Montreal, on November 17, 1978, with 2 main demands:

1. Repeal the War Measures Act. The Quebecois must have the right to decide their own future without this sword hanging over their heads.
2. Oppose the state repression of the workers movement and of all those working for social change. Oppose all attacks on our democratic rights.

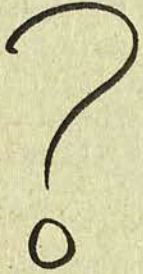
An appeal has gone out from OPERATION LIBERTY for support from across Canada. We can act by passing Resolutions of Support for this demonstration in our unions and organizations. We can invite speakers with films and slide-shows on the rise of repression, to come and speak with us. We can circulate a Declaration of Quebec's Right to Self-Determination. We can support the postal workers by taking action against the back-to-work order. Materials and more information on the fight-back movement of OPERATION LIBERTY are available through Spark Bookstore, 2542 Kingsway, Vancouver, B.C., 438-3121.

The movement based on the unity of workers in Quebec and Canada has begun. We must strengthen this movement by denouncing repression whenever and wherever it rears its head. An attack on one of us is an attack on us all!

The foregoing is a synopsis of information submitted by Operation Liberty.

Gillies Malnarich attended the October 5th Executive Meeting to introduce and distribute information regarding "Operation Liberty". Discussion ensued and the following Motions were made:

1. that the Executive invite a written synopsis of Gillies' presentation for the next [this] Newsletter, including any publicity surrounding planned events;
2. that the Executive send a representative to the Committee organizing the Press Conference;
3. that Michelle McCaughran be the Executive representative to the Committee;
4. that the Executive recommend to the membership that AUCE local 1 support the aims and objectives of "Operation Liberty" and participate in any activities with other groups and associations that support these aims and objectives.



MOVING? CHANGING YOUR NAME? OR DEPT? OR WHATEVER?

LET YOUR MEMBERSHIP SECRETARY KNOW!

Please fill in the blanks and send to AUCE, Local #1,
Campus Mail, Attention - Membership Secretary

NAME	_____
NEW NAME	_____
ADDRESS	_____

NEW ADDRESS	_____

PHONE: HOME	_____ NEW _____
OFFICE	_____ NEW _____
SOCIAL INSURANCE NUMBER	_____
DATE EFFECTIVE	_____

FOLLOWING ARE MOTIONS FOR PROPOSED CHANGES TO THE BY-LAWS:

1. SECTION G: 'DUTIES OF LOCAL ASSOCIATION OFFICERS AND COMMITTEES'

7. Union Organizer

8. Union Co-ordinator - add to the end of each of these sections:

"The position is full-time, with salary set at the same amount the incumbent was receiving from the University prior to election to office".

Jean, Michelle

2. SECTION G:

last paragraph - change to read:

"Should any picket line appear on campus as a result of a labour dispute, the Executive shall meet immediately to decide if the picket line is bona fide. If so determined, the Executive shall immediately inform the University in writing advising that the Union recognizes the picket line as bona fide".

Margo, Jean

3. SECTION I: 'RECALL'

3(b) - change to read:

"The referendum for recall shall be held no sooner than 2 weeks following the membership meeting in (a) above and prior to the next membership meeting".

Margo, Jean

4. SECTION J: 'MEETINGS'

incorporate 2 into 3 - to read:

"AUCE evening membership meetings shall begin at 5:00 p.m. and finish at 7:00 p.m. The noon hour meeting shall..."

Margo, Jean

5. SECTION J:

(8) - change second sentence to read:

"Monthly meeting shall normally take place on the third Thursday of each month".

Myra, Lid

6. SECTION J:

(12) - change first sentence to read:

"General Division meetings of all members within a division may be called at any time by the Division Steward, Division Executive Representative, Union Organizer, or by the written request of any ten (10) members in a division".

Lid, Jean

7. SECTION J:

(13) - change fourth sentence to read:

"There shall be no salaried officers on staff, except the Union Organizer and Co-ordinator, unless it is so established by..."

Jean, Michelle

8. SECTION K: 'DUES AND FINANCES'

(3) - change to read:

"A five (5) dollar assessment per member shall be made each August and the assessment shall be deposited into the Strike Fund".

