



on campus

association of university and college employees

MARCH 1981

International
Women's Day



...but a sharing of life's glories:

Bread and Roses!

Bread and Roses!

JOB EVALUATION

Page 2

For those people who expressed dissatisfaction with their current job classified on the Job Evaluation questionnaire, we recommend you contact the Union Office to determine whether or not you are indeed improperly classified.

International
Women's Day —
March 8

Status of Women
Study on 'Women
and Unions'

REPRINT FROM
THE PROVINCE



Clara Shortridge Foltz, the first woman attorney in California, was also the mother of five and a champion of rights for women under law. In 1898, when she stood before a tribunal court to present one of her cases, a male colleague said that the "Mrs." might better be at home tending her children. "A woman," she responded, "had better be in any business than raising such men as you."

WORKING CONDITIONS

Page 3

1981-01-12

U.B.C. Library Processing Centre
University of British Columbia
Vancouver, B. C.
V6T 1Z8

Attention: Mr. R. McDonald

Dear Sir:

At the request of the Environmental Task Force Committee, I conducted a survey of the environmental conditions at the Library Processing Centre.

I have written a letter to Mr. C. Smellie, Physical Plant, regarding the heating and ventilating systems, and have enclosed a copy for your information.

In addition, I obtained light level readings at various locations and found that both the quantity and quality of illumination are satisfactory for the majority of tasks being performed. The exceptions are at the video display terminals and fische readers.

This Branch is currently conducting a study of the problems related to VDT's and will make our findings available to you as soon as possible. In the meantime I would recommend the following:

- (a) Reduce the amount of time required for each operator to a maximum of two hours continuous viewing.
- (b) Provide good quality optical reflection filters for the viewing screens to reduce reflected images.

Yours truly,

Ralph L. Robson
Inspector

RLR/kk

cc: Mrs. E. Misewich,
Environmental Task Force Committee

HEALTH AND SAFETY

VDT's = Very Dangerous Technology

Page 4

VDT's are word processing machines. The letters stand for Video Display Terminal. They are also called CRT's for Cathode Ray Tubes, which describes their process of operation. Manufacturers have promoted the more neutral term, "video display terminal" to detract from the association with radiation that the phrase "cathode ray tube" evokes.

A VDT consists of a keyboard, like a conventional typewriter, but with additional keys; a video display unit which resembles a tv screen; a memory to store information; a microcomputer and a printer.

The image of what is keyboarded into the memory is displayed on the screen. Corrections, changes, are made by keyboarding them into the memory. Only when the screen shows that the memory holds all the information in its correct form is the text printed on to the paper.

VDT's are used everywhere: in banks, insurance and travel offices, hospitals, telegraph and telephone operations, on newspapers, for airlines, railways and buses and many other kinds of offices.

And office workers are everywhere. The US Labor Department estimates that 22% of the total labour force works in an office. That's a lot of people to be affected by a new machine!

There are about 50,000 VDT's in use in Canada today; in the US, an estimated five million.

In April 1980 Industry Minister Herb Gray announced that the federal government will make \$50 million available over the next three years to assist electronic firms in Canada.

Health hazards from low-level radiation and from poor workplace design

The health hazards of VDT's fall into two main areas:

- * the effects on operators of low-level, non-ionizing radiation from the machines;
- * what's broadly described as poor workplace design, leading to visual problems.

Many of the symptoms in both areas are similar. Some people are proponents of one or the other. In general, it has seemed easier to convince governments and industry to respond to the poor workplace design

issue; the radiation hazards are more controversial.

How the radiation works

To understand the hazards of radiation, we need to know more about the technology. VDT's operate the same way as a tv. Electrons are beamed from a cathode or electron gun at the tube screen, where the required image is produced.

The machines emit low levels of radiation from several parts of the electro-magnetic spectrum, including X rays, microwaves and radio frequency waves. In theory, the machine parts that produce radiation are shielded and radiation is not supposed to escape at levels that endanger the operators or others nearby.

The major danger from VDT's is the low levels of radio frequency radiation. This is a kind of non-ionizing radiation, like radium. Non-ionizing radiation does not change the molecular structure of a substance such as human tissue in the same way that ionizing radiation does. (X rays, for example, are ionizing.)

However, there are a growing number of studies, based on experiments with animals and on observations of human beings who work with non-ionizing radiation -- such as radar technicians -- that suggest there are serious biological effects produced by exposure to very low levels.

We know that low level radiation heats up tissue (as in microwave ovens) and interacts with biological systems in ways that are not completely understood.

Some effects that these studies have observed and reported are: headaches, visual deterioration, changes in colour perception, skin rashes, dulling sensation in the fingertips, nausea, general fatigue and irritability.

These are all complaints that VDT operators have had.

Other effects include a particular kind of cataract, leukemia-like blood diseases, interference with reproduction and fertility, and birth defects in the children of female and male workers.

No compensation for cataracts

Two young New York Times editors developed eye cataracts and related their conditions to working on VDT's. They did not win

Page 5

their compensation fight because the radiation level emitted by the machines they worked on was said to be "too low."

A similar case occurred in Toronto where four women who worked at the Toronto Star had babies with birth defects, all within a three-month period. These women, too, all worked on VDT's. When their machines were tested, the radiation leakage was described as "negligible."

The crux of the problem is that in North America, the dangers of low-level non-ionizing radiation are not acknowledged.

The local B.C. and United States standards for occupational exposure to microwaves is ten milliwatts per centimetre.

But in the USSR and in other European countries it is much lower -- 1000 times lower for the workplace and 10,000 times lower for the general population. They are obviously very concerned about the hazard of leakages that here are called "minimal, negligible, harmless." Pregnant women can't work with microwaves in some Eastern European countries which is a sign of the hazard of non-ionizing radiation as well as the hazard of being a female worker.

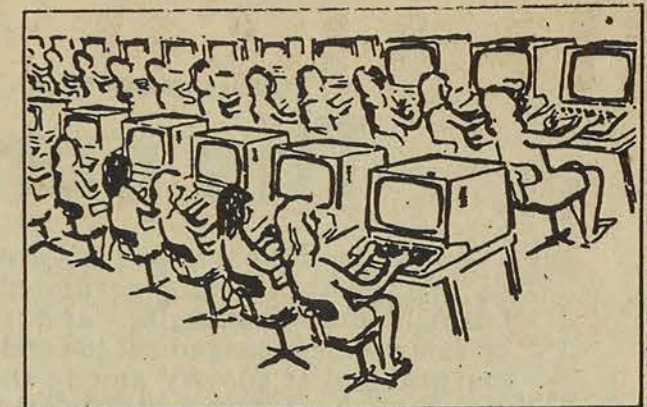
Here in Vancouver, the WCB assures us that there is no danger at the established limit of exposure; in fact the Board was planning to eliminate compensation for disease due to exposure to non-ionizing radiation. Pressure from various groups, especially the Newspaper Guild, forced the Board to back down.

Recently on the U.S. east coast, some air traffic controllers, who work with radar were compensated for cataracts. And, in the States, Paul Brodeur (who wrote a book called the *Zapping of America*, an expose of microwaves and what he describes as a massive coverup of the problem) said on a recent visit to Vancouver that the US will be changing its standard, and that the microelectronic industry will have enormous law suits on its hands.

Crucial Ontario ruling coming up

Right now, there is a significant case before the Ontario Workers Compensation Board. A 40-year-old woman developed cataracts after a year and a half working on a VDT. The outcome will affect all other claims in Canada.

The problem is a big one, to say the least: getting recognition that low level non-ionizing radiation is a hazard to health, developing technology for testing, getting machine designs changed, developing standards for quality control, and maintenance.



Health Protection for Operators of VDT's

In the meantime, machines should be spaced so operators are not sitting near other machines, since whatever radiation exposure there is will be multiplied by the number of nearby machines. Shields should be bought and effectively installed. Workers should have periods of work on and off the machine. Pregnant women shouldn't work on them (and they shouldn't be excluded from the workforce).

