

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

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 <sup>Representatives</sup> Steward, Division Executive Representative, Union Organizer, or by the written request of any ten (10) members in a division".

✓ *to the Union Organizer.*  
Lid, Jean

7. SECTION J:

*deferred* (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

I hereby move that the following section be added to section G DUTIES OF LOCAL ASSOCIATION OFFICERS:

13. Local Association Representatives to the Provincial Association:

The Local Association Representatives to the Provincial Executive shall be responsible for informing the membership of the activities of the Provincial Association and shall represent to members of the local association to the Provincial Association.

P

Although not members of the local association executive, the Representatives shall attend the meetings of the local executive.

I also move that the following be added to section I RECALL, 3:

3. Between the words "Table Officer" and "may be recalled" the following:

"Local Association Representative to the Provincial or any other member elected at a membership meeting to represent the membership of the local association"

Motivation: We currently have two representatives to the Provincial Association. There is nothing that outlines their duties or holds them responsible for the fulfilling of these duties.

These amendments sketch out the duties of these Representatives and provides a mechanism for their recall.

Respectfully submitted,

Lid Strand, Trustee.

How to kill your union

## Ten Commandments

1. Don't go to meetings
2. If you do, arrive late
3. If the weather doesn't suit you — don't go
4. Find fault with the officers and members in their work
5. Never accept an office, on the basis that it is easier to suggest things than it is to do them
6. Show your dissatisfaction if you are not appointed to a committee, complain, but if you are appointed don't attend the meetings
7. If you are asked by the chairperson to give an opinion on some important matter say you have nothing to say, then after the meeting tell everyone how the matter should have been handled
8. Do nothing more than is absolutely necessary but when others roll up their sleeves and pitch in to make things hum — complain that the union is run by a clique
9. Complain about dues
10. Don't bother with new members, let someone else do it, then sit back and watch the whole thing die.

I raised this matter originally in the December membership meeting. At that time my motion "that the University be asked not to pay these bonuses" was effectively stopped by another motion "that this (original) motion be deferred to the next daytime membership meeting and that an investigation be made as to where the money is coming from".

I will now present the facts that I have and the issues as I see them:

FACT:

- there is one department on campus that is receiving a sum of money annually as a "bonus"
- 3 AUCE members are involved
- in total, approximately \$2800 is given to them

ISSUE:

- it is a violation of Article 1.01 of our Contract, i.e. this is an arrangement made between the University and certain employees that conflicts with the wage scale that we have negotiated in Article 36
- the sums of money are large, almost an additional months pay in each case
- this money is expected each year by this group of employees and has been explained by management as being "a gift", "payment for services rendered during the year"
- there are legitimate ways in which the University can pay employees for additional services rendered: overtime, reclassification, increase in salary through negotiations
- the employees receiving this additional money each year have the same classification system (eg: Sec I, II, Clerk I, II) as the rest of us and as such, have the same job descriptions and are doing the same type of work as everyone else in their classification
- if the people in the department concerned want to identify themselves they can do so, that is not information that can be given by the Grievance Committee
- the money is given for work done for the University while employed in a Unionized position, where the money comes from is inconsequential

Jean Priest



# VOLUNTEERS

## A DREAM IS A WISH YOUR HEART MAKES...

- at the January Special Membership meeting, the membership wished overwhelmingly for a 15% pay raise,
- in the recent referendum, 800 AUCE members sincerely wished for a cost of living clause in their next contract,
- in the Union Office, there are many time-consuming jobs such as stapling, copying, folding, pasting, which slow projects down and overburden personnel,
- the Executive wish you would fill in this form and send it to the Union Office:

YES! I WISH I WERE THERE!

NAME \_\_\_\_\_ Department \_\_\_\_\_

Phone \_\_\_\_\_

I am available to help from 12:00 - 1:00 \_\_\_\_\_ after work \_\_\_\_\_

1:00 - 2:00 \_\_\_\_\_ other \_\_\_\_\_

How do you feel about paying for extra help in the Union Office? \_\_\_\_\_

### BENEFIT DANCE

ON BEHALF OF THE  
CANADIAN UNION OF POSTAL WORKERS

AND

INCO WORKERS OF SUDBURY

SPONSORED BY THE

Ad Hoc CUPE/INCO STRIKE SUPPORT COMMITTEE

\* \* \* \*

8:00 P.M. March 17, 1979

Bayview Community School  
(6th Avenue & Collingwood)

\$3.00 Admission / \$2.00 for the unemployed

LIVE MUSIC!