Margo, Jean

Grievance Report

GRIEVANCE COMMITTEE REPORT

This report will advise everyone as to particular grievances receiving attention at the moment. Over a period of time it becomes obvious that some types of problems happen again and again. Perhaps this report will encourage you to question a situation in your office that may have been bothering you. It is important not to feel alone with your complaints - the grievance committee is willing to help.

One of the articles being grieved now is Hiring Policy. Two cases where an AUCE member was turned down for a lateral transfer and an outside applicant was hired, have occurred recently. One, we have won, the other is still continuing.

There is another grievance involving Employee Files, where one of our members is grieving a number of letters put into his file, that we feel may constitute warnings. Remember the onus of proof is with the employer and negative remarks about you cannot be simply introduced into your file with no explanation.

In addition, there are several applications for reclassification. When an attempt at reclassification is turned down and the AUCE employee wishes to pursue it, they can come to the Grievance Committee for help in proceeding.

We also have several policy grievances outstanding. These involve articles in our contract which the University and ourselves have different interpretations of. For a decision on these matters, we have filed complaints under Section 96(1) of the B.C. Labour Code. The Labour Relations Board then assigns an officer to each article questioned. She/he visits both ourselves and the University and tries to reach a settlement. Failing this, he/she makes a report to the Board who will either make a ruling or refer it back to us for arbitration.

Finally, two matters that we took to arbitration have recently been settled. The first one involved the University's removal of a 1/2 time staff room attendant in the main library because the room was losing money. The arbitrator agreed with our argument that the University was obligated to maintain the staff room at the present level of service. The problem of losing money had nothing to do with our agreement in the contract. The staff room attendant will be returned to the library.

The other arbitration recently settled involved a promotion grievance where an internal applicant had applied for an LA IV position but the University had hired an outside applicant, one who had worked here previously. The arbitrator took the position that even if the two applicants were equal in ability and qualification, the more senior applicant should have received the position in question. The award indicated back pay for the grievor to last October plus reinstatement in the LA IV position in question. In addition, the arbitrator will maintain an interest in this matter until everything is settled.

Should you have any questions concerning possible grievances get in touch with your Shop Steward or the Union Office at 224-2308.

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

October 3, 1978

W.L. Clark
Asst. Director
Employee Relations Dept.

Dear Mr. Clark;

Re: Your letter dated September 21, 1978 concerning
appeal of Staff Room arbitration award

The Union seeks clarification of the above mentioned letter wherein you state "In the interest of our employees in the Library, the University has decided to withdraw the appeal of the decision of the arbitrator in the Staff Room grievance arbitration."

Our understanding is that the University applied for appeal of this arbitration award under both Sections 108 and 109 of the Labour Code. The University's withdrawal of the Section 108 application is confirmed in the Union's copy of the September 20th letter from the Labour Relations Board to the University's counsel acceding to his withdrawal request. However, as recently as October 2nd a telephone call to the Court of Appeal Division revealed that no notice of abandonment of the Section 109 appeal application has yet been filed with that office.

Has the University also decided to withdraw the Section 109 application? If so, by what date will a Staff Room Attendant be reinstated in the Main Library Staff Room?

In the interests of our members in the Main Library the Union requests a prompt response to this letter.

Sincerely,

Ann Hutchison

Ann Hutchison,
on behalf of
Grievance Committee

cc: Morley Shortt
Marguerite Jackson

UPDATE: The Union has not received a response to this letter although we were sent a copy of the 'notice of abandonment' of the Section 109 appeal application.

At a recent Labour Committee meeting we again asked the University when an attendant would be reinstated in the staff room. The University's reply to that question is summarized in E. deBruijn's letter of October 23 (reprinted on the following page.)

THE UNIVERSITY OF BRITISH COLUMBIA
2075 WESBROOK MALL
VANCOUVER, B.C., CANADA
V6T 1W5

THE LIBRARY

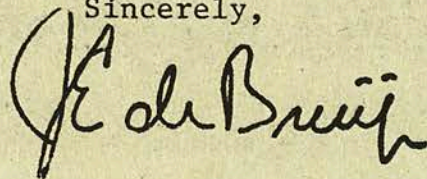
October 23, 1978

Ann Hutchison, President,
A.U.C.E. Local #1,
Reading Rooms,
Main Library

Dear Ann,

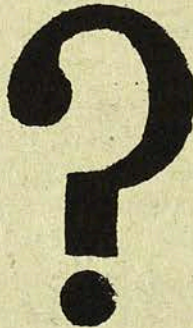
The Library's position in regard to the Library staff room arbitration decision is that the arbitrator's decision should be implemented by the University as soon as possible. Basil wrote Vice-President Shaw on October 13, 1978, pointing out the obligation of the University to re-establish services in the Library staff room at their previous level.

Sincerely,



Erik de Bruijn,
Admin. Services Librarian

EdB/jmd
cc: Basil Stuart-Stubbs



PROVINCIAL REPORT

The Provincial Executive met Saturday, Oct. 21st. One motion of interest that came out of the previous meeting was, that upon request the Provincial will supply a donation to each local in order that a maximum of two people will be funded to attend the LABOUR STUDIES SEMINARS offered through Capilano College. Local 1 Executive will fund another two people to take these courses. The price of the courses is in the \$12 to \$15 range. Well worth it. Anyone interested, give your local a call.

The other locals are still trying to achieve new contracts. At SFU, the membership narrowly defeated a strike referendum and as a consequence, management has only offered a \$200 one-time bonus payment for the first year, and 4% on the original wage in the second year, of a contract not to expire until March, 1980.

Unfortunately Capilano College got stuck in the same squeeze play and have been offered a one-time bonus payment of 2% for those and only those on the payroll on October 1st. If you were on leave, you're out of luck. That would be the first year's wage. In the second year the offer is 4% of the original wage, not the 2% increase. Negotiations will have to be serious in order to get any kind of serious offer.

At David Thompson College, they cannot even begin negotiations for a new contract until their status vis-a-vis Selkirk College is settled. Hearings have been taking place at the LRB and the PROVINCIAL ASSOCIATION is taking a central part in the deliberations, along with the Nelson membership, other unions and many lawyers.

At the last Executive meeting, we heard a submission from two members of the CUPW Strike-Coordinating Committee, They really need backing from AUCE and many other unions at this time, because of the Government's attacks on them. The government had not negotiated anything to date. Cabinet ministers would talk to reporters, but they wouldn't sit down and talk with CUPW negotiators. Their problems symbolize our problems. We also work in the public sector, and we must give all we can to support them.

Richard Melanson - Provincial Rep.



This appeared in a recent SFU newsletter but we feel that it applies to UBC equally well.

*United Way hopes
you care enough
to give a day's pay*



By Dennis Roberts

October 6/78

RECEIVED

OCT 10 1978

A. C. C. E.

re: Nancy Wigg's and Betty Finnsson's letters
published in the October issue of Across Campus

Congratulations, Betty Finnsson for showing us just how "childish" a member of our contract committee can be, in your rebuttal to Nancy Wigg's letter. Instead of responding intelligently to the criticisms in Nancy's letter, you resort to mud-slinging and an emotional outburst concerning the dedication and sincerity of our contract committee.

Nancy was not "shooting her mouth off" but making very valid points which should be brought to the attention of the membership. This does not mean that those of us who agree with her do not appreciate the work done by the Contract Committee, but it does mean that we feel there is room for improvement. The Contract Committee are not professionals and of course mistakes are made, but if no one criticizes these errors how are they ever to be corrected?

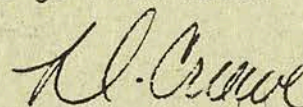
Nancy was right in many of her criticisms:

1. Any proposals brought to the bargaining table should be thoroughly researched by the Contract Committee. They are the ones who are talking face-to-face with the University.
2. Any major revision of the membership's original contract demands (decided upon by referendum) must be brought back to the membership to be voted upon again.

Also, the contract committee should never have released that press statement (with or without the clause "without prejudice") at that stage of our negotiations. Regardless of how many rebuttals we print afterwards, the initial impression is the one that will last. No one was prepared to support a union that was going to go out on strike for \$8 (YES, YES, I know that we weren't going to strike for \$8, but did anyone from outside our union know?).

Please do not think that all the contract committee's work was not appreciated, but try to keep an open mind to criticism, for this is the only way we can ensure that these problems do not reoccur. The mistakes made were serious ones, and had the effect of backing our union into a corner with no recourse but to capitulate.

One last thing. During the August meeting, the contract committee suggested that next year's demands should be kept to a smaller number, perhaps 10 or so, This was something I tried vehemently to have done, only to have it laughingly called my "TOP 10 on the HIT PARADE" by a contract committee member way back at the beginning of our negotiations. So, where do we go from here?



Darlene Crowe
Division C

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

October 10, 1978

Jane Strudwick
Chairperson
University Negotiating Committee
& University Labour Committee
Employee Relations Dept.

Dear Ms. Strudwick;

Re: Our several telephone conversations
concerning AUCE Local 1 retroactivity

The Union has been informed that the new wage rates will be reflected in our October paycheques but that we will not receive our retroactivity until November 30th. The reasons for the delay concerning the retroactivity, relayed by you in a recent telephone conversation, are that a) employees handling the physical payroll have their regular duties to perform; b) CUPE retroactivity took just as long this year; and c) last year it was rushed and numerous errors had to be corrected.

We know that the University is capable of processing retroactivity at a faster rate. It has been done before, both for us and for other groups. Several of our members who work in the Payroll Dept. tell me that it is just as possible to pay our retroactivity correctly by October 31st as it would be to pay it correctly by November 30th. October, as you are aware, will be a leaner month for all AUCE members who must make a final AIB roll-back payment.

The new Collective Agreement was signed on October 3rd and is now in effect. AUCE members have a legal entitlement to this retroactivity and the University, we feel, has an obligation to process it as expeditiously as possible.

This letter confirms and reiterates my request, on behalf of the membership, that the University pay the AUCE retroactivity by October 31st.

Sincerely,

Ann Hutchison

Ann Hutchison
President

cc: R.A. Grant

THE UNIVERSITY OF BRITISH COLUMBIA

2075 WESBROOK MALL
VANCOUVER, B.C., CANADA
V6T 1W5

EMPLOYEE RELATIONS

October 16, 1978

Ms. Ann Hutchison,
President,
AUCE Local 1,
2162 Western Parkway,
Vancouver, BC
Campus

Dear Ms. Hutchison:

This will confirm our conversation of Friday, October 13, 1978 regarding retroactive pay for Auce bargaining unit employees.

Providing no major difficulties are encountered, monthly employees should receive their retroactive pay on October 31st. Hourly employees should receive theirs on November the 7th, 1978.

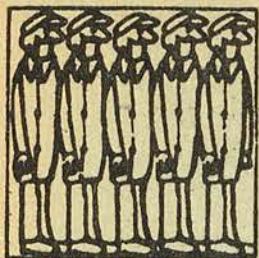
Yours truly,

Jane Strudwick,
Senior Labour Relations Assistant.

JS:lpc

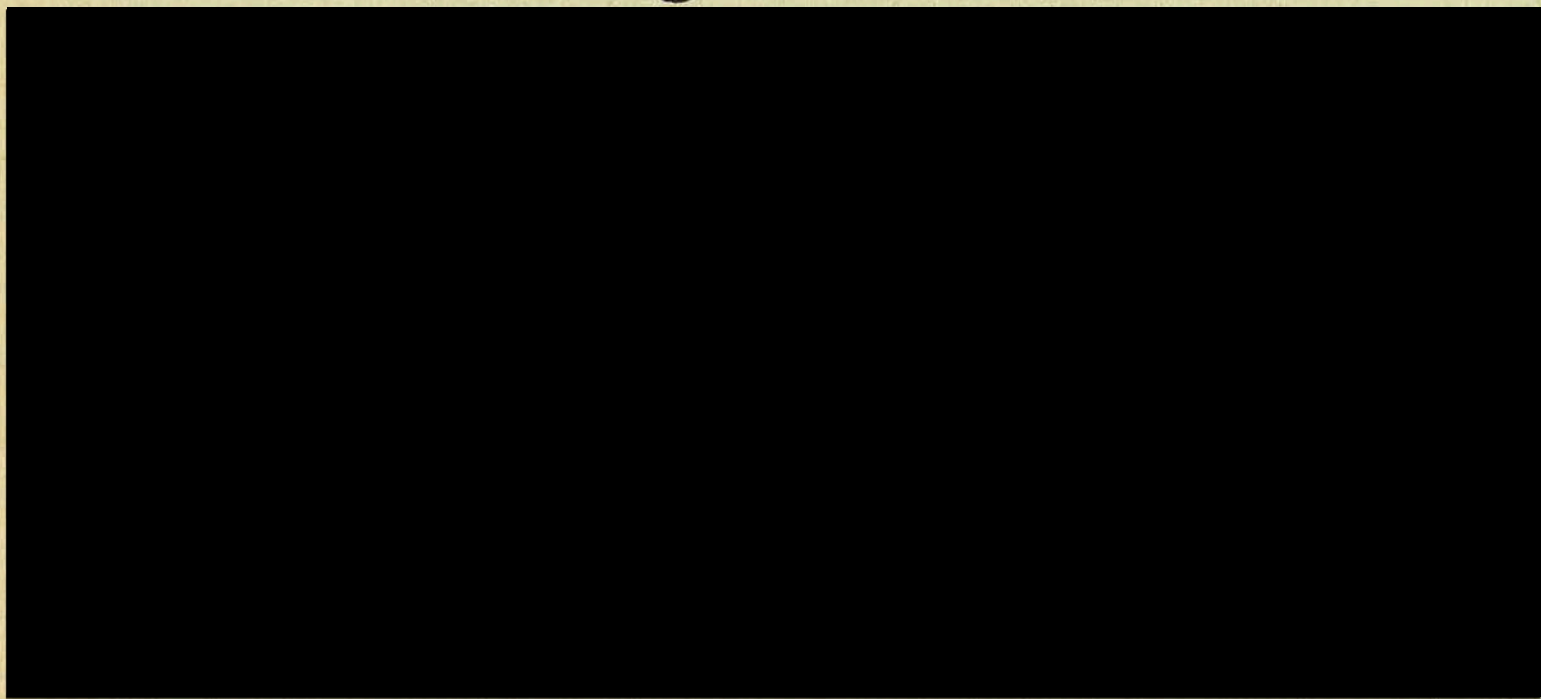


... Well AUCE, your
raise came through
but it went towards
your rollback payments.



REPRINTS
REPRINTS

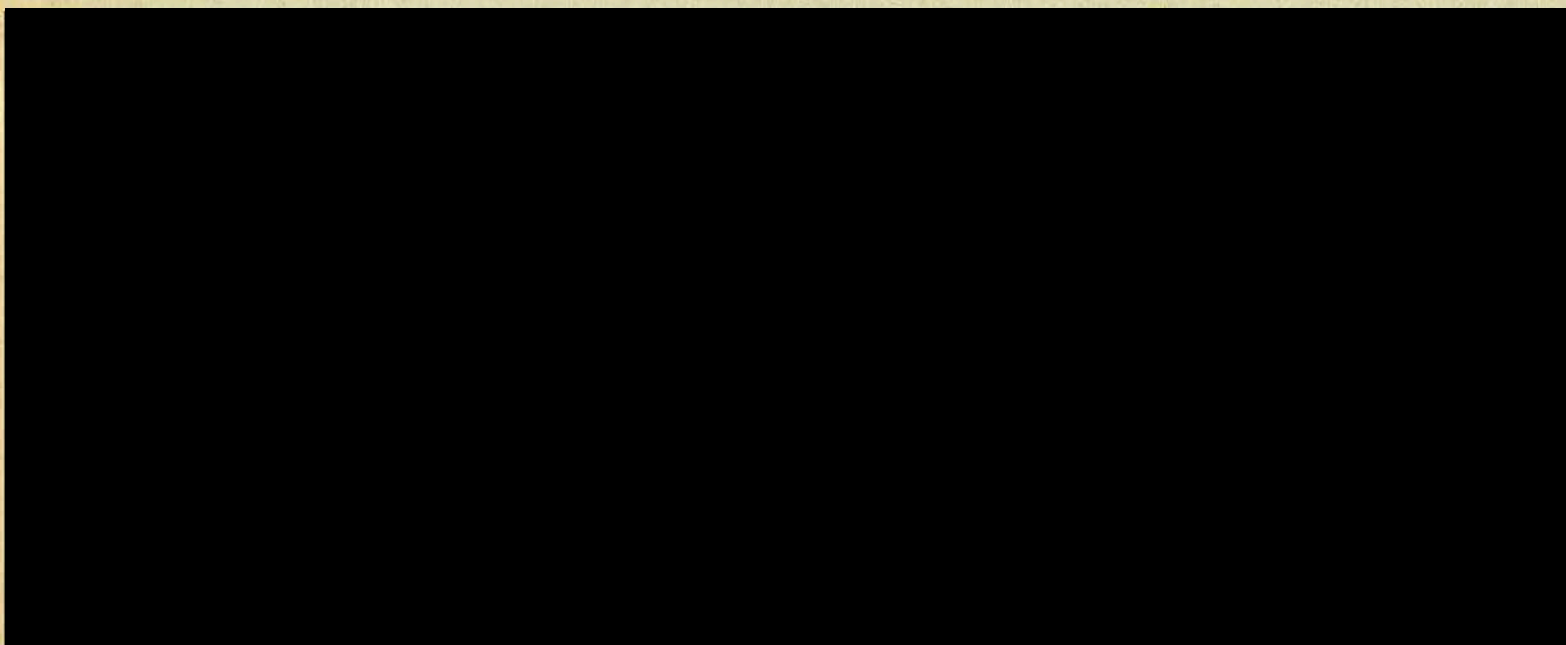
Making Parrot talk



THE PROVINCE - WEDNESDAY, -SEPT. 27, 1978

THE PROVINCE, Saturday, Oct. 28, 1978

Four provinces claimed uniting on wage curbs



City postal workers targets

— CUPW

● Suspensions viewed as dismissals

By JAN O'BRIEN



Where are they when we need them???

York on strike

By Rob Albritton



DIVISION STEWARDS

Division A:

Sharon Newman
Physical Education
2503

Penny Hanson
2848

Lid Strand
Registrar's Office
6471 or 4367

Joan Ellis
Registrar's Office
2844

John Colbert
Data Processing
3725

Cathy Barratt
Finance
2055

Neil Boucher
Finance
3142

Charlene Rhindress
Finance
2292

Division B:

Judith Willcox
Dentistry
2112

Donna Brock
James Mather Bldg.
5591

Jean Lawrence
Health Care & Epid.
2772

Joan Cosar
Pharm.
3183

Lynne Browning
Dental Hygiene
3594

Division C:

Dawn Arndt
Chemistry
2752

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

Division D:

Carol Pincock
Social Studies
5374

Lil Legault
Undergrad. Programs
5227

Andy Gingera
Foundations Education
6647

Margot Sherk
Dean's Office, Education
6495

Nattanya Caverhill
Forestry
6489

Division E:

Mariam Mohammed
Computing Centre

Meg Holdsworth
Computer Ctr. Library
5587

Lynn Berry
Housing
2811

Cathy Agnew
Math
3079

Sandra Masai
Math
3079

Division F:

Sylvia Woodcock
Sociology/Anthropology
4136

Lavone Stanfield
Social Work
2255

Peg Willis
Purchasing
3861

Rosalind Turner
Purchasing
2638

Shurli Channe
Canadian Lit.
2780

Valerie J. Pusey
Music
3234

Division G:

Sheila Day
Economics
2518

Division G continued

Nancy Wiggs
Legal Clinic
5911

Margaret Nicholson
Continuing Education
2181, local 241

Division H:

Shelley Tagart
Maps
2231

Ian Spence
Sorting
3115

Jim Livingston
L.C. Cataloguing
3894

Jeff Barker
Gov't Publications

Ray Galbraith
Cat. Records
3426

Diane Dyck
Serials
4432

Joan Treleaven
Special Collections
2521

Darlene Rand
Periodicals
3739

Leeta Sokalski
Circulation
3208

Karen Peplow
Interlibrary Loans
2274

CONTRACT COMMITTEE

Division C:

Sue Eldridge
Civil Engineering
4266

Division I:

Neil Armstrong
Paediatrics
2681

Division H:

Ray Galbraith
Cat. Records
3426

Ex-Officio:

Michelle McCaughran
Union Office
224-2308

Ann Hutchison
Reading Rooms
2819

Recording Secretary:

Jay Hirabayashi
Serials
3192

GRIEVANCE COMMITTEE

Division F:

Rosalind Turner
Purchasing
2638

At Large:

Vicki McNeill
Reading Rooms
2819

Grievance Cmtte. continued

Leeta Sokalski
Circulation
3115

Bob Tsai
Awards Office
2057

Ex-Officio:

Carole Cameron
Union Office
224-2308

Ann Hutchison
Reading Rooms
2819

COMMUNICATIONS COMMITTEE

Division C:

Marjorie Butt
Oceanography
3278

Division H:

Myra Christensen
Reading Rooms
2819

STRIKE COMMITTEE

At Large:

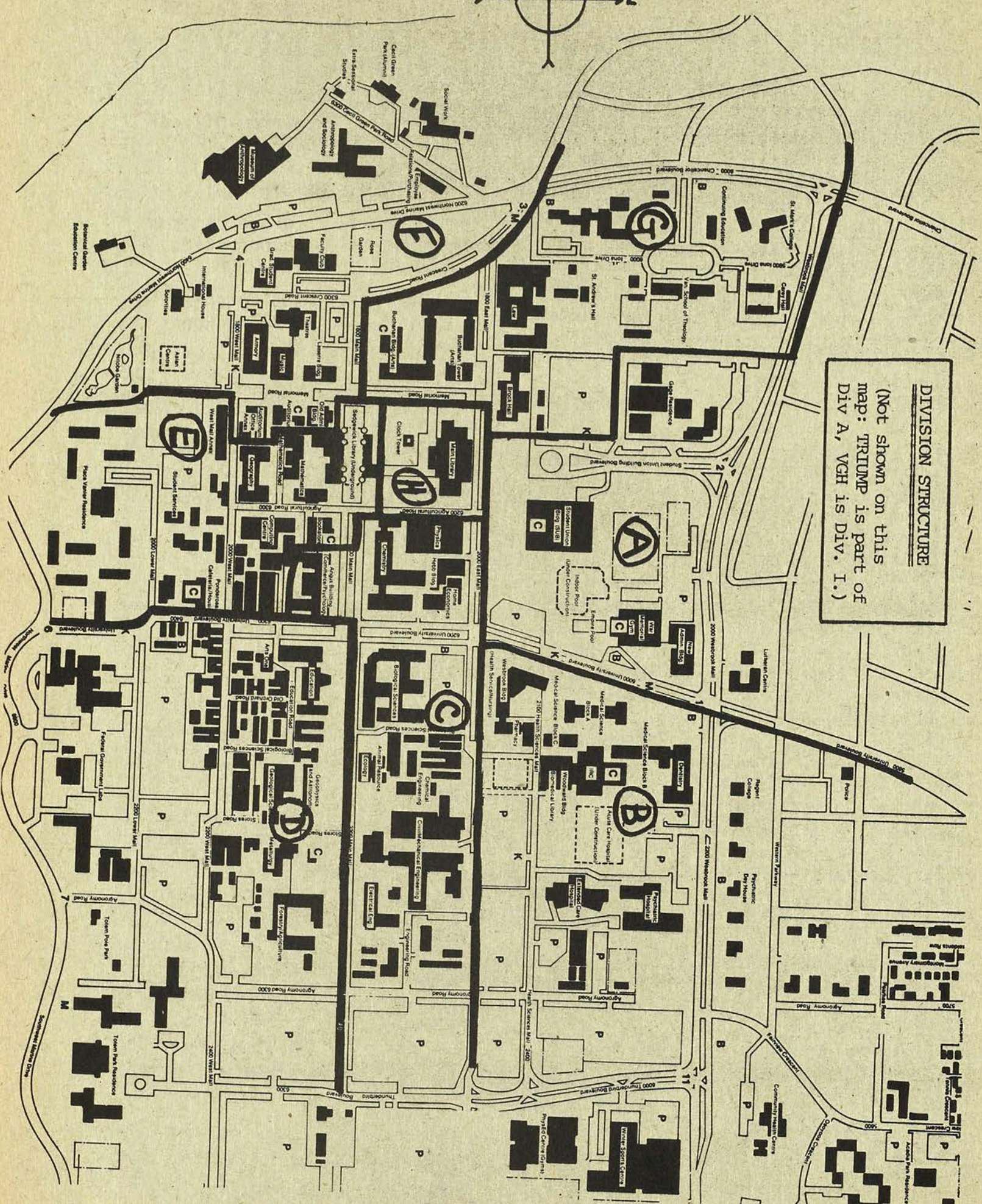
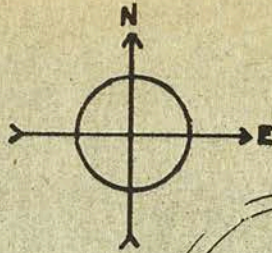
Mary Tainsh
Fine Arts Gallery
2759 or 4381

Sandra Masai
Math
2666

Karen Peplow
Interlibrary Loans
2274

Neil Boucher
Finance
3142

divisions geographically



DIVISION STRUCTURE
 (Not shown on this map: TRUMP is part of Div A, VGH is Div. I.)

KNOW YOUR CONTRACT!

Hi! I'm Carole Cameron, your Union Organizer for the next six months.

In each Newsletter I plan to highlight one article of the contract. This month, the Article is 23.01, Employee Files.

"Each employee shall have access to all her/his personal files. The employee shall have the right to insert written comment to any document. On written request the employee shall be provided with copies of any such personal material providing she/he pays the cost of copying.

The University shall inform any employee of any reports received which cause or may cause the employee to suffer:

- (a) termination of employment,
- (b) restriction of opportunity of promotion, OR
- (c) restriction of opportunity of future employment.

Any employee so affected shall be given the opportunity to reply in writing, and/or have recourse through the grievance procedure.

Should the accuracy of an entire document or part thereof be disputed and successfully grieved, said document, or part thereof, shall be removed from all files and destroyed by the employee concerned in the presence of both parties.

If you are interested, go down to Employee Relations and ask for your file. Should there be something in it you disagree with OR you feel will give a false impression of your attitude or abilities, submit a written request to them for copies. You will only be liable for the cost of xeroxing.

There are two things you can now do. One is to insert your own written comments into your file. The other, is to take action through the grievance procedure. Filing a grievance would initially require you to meet with the author of the comments you disagree with, plus a shop steward. If you are able to successfully dispute the accuracy of these comments, they will be removed from your file.

I can't stress how important it is to be aware of anything negative to you in your file. Not only will it affect your job opportunities at UBC, it could also follow you to future job prospects.

Please feel free to contact me at the union office, 224-2308 or 224-2309 with any questions you may have.

A.U.C.E. NEEDS YOU

President: Ann Hutchison
Reading Rooms
2819

Vice-President:
Lid Strand
Registrar's Office
6471

Union Co-ordinator:
Michelle McCaughran
Union Office
224-2308

Union Organizer:
Carole Cameron
Union Office
224-2308

Membership Secretary:
Vacancy

Treasurer: Cobié Wennes
Woodward Library
2570

Trustees: Donna Keith
Registrar's Office
6471

Marjorie Butt
Oceanography
3278

Division B: Judy Willcox
Dentistry
2112

Division G: Margaret Nicholson
Continuing Education
2181, local 241

Division H: Richard Melanson
L.C. Cataloguing
3894



The Union Office, is located at 2162 Western Parkway (in the Village above the Health Food Store). The office hours are 8:30 - 4:30 Monday to Friday. (224-2308)

NEXT ISSUE

DEADLINE:

NOV. 30