Workplace design problems have to do with lighting, equipment layout, work posture, production pressure. Sometimes, this is referred to as ergonomics, a word coined to describe the dynamic relationship of all workplace factors.

Workers' complaints are serious

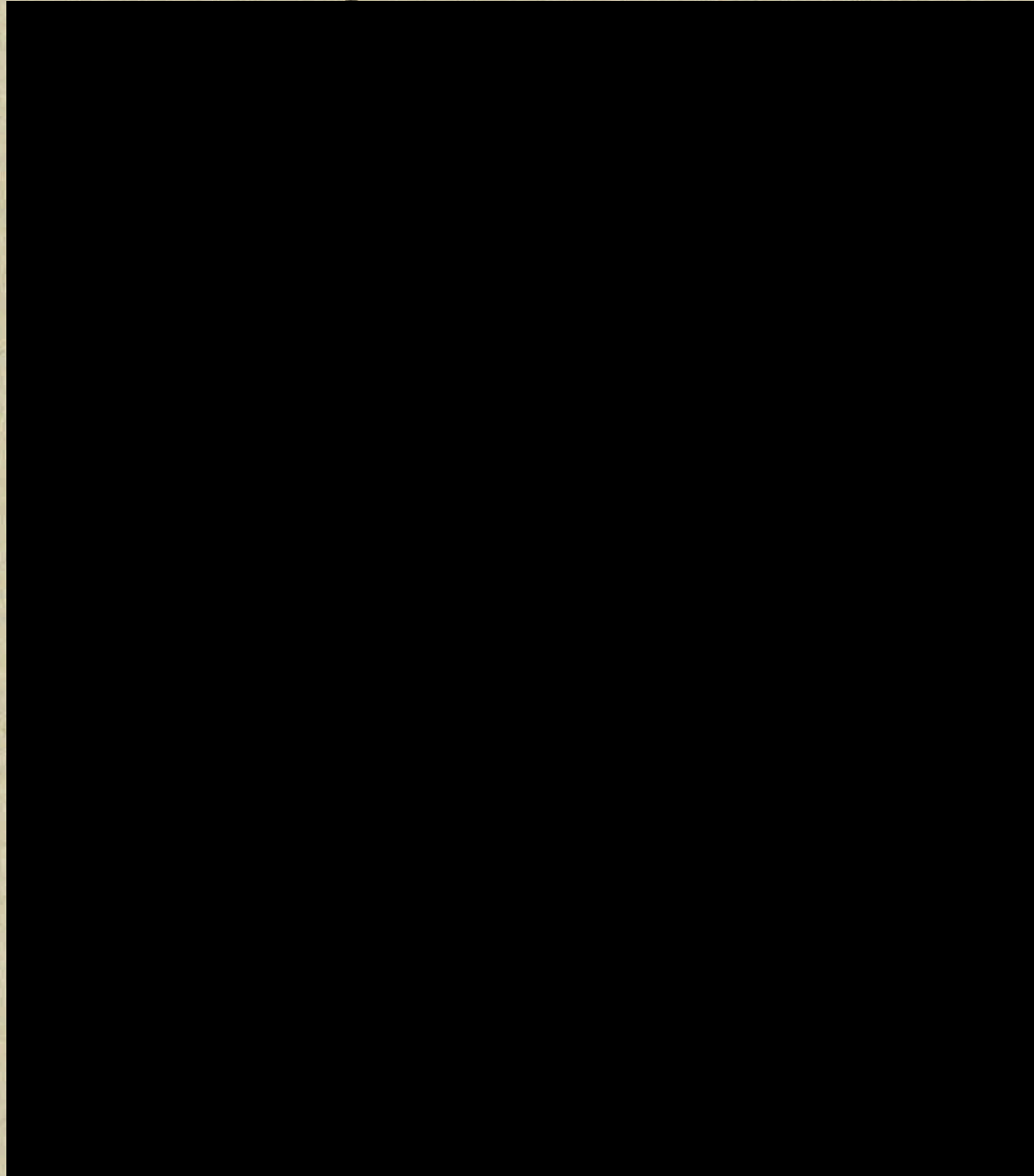
Workers' complaints, all verified by a recent study conducted in California by the National Institute of Occupational Safety and Health include:

- * eye soreness, redness, stinging, irritation, general discomfort in eyes
- * pain in neck, back and arms
- * dull headaches, sometimes above the eyes
- * loss of visual acuity - seeing blurred



- or double images; fuzzy coloured fringes
- * dizziness, nausea
- * problems with eyeglasses, contact lenses.

The pension gap



BLOOM COUNTY



THE PROVINCIAL COMMITTEES AND WHY YOUR PARTICIPATION IS NEEDED

At the last Provincial Convention a number of Provincial Committees were set up to deal with specific concerns that affect each member of AUCE. It is important that representatives be elected from each local to serve on these committees.

PROVINCIAL EDUCATION COMMITTEE

The Provincial Education Committee, chaired by the Provincial Organiser, was set up to co-ordinate the Educational Activities of the Provincial Association. It has been given the specific responsibility of holding two conferences a year, assisting the locals with seminars and research.

PROVINCIAL NEWSLETTER COMMITTEE

The Provincial Newsletter is one of the main mechanisms of communication between the Provincial Executive and the membership of AUCE and between the members of each local. This committee, chaired by the Provincial Co-ordinator, is responsible for soliciting articles, rewriting, layout and distribution of the newsletter. There are few things that are more rewarding than helping to put out a lively attractive publication.

DISCOVERY PARKS COMMITTEE

Discovery Parks is the umbrella organisation in charge of setting up research parks adjacent to the three Universities and BCIT. These parks concern us because: Money may be diverted from general educational revenues to underwriting the costs of these parks (which may lead to more underfunding of higher education in B.C.); The trend towards supporting high technological education at the three universities at the cost of reduced support for other types of education where benefits are not as cut and dried; these parks will be completely separate from the institutions that they will be linked with; there will be virtually no control over the types of research that will happen at these parks. The Discovery Parks Committee will discuss the ramifications that these committees will have on Post Secondary Education in B.C. and will develop policies that will enable us to respond effectively to these issues.

SUPERANNUATION COMMITTEE

The Superannuation Committee has been set up to investigate the Provincial Superannuation Plan and other pension plans in order to develop Provincial policy on pension plans, assist those AUCE locals that are covered by the Provincial Superannuation Plan and to research other pension plans. By having a member of our local on this committee we would gain information that would assist our own local's development of proposals for the improvement of the UBC Pension Plan.

Each of these Committees are dealing with issues that affect all of us directly. The Education Committee will develop seminars, workshops and conferences for us - what kind of seminars do we need, what are the issues that affect us? The Newsletter is the voice of the whole membership. Discovery Parks will dramatically shape the kind of research and funding that UBC receives. We are investigating pension plans - the Superannuation Committee can provide information that would help us with this research.

If we want these committees to be effective our participation is necessary. The issues that these committees were set up to deal with will not go away. If you are interested in these issues, and want to make your views known, we need you. AUCE is only as strong as you make it by your participation.

Lid Strand

LETTERS

February 12, 1981.

