



on campus

association of university and college employees

october 1980

BUDGET CUTBACKS

Budget cutbacks. Trial balloon or the real thing. Despite what you may think or say, they could affect our bargaining unit, directly through layoff or indirectly through attrition. If it is a trial balloon and President Kenny wants to go to the Government armed with the threat of diminished, and hence poorer, service in order to press for increased funding, then we may be "lucky". We have a Provincial Government that has done its utmost to try to alienate almost every thinking person in the province. By the spring of 1981 this present government may be freer with the purse strings for its own preservation.

Our information comes from reports in the Ubysey and interdepartmental memoranda that you, AUCE members, send us. It is sketchy at best. According to Information Services, \$2.1 million dollars or 1.7% of the salaries budget has to be pared away, and that this can only come from existing salaried positions. Ostensibly, that is to include faculty and others as well as staff.

Forgive us if we have our doubts about who will get chopped if some axe-work has to occur. We tend to think that the boom will fall on the union members on campus, more specifically on AUCE. If it does then the impact could be more severe. But, if the 1.7% cut is universal and touches all groups on campus, that means that at least 23 AUCE positions will have to go.

There are areas on campus already understaffed and backlogs are increasing. Studies in some of these areas have indicated the obvious - that more staff is needed to cope with the existing work. In the Library system, which includes almost 25% of our membership, staff time is in fact less in 1980 than it was in 1970.

If in fact attrition is the scalpel to be used to chip away at the bone, then that would mean that positions would be lost on a permanent basis. The same workload would have to be shifted among existing staff. Such an occurrence is contrary to Article 5.04 - Reductions in the Workforce in our contract. The Article states: "An employee's workload will not be increased beyond a normal workload expected of an employee in a regular work day as a result of layoff, attrition..."

Either the University is planning to shift the extra work onto your shoulders in contravention of the collective agreement, or it is planning not to have the work done and to live with the ensuing backlogs.

cont'd

Recommendations are apparently to go to the President's Office by November 1st for perusal. When they resurface and in what form is anybody's guess. Ideally, the Union should have been notified at the outset of the University's "intentions". Perhaps we will receive some indication of where the Administration plans to move when they have received the raw data from the various Departments. Our Executive did write a letter to President Kenny protesting possible diminution of AUCE's bargaining unit and stating how unfortunate it was that we had to catch wind of possible and proposed changes through indepartmental memoranda.

What can AUCE members do in this situation? Keep the Union Office informed of proposed departmental cutbacks and be prepared to watch for increased workloads and backlogs that may occur through attrition. Mainly, to be aware of the general situation and to participate in pressuring the Executive and the Union Office to work diligently on your behalf.

We hope that we are not being "punished" for a very mediocre settlement indeed. It would be more than ironic if the Administration was trying to whittle away at our wage "gains" - "gains" unable to keep pace with inflation and the cost of living. **C.C.**



job evaluation

The Job Evaluation Committee is holding regular meetings at 12:30 pm. on Wednesdays in the Union Office.

In three meetings to date, the Committee has made plans to distribute a questionnaire, which will ask all AUCE Local 1 members to list the requirements and duties of their jobs, and to compare their jobs with the standard job descriptions for their classifications. We will review the completed questionnaires with an eye to suggesting improvements in the classification system.

We solicit your assistance, ideas and questions in this effort. We would also appreciate hearing from previous members of this committee, as we are examining their reports and recommendations, and could use your advice.

Please contact any of the following members:

| | | |
|----------------|-----------------|------|
| Irene McIntyre | Geology | 5605 |
| Sharon Newman | Physical Educ. | 3838 |
| Linda Tretiak | Health Sciences | 2258 |
| Murray Adams | Serials, L.P.C. | 4578 |
| Ann Hutchison | Reading Rooms | 2819 |

PRESIDENT'S RESIGNATION: Committee Report

CHRONOLOGY:

- May 15 - Marcel Dionne sent a letter to S.C. Potter, Director of Copy & Duplicating. This letter referred S.C. Potter to Section 17.01 of the collective agreement which states, "The University agrees that it shall not request, require or direct employees covered by the collective agreement to perform work resulting from strikes that would normally have been carried out by those employees on strike."
- May 16 - Graduate lists (a job normally done by the Registrar's Office) were to be sent to Copy and Duplicating for printing.
- John Tutlis, acting Shop Stewards, called AUCE and spoke to one of the Registrar's Office press operators. She confirmed the work was most likely here.
 - Neil Boucher indicated he also spoke to John Tutlis and Donna Keith regarding this particular job. He advised the Copy & Duplicating people not to do the work. Marcel was aware of the advice given to C & D at the time.
 - a memo was then sent to C & D manager, G. Taylor, from the employees in the area, in which the employees refused to do the work.
 - when the work arrived the employees again refused to do it.
 - Marcel Dionne arrived at C & D to investigate the situation. He returned with one of the press operators from the Registrar's Office. She confirmed the work was hers and it was sent elsewhere.
- May 23 - Carole Cameron received a call from Copy & Duplicating about Registrar's Office work received. She advised the AUCE members involved to refuse to do it.
- Marcel Dionne received a similar call at approximately 10:00 a.m. from the acting shop steward, John Tutlis.
 - Marcel contacted Donna Keith, a Registrar's Office press operator and verbally confirmed the job was work normally done by the Registrar's Office. Donna Keith also indicated the work was outdated. John Tutlis stated 15 of the lists were not behind schedule because Jim Banham (A & P) from Information Services helped AUCE members complete the work in order to meet the deadline.
 - at approximately 12:10 p.m. Bob Grant contacted Marcel and requested the job be done in the "interests of good faith" as contract negotiations were to be carried on at 1:30 p.m. that day.
 - Marcel went to the Union Office to ask for advice. He stated no one from the Contract, Executive or Strike Committees were there with the exception of Judy Blair.
 - Kathy Mooney stated she as well as Neil Boucher and Nancy Wiggs were in the office at the time and invited Marcel to lunch (Neil and Nancy were both members of the Contract Committee). Marcel refused saying he had something else to do but did not indicate what. Neil Boucher confirmed he was in the union office at that time and confirmed Kathy Mooney's statement.
 - Susan Zagar also stated she was in the office at the time as well as Carole Cameron. (Susan was a member of the Contract Committee and Carole Cameron is the Union Organiser). Carole Cameron recalls being on dayshift but doesn't recall if she was there at noon.
 - Marcel left the union office with Judy Blair to go to C & D and meet with the AUCE members there. Susan Zagar asked Judy Blair where she was going and why. Judy indicated she was going to C & D but did not know why.
 - Judy Blair stated she accompanied Marcel to C & D. Marcel explained the situation on the way.