SPEAKERS!

Speaker: Shirley Hawes

United Steelworkers of America  
Local 6500 of Sudbury

Music: The Ad Hoc Band; Bargain at ½ the Price;  
George Hewison

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Continued

The Ad Hoc CUPW/INCO Strike Support Committee is holding a benefit dance on March 17 on behalf of the striking INCO workers in Sudbury (United Steelworkers of America Local 6500) and for the Canadian Union of Postal Workers (CUPW).

The plight of the postal workers has been well documented. The Government has challenged all public sector workers by effectively taking away the postal workers' right to strike and it has destroyed their right to free collective bargaining by imposing a contract on the workers (the Government is even dragging its feet on that).

The action taken against the postal workers affects all of us, especially since we are public sector workers.

The plight of the INCO workers in Sudbury is another manifestation of the war being waged against the working people of Canada by the powers-that-be during this time of high inflation, recession and high unemployment.

Twelve thousand workers at INCO in Sudbury have been kept out on strike for six months. Their base rate is only \$6.00 per hour and INCO, in well over a year of bargaining, has offered the workers a mere 4¢ per hour. This pathetic offer was given despite the fact that in the first 9 months of 1978 INCO profits were \$68,000,000.00. In addition the Federal Government has allowed INCO to defer paying taxes of \$38,000,000.00 and has even given INCO an \$85,000,000.00 loan to open mines in Guatemala! Meanwhile inflation continues to rise at the rate of 10% a year and workers' real income falls further and further behind. To top it all off, while the Federal Government was giving INCO our tax money to open mines outside Canada, INCO laid-off 2200 people in the Fall of 1977. Many other issues remain outstanding in this dispute as well, such as job safety, job security and benefits.

The situation at Sudbury is desperate but the workers there are determined to see this strike through despite the hardships they are suffering. Many unions are responding to their situation by sponsoring speakers and by donating money and food to the strikers and their families. For example, the United Fishermen donated forty tons of herring to the INCO workers and the IWA paid for its transportation to Sudbury. AUCE Local 1 has donated \$100.00 to their cause.

All of us are suffering from the effects of inflation. We, as well as many other workers in Canada, have seen our negotiated wages rolled-back by so-called "anti-inflation" legislation. Public sector workers are seeing more and more of their basic rights eroded through repressive legislation. Private sector unions are being pushed out on strike by their employers who make absurdly low offers. The situation of the postal workers and of the INCO workers is yet another battle in the long series of struggles that workers of all sectors of the economy have to wage in order to maintain their right to collective bargaining, their right to strike and their right to a decent living wage.

A good way to demonstrate your support of these workers (and, incidentally, to have a good time) is to come to the benefit on March 17.

Judy Wright

13

# KNOW YOUR CONTRACT!

## 28.02 Work Day and Work Week

- (a) The normal hours of work for all full-time employees shall be thirty-five (35) hours per week, or seventy (70) hours per two consecutive weeks.
- (b) The employees in each department or library division, under guidelines of this Article, shall decide which form of week they will work, subject to approval of the Department Head. Departmental approval shall not be unreasonably withheld.
- (c) The four basic forms of work week shall be:
  - (i) Seven (7) hours per day, five (5) days per week;
  - (ii) Eight and three-quarters (8 3/4) hours per day, four (4) days per week;
  - (iii) Seven and three-quarters (7 3/4) hours per day, nine (9) days per two-week period;
  - (iv) Eleven and two-thirds (11 2/3) hours per day, three (3) days per week.

In many Departments of campus it is very difficult to arrange flexible working hours. In some cases Faculty are inflexible, they are used to working certain hours and of having their staff available at their convenience; however, as the contract states "departmental approval shall not be unreasonably withheld". If you are interested in having flexible working hours, get together with the other union members in your working area. Establish that all or the majority of you wish to try and work out an arrangement for flexible hours. Next, draft up a plan giving each employee's working hours, days off, holidays and any other information you think will be helpful to your cause. You are in a much better position when dealing with the Department Head if you have your case all ready and can show that the Department's work will not suffer because of the change. One argument in your favour is that staff will actually be in the Department longer hours each day - you will not be working any less time - just displacing it differently. The major problem occurs in smaller offices where only one or two women work together. If one of you is on holidays or a day off and the other person phones in sick the Department is left stranded. However, this will not happen often and is a possibility even if both of you are working regular hours. Flexible hours may not be for you but if you are interested I have some information in the Union office from other members when they applied for the time. I will also meet with you and give any help I can if you are interested.

Carole Cameron  
Union Organiser

## FOR YOUR INFORMATION

I have been asked a number of questions concerning OVERTIME the last couple of months and will try to clear up some misconceptions below.

First, never work overtime without confirming the fact with your supervisor or Department Head. Overtime is time worked at the employer's request.

1. Can a person work overtime and:

- a) take equal time off during the same pay period? *time off in lieu of pay must be agreed to by the Department Head and will be equal to the number of hours for which she/he would have been paid*
- b) save equal time off for some future pay period? *time off will be taken at a time mutually agreeable to the employee and the Department Head*
- c) take straight time pay? *NO! you must be paid double time for any overtime worked*
- d) take double time pay? *as above, overtime should be paid at double your regular hourly wage*
- e) save double time off for some future pay period? *as above, this must be agreed to by yourself and the Department Head*

2. If a person is asked by the employer to work overtime to do extra work may they:

- a) take straight time pay to keep office expenses down? *NO!*
- b) save straight time for some future pay period? *NO!*

3. May a person ask to have overtime work? Should they advise the employer he/she is available for overtime - then the employer distribute the overtime equally to all those available? *Overtime is supposed to be kept to a minimum by the employer. In addition if overtime is required you have the option of refusing. Overtime work should be divided equally amongst everyone in the Department that is able or willing to perform the work available.*

4. May a full-time employee work overtime at the request of the employer and receive double time pay or time off, when there are part-time people available to do the same work who have not worked 35 hours in a week? *this is really a moral question. If I knew of someone in my Department that had not had 35 hours work that week personally I would suggest them for any overtime that came up. However, we all don't feel the same about this question. I am afraid this is a matter for individual decisions.*

5. May a part-time employee receive overtime pay for work after seven hours in one day? *Overtime for part-time employees is time worked in excess of seven hours per day or thirty-five hours per standard work week*

6. May a person work during their lunch period or coffee breaks in order to have time off:

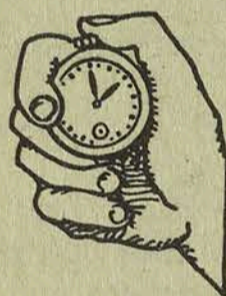
- a) during the same pay period?
- b) during some future pay period?

There is no government legislation stating breaks must be taken, where employees are covered by a collective agreement. Most people like to get away from the job for at least a few minutes during the day. Also, studies show that we perform better after doing so. However, I am aware that some Department on campus allow their employees to skip a break and leave early. This is an arrangement between them only. Most Departments reserve the right to establish core hours of work (i.e. hours during the day when your presence is required to ensure the smooth running of the place) and this generally governs whether or when breaks will be taken.

7. What should I do if I am aware that a fellow AUCE member is working overtime at straight time (i.e. working 6 hours and only asking payment for 3 hours)? It's a really unpleasant situation when we find ourselves in disagreement with the actions of a fellow worker. I would suggest firstly you approach this person and advise them you are aware of their actions and what they are doing is a violation of the collective agreement. You should give them the opportunity of explaining their actions. Actually, in order to make life in the office easier, a shop steward should be handling this problem. Failing a solution with the AUCE member the Department Head will have to be notified that the Union is aware of what is taking place.

I should say that many violations of the contract take place because either our members or the employer is not aware of any violation. Most often, when everything is explained, we are able to work the problem out. Also, though, the employer tries us every now and then to see if we are aware of our rights.

If you have a problem in your work area, phone me, advice is free and anonymity is preserved.



Carole Cameron  
Union Organiser

#### Sick Leave Study Committee

At the Feb. 15th general membership meeting, the Sick Leave Study Committee was formed with the following members: Lorraine Welsh, Carole Cameron, and Ian Spence.

As set forth in the present collective agreement, the committee is established to study and assess alternatives to the present sick leave plan. In the next few weeks we will be looking at the plan in effect at S.F.U., plans in effect in other comparable jurisdictions, and sick leave insurance plans.