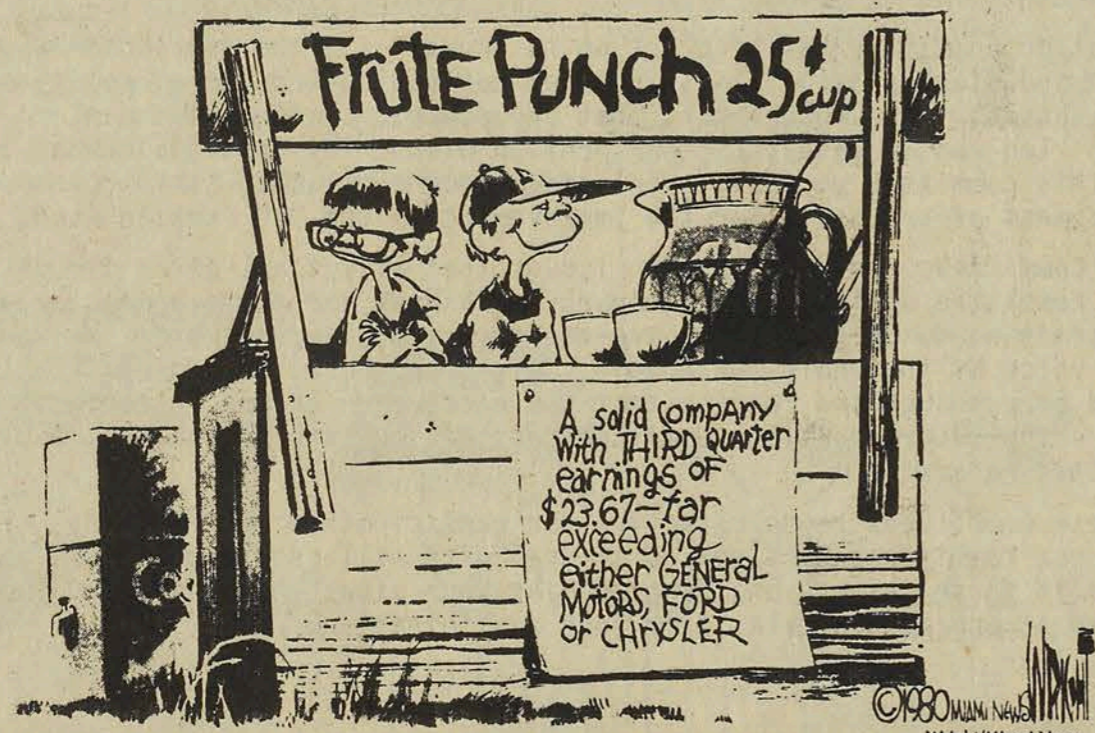
Auce #1 Office
Campus Mail

I am very much in disagreement with the decision for AUCE #1 to support the Blue Heron Housing Co-Op. I believe very strongly that Co-op housing is the only way that the majority of us can afford a roof over our heads — but — hold off a minute! The University Endowment Lands are so special now (and a rare urban phenomena), I am sure that the UEL will be even more precious to us in the future, as we continue the madness of overdevelopment. I too need an affordable place to live (at present half my salary goes on rent & utilities) but I will not support the death of anymore of the UEL to do so. God knows this bureaucratic machine known as UBC whittles it away fast enough! Could we not spare the forest (the little that is left of it) and put our energies into something much more sensible and creative, such as re-developing warehouse districts. Get off your elitist high-horses, we can't all live on Point Grey.

It continually amazes me that such intelligent people as are involved with the Blue Heron CO-op can be so narrow minded as to want their own piece of the UEL. Then after that, everything is okay. AUCE I support you but not in this case.

Patsi McMurchy
Fine Arts Library

Patsi McMurchy

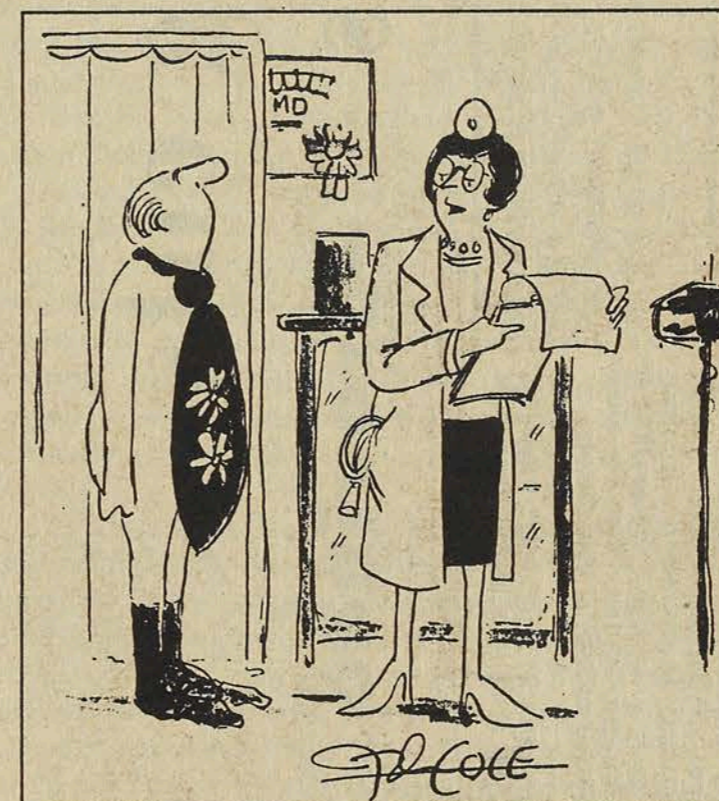


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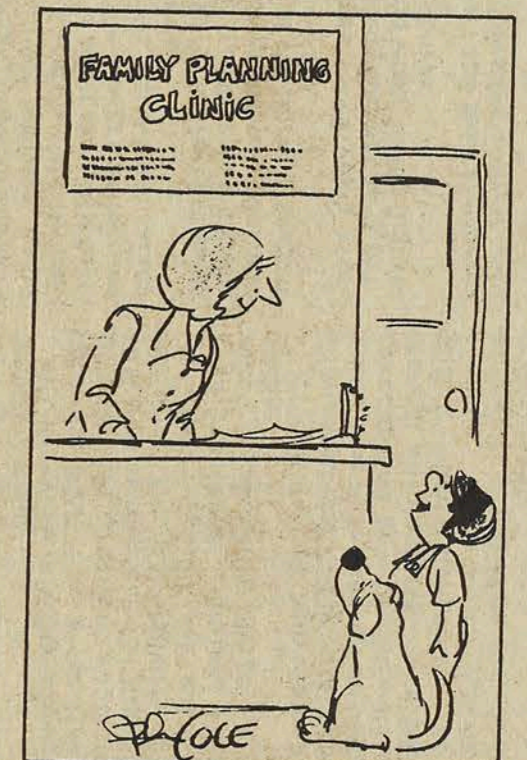
Farecards