- at 12:45 p.m. Marcel and Judy met with the AUCE members at C & D. Marcel counselled the members to do the work in the "interests of good faith" and to "ease tensions in the contract negotiations." He requested they do it but left the final decision up to them.
- the members involved stated the reason they did the work was because it was Marcel who spoke to them and Marcel was President of AUCE.

- May 25 - two letters from John Tutlis dated May 20 and 23 were received by Susan Zagar.
- the May 20 letter was a report on the May 16 incident by John Tutlis. The May 23 letter was a complaint against Marcel giving details of the May 23 incident.
 - the Executive acted on the May 23 report as stated in the July bulletin.
 - at the Executive meeting, held on May 25, Marcel was given instructions by the Executive to go to C & D Monday morning and tell the AUCE members to discontinue the work.

CONCLUSIONS:

1. Marcel was clear on policy as stated in the contract and established by the Executive and the Contract and Strike Committees.
2. There were people from both committees as well as the Executive present in the Union Office at the time. These people were available to give advice and Marcel had direct contact with them.
3. The fact that Bob Grant wanted the work done that day should have been an indication that the work was not outdated.
4. The AUCE members involved stated the reason they did the work was because Marcel was President of the union and he requested they do it. Marcel admits counselling the workers to do the work.

Jerry Andersen
Kitti Cheema
Regina Tsanas

(All documents related to this case will be available in the Union Office for any members who wish to see them)

minority report

Minority Report - Kitti Cheema

People interested stated and gave evidence that this method of dealing with problems was typical of Marcel. Marcel consistently took a stand of doing whatever he wanted no matter what trade union principles or policies were formulated, or what decisions were made by various Committees. Complaints on other incidents were received from AUCE members who insisted on anonymity. This evidence shows this was not an isolated incident. In fact, this is consistent with the way Marcel operates.

LETTERS

1. On Merging

The time has come, the walrus said, to talk of many things, of shoes and ships and sealing wax, of cabbages and unions that need more strength. Alice in Wonderland was a fantasy. AUCE is a reality. It is a trade union, although many would deny belonging to AUCE was belonging to a trade union. It must exist in the real world. Not the world as we would like it to be, but the world as it is.

When I hear arguments for remaining as AUCE as opposed to merging with another larger union, I do appreciate the things AUCE has done. I do appreciate and agree with its ideals but I have to say in my years of involvement with AUCE, the ideals are not working. For AUCE to continue to exist as it presently stands, more participation by you, the average union member is necessary. And, I don't believe you, the average union member, are prepared to be so involved. Why, if remaining as AUCE is the right thing to do, is there so little involvement, participation and concern from union members? I believe the union to most members is a source of information, wages and assistance if you need it. That kind of union can exist too but you require people working for the union to do the work you are not prepared to do. I can say on many occasions I have felt the union was literally being held together with bandages. That numerous times we were saved from serious error by one person being in the right place at the right time. I can't tell you how often potential problems have been solved, not by us but by some error being committed by management. I have often been frustrated with things I knew were going on between the University and its employees that I just did not have the time to look into.

I feel strongly that a trade union first and foremost is there to provide service to its members. And those members deserve adequate protection, not just ideals and good feelings. It occurs to me that it won't be much good to the average member when they have no union to say to them, well we went down with our principles in tact. I am in favour of merger not because I want to become part of a large bureaucratic union. I don't believe in them myself. I want to be part of a recognized trade union that has some power and some resources. I want to be part of the larger Canadian work force, not live in some kind of splendid isolation here at UBC. To belong to CUPE, BCGEU or OTEU does not mean you embrace the way those unions presently operate. They have their problems for precisely the same reasons we have them in AUCE. The union members were unwilling to participate in the decision making process, so a few people began to run the union. The same thing exists here. It is a very few people in our own union who do all the work and make the decisions. A larger union would have resources for seminars on safety, women in the work force, clerical workers, shop stewards. It would be able to take grievances to arbitration and not worry how you were going to pay the bills, it would carry some weight with the employer and the public when it spoke.

If you, the average member, are not prepared to become more involved in the running of AUCE, please don't send it down the drain by doing nothing. Show some positive action by voting to merge with an existing trade union that will ensure the continued existence of a trade union for clerical and library workers here at UBC.

Carole Cameron, Union Organiser

2. Support for COPE?

WHY SHOULD AUCE LOCAL 1 ENDORSE COPE (COMMITTEE OF PROGRESSIVE ELECTORS)?