Because the appointment of the committee has come so late in the life of the current contract, we may find that discussions with the university about alternatives and possible changes will have to be delayed until after the '79-'80 contract is signed. In the meantime, we will be gathering information.

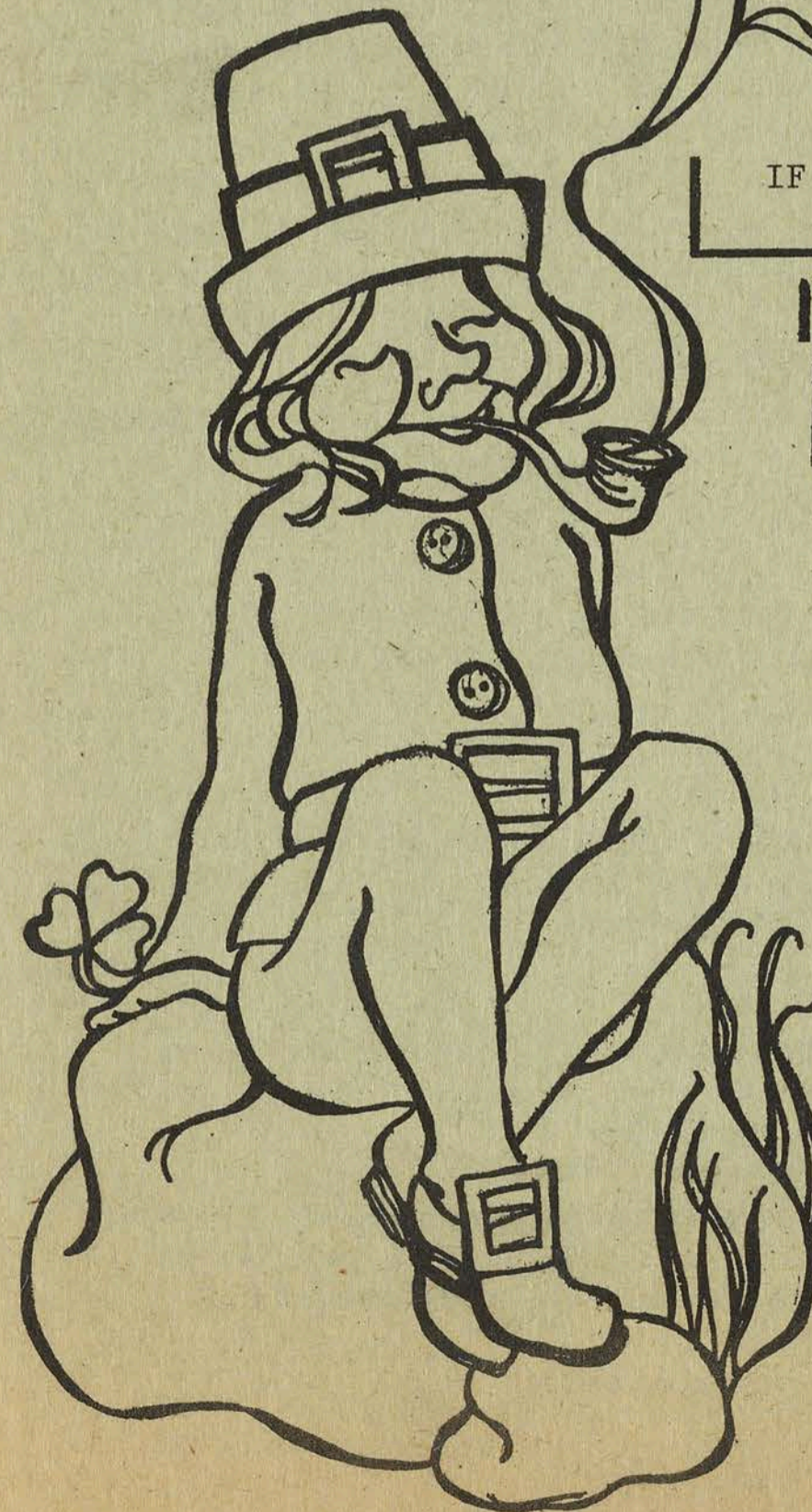
Persons with suggestions or ideas that may prove helpful to the committee in its work are invited to contact Carole Cameron at the A.U.C.E. office or Ian Spence at U.B.C. local -4191.

# A CROSS CAMPUS

buchanan 102

5:00 thursday,

March 15<sup>th</sup>



IF UNDELIVERABLE PLEASE RETURN TO A.U.C.E. OFFICE  
2162 Western Parkway, Campus Mail

## **GENERAL MEMBERSHIP MEETING:**

### **agenda**

#### AGENDA

No Smoking

- ✓ 1. Adoption of Agenda
- ✓ 2. Adoption of Minutes - February 15/79
- ✓ 3. Business Arising from Correspondence
- ✓ 4. Closing Nominations:
  - Secretary - *Shelley Foster, Karen Pughon*
  - Union Organiser - *Carole Cameron*
  - Grievance Committee (3 at large)
  - Contract Committee (1 at large)
  - Strike Committee (9 at large)
  - Alternate to Provincial Executive (1)
  - Working Conditions Committee (2)
- ✓ 5. Treasurer's Report
6. Contract Committee Report
7. Grievance Committee Report
8. Bylaws Motions
9. Provincial Report
10. Job Evaluation Committee
11. Other Business
12. Adjournment

4a. 10 delegates ) Provincial convention  
5 alternates

1. Adoption of Agenda

Nancy Wiggs  
Michelle McCaughran

that CUPW proposal (item 4) become item 9a.

CARRIED  
CARRIED

Adoption of amended agenda

2. Adoption of Minutes

Michelle McCaughran  
Carole Cameron

CARRIED

3. Business Arising from Correspondence --none

4. Executive Report & Motions

a) Report of Certification Subcommittee by Richard Melanson

Richard Melanson  
Lid Strand

that AUCE Local 1 authorizes the Executive to take to the Labour Relations Board the certification conflict between AUCE Local 1 and CUPE 116 and further authorizes all legal expenses thereto.

for motivation see p. 36 of Across Campus, n. 1-2, February amended to read by R. Melanson

that AUCE Local 1 authorizes the Executive to take to the Labour Relations Board the certification conflict between AUCE Local 1, CUPE 116, and the University and further authorizes all legal expenses thereto.

CARRIED

motion as amended

5. Opening Nominations:

Union Organizer - Carole Cameron nominated  
nominations to close at next meeting

6. Closing Nominations:

a) President- Marcel Dionne nominated -will stand  
- Michelle McCaughran nominated -will stand  
- Ian Spence nominated - will not stand

there will be an election by referendum ballot.

b) Vice-President - Ian Spence nominated - accepted- elected by acclamation  
c) Secretary - Neil Armstrong nominated - will not stand  
- Cathy Barratt nominated - will not stand

position remains open for another month

d) Trustee - Ray Galbraith nominated - will stand  
Bob Tsai nominated - will not stand

Ray Galbraith elected by acclamation

e) Grievance Committee (3 at large) - no one nominated  
positions will remain open for another month

f) Contract Committee (1 at large)- no one nominated  
position will remain open for another month

g) Strike Committee (9 at large) - Karen Peplow nominated - will not stand  
positions will remain open for another month

h) Alternate to Provincial Executive (2) - no one nominated  
positions will remain open for another month

i) Working Conditions Committee (2) - no one nominated  
positions will remain open for another month

j) Sick Leave Study Committee (3) - Ian Spence nominated

- Lorraine Welch nominated  
- Carole Cameron nominated

All will stand and are elected by acclamation

7. Treasurer's Report

Cobie Wennes  
Jerry Andersen

that the December Financial report be accepted  
by the Membership

CARRIED

Cobie reports that the motion for a temporary bookkeeper has been suspended by the New Treasurer and is therefore deferred  
- also would all members with questions on any financial matter please call the Union Office and arrange to see the Treasurer there about seeing financial documents.

Nancy Wiggs  
Carole Cameron

that we seat Sheila Perrett, AUCE Provincial

CARRIED

Valerie Melanson  
Carole Cameron

that the January Financial report be accepted  
by the Membership

CARRIED

Treasurer asked that the motion on p. 13 of Across Campus concerning signing authority be amended and moved as follows.

Valerie Melanson  
Michelle McCaughran

that, since we have not to date elected a president for 1979, the past president (1978), vice-president (1979) and Treasurer (1979) have signing authority, until such time as new president shall be elected.

CARRIED

Treasurer also requested help in mailing out Union Dues Receipts and for names and addresses of AUCE members in 1978 who have left the University.

8. Contract Committee Report -

a) report on results of Referendum Vote on COLA clause

YES 586  
NO 115  
SPOILED 2

b) report on progress of negotiations by Ray Galbraith- some highlights

-AUCE has signed 31.05(b)  
-University has withdrawn 27.09 and others  
-Contract Committee dropped 13.08 and 30.04 subject to Membership approval  
-University offered approx. 5%  
-University said no to our other proposals, e.g. 10.01, Same Step/ Seniority, Hiring Policy, Shift Diff. 28.05, Medical/Dental, 33.06 Employee Files, and 10/Month/5 yrs. of Service.  
-AUCE said the Univ. was not bargaining in good faith, showed inflexibility  
-University tried to claim we hadn't demonstrated flexibility

Therefore,

moved and seconded  
by Contract Cttee.

that AUCE Local I apply for the services of a mediator in an effort to solve this set of negotiations.

CARRIED UNANIMOUSLY

moved and seconded  
by Contract Cttee.

that the Membership accept the Contract Committee decision to drop 13.08, Taxi Vouchers, from the Union's list of proposals.

CARRIED

moved and seconded  
by Contract Cttee.

that the Membership accept the Contract Committee decision to drop 30.04, Day Care, from the Union's list of proposals.

CARRIED

9. Grievance Committee Report--by Carole Cameron

Information--all sessional employees are not entitled to Tuition Wavers according to the University  
-further to 1973 Vacation article, please forward copies of all letters received from University in reply to requests.  
-The Grievance Committee is in need of resource people  
-effective January 7 there will be no UIC for people working 20 hours or less per week-new move by Commission  
-March 13-14 7:00 p.m. at the Provincial Office there will be a lawyer to talk about UIC (information given by Sheila Perrett)

9a. CUPW Motion--refer to page 13 of Across Campus

moved to amend the motion into 2 parts.

Ray Galbraith  
Nancy Wiggs

CARRIED

1. that AUCE Local 1 support CUPW: morally 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.
2. that AUCE Local 1 support CUPW financially in the sum of \$500.00.

Discussion--1. Ray -among other things they have been 2 years without a contract have been ordered back to work and now bill C46.  
ON PART I

2. Member spoke questioning democracy in CUPW in light of news stories in Globe & Mail and Vancouver Sun.
3. Lissette Nelson--not a question of good or bad members in CUPW -question of bill C46 Provincial, and Federal legislation, an attack on right of public sector workers to negotiate with any strength.-by supporting CUPW we not only support morally but we also take a stand for public sector workers against anti-strike legislation.
4. Ray-says article implies criminal genes in people and therefore in CUPW workers. - good conscientious workers-a couple of rotten apples don't spoil the whole barrel.
5. R. Melanson-CUPW frustrated-deserve our support.
6. Member-we should have more info. on what they want in their contract before we give them support
7. Jeff Hoskins-Lloyd Ingram already told us about their contract demands-not the question anyway- the question is the right to strike, right to maintain principle of democracy.

CARRIED

Motion called

PART II:

Ray Galbraith that the sum be amended to \$500.00  
Cobie Wennes

- Discussion--1. Ray-\$2,000 an excessive burden on us-\$500 not undue burden  
2. Shirley Dick-no money, yes to moral support, no to monetary support

Point of order called by Lissette--question of changing amount.

CARRIED

Called question

3. Member--because of outstanding issues, criminal charges, not support them financially
4. Jeff-need that money to help them fight criminal charges--other Unions that deserve financial support besides SORWUC

Called question -- Yes 94  
No 86

CARRIED

10. Bylaw Motions (p. 16)

1. Section G--

- Discussion--1. Jeff Hoskins--against-unfairness of no increase in salary for the people in office though they spend money on position and extra time.  
--also differing amounts paid for same job

4

--not in line with what the University would pay  
--also lack of enthusiasm for positions because of financial drain--for volunteers

2. Lissette--agree with Jeff but must ensure that people don't run for office just to get a salary increase, must be for interest in job

Lid strand--call question

CARRIED

Jean Priest  
Michelle McCaughran

at the end of each of G.7 and G.8 add---  
" The position is full-time, with salary set at the same amount the incumbent was receiving from the University prior to election to office".

MOTION TO ADJOURN

CARRIED

#### CONSTITUTIONAL CHANGES

I hereby move that the following changes be made to the Constitution of AUCE Local 1:

- 1) That section J-13 outlining the procedures for the Annual Fiscal Meeting be deleted in whole.
- 2) That the following changes be made to section K, DUES AND ASSESSMENTS:

#### K. FINANCES, DUES AND ASSESSMENTS

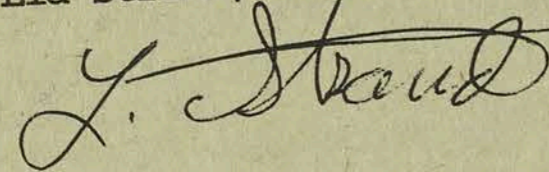
1. The Fiscal year shall be from January 1st to December 31st.
2. The Treasurer shall circulate an audited Financial Report to the Local Association and Provincial Association Executive by April 1st of each year. This report shall be read at the April Membership Meeting. At this Meeting a Projected Budget shall be presented, debated and approved. Any major change in the categories, priorities and amounts outlined in the budget in the ensuing year must be reported to and receive the approval of a membership meeting for which notice of the budgetary decisions to be made has been given to the membership.
3. Shall be the same as the present K-1.
4. Shall be the same as the present K-2.
5. Shall be the same as the present K-3.
6. Shall be the same as the present K-4.
7. Shall be the same as the present K-5.

5

8. There shall be no salaried officers or staff except those established by a General Membership Meeting where notice of such motion has been printed in the Local Association Newsletter. This meeting shall determine the salaries of same, providing those salaries do not exceed the highest salary paid to members at UBC.
  9. Any officer or steward temporarily working on the legitimate business of the Local Association shall be paid at her/his regular job rate for any time lost from her/his job.
- 3) That the following be added to section M, STRIKES AND LOCK-OUTS:
- During strike or lock-out, any salaried officers shall not receive any more than the strike benefits paid to other members.
- 4) That the month specified in section G-5, TEASURER, be changed from JANUARY to APRIL.

respectfully submitted,

Lid Strand, Trustee.



#### HOW TO FAIL YOUR FRIENDS

Nominations for Union Organiser are scheduled to close at the next general membership meeting, March 15th. If, as with past evening meetings, that meeting fails to achieve a quorum and nominations cannot be closed:

1. the union office will be thrown into total chaos
2. a great deal of valuable work will come to a standstill
3. the grievance committee, already staggering under its workload, will be intolerably weakened

The present Union Organiser, Carole Cameron, has agreed to stand for a second six-month term. However, her leave of absence for the present term expires on April 15th. Unless her position is secured, or arrangements for an election are made by March 15th, she will be required to return to her library job for the interim. This would effectively cut full-time staff in the Union office by half.

There can be few reasonable excuses for failing to attend that meeting and ensuring the ability of the Union office to carry on with the ordinary turmoil of business as usual, especially now as contract negotiations go into mediation.

Ian Spence  
Vice-President

- Jan 9 S.K.Chung, Univ. Safety Cmtte, acknowledging Marjorie Butt as our representative on this committee
- Jan 11 BCGEU News & Views
- Jan 11 W.L.Clark, acknowledging our request for Pension Plan information
- Jan 11 Debbi Frank, nominating Zoe Smitten for the Strike Cmtte
- Jan 5 College Printers, advising the cost of printing is going up 6%
- Jan 18 B.C. Federation of Labour News
- Jan 18 W.L.Clark, acknowledging members of Local 1's Contract Cmtte
- Jan 17 W.L. Clark, supplying us with the name of the University's Contract Cmtte
- Jan 11 Dave Barrett, acknowledging our telegram re Bill 46 and enclosing copies of Hansard for the sittings on December 8th when the bill was debated
- Jan 19 Yvonne Keane, Labour Canada, advising she will put our name on the mailing list for bulletins from Statistics Canada
- Jan 22 W.L. Clark, advising the position of Chief Computer Operator is no longer in our bargaining unit
- Jan 22 Jane Strudwick, enclosing a copy of the 1978 actuarial report for the Pension Plan
- Jan '79 B.C. Teachers Credit Union Contact - their monthly newsletter
- Jan '79 Capilano College - a brochure on their current Labour Studies Program
- Jan 22 Canadian Arab Friendship Assn., Press Release advertising a dance they are holding to celebrate the 14th anniversary of the Palestinian Revolution.
- Jan 25 BCGEU News & Views
- Jan 29 SORWUC, inviting to attend, as observers, their national convention
- Jan 15 Allan Reed & V. Robert Lew enclosing a paper they did on the collective bargaining relationship between our union and the University
- Jan 31 Debbi Frank, advising Isabel McCaughran will be joining the Strike Cmtte
- Jan 30 Sheila Perret, AUCE Provincial, enclosing a copy of a letter she received from the Minister of Labour, Allan Williams
- Feb 1 B.C. Federation of Labour News
- Jan 30 International Women's Day Organizing Cmtte, inviting us to participate in the celebration of International Women's Day
- Feb 5 B.C. Federation of Labour News
- Feb 8 CUPW Open Defense Cmtte Newsletter
- Feb 7 E. Wright, nominating Vi Hannah for President (this later turned out to be a practical joke)
- Feb 12 J. Wennes, resigning from the Strike Cmtte
- Feb 9 B.C. Federation of Labour News
- Feb 12 Brian Varty, nominating Marcel Dionne for President
- Feb 5 Sheila Perret, AUCE Provincial, enclosing copies of Local 2's paper, the AUCE Anchor
- Feb 6 Vancouver International Women's Day Cmtte, enclosing their schedule of events for the week of March 8
- Feb 13 Sheila Perret, AUCE Provincial, reporting on the SORWUC convention
- Feb 16 Chubb Fire Security, offering all union employees reduced prices for home fire protection products
- Feb 14 Heidi Burton, Pharm. Sciences resigning from the Communications Cmtte
- Feb 19 Arlene Francis, Women in Law Cmtte, asking for our support of their motion concerning, in particular, the annual Lady Godiva ride (reprinted herein)
- Feb 22 BCGEU News & Views
- Feb 21 B.C. Federation of Labour News
- Feb 23 W.D. Kitts, Dean, Faculty of Agricultural Sciences advising the next meeting of the President's Permanent Cmtte on Charitable Donations

(all the above will be brought to the next Union meeting. If any member wishes particulars on anything, please phone the office)



FOR THE PERIOD OF FEBRUARY 1-28, 1979

INCOME:

|                        |               |            |
|------------------------|---------------|------------|
| DUES                   | \$8,375.00    |            |
| INITIATIONS            | 16.00         |            |
| REFUND FROM PROVINCIAL | <u>642.50</u> |            |
|                        |               | \$9,033.50 |

EXPENSES:

|                       |             |                 |
|-----------------------|-------------|-----------------|
| SALARIES              | \$3,645.60  |                 |
| RENT                  | 300.00      |                 |
| PRINTING              | 487.66      |                 |
| OFFICE EXPENSES       | 476.96      |                 |
| COURSE FEES           | 12.00       |                 |
| PROVINCIAL ASSESSMENT | 2,559.75    |                 |
| DONATION TO CUPW      | 500.00      |                 |
| DUES REFUND           | <u>3.00</u> |                 |
|                       |             | <u>7,984.97</u> |

EXCESS OF INCOME OVER EXPENSES

\$1,048.53

|                               |                    |
|-------------------------------|--------------------|
| TOTAL ASSETS, JANUARY 31      | \$68,223.04        |
| PLUS: NET INCOME FOR FEBRUARY | <u>1,048.53</u>    |
| TOTAL ASSETS, FEBRUARY 28     | <u>\$69,271.57</u> |

HELD AS FOLLOWS:

|                           |                    |
|---------------------------|--------------------|
| BCTCU Term Deposit        | \$10,000.00        |
| BCTCU Strike Fund         | 38,984.34          |
| BCTCU Savings 100 Account | 20,252.23          |
| SHARE Accounts            | <u>35.00</u>       |
|                           | <u>\$69,271.57</u> |

NOTES ON EXPENSES:

|                                 |        |
|---------------------------------|--------|
| PRINTING: Labels                | 21.42  |
| Pacific Addressing Systems      | 51.98  |
| College Printers                | 414.26 |
| OFFICE EXPENSES: CNCP Telecomm. | 54.70  |
| Xeroxing                        | 1.20   |
| Pied Piper                      | 15.00  |
| P. M. Wash Bucket               | 65.00  |
| UBC Bookstore                   | 143.40 |
| B.C. Hydro                      | 100.02 |
| Petty Cash                      | 97.64  |

Valerie Melanson  
Treasurer