BUS PASSES AVAILABLE TO ALL EMPLOYEES ON CAMPUS

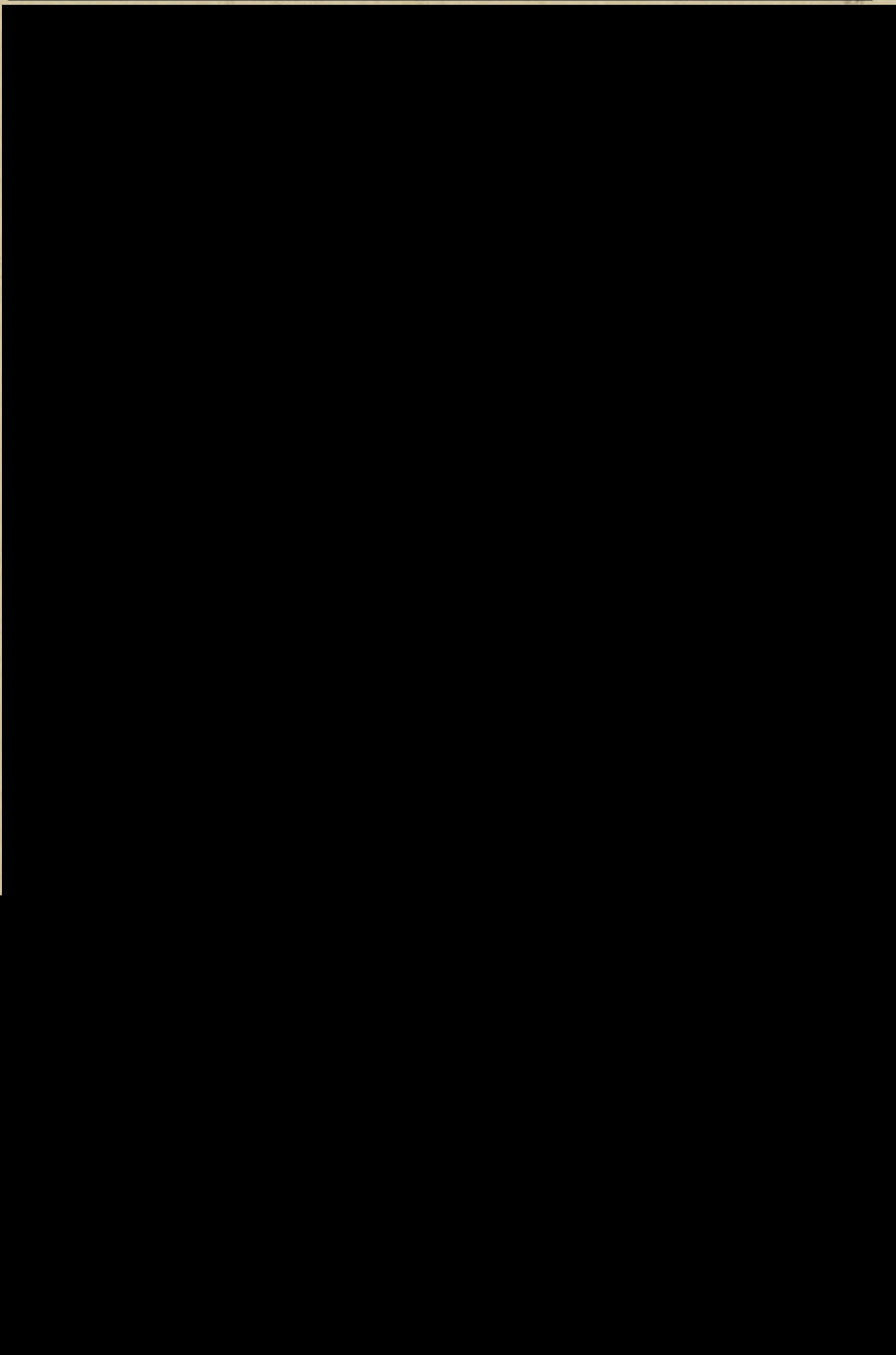
The Alma Mater Society, effective with the March 1981 Issue will be offering for sale G.V.R.D. Monthly Farecards (\$24.00). These passes will be available at the A.M.S. Box Office, located on the Main Floor of the Student Union Building (S.U.B.). The hours of operation are 9:45 a.m. to 5:00 p.m. Monday to Friday. Passes are available five days prior and five days following the first day of the month of issue.



"I take it you've never been examined by a woman doctor before."



"She would like to have just one pup!"



By MARC EDGE

Expected funding cuts horrify educators

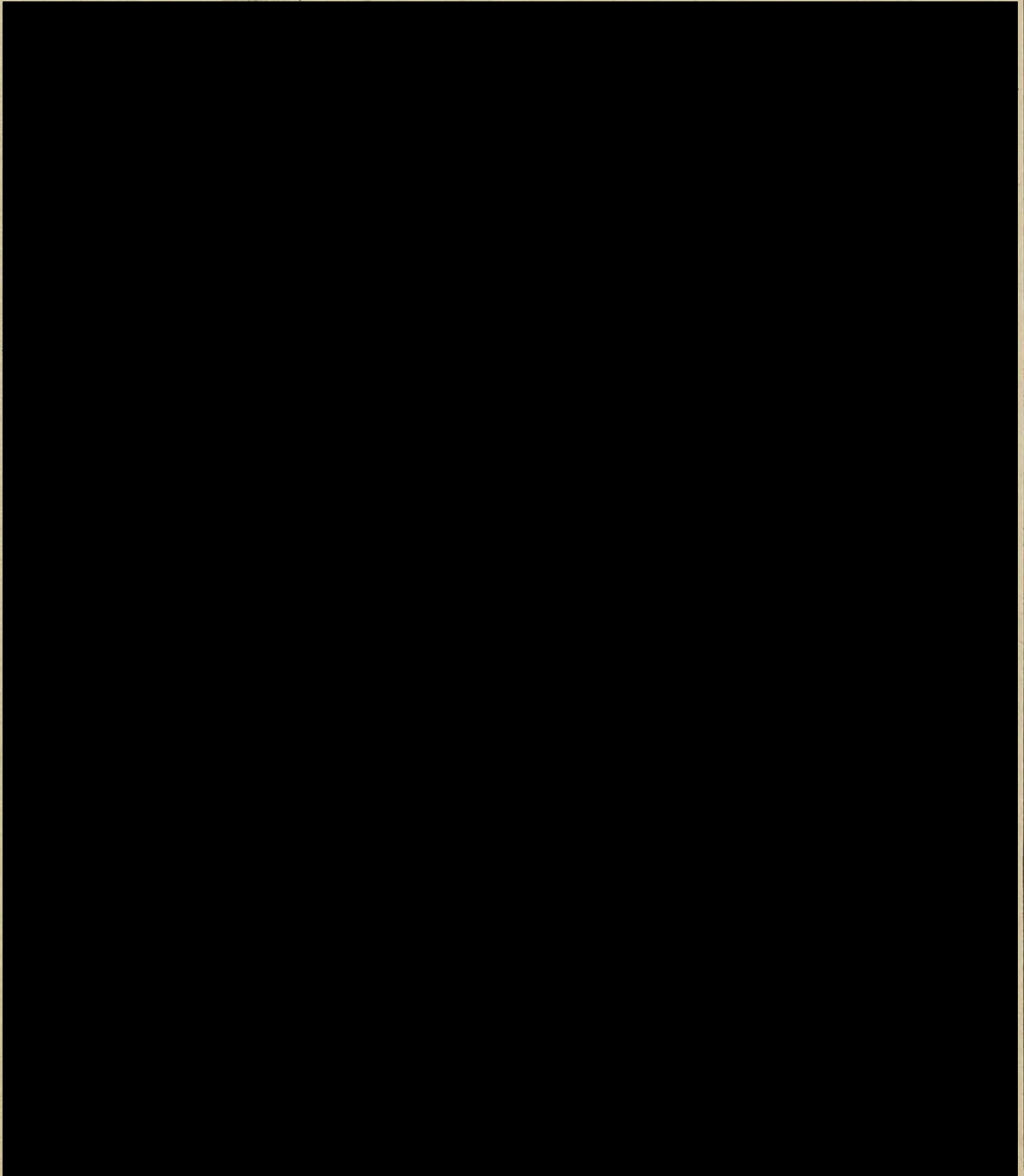
Reprint from February 1st Edition of
the province

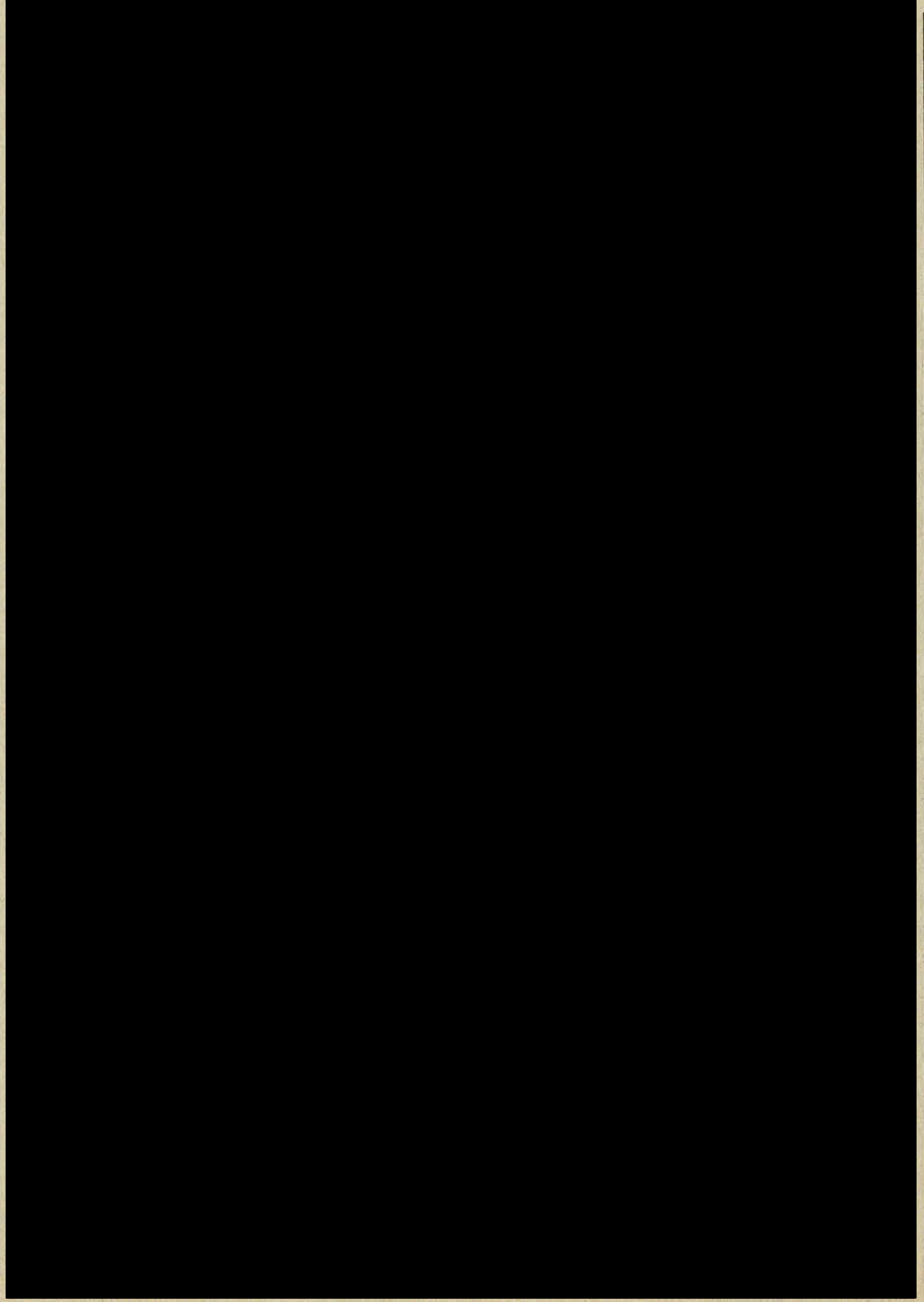
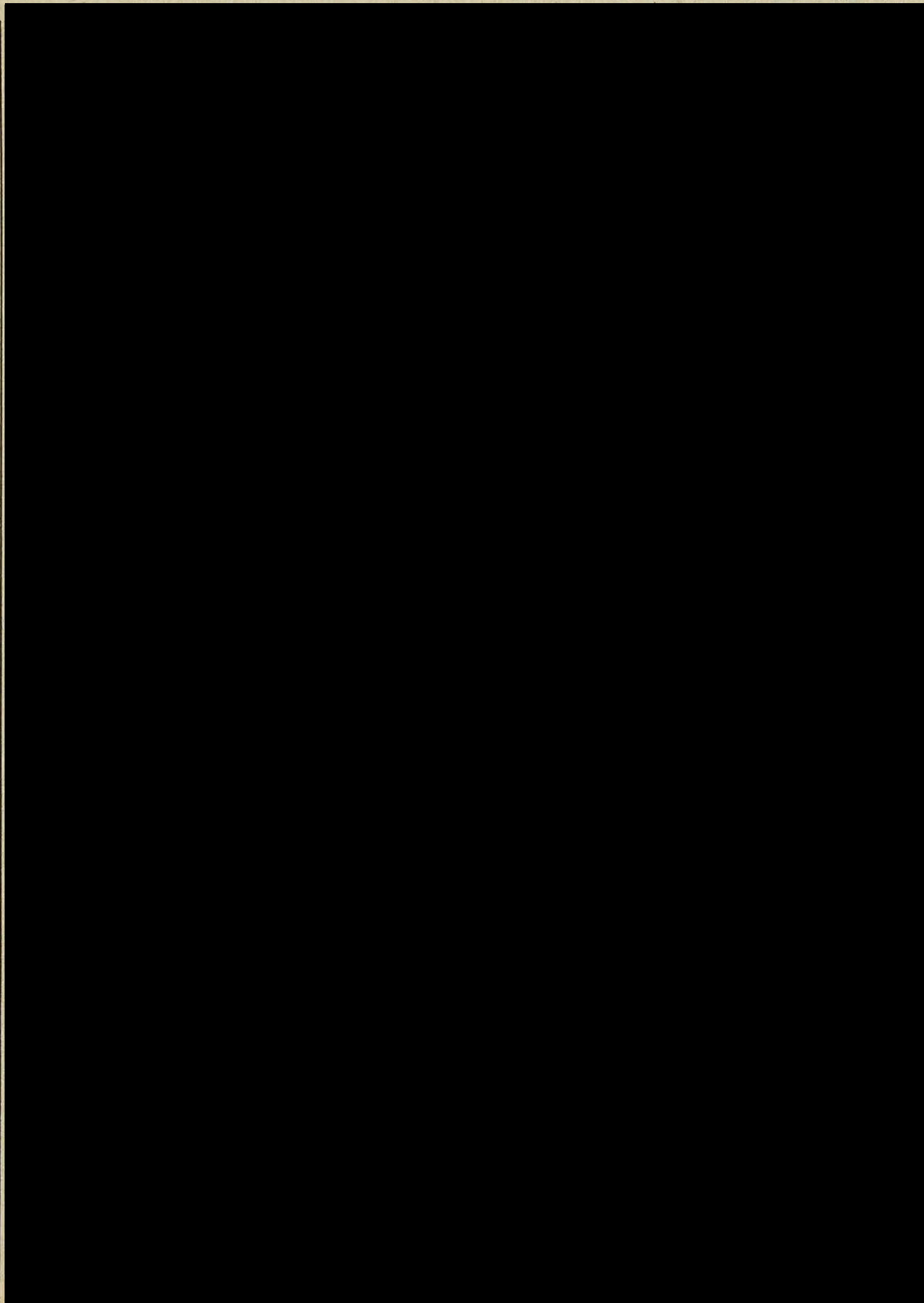
UBC's Faculty Club from the inside looking out.

A Most Uncommon Place

By Paula Brook

A Penny Burned...





Minutes

Minutes

Membership Meeting - Thursday, February 19, 1981

IRC 6

12:30-2:25 pm.

The meeting was chaired by Marcel Dionne and the minutes were recorded by Wendy Lymer and Wendy Bice.

Before proceeding with the agenda, Carole Cameron made several announcements. The first was to inform the membership of the death of John Joseph Uzaraga, a member who worked in the Woodward Library. He died of a heart attack on February 1, 1981. Carole read the note of sympathy which follows.

THE EXECUTIVE AND MEMBERS OF AUCE LOCAL ONE WISH TO EXPRESS TO THE FAMILY AND FRIENDS OF JOHN UZARAGA, OUR REGRET AND SADNESS AT HIS UNEXPECTED AND SUDDEN PASSING.

The next was that we had received a letter of appreciation from J. M. Kennedy of University Services, thanking us for our contributions to the United Way Campaign.

The Union Office had received a message from Kitti Cheema regarding the founding conference for the Democratic Women's Union which was to be held on March 8, 1981 in recognition of the International Women's Day activities scheduled for that day. Carole also made an announcement for a rally which was being organized to celebrate International Women's Day in Vancouver on Saturday, March 7, 1981. Anyone requiring more information should contact the Union Office.

The last announcement dealt with a planned seminar on VDT's planned for April 11 at the YWCA. Upon the receipt of more information, notice will appear in the March newsletter.

Marcel Dionne then made a motion to seat a Provincial Association representative at the meeting when that person should arrive.

Moved by Marcel Dionne THAT THE MEETING SEAT SHEILA PERRET, SECRETARY-TREASURER
Seconded by Lid Strand OF THE PROVINCIAL ASSOCIATION.

The motion was CARRIED.

1. Adoption of agenda:
Moved by Lid Strand THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Suzan Zagar

The motion was CARRIED.

2. Adoption of minutes of the January 22, 1981 Membership Meeting:
Moved by Marcel Dionne THAT THE MINUTES OF THE JANUARY 22, 1981 MEMBERSHIP
Seconded by Wendy Bice MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

At this point, Lid Strand said he noticed an error in the minutes on page 29 of the newsletter. Marcel reminded Lid that the minutes had just been adopted. Lid understood that point; however he felt that the correction should be made as it was of some importance. He requested that the wording, "Local 2" on the 7th line of the Provincial report should be corrected to read "Local 6".

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

4. Business arising from the correspondence:
Lid Strand directed the membership to page 18 of the February newsletter which contained three motions he intended to propose as a result of his article on federal cutbacks to post-secondary or higher educational institutes.

Moved by Lid Strand THAT AUCE LOCAL ONE ACTIVELY PARTICIPATE IN THE
Seconded by Nancy Wiggs DEVELOPMENT OF ANTI-CUTBACK CAMPAIGNS IN CONJUNCTION
 WITH ALL SEGMENTS OF THE CAMPUS COMMUNITY.

Lid gave motivation for his proposal by aiming at the shortfall created by federal cutbacks. He pointed out that the cutbacks were severe and that increases in student fees were occurring with alarming regularity. Lid hypothesized as to what effect a budget cut of one-third would have on our job security. The results of the cutbacks would include the reduction of art courses with an increase in the promotion of research to which Lid was not opposed but he felt it should not be at the risk of losing courses in the Arts Programme.

The motion was CARRIED.

Lid then presented the second motion stating that his motivation for the previous motion was also applicable to this one.

Moved by Lid Strand THAT AUCE LOCAL ONE STRONGLY OPPOSE THE PROPOSED FEDERAL
Seconded by Suzan Zagar GOVERNMENT REDUCTION IN FUNDING FOR POST SECONDARY EDUCATION
 AND THAT WE WORK WITH OTHER GROUPS TO ACTIVELY OPPOSE THIS
 PROPOSED POLICY.

The motion was CARRIED.

Lid's third motion follows:

Moved by Lid Strand THAT AUCE LOCAL ONE INFORM AUCE PROVINCIAL, THE OTHER AUCE
Seconded by Nancy Wiggs LOCALS, THE B.C. STUDENT'S FEDERATION, THE NATIONAL UNION
 OF STUDENTS AND THE FEDERAL AND PROVINCIAL GOVERNMENT OF
 THESE MOTIONS THAT WE HAVE PASSED.

Marcel Dionne inquired as to what was meant by AUCE Local One "actively participating" in the proposed opposition to funding cutbacks. He asked if Lid had any suggestions as to who would participate. Lid responded that he was willing to act as Local One's representative but that the proposed letter be written by the Executive as the issue was an important enough to affect everyone in the bargaining unit.

The motion was CARRIED.

Lid directed the membership's attention to page 18 of the newsletter which also contained a motion on the proposed National Day of Action on Daycare to be held on February 24, 1981 at UBC. Lid reiterated his motivation that there were many AUCE members with children who were encountering difficulties in finding adequate daycare facilities and he urged that their participation was vital to this rally.

Moved by Lid Strand THAT AUCE LOCAL ONE LEND ITS FULL SUPPORT TO THE NATIONAL
Seconded by Sheila Porter DAY OF ACTION ON CHILDCARE AND WORK WITH OTHER GROUPS TO
 ENSURE THAT THIS DAY OF ACTION IS SUCCESSFUL.

The motion was CARRIED.

Carole Cameron then introduced a motion which would offer support to the TWU and to the Vancouver Municipal and Regional Employees Union. She urged that Local One give their full support to the Telecommunication Workers and to all Locals of CUPE involved in labour disputes in their attempts to gain equitable collective agreements with their respective employers.

Moved by Carole Cameron THAT AUCE LOCAL ONE OFFER ITS SUPPORT TO THE TELECOMMUNICATION
Seconded by Nancy Wiggs WORKERS UNION AND TO ALL LOCALS OF CUPE TOWARDS THEIR AIM IN
 SIGNING SATISFACTORY COLLECTIVE AGREEMENTS.

Carole stated that if the Federal Ministry of Labour supported the TWU strike action, such an endorsement would surely motivate this Local to do the same. Statistically, 4,500 women are involved in the strike action on the Lower Mainland. They are fighting for the same rights for which AUCE has fought. Their philosophical motto of "Equal pay for work of equal value" is the foundation on which AUCE has always based its wage proposals throughout negotiations with the University. Carole again stressed how important it was to show our support for those unions as their gain would most certainly be to our advantage in the foreseeable future.

Lid supported the motion adding that he felt that B.C. Tel had taken a very poor stand towards a positive settlement by suggesting that the CRTC would have to agree to an increase in subscriber rates before a satisfactory collective agreement could be signed. Lid suggested that if such a proposal was seriously considered by the Federal Government, it would set a dangerous precedence for future contract negotiations with any body governed by federal or provincial regulations.

Suzan Zagar pointed out that the Provincial Association phone bill was averaging between \$200 and \$300 per month as of late. She felt strongly that any association who received telephone bills for that amount could not claim that they were in support of the TWU strike action. She reminded the membership of the accepted policy in dealing with B.C. Tel bills which was to pay one-third of the bill to be submitted to the Burnaby office by cheque in a plain envelope.

A short discussion ensued; the vote was then taken.

The motion was CARRIED.

5. Nominations:
Darlene Bailey and Shirley Irvine were nominated for the Health and Safety Committee. Nominations would be closed at the next meeting.
Suzan Zagar was nominated for Vice-President. Nominations for this position will close at the March meeting.
There were no nominations for the Alternate Provincial representative position. Nominations would remain open until the next meeting.

There were no nominations for the Grievance Committee position. Nominations would remain open until the next meeting.

Jet Blake was nominated and accepted a position on the Communications Committee. Nominations for two more positions would remain open until the next Membership meeting. It is important that more people participate on this Committee in order continuous publication of the Newsletter each month.

There were no nominations for the Provincial Education Committee. Nominations would remain open until the next meeting.

Roslyn Moran was nominated and accepted a position on the Committee to Investigate Discovery Parks. Nominations would be closed at the next meeting.

Cobie Wennes, Joan Treleaven, Ray Galbraith and Nancy Wiggs were nominated for the Cross-Local Committee to Investigate AUCE Salaried Staff. Joan and Nancy accepted; Cobie and Ray declined.

Lid Strand suggested that the salaried staff now occupying positions in the Union Office should also participate on this Committee. Carole Cameron informed Lid that both herself and Wendy Bice were elected two meetings ago to this Committee.

Lid Strand, Suzan Zagar and Carole Cameron were nominated for positions on the Cross-Local Superannuation Pension Investigating Committee. Lid declined; Suzan and Carole accepted.

6. Secretary-Treasurer's report:

Wendy Lymer made a motion to accept the financial statement for the month of January, 1981.

Moved by Wendy Lymer

Seconded by Ray Galbraith

THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED JANUARY 31, 1981.

Marcel Dionne asked why office expenses were so high. Wendy responded that office expenses were broken down at the bottom half of the statement. She explained that the office move was paid for in January with membership approval having been obtained in December. Cutoff charges from B.C. Hydro resulted in a higher than normal bill last month. As indicated, we also paid for a cleaner and painter for the old office at Western Parkway. A small refrigerator was purchased for the new office which enables union members to store their lunches while in attendance at the office. Wendy added that the use of the refrigerator was open to any member who needed to use the office facilities for union business. Marcel also asked if Wendy expected there to be a consistent income over expenses situation from now on. Wendy responded that the figure would probably be higher from now on as we now pay a token rent of \$1.00 per year and we no longer pay for hydro and janitorial services. When asked what she thought excess income might amount to in the future, Wendy estimated from \$2000 to \$3000 per month although that estimate would alter due to unforeseen expenditures. As there were no further questions, the vote was taken.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron expressed dissatisfaction with the existing University Pension Plan. A policy grievance had been started with the University because of this spreading dissatisfaction. Examples of employees who have not authorized pension premium deductions as well as those who have are included in the submission. Carole indicated that there were certain vital pieces of information regarding the Plan which are not made available to subscribers. She added that there were definite problems with automatic deductions without approval based on the Payment of Wages Act. Although there has been no response from the University to date, the University does agree that prospective and existing subscribers should be better informed about the Plan.