The following is taken directly from COPE's City Council and School Board policy statements.

CITY COUNCIL

I. Fiscal Responsibility and Priorities

A) MAKE AN INCREASE IN GOOD AFFORDABLE HOUSING THE CITY'S FIRST PRIORITY

Acting on its own City Council should:

1. Insist that the development of the north shore of False Creek include middle and low income housing in line with the commitment made to the City by Marathon Realty in 1974 when the land was rezoned.
2. Reactivate the City's dormant Housing Corporation.
3. Provide land banking so as to write down the cost of land for non-profit housing.
4. Strictly enforce all civic by-laws pertaining to housing in order to ensure that all useable slum housing in the core of the City is brought up to standard at no expense to the City.
5. Ensure that no good housing, especially for low income people, is demolished unless it is replaced in kind.
6. Crack down on landlords who deliberately allow their buildings to deteriorate and remain vacant by enforcing the Standard of Maintenance By-Law.
7. Assist organized tenant organizations and homeowners-rentpayer associations with City grants for furthering their efforts to improve housing conditions.

City Council should lobby the Provincial Government to:

8. Participate in projects undertaken by the City's Housing Corporation.
9. Continue and strengthen rent controls.

B) DEVELOP PUBLIC TRANSIT

Acting on its own City Council should:

1. Approve the LRT route through a process of local area planning.
2. Begin land acquisition for the transit route and for transit terminals with associated development profits flowing to the City.
3. Instruct its GVRD delegates to oppose the shift of transit costs to hydro, gasoline and property taxes.
4. Regulate traffic flow so as to assist bus traffic.
5. Construct more improved bus shelters.

City Council should lobby the Federal and Provincial Governments to:

6. Finance capital and operating costs of LRT.
7. Eliminate the surcharge on hydro and gas and eliminate the threatened property tax.

C) End the EDIFICE COMPLEX and RESTORE PEOPLE PRIORITIES

Acting on its own City Council should:

1. Convention Centre -- Limit the City's participation in the Convention Centre to the original agreement in principle which was a capital contribution of \$5 million. Require the Centre to pay through taxes or a grant in lieu of taxes for the cost of municipal services including sewers, street improvements and fire and police protection. In no case should the City assume any of the operating deficit.
2. Stadium -- Encourage the development of a stadium without a subsidy from City taxes.
3. TRANSPO 86 -- Decline to participate in Transpo 86 and instead of hosting the six month extravaganza return priorities to the actual construction of transit and housing.
4. People Mover -- Decline to build a "people mover" for the unnecessary Transpo 86 and instead direct any funding to real LRT.
5. Instead of million dollar giveaways restore priorities to small scale social projects that have been cut-back or eliminated under the NPA.

D) PROVIDE A NEW TAX DEAL

Acting on its own City Council should:

1. End all business tax exemptions, specifically those presently granted to big business concerns that operate at the P.N.E.
2. Continue "option A"; Residential 15% of actual value, Commercial 25% of actual value, Industrial 30% of actual value and Machinery 30% of actual value; as the City's choice under the Assessment Amendment Act.

City Council should lobby the Provincial Government to:

3. Increase its share of the cost of education.
4. Provide the City with the power to tax windfall profits generated by major rezoning changes enacted by the City at a rate somewhere between 50 and 100 per cent.
5. Press the Provincial Assessment Authority to provide realistic guidelines for major industrial properties.
6. Allow the City to introduce a graduated business tax.

E) JOB PROTECTION

Acting on its own City Council should:

1. Preserve what is left of the Burrard Inlet waterfront for shipping and related industries while allowing public access.
2. Restrict contracting out of civic work.
3. Restore the Equal Opportunities Program.

II. Civic Democracy

- A) Lobby the Provincial Government to implement the full ward system based on the twelve areas identified by Dr. Grey with one alderman, school trustee and park commissioner to be elected from each area.
- B) Emphasize and fund local area planning.
- C) Establish an impartial tribunal to hear complaints against police misconduct.

SCHOOL BOARD

COPE School Board Trustees would:

1. Assume a strong advocacy role on behalf of children.
2. Help establish clearly defined educational priorities for Vancouver Schools, taking into account the differences in Vancouver's neighbourhoods.
3. Bring educational issues before the public regularly.
4. Clarify the school board budget for the electorate through public meetings, fact sheets, and seminars with school consultative committees.
5. Lobby the provincial government, on a regular basis, for changes in legislation that meet Vancouver's educational needs.
6. Be visible in the community, visiting schools, attending school functions as often as possible, and actively seeking suggestions from teachers, parents and students.
7. Encourage more parents, teachers and students to attend school board meetings and ensure that all meetings are well publicized.
8. Receive delegations at regular public meetings of the board, not at committee meetings.
9. Release board-initiated research reports in advance of public meetings to allow for as much public discussion as possible.

The foregoing is in support of my motion to endorse COPE, to be discussed at our Oct. 23rd General Membership Meeting. **Anyone wanting** a list of COPE candidates can contact me at 2819. I will be bringing the list to the meeting.

Ann Hutchison
Main Library

September 15, 1980

3. OPEN LETTER

to the AUCE Provincial Executive

from the AUCE Members' CLC Affiliation Caucus

The results of the last ballot widely vindicate the position pro affiliation to the CLC; however, the turnout and the abstentions clearly point out the need for a good discussion of the merger vs lobbying issue before the next ballot comes out.

There has been little or no discussion at Local meetings during this long-drawn referendum process.

At a recent meeting the AUCE Members' CLC Affiliation Caucus voted to ask the Provincial Executive take the lead in organizing meetings in each local, as soon as possible, regarding the lobbying vs merger question before the next ballot comes out. This caucus which has been making efforts to promote discussion on affiliation at a local level is ready to help you have the merger view adequately and fully represented at each of these Local meetings.

AN INFORMED VOTE IS A DEMOCRATIC VOTE!

For the AUCE Members' CLC Affiliation Caucus:

Lissett Nelson
Lissett Nelson
879-3246

cc: Locals 1, 2, 4, 5, 6

4. BUREAUCRACY

BUREAUCRACY - -

PREROGATIVE OF CLC UNIONS ?

The affiliation question has brought to the fore the concept of bureaucracy. One of the most voiced arguments given by those who oppose affiliation to the CLC (Canadian Labour Congress) is that once inside the CLC our Union would be swallowed up by the bureaucratic machinery of all-powerful staffers and business agents. They would, they say, leave very little margin for the ranks to exercise the right to decide on their own fate.

WHAT IS BUREAUCRACY ?

In general, in the largely bureaucratized unions we find that committees composed by elected members from the unions' ranks have been replaced by business agents or staffers hired by the leadership. The main leadership posts, especially the paid ones, are usually taken by the same conservative clique that runs these unions, with the addition of new people being the exception. All of this in the name of "efficiency", "expertise", "professionalization of the leadership", etc. In these unions rank-and-file members do not even dream about being themselves able to form a committee of any kind to deal with any union issue. This is not allowed and it is only the "professional" person, the business agent or the staffer who can solve the problems whether it is grievances, contract negotiations, safety issues, or other. Their newsletter publishes only what the leadership decides whether the ranks like it or not. The ranks are not allowed to contribute to it freely. In summary, in the bureaucratized unions, it is taught to the ranks that the strength of the workers does not lie any more in their numbers, in their ability to exert pressure on the bosses, in their acquiring skills to fight the bosses at every level, in their ability to collectively decide on the union issues through general meetings, committees, etc. In the bureaucratized unions it is taught to the ranks that

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their strength lies in having a few "experts" that will handle things for them. They are taught that without these experts they would be incapable of carrying out the most elemental tasks of the union.

The way these bureaucratized unions function of course proves these teachings true. How are the ranks going to take on the different tasks of the union in their own hands, through their own committees, if information, know-how, and training has been continuously denied to them?

THE CLC

The CLC being the largest trade union federation in Canada includes in its ranks some of the most militant unions in the Country such as CUPW (Canadian Union of Postal Workers) with a constitution and a practice that are equal to the most democratic unions formed so far. The CLC also includes very conservative unions such as the Operating Engineers and other 'craft' unions where the ranks have little say in the day-to-day tasks of running their locals.

So, the question is: Are these conservative CLC unions bureaucratic because they belong to the CLC? Does bureaucracy develop only in CLC unions?

Nothing is further from the truth! What makes a union bureaucratic is the conscious or unconscious adoption of a trend that takes the decision-making and the training away from the ranks. The trend of using staffers not to improve the functioning of the union committees but to replace them. The trend that allows too much authority to a few individuals, letting them step over committees and individuals when it comes to decision making. The threat of a growing bureaucracy is present in every union where the membership does not exert a strict control over its leadership and has lost the means -committees, general meetings, democratic regulations- to make their own decisions. The threat of bureaucracy is present even in AUCE.

The fact that the majority of our members do not attend membership meetings, read and contribute to the newsletter, and are not aware and ready to enforce

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the rights the contract establishes for us shows their preference to let others make the decisions for them. Rather than taking the responsibility in our hands, we have been using our Union Office staff to replace our committees instead of using them as organizers and trainers of committee members. This has been the problem with our Grievance Committee -one of the most important committees of the Union- which for the last two or three years has been almost non existent.

In early August, when discussing lists of duties for the Union Office positions, the executive decided to make the Union staffers ex-officio members -not coordinators- of the committees each of them work with, in an attempt to decentralize the responsibilities in these committees. In my opinion this is an important and correct decision but it won't take us very far if we do not develop the art of recruiting new members for our committees, and of organizing the Union in general. The best by-laws and constitution mean nothing to a union of inactive, unaware members who rely on a few individuals to "solve" their problems.

The last AUCE provincial convention set a very bad precedent for all of us. The clause in the provincial constitution that limited the number of years that a member can run for a paid position was deleted.

One of the ways to avoid careerists in the leadership of a union is by rotating people in the paid positions. This way the experience of working full-time for the union is made by as many of our members as possible. Union office jobs shouldn't become your average, mechanical, business jobs but innovating, creative experiences. People that have gained expertise during one or two years in the union office can thus go back to the ranks and share their expertise as committee members, at general meetings and on a day-to-day basis.

In AUCE provincial the door is now open for any member to remain in office for any number of years, without the ranks having to bother to think of nominations, since the already prestiged person is likely to be elected over and over again.

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The Affiliation Ballot:

At the last provincial convention as well, all criticisms and suggestions regarding the ballot on affiliation were set aside in favour of approving the ballot presented by the Provincial Executive. This ballot includes unnecessary steps and makes the voting confusing by considering the alternatives of "abstentions" and even "other". The ballot has ended up being unsatisfactory to the Provincial Executive itself. In mid-September, after counting the votes of the second ballot (Do you wish to affiliate to the CLC, CCU, OTHER, ABSTENTIONS), the Prov. Executive decided to stop the balloting and hold a special convention to discuss the matter due to the fact that the vote favours affiliation to the CLC but not by a large majority. They went back on this decision only when letters of protest were sent to them, including one by Local 1 Executive, demanding that the balloting continue as decided upon at the last provincial convention.

The Provincial Executive, in its majority opposed to affiliation to the CLC, has thus shown a great concern for the totals of the ballot results. However, they themselves devised this balloting procedure that would inevitably fractionize the vote.

These irregularities as well as their continuous refusal to seriously build meetings where affiliation may be thoroughly discussed by the membership, are an indication that the Provincial Executive has failed to lead the process of making a decision on affiliation in a just and fair way. They are biased and they have shown it.

I hope that by now I have convinced the reader that the danger of bureaucracy exists in every organization where interests conflict. Bureaucratic maneuvering can be performed by a well-known "pork chopper" in a conservative CLC Union or by an AUCE leading body carried away by its own wishes on one matter or another. The degree to which bureaucratic maneuvering may occur is definitely not the same because we are a smaller union which still maintains some of its best traditions, but we are by no means exempt from it.

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We will have to struggle against the threat of bureaucracy whether we are inside or outside the CLC by electing new people to leadership positions, by demanding that these leaders strengthen our committees and train us in all fields of union activity and by participating in every decision the Union makes.

By entering the CLC through merger (the only way we are allowed to do it), we will benefit from being part of the mainstream of the labour movement. We will learn from their struggles and their history. We will acquire bargaining power and multiply our chances for survival as a union of public-sector workers which has been and will be subject to increasing economic cutbacks. These gains will help us to successfully continue our own fight against the threat of bureaucracy, and perhaps be able to set an example of democratic functioning to the bureaucratized unions of the CLC, the CCU and other. With our very survival joined to that of a large, powerful union, we can build on our past successes and structures to ensure effective defense of internal democracy.

Outside the CLC, our struggle against the threat of bureaucracy will be hampered by the weakening effects of successive bad contracts and our inability to enforce the rights we have already won.

Having our own committees, our own executive, our own by-laws, our own constitution, and our own general meetings, there is nothing anybody can do to send us towards the bureaucratizing path. If it happens it will be our fault. Merging with a CLC union like CUPE our name will change but our basic structures and regulations will not. They will even have to be improved our way.

Lissett Nelson
Member on Leave
(Phone: 879-3246)

5. Interview with Ted Byrne

After the Association of University and College Employees began to investigate other unions and organizations of unions as a first step toward possible affiliation, I decided to do some investigation of my own. The things that I wanted to know about the other unions were not the kind of things that would likely be written down in the constitution and bylaws, and they were certainly not the kinds of things you would likely find out in conversation with a business agent. What I wanted to know was this: How does it feel to be a 'good' union member in the union under consideration? What would a 'good' union member change about the union? Is change possible?

Ted Byrne and I met about the time of the first AUCE 2 strike in 1975. I knew that he had been active in his local of BCGEU after he left SFU, so he would be able to make an informed comparison of the two unions. First we tried a taped interview which I transcribed, but neither of us were satisfied with the somewhat fragmented nature of the results. What follows are questions that I posed in writing, and answers that Ted composed after some consideration.

Some of us feel that in AUCE we were able to work towards more equitable salaries for clerical and secretarial work--the jobs traditionally held by women--and that we were successful in winning good maternity benefits, compassionate leave, and so on. We worry that to continue this fight as part of another union might mean first fighting a predominately male membership, then fighting an indifferent executive, and then maybe getting to the employer when we were already exhausted. Is there justification for this worry?

First of all, I don't think AUCE is that far ahead of the unions it's contemplating affiliating with--at least not in terms of wages. And, throughout the economy the wage disparities between jobs done largely by women and jobs of "equal value" done largely by men still persist. They certainly do in the BCGEU. The lowest wages are paid in the Admin Services Component (clerical workers). My own job, which was basically clerical-grade 2 on a six-grade schedule- paid about \$13,000. The average wage in the BCGEU was more like \$16,000. So the struggle you're describing is one you can't finally win, and one which needs to be fought throughout the entire trade union movement. It can't be effectively waged in isolation from the labour movement as a whole. It is a struggle that can only be won by first establishing the principles on the convention floors of CUPE, BCGEU, the B.C. Fed, etc.

The BCGEU pamphlet on women in the union mentions only 'equal pay for equal work'. Has BCGEU in fact been fighting for equal pay for work of equal value?

Undoubtedly the people on the Women's Committee understand the difference between the two concepts. But I haven't seen any evidence of their promoting equal pay for work of equal value, except perhaps very gradually thru such mechanisms as across-the-board increases. There is an 'Equal pay' clause in the Master Agreement. It seems to point beyond 'equal pay for equal work', but it's pretty cautious. It refers to 'similar work or substantially similar work'. If my memory serves me well, there were no feminist oriented resolutions at the last convention.

What would have to be done to get the convention to pass a motion that the Union negotiate (i.e. attempt to negotiate) equal pay for work of equal value?

If the resolution was framed in such a way that it differed radically from current BCGEU policy and practice, even getting it to the Convention would be a problem. It would have to be supported by enough locals in at least one component that it would be ensured of being endorsed by that component. If it came to the component executive from only one local, say the SFU local, it might very well be defeated at the component level. So it would be essentially a job of making cross-local contacts, of getting the resolution before the membership of various locals. This problem would be worsened if SFU were part of Component 14, the component that includes those locals governed by the Labour Code, and which is now being divided into locals and sub-locals.

In other words, the resolution might first have to be taken to a local meeting where several other sub-locals would also have representation. So, let's say the resolution was finally passed by the Component executive. It would then be certain to get to the Convention. Whether or not it is passed at the Convention will have a lot to do with the recommendation of the Resolutions Committee--a committee appointed by the Provincial Executive. It would be interesting to see statistics on how often the convention delegates have voted against the recommendation of this committee.

Let's say that there was a recommendation to defeat the resolution. Again, your only hope would be to have already garnered broad support--support from several different components. This would be very difficult given the structure of the union, and the lack of organized opposition.

So, hopefully, there would be a great long debate--twenty minutes maybe--and it might even look like you have a chance. At that point, if the establishment was determined to see the resolution defeated, John Fryer would take the mike. He would speak against the motion and it would be defeated 5 to 1.* But don't lose heart, you may have another chance in two years time.

* The most overt exhibit of pressure to support the resolutions committee was during a debate over increased centralized control over collective bargaining. Just at the point where the vote was taken the General Secretary entered the convention hall to a standing ovation. He addressed the convention for approximately fifteen minutes with respect to the resolution at hand. . . . The subsequent vote, although highly contested previously was almost unanimous as a result of his speech.

Anderson, John C., "The Union convention", *Industrial Relations*, v. 32, no. 3. The essay is based on the BCGEU June 1975 Convention. The General Secretary referred to is John Fryer.

A pro-affiliation letter to the last AUCE Anchor commented that "It would be nice to have both--a democratic and powerful union--but those terms don't go together very well these days". What do you think about that?

I believe it's true that there's an inverse relationship between (concentration of) power and democracy. But to state it as an absolute choice is incorrect. I don't believe that power, or 'clout' is the only motivation behind AUCE's desire to affiliate. Just as important should be the desire to be a part of the labour movement in a way that AUCE can't be in its present state, to carry the principles that AUCE stands for into the larger arena of the labour councils, the B.C. Fed, the CLC. I think AUCE should

be allowed to affiliate on its own. But what AUCE should concentrate on if it decides to affiliate by joining a larger union, is the possibility of negotiating a relationship with the larger union that doesn't change the nature of AUCE, that doesn't do damage to its democratic structure and its ideals. In affiliating with the BCGEU, for instance, we would have to look at the question of the relationship of the non-elected staff representative to the local, the lack of provisions for a local grievance committee, the 2/3 majority strike vote, the problem of being a sublocal in Component 14, and so on.

There is some concern about the BCGEU recall procedure. Is it true that it operates from the top down, i.e. that the provincial executive can lift membership cards? Is it true that members can't petition for a recall vote of executive members?

According to the Constitution, a local can recommend suspension of a member to its component executive, which can then make a decision on that suspension, subject to appeal (the the Provincial Executive). The Provincial Executive has the right to suspend or to terminate a member, subject to appeal (to the CLC Ombudsman - yes, man). The Provincial Executive also has the right, since the last Convention, to suspend from office any officer or steward of any local. There is no provision in the constitution of the union or in the local bylaws that allows for the recall of executive officers.

Would it be possible to organize any effective opposition to the provincial executive?

Of course it would be possible. There must have been a pretty healthy opposition operating at the time the union first resolved to call itself a 'union' rather than an 'association' (as it was called from the early '40's until 1969). There were considerable changes brought about at that time, and brought about through strong and organized opposition. I know of attempts in recent years to form oppositions around certain questions, but most of them withered away or backed off. I remember reading a newspaper article in 1977 (Vancouver Sun, January 7, 1977) in which John Fryer lambastes a 'highly vocal minority within the union', 'people who never grew up from being students'. There is currently a group trying to organize opposition within the union-- opposition to some of the more regressive resolutions passed at the last convention, and to the kind of manipulation of the membership that led to the signing of the last quite unsatisfactory master contract.

How much input does the local membership have into what is asked for in negotiations and how much feedback do they have during negotiations?

Each local in Component 14 (the component I belonged to) negotiates its own contract. The Negotiating Committee consists of three members of the local plus the staff rep who is an ex-officio member of the committee. In the local I belonged to there is an Items for Negotiation Committee which prepares on the basis of a poll of the membership, a list of items. The membership is consulted fairly regularly at general and occasional special meetings. The staff rep takes a leading role in negotiations, and the membership tends to put its trust in him (it is a him at the moment) because he is a 'professional'. There is very little questioning of Negotiating Committee recommendations. It was quite astonishing how little questioning there was of the proposal, presented by the staff rep during our last negotiations, that we trade our two-year no layoff clause for changes in the auxiliary situation that was, admittedly, unbearable. There was no resistance.

Some people in our union think that having a professional negotiator will solve all our problems.

Personally, I don't believe in the mystique that has developed around the so-called professional negotiator. I think professional negotiators tend to sap the membership of its own ability to continuously develop leadership internally, and also, as a corollary, saps it of its militancy, leaving whatever militancy is left to be manipulated by these same professionals. Also the essential antagonism between labour and management is clouded in a situation where you have professional negotiators bargaining on both sides. A kind of inverted triangle is formed with the membership on the bottom.

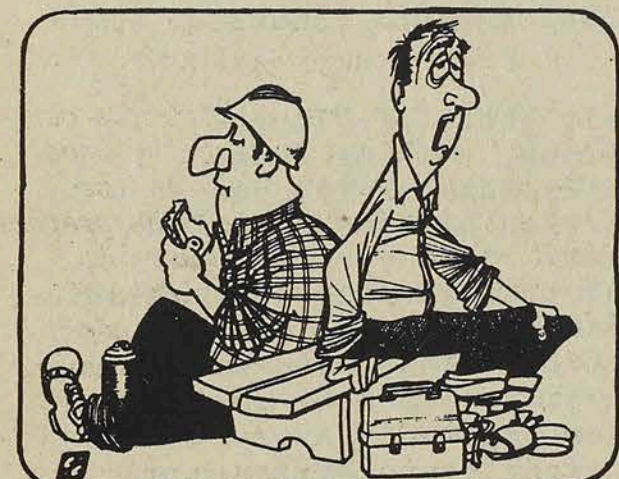
We have trouble in this local getting people to run for executive or committee office. I think people are reluctant to take on the heavy work load. Did this ever happen in your local?

It seems to be a problem common to all unions. Our executive was, more often than not, elected by acclamation. Committees were appointed by the chairperson. Most of the committee members were also on the executive. so there was, when I left, an unhealthy concentration of responsibility in the hands of a few.

How do you see your membership in the Canadian labour movement? Do you feel that you, as an individual, are part of a class movement?

Yes, I think that the working class should be represented provincially and federally by large associations of the trade unions that represent it in the work-place. I don't believe that it is being well represented by the associations that exist presently. Nevertheless, I think that these organizations have to be reformed from within, because they were created by the working class over a long period of struggle, and they belong to the workers and must come to represent the working class.

Ted Byrne is presently an active member of Local #1's Grievance and Communications Committees. He works in the Recon Unit in the Library Processing Centre. The interview itself was conducted in February of this year, just as Ted was in transit from a job in the AUCE bargaining at SFU to one here at UBC.



Just once I'd like a contract without being blamed for inflation, warts, mid-east crises, mass layoffs, sink backup, gumpie suicides, mange, seagull lice, dandelion infestation . . .





CONFEDERATION OF CANADIAN UNIONS
CONFEDERATION DES SYNDICATS CANADIENS

SEP 15 1980

A. U. C. E.

September 15, 1980

**6. To the Signators of the Leaflet-
 "Choose Your Future Vote C.L.C.":**

We are writing to place on record our disgust with a number of the dishonest and unprincipled statements which you have made about the central labour organization that we are affiliated to, the Confederation of Canadian Unions. Whether this was done deliberately or as a result of lack of research into the situation we do not know, however, we believe we have the obligation to present you with the facts about the C.C.U.

We will go over the statements you have made on the C.C.U. point by point:

i) C.C.U. has no "significant public sector presence": While we do not know what you mean by "significant" we believe that the C.C.U. does represent a considerable number of public sector workers including the largest group of workers on the BCR (members of the Canadian Union of Transportation Employees), the support staff at the University of Manitoba (members of CAIMAW Local 9), the traffic controllers for Canada's national railways (members of the Rail Canada Traffic Controllers to be certified this fall) and the clerical staff at York University (members of the York University Staff Association).

ii) C.C.U. has "very few women workers": The C.C.U. has at least three affiliates, the Canadian Food and Associated Services Union, the Canadian Textile and Chemical Union and Y.U.S.A., which are made up of women in the majority. As well, other affiliates such as our own union have many certifications where women workers make up the majority. It should also be noted that the C.C.U. and its affiliates have been fighting for the principle of equal pay for work of equal value and against discrimination in the workplace before such issues became fashionable in C.L.C. circles.

iii) A.U.C.E. and C.C.U. have their share of "long losing strikes": In addition to being wrong, this is a particularly unprincipled argument that we suspect has its basis in a leaflet published by the B.C. Federation of Labour titled "The House of Labour- What's In It For You?". If you were to examine the facts of the situation rather than parrot information gleaned from dubious sources you would find out the following:

- There are many unions in the C.L.C. that have had long strikes during the past few years. If you took C.L.C. and C.C.U. unions as a group and analyzed them regarding average length of strike you would not find any significant difference.

continued.../2

As you well know, situations like those at Adams Labs, Inco in Sudbury and Boise Cascade illustrate that the size of a union or its affiliation to the C.L.C. is not a significant factor in dealing with transnational corporations during strike situations.

-We would be very interested to see some substantiation for your claim about "losing strikes". If you were to examine the situation you would find that, in fact, some of the larger unions have a worse record for lost strikes than C.C.U. affiliates. This is because on numerous occasions full-time representatives of the various business unions have forced workers back to work for little more than the original company offer.

It is particularly unprincipled to raise the issue of "losing strikes" because in many ways it is an argument for un-democratic unionism. Unions like the Teamsters capitalize on these kinds of arguments because they have their own formula for avoiding strikes: make back-room deals with the boss and do everything possible to intimidate the membership into not voting for a strike. It is a formula used by many C.L.C. unions.

Whenever workers vote to go on strike there is the possibility they will have to go back to work on the employer's terms. This could happen to any union at one time or another. Unless you are prepared to take away the right to strike from rank-and-file workers (which many C.L.C. affiliates, in effect, already do) then "lost" strikes will occur. To suggest that joining the C.L.C. will change this fact is extremely dishonest.

iv) C.C.U. offers "fewer resources, less strength": This kind of argument is the bedrock of business unionism; that the size of a union and the size of its treasury translates into greater strength in bargaining. If you were to take a look at the contract settlements of the various C.C.U. affiliates in the foundries, truck-building industry, mines, oil refineries, railways, textile industry and others you will find that in every case the "small, weak" unions in the C.C.U. have negotiated better contracts than the large, U.S.-based unions. In the context of bargaining with universities, you must surely be aware that union like Y.U.S.A. and your own have negotiated better contracts on the average than the much larger C.L.C. unions.

v) C.C.U. affiliates engage in "frequent expensive raiding campaigns": One of the more holier-than-thou positions of some so-called socialists over the years has been their opposition to raiding. In the trade union movement, we frequently see the spectacle of representatives of unions like the Steelworkers deploring raids. One is tempted to forget that the Steelworkers established their base in the Canadian mining industry by launching a successful raiding campaign on the Mine-Mill Union based largely on red-baiting.

continued.../3

Raiding is a frequent practice of many unions in the C.L.C. The recent raid against S.O.R.W.U.C. by C.U.P.E. at S.F.U., the attempted B.C.G.E.U. raid on A.U.C.E. and frequent raids between different C.L.C. affiliates are all examples of this fact.

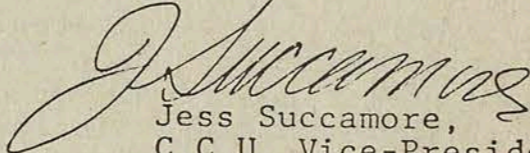
Our own union, which is involved in more representation votes against U.S.-based unions than any other C.C.U. affiliate, does not spend a significant amount of our funds on raiding. We spend approximately 3% of our funds on organizing; the bulk of this goes towards organizing unorganized workers.

If you had spent any time examining union constitutions, particularly those of U.S.-based unions, you would have noted the lack of internal union democracy provided in those documents. Many of these unions are geared towards giving all real power to full-time union representatives and little to the membership. To criticize raiding under all circumstances is an anti-democratic position because when you do this you prohibit workers from collectively deciding to leave a union that does not further their interests to join one that does. The record of C.C.U. unions has shown that, in every case, the decision of the workers to leave their U.S.-based union has benefitted them when it came to collective bargaining.

We would join you in criticizing unions that raid other unions on the invitation of the employer or those that raid without any invitation from the rank-and-file. We could provide you with a long list of C.L.C. affiliated unions that are guilty of such tactics if you are interested.

The arguments you have used in your leaflet are not new to us. They are frequently used by people who, were it not for the big salaries and expenses provided from the dues money of the rank-and-file, would be members of management rather than trade unionists. We would not bother writing this kind of letter to those people because they are fully aware of the facts and are deliberately distorting them. We are writing you because we think you may believe the information contained in your leaflet. We would hope that you would reconsider some of the statements in that leaflet after studying the facts.

Sincerely yours,


 Jess Succamore,
 C.C.U. Vice-President
 CAIMAW National
 Secretary-Treasurer

cc: A.U.C.E. Provincial office

JS/to'n

Sec.-Treasurer Report

Nominations for the position of Secretary-Treasurer close at the October 23rd Membership Meeting. If you should decide to run for the position your term of office would be from January 1, 1981 to December 31, 1981. You would work in the Union Office with the Union Organizer and Co-ordinator, that is you would be on leave of absence from the University for a year and paid by the Union. A tentative job description, subject to membership ratification, has been created, and, it is a detailed - and extremely dry - list of what is expected of AUCE's Secretary-Treasurer.

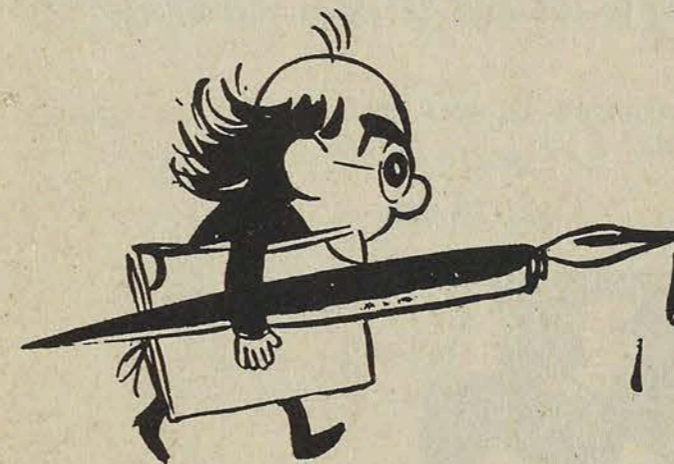
The next Secretary-Treasurer will experience a year quite unlike this one. 1981 should prove to be quieter and should provide the Secretary-Treasurer with ample time to spearhead, and to solidify, much needed organizing and re-organizing. Much of this year's efforts and energy have been devoted to the contract negotiations and the strike, especially to the aftermath of the strike. That will not recur next year as we will be into the second year of our contract.

I hope that some of you give serious consideration to running for the position of Secretary-Treasurer. Next year should afford the next Secretary-Treasurer the opportunity to test the water without floundering. Such experience could provide the confidence to run for a second year and have the distinction of being AUCE Local #1's first two-term Secretary-Treasurer.

As has been reported at the past few Membership Meetings, we are on the verge of another dues increase referendum ballot. The reasons are basic: our present expenses and future commitments (and present ones) have outstripped our income. Our monthly income and expenses almost balance - and that does not take into account the impact of the costs of the stewards' seminar or other extraordinary expenses. Provincially, we voted to increase the Per Capita Tax \$1.25 a month per member. And, we have been unable to meet our constitutional requirement of depositing 10% of our dues into the Strike Fund on a monthly basis. Those two items alone add up to over \$3,000 a month in additional expenses. Coupled with other expenses, that would mean a dues increase of a minimum of \$3.00 a month per member.

The Executive has assumed the responsibility of composing the wording for a proposed increase and bringing that wording to a meeting for scrutiny. Should there be time at the October 23rd meeting, the Executive plