

AFFILIATION BULLETIN 2

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PLEASE ATTEND
THE MARCH **20**TH
MEMBERSHIP
MEETING
IRC 2

Prepared by
Local One's Affiliation Committee:
Lisett Nelson (4535), Lid Strand (2871)
Helen Glavina (2191), Jet Blake (2565)

and

Union Office staff:
Wendy Bice / Carole Cameron / Ray Galbraith

INTRODUCTION

This bulletin is the last publication on affiliation that you will receive in preparation for the April 12 & 13 provincial convention. We are publishing here a motion that will be discussed at the March 20th. general membership meeting, and the platforms of the people that are running for delegates to the Special Provincial Convention (on affiliation) to be held on April 12 & 13. The platforms have been requested from the candidates and are published here so that you are able to elect the provincial delegates on the basis of their ideas and points of view regarding affiliation. The delegates (10 of them) will be elected by secret ballot at the March 20th. membership meeting. Those candidates that could not submit their platform in time for this bulletin will be asked to state their platform verbally at the meeting before the vote takes place.

For more information regarding the issue of affiliation, we would like to refer you to our first bulletin titled "To Join or Not to Join" published before the March 6th. meeting, and to the Provincial Affiliation Committee's bulletin, Volume 1, Number 4, circulated together with our first affiliation bulletin. As well, feel free to contact any of our Affiliation Committee members or the Union Office on the matter.

Motion to be voted at the March 20th. General Membership Meeting:

THAT LOCAL ONE SUBMIT THE FOLLOWING RESOLUTION TO THE AUCE SPECIAL PROVINCIAL CONVENTION TO BE HELD ON APRIL 12 & 13:

THAT AUCE PROVINCIAL AFFILIATE TO THE CANADIAN LABOUR CONGRESS (CLC) BY BECOMING A GROUP OF LOCALS OR A LOCAL OF ANY OF THE CLC UNIONS WHICH REPRESENT CLERICAL WORKERS, NAMELY, THE B.C. GOVERNMENT EMPLOYEES UNION (BCGEU), THE CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) OR THE OFFICE AND TECHNICAL EMPLOYEES UNION (OTEU).

The following move and second the motion:

- Lissett Nelson, Education, Division D Executive Rep.
- Helen Glavina, Commerce, Shop Steward
- Jet Blake, Agriculture, Trustee
- Jean Lawrence, Health Care & Epidemiology, Shop Steward
- Ray Galbraith
- Yvonne Scotchman, Education, Shop Steward
- Joy Korman, Education, Shop Steward
- S. Irvine, Commerce
- C. Senn, Commerce
- E.** Hudson
- Carole Cameron

LIST OF PEOPLE NOMINATED FOR DELEGATES AT THE SPECIAL PROVINCIAL CONVENTION :

CAROLE CAMERON

NEIL BOUCHER

MARCEL DIONNE

NANCY WIGGS

~~CATHY MOONEY~~

LEXI CLAGUE

~~JUDY BLAIR~~

HELEN GLAVINA

~~ANN HUTCHINSON~~

RAY GALBRAITH

~~HEATHER MACNEILL~~

SUSAN ZAGAR

LISSETT NELSON

WENDY BICE

~~MAUREEN GLYN~~

~~KITTY CHEEMA~~

VALERIE PUSEY

Terry Andersen
Cathy Apnew

****FURTHER NOMINATIONS WILL BE ACCEPTED AT THE MARCH 20TH MEMBERSHIP MEETING

~~*[Handwritten signature]*~~

Deane Green

AUCE has come a long way since its formation in 1974. Our first contract raised our wages considerably and introduced valuable regulations that provided us with basic protection regarding job security and working conditions.

The contracts that followed our 1974 contract fell much behind the latter. Year after year we have struggled only to maintain the gains made. We have settled for wage increases below the inflation rate. Year after year we have felt, and with reason, that using the strike weapon would be a tremendous hardship because we do not have a good strike fund, we are not well organized and since we are unaffiliated, the support of the rest of the labour movement to our strike would not be guaranteed.

The SFU strike last year was a painful proof of what lack of experience, lack of resources and isolation can cost to a union. The staff members had to settle for much less than the administration had offered them in the first place.

I think that what all of this is indicating is that AUCE workers need to build support in the fight for their rights, that they need to acquire much more bargaining power than the one we have now, if we don't want to see every one of our gains go gradually down the drain.

The only way that workers can become stronger is by joining other workers. This is the principle behind true unionism. The only way our union can become stronger is by joining other unions which are waging similar battles against similar bosses.

I was present at the last AUCE provincial convention and am a member of the provincial and Local One affiliation committees. I can testify to the fact that the two national labour bodies, the Canadian Labour Congress (CLC) and the Confederation of Canadian Unions (CCU) are more than willing to have AUCE join their ranks as an affiliate. The CLC represents 75% of the organized labour force in Canada (approx. 5 million), and the CCU represents 300,000 workers. Each one of them have met repeatedly with our affiliation committees, they have come to speak to us, and reports have been written re. these meetings.

I think that the coming provincial convention has the responsibility to deal with the issue of affiliation seriously and factually. The decision of the delegates at this convention may very well set AUCE's fate for several years to come. If the delegates oppose affiliation, I think that they should be prepared to tell us how it is that we will fight against wage controls and cutbacks in public sector spending by ourselves; they should be prepared to tell us how it is that any of our locals will lead a successful strike if we need one.

I am open to be convinced of the contrary but so far I cannot see how AUCE will maintain its gains and will continue its struggle for equal pay for work of equal value if we do not join the mainstream of the labour movement, that is if we do not join the only labour organization that can provide us with enough strength not only to continue existing but to continue making gains, the Canadian Labour Congress, the CLC.

I would like to see us decide to affiliate to the CLC so that we can start discussing the best ways in which we can benefit and contribute to this labour body. Having decided to affiliate to the CLC, we would also be able to choose the CLC union which suits best our expectations. We can have some valuable discussion happening around this as well.

RE: STATEMENTS OF NOMINEES TO THE SPECIAL AFFILIATION CONVENTION IN APRIL

Like many AUCE members I have not made a firm, unchangeable decision upon the question of affiliation. I presently tend to favour affiliation with the CLC through either BCGEU or CUPE (not OTEU). The strongest reason I see for affiliation is the increased respect, therefore support, we would gain from other unions in the event of job action. There is no question that many labour groups do not take us seriously because we are not affiliated. I don't agree with this attitude, but it is there. It is an attitude that would guarantee a long drawn out struggle or a quick failure if we were ever in a strike period.

On the other hand, I think it is unrealistic for us to try affiliate with the CLC as AUCE; they have already turned down this move and we have not the strength to fight battles that aren't really necessary. In summary I would like to see the Special Affiliation Convention consider affiliation with BCGEU or CUPE, or consider good reasons (not just "because its tradition") for remaining unaffiliated.

Lexi Clague

MARCH 10, 1980: TO THE AFFILIATION COMMITTEE - AUCE LOCAL #1

When first asked if I would stand as a representative to the Special Affiliation Convention, my reaction was to decline because I felt that I just didn't know enough about the options available to us to be very effective. But after attending the special two hour meeting on March 6th, I changed my mind. I came away from the meeting quite concerned about the partly "censored" information provided by the representatives from CUPE, BCGEU, OTEU, the CLC and to some extent the CCU - although in the latter case, it was mostly a case of non-information delivered in an entertaining, after-dinner speaker, complete with pipe! And after hearing the word "control" a few times I became convinced that before we commit ourselves to something which even the CUPE representative admitted would be "hard to get out of" we must first seriously consider every single aspect of affiliation. Therefore, if elected as a delegate to the Convention I would be going with a very decided, but completely open mind. I cannot tell you at this time which way I would vote. I would hope though that enough worthwhile information could come out of the two day Convention to clarify the situation in my mind sufficiently to vote responsibly on your behalf. I do know that I am very anxious not to find myself a member of CUPE or BCGEU without knowing more of the pros and cons, and am unclear about the advantages at the moment, in joining an organization such as the CCU who do not appear to be able to offer us much more than we can offer ourselves.

Valerie Pusey
Division F
Music Dept.

I am undecided about the question of affiliation and do not expect to reach a decision until I attend the convention.

I firmly believe, however, that we should not rush into anything without careful consideration. We have survived quite well for the past six years and it would be better to continue the way we are for as long as we can than to become a part of a large union if this means the end of AUCE. AUCE is an unusually democratic and idealistic union and I fear this would be lost if we affiliate with any of the large groups.

In any event I feel the final decision on affiliation must be decided by a vote from the membership.

Wendy Bice

I am not in favor of affiliation; certainly not at this time. The question of affiliation is the most important issue to face the membership of our union. It should not be decided on the basis of the scant information provided thus far. The necessity for making an informed and carefully considered decision on this issue was evident to those of us who attended the March 6th membership meeting. At the representatives from two of the CLC affiliates made abundantly clear, there is no way of changing your mind once you make the decision to affiliate. An irrevocable decision should not be made in haste.

I don't have the time, the space or the energy to debate here the pros and cons of affiliation. It is the responsibility of each and every member to educate themselves regarding this issue and make their own decision. We should be asking ourselves such questions as: In what significant ways would affiliation to the CLC (or CCU) benefit this union? Are there advantages to remaining independent which would be lost through affiliation? Do we really want to move into "the mainstream of the labor movement? Does bigger really mean better? If I am nominated as a delegate to the Provincial Convention I would attempt to see that the membership of this union be given the opportunity to provide their answer via a referendum ballot.

Cathy Agnew

I think it is very unfortunate that unions today must band together for strength instead of by choice. I do sincerely wish that AUCE could affiliate to the CLC as AUCE. However, this does not appear to be possible without a long fight and/or wait. In the meantime, we are finding it more and more difficult to negotiate good contracts with our employer. My greatest problem is that I do not find any of our three CLC choices completely satisfactory. However, if I had to make a decision between one of the CLC selections and no union at all, for me there is only one choice, either BCGEU, CUPE or JTEU.

I do wish to remain in a union; I do wish everyone working at UBC to retain all the benefits we have negotiated so far; I do wish, in the future, for better wages and benefits for AUCE members; I don't want us to become gradually weaker and weaker because we have only ourselves to rely on so I therefore support affiliation to the Canadian Labour Congress. I am in favour of this issue going to referendum, thus allowing everyone the opportunity to vote on it.

Carole Cameron

Re: Affiliation Convention Delegates

As requested, delegates were to state their position on affiliation. This is difficult for me since I have no firm position. I am not approaching the convention with my mind made up; I will make the most informed decision possible at that time if I am elected to represent you. What I can say is that I would like to hear some pretty strong reasons for affiliation of any kind before we run helter-skelter into a change we might live to regret.

-- Neil Boucher

We are presently faced with an issue which began with a simple question of whether AUCE should belong to the CLC. We are told that the CLC will not accept us intact as AUCE, and that we must seek affiliation with them through merger options: CUPE, BCGEU or OTEU, none of which satisfactorily meet our concerns, or affiliate with a smaller labour body, such as CCU

I fail to see why we are not seriously pushing the CLC with the question of our possible affiliation with them as we presently exist. We are told that affiliation is the next logical step for us to take after benefiting from our own organization as a union, and I agree that we should be involved with the CLC, the major labour body in Canada, however, why should we be forced and told to merge with another union in order to do so?? Are we not good enough as we are? Any idea of merging should be approached with hesitation and extreme caution: I don't think any of the options have reverter clauses, and we would thus be making a permanent move. Let us not leap before we look. It has yet to be proved that any merging would have definite advantages for us, as compared to the advantages we already have as we are.

As AUCE, we have been a completely autonomous and democratic union, addressing our own members concerns, who are predominantly women. For the relatively short time we have been unionized, we have won an extremely good contract--a contract which other unions took 30, 40, 50 years and longer to achieve, and yet in this short time span we have won some absolutely historical gains that we ought to be extremely proud of, clauses which we have paved the way for other unions to seek, and I refer specifically to our excellent maternity clause.

And now we are being asked to consider the idea of dissolving AUCE as it presently exists, and merge with another union, an idea at which I balk. None of the alternate union merger options are too satisfactory and advantageous to us: they are male-dominated, and none seriously address women's issues in a time where single women & mothers are more and more predominant. Our autonomy and power within these merger options would be nil: in effect we would be squashed and "lost in the crowd", with our concerns ignored.

Perhaps we should take a serious look at the real problem and the real concern: we appear to be losing our grasp on our position of strength & power. Point one: will merging with a less democratic, less autonomous union which does not address our concerns actually increase our strength and power. We enjoy the power and strength and power we do now simply because other unions exist, and with mutual support. Strength and power is also a reflection on the type of membership a union has, which brings me to point two: are we in reality passing the buck and ignoring one of the real causes of the problem, that is that the membership of our local has worn down their ideals which were raised upon our certification, & have become more and more apathetic. How could we possibly let 10 opening positions for a Strike Committee go without a single nomination one month after the membership gave the Contract Committee a mandate to go in to bargaining with an 18% wage demand, and about 1 month before our contract expires??? Is this the true reflection of support our membership has for their mandate? Hiding within a major Labour body, or a larger union (no matter how powerful) will never help us if we don't help ourselves. We must be willing to back up our demands and willing to strike. Will merging give us the adequate wages we seek??--we still have to face our own employer and fight for it. Any employer would laugh behind the face of even 100,000 passive, inactive members unwilling to seriously support their demands, and no considerable gains have been won by memberships who were so.

SEE OVER

Any employer should also fear even 200 members who were extremely active, persistent and serious. Ever hear of the mouse that roared? Well, AUCE local 2 roared last year, and I should hope that the SFU administration will approach their next set of negotiations with apprehension. That roar was widely heard . . . what difference would it have made had we belonged to BCGEU, CUPE, OTEU, or even had we been affiliated with the CLC? I think it far more important that we have the continued mutual support of other unions, especially those on our own campus.

I don't think I would feel comfortable with the idea of merging with another union at this point, especially unions which would not address and express our concerns, and especially until we have a better grasp on our own ideals & position of strength. I do believe the most logical option at this point is to continue to pursue the original question of our affiliation status with the CLC, even though its only evident advantage to us is that we would be a bit more actively involved in the mainstream of the Canadian Labour movement.

I also believe that the Affiliation Committee should seek a membership mandate as to the manner of voting at the upcoming Convention. Real membership concerns are a must, as any Prov. Executive recommendation or decision must legally be followed & passed with a majority vote. Should the membership reject such a vote, I would suggest that their concerns have been neglected, and the A.C. is back at base one.

Whether there is a decision to affiliate or merge with one of the options discussed, either accepted or rejected, I am proud to be an AUCE member; I am proud of what it stands for, the ideals it has expressed, and what it has gained for the benefit of its members . . . we should all be proud, and I should hope that merging will be considered by the membership only if it proven definitely advantageous to us.

Suzan Zagar
Main Library, UBC

To Join or Not to Join

On March 6, 1980, at an information meeting attended by "big labour", the question of affiliation was discussed.

I heard the CLC rep say "you cannot join us unless you join one of our affiliates." I heard the affiliates say "we will take you in, but it's going to cost you."

After listening to all of them, they were basically offering the same opportunity.

- a) we will take you in, but there must not be any contradictions to our By-laws,
- b) you will be able to do your own negotiations, handle your own grievances, have your own committees; in short, what we have now.

Being in the purchasing field, I asked myself this simple question, if we are going to pay more to join, what are we getting? My answer to that is nothing.

Therefore, my position is simple. We have come a long way on our own and if we want to go further, we must be willing to do it ourselves.

Marcel Dionne