8. Executive report:

Marcel Dionne referred to page 3 of the newsletter for the first Executive motion.

Moved by Marcel Dionne

Seconded by Carole Cameron

THAT AUCE LOCAL 1 NOT PAY TO THE PROVINCIAL ASSOCIATION THE OUTSTANDING ARREARS IN THE PER CAPITA TAX FOR THE PERIOD AUGUST 1980 TO DECEMBER 1980.

Marcel offered an explanation for the motion. He said that the motion was not meant to imply that Local One did not owe the money but that we should not pay what we couldn't afford at the time. He pointed out that the August ballot was extremely close when the results were made known. Marcel added that the referendum could have been conducted at a better time since Local One was still recovering from the effects of the May strike. The Executive made their feelings known to the Provincial when the ballot was first proposed. The Provincial Association was fully aware of this Local's difficulties in dealing with this further financial burden; they realized that this Local would be forced to conduct a referendum ballot for an assessment to raise the money to meet the new tax rate. In August, this Local was more deeply concerned with the paying off of its strike-related debts. Marcel then reiterated the intent of the motion, adding that the payment of arrears amounting to approximately \$8000 would require yet another assessment referendum if the proposed motion failed. Finally, Marcel expressed his belief that the Provincial could not have lost \$8000 which it never had to begin with.

Nancy Wiggs spoke against the motion. She felt that going back over the history of the affair was ludicrous and the fact that the final vote was close made no difference to the issue at hand. The Provincial had proposed that they were prepared to work out a pay-back schedule for what they considered to be a loan; it by no means had to be a lump sum payment. She warned that the Provincial could quite rightfully suspend Local One from its meetings for being in arrears. This could lead to Local One seceding from the Provincial. Wendy Lymer's estimate on excess income each month would surely allow for repayment over a period of time. She added that if we weren't prepared to honor our obligations, then we should be prepared to back out gracefully.

Lid Strand was in agreement with Nancy Wiggs. He firmly believed that this Local was obligated to pay the arrears and urged that the issue be resolved at this meeting.

Carole Cameron responded to Nancy Wigg's remarks. Carole indicated that four arbitrations had already been established for 1981. We could expect legal bills of \$4000 per grievance which had not been accounted for in the use of the expected excess income in the future. The intent of the motion is not to suggest that we not pay the increase at all, but that we pay the new tax now that we can afford to pay it. During the period when the new per capita tax was in effect, Local One needed the money just as badly as the Provincial. She pointed out that the latest assessment was intended to pay off strike-related debts and, if possible, also replenish our sadly-depleted Strike Fund.

Suzan Zagar spoke in favour of the motion. She felt that the monies owed should be forgiven since the Provincial Executive had seen fit to forgive Local 2's arrears. In reference to "our obligation to the Provincial", Suzan remarked that our Local represents one-half of the Provincial membership and that the Provincial should most certainly be obligated to this Local. She then made several comments on the dire financial situation at Local which easily reflected Local 1's dilemma last summer.

Ray Galbraith spoke in favour of the motion. He indicated that the Provincial was well aware of Local 1's debts incurred during the strike. The Provincial should concern itself more with cultivating relations with the Locals rather than carrying on with this narrow-minded drive which will likely result in the complete alienation of the two bodies. He, too, urged that the arrears be forgiven.

A discussion ensued until Marcel was forced to remind the speakers to stay with the intent of the motion.

Sheila Perret, the Provincial's Secretary-Treasurer, spoke against the motion. She referred briefly to the situation at Capilano College. Sheila expressed appreciation of Local One's input; she stated that the Provincial needs the continued support from this Local. In doing so, Local One will maintain its right to benefit from the Provincial's activities. She indicated that if Local 1 was dissatisfied with the

Provincial's modus operandi then efforts should be made to alter the Constitution at the annual Convention. She stressed that this issue had been on the back burner for six months and that if Local One had acted more quickly, the arrears figure would not be so high. She had suggested to Ray Galbraith when the issue first arose that the Provincial was willing to lay out terms for an interest-free pay back scheme. Sheila appealed to the membership for their support; she urged that the smaller Locals were dependent on our financial assistance through the Provincial for their survival.

Ray Galbraith responded that anyone who had viewed our financial statements last summer could see that we were in trouble. Our foremost concern has been to retire those remaining debts through dues increase and assessment referenda. If three referenda had been mailed out simultaneously last December, in all probability the dues increase and assessment would have been lost. As it was, the assessment referendum barely passed. He added that it was dishonest to suggest the small payments proposed by the Provincial would prove extremely beneficial to, for example, the Prince George Local which needs far more than financial assistance to pull through its present dilemma.

Further discussion was an attempt to define when the August ballot was to have been implemented. Nancy Wiggs reported that, historically, the result of a referendum became effective immediately. The vote was taken and counted in August, 1980. It was, therefore, in effect in August, 1980.

Marcel re-read the motion to the membership. There were approximately 52 votes for, 32 against and 10 abstentions.

The motion was CARRIED.

Richard Melanson proposed a motion to be taken to the Convention to avoid future problems.

Moved by Richard Melanson THAT THE MOTION "THAT A STRUCK LOCAL NOT PAY PER CAPITA TAX" BE TAKEN TO THE CONVENTION FOR DISCUSSION.
Seconded by Suzan Zagar

The motion was CARRIED.

8. Executive report:

Carole Cameron introduced the by-law changes proposed by the Executive on pages 4 and 5 of the newsletter. The first dealt with Section J, Sub-section 13. The intent of the proposal was to reflect the highest paid person in the bargaining unit.

Moved by Carole Cameron THAT THE FOURTH SENTENCE OF BY-LAW SECTION J.13 BE AMENDED
Seconded by Lid Strand AS CIRCULATED.

The motion was CARRIED.

The next motion dealt with Section F.2 changes. Carole explained that a member wishing to continue in an office position must first receive membership approval. There would be no restrictions on the length of time spent in office. The proposed salary was intended to reflect the philosophy of this Union on equal pay. Written entitlement to the rights and benefits of the collective agreement was considered essential as it was always assumed in the past. Carole felt that a statement containing qualifications and background was vital in determining the best nominee for the position.

Moved by Carole Cameron THAT THE PROPOSED AMENDMENTS TO THE SECOND PARAGRAPH OF
Seconded by Rosalind Turner BY-LAW SECTION F.2 BE ADOPTED AS CIRCULATED.

Lid Strand proposed an amendment to the term of office to allow for the one-year guarantee of the return of the elected officer to his/her former position with the employer.

Moved by Lid Strand
Seconded by Elizabeth Brock

THAT SECTION F.2, PARAGRAPH 2, SENTENCE 2, BE AMENDED TO READ: FULL-TIME SALARIED OFFICERS WILL SERVE FOR ONE YEAR FROM THE DATE THEY ASSUME OFFICE.

A lengthy discussion ensued on the benefit of a two-year term of office over a one-year term. Marcel Dionne was in favour of a two-year term as it gave the elected officer time to become confident in her/his duties. A two-year term would most certainly bring a commitment from a responsible member in maintaining the essential services of the Union Office staff. Nancy Wiggs was against a two-year term as it did not offer protection to a member who was willing to run but at the same time did not want to forfeit their former job if they enjoyed it. Wendy Bice felt that after two years in the Union office, she was far more constructive and effective than when she began. She pointed out that the one-year guarantee can be re-negotiated accordingly. Richard Melanson supported a one-year term of office, adding that officers can run for re-election if they wish to be more constructive. Ray Galbraith supported a one-year term as the dilemma of the one-year guarantee had to be solved before he would consider remaining in office. The question was called.

Lid's amendment was CARRIED.

The question was raised as to when the amended by-law would become effective. Carole responded that the salary change, if accepted, was retroactive to February 1, 1981. Nancy Wiggs supported the proposed salary increase but not the concept of unlimited terms.

Moved by Nancy Wiggs
Seconded by Lid Strand

THAT THE ISSUES ARISING FROM THE PROPOSED AMENDMENT TO SECTION F.2, PARAGRAPH 2, AND INVOLVING CHANGES IN SALARIES AND UNLIMITED TERMS OF OFFICE, BE VOTED ON SEPARATELY.

The motion was CARRIED.

Nancy Wiggs then made a motion with regard to the proposed change in salary for Union Office staff.

Moved by Nancy Wiggs
Seconded by Richard Melanson

THAT THE PROPOSED AMENDMENT TO SECTION F.2, PARAGRAPH 2, INVOLVING CHANGES IN SALARIES FOR UNION OFFICE STAFF BE ADOPTED AS CIRCULATED.

When asked how Pay Grade 4, Step 6, was arrived at, Carole responded that the last two Secretary-Treasurers have been paid on that scale, and, more importantly, that it was an attempt to address the value of the jobs in question.

The motion was CARRIED.

Marcel Dionne passed the Chair in order to make a motion to table the issue of unlimited terms of office until the next two-hour membership meeting.

Moved by Marcel Dionne
Seconded by Joan Treleaven

THAT THE ISSUE OF UNLIMITED TERMS OF OFFICE AS PROPOSED IN THE AMENDMENT TO SECTION F.2, PARAGRAPH 2, OF THE BY-LAWS BE TABLED UNTIL THE NEXT TWO-HOUR MEMBERSHIP MEETING.

The motion was CARRIED.

The meeting was adjourned at 2:25 pm.

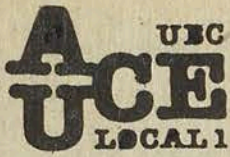
- Feb. 2/81 Original letter to Butterworth & Co. re cancellation of subscription to Canadian Labour Relations Board Reports.
- Feb. 4/81 Copy of news release received Jan. 29/81.
- Feb. 4/81 Memo from Kelly M. Patrick to AUCE Union Office re the \$22.00 deduction from her paycheque.
- Feb. 6/81 Notice of Tatyana Mamonova's tour, a public meeting organized by the Mamonova Tour Committee and requests for endorsement and donations.
- Feb. 6/81 News release from B.C. Federation of Labour requesting Bill Bennett's resignation over his government's "natural resource giveaway policy."
- Feb. 6/81 Letter from Sharron Bodnar requesting receipt for dues paid in 1980.
- Feb. 11/81 Notice of weekend workshops organized by the Vancouver Radical Therapy Collective.
- Feb. 11/81 Letter from Rape Relief House-Funding requesting donations.
- Feb. 11/81 News release from the B.C. Federation of Labour re new "gloves-off" attitude by the Federation as a result of major labor disputes occurring in B.C.
- Feb. 11/81 Letter from Local 4 members protesting the third affiliation ballot as distributed by the Provincial Executive.
- Feb. 11/81 Memo from Ruth Mirza to H.J. Burian, Employee Relations, enclosing updated descriptions of AUCE positions in the History Dept.
- Feb. 11/81 Letter from Lynne Warneboldt, Employee Relations, re appointment notice for Laszlo Molnar.
- Feb. 16/81 Letter from the Revolutionary Workers League giving notice of meeting at UBC.
- Feb. 16/81 Letter from UBC Alma Mater Society enclosing a news release regarding GVRD monthly farecards.
- Feb. 16/81 Letter from Patsi McMurchy expressing dissatisfaction with AUCE's decision to support the Blue Heron Housing Co-op in its appeal for Endowment land.
- Feb. 17/81 Letters (copies) from the Provincial to the Blue Heron Co-op and to the UBC Endowment Lands Administration endorsing the Co-op's endeavors to obtain land.
- Feb. 17/81 Letter from Local 6 affirming support for the Provincial Executive's handling of the affiliation and per capita tax issues.
- Feb. 17/81 Letter from Katherine Young enclosing legal opinions on the Variance of Certification appeal made by the University to the Labour Relations Board.
- Feb. 17/81 Letter from Edna Lunden enclosing initiation fee.
- Feb. 17/81 Letter from Susan Heming to Wes Clark/ER re the lodging of a complaint against her former employer.
- Feb. 18/81 Letter from Sheila Weaver in support of the Provincial's stand on the per capita tax issue.
- Feb. 18/81 Letter from Effie West re payment of dues and assessment in February.
- Feb. 18/81 Letter from the VMREU requesting support from the AUCE membership for their labour dispute.
- Feb. 19/81 Postcard from Lissett Nelson.
- Feb. 19/81 Letter from UBC Food Services re the use of the refrigerator in the Main Library Staff Room.
- Feb. 19/81 Letter from Wendy Bice nominating Shirley Irvine to the Health and Safety Committee.
- Feb. 20/81 Letter from Darlene Bailey accepting the nomination for the Health and Safety Committee.
- Feb. 24/81 News release from the B.C. Federation of Labour re ICBC labour dispute and the possible return of private car insurance.
- Feb. 24/81 Letter from the February 28th Committee re the El Salvador crisis and request for donations.
- Feb. 24/81 Notice of International Women's Day activities in Vancouver.
- Feb. 24/81 Letter from the International Women's Day Committee giving notice of a march, rally, and dance scheduled for March 7, 1981.

- Feb. 25/81 Notice of an international conference on the quality of working life to be held in Toronto in August and September.
- Feb. 25/81 Letter from Nancy Thompson requesting AUCE's policy on job-sharing.
- Feb. 26/81 Copy of news release received February 24, 1981.
- Feb. 27/81 Letter from AUCE Provincial re by-law amendment approval practices.
- Feb. 27/81 Letter from Sheila Perret re the attendance of Kitti Cheema at Provincial Executive Meetings.
- Feb. 27/81 Letter from Sheila Perret requesting the per capita tax arrears figure for the period August through December 1980.
- Feb. 27/81 Notice of free lecture by Judge Nancy Morrison on the Women's Movement in today's culture.
- Feb. 27/81 Catering Service Price List for March 1981 from the Food Services Dept. at UBC.
- Feb. 27/81 Memo from Elfrieda Langemann re maternity leave notice for Susanne Lester.
- Feb. 26/81 Letter and receipt from Mel Lofgren of the GVRDEU thanking AUCE for the \$50.00 donation.
- Feb. 26/81 Letter from Sheila Perret requesting membership figures for a B.C. Ministry of Labour publication.
- Mar. 2/81 News release from the B.C. Federation of Labour declaring Sandman Inns in B.C. "HOT" in aid of the labour dispute at the Cranbrook hotel.
- Mar. 2/81 Copies of letters to Canada Mortgage and Housing Corp. and to Mr. James Chabot from the Provincial showing support for the Blue Heron Housing Co-op endeavors to obtain land.
- Mar. 2/81 Copy of letter sent to Lynne Warneboldt/ER re amendment of severance notice for Susan Heming.
- Feb. 27/81 Letter from Sandra Wong enclosing the initiation fee.
- Mar. 3/81 News release from the B.C. Federation of Labour declaring Inland Cement Industries Ltd. and Canada Cement Lafarge Ltd. products to be "HOT."
- Mar. 3/81 Letter from Sheila Blace, Provincial Trustee, re the protest of the third affiliation ballot and enclosing their lawyer's opinions on this matter.



**NEXT ISSUE
DEADLINE:**

**April
2, 1981**



Membership Meeting

Page 24

MEMBERSHIP MEETING - THURSDAY, MARCH 19, 1981

IRC 6

12:30 - 1:30 PM.

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations:
 - Opening - Delegates to Provincial Convention (10)
Provincial Representative (1)
 - Closing - Vice-President (Suzan Zagar)
Alternate Provincial Representative (Ray Galbraith)
University Health and Safety Committee (Darlene Bailey)
Grievance Committee (1)
Provincial Education Committee
Communications Committee (2)
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Executive report - changes to By-laws concerning salaried staff
9. Provincial report
10. Other Business - By-law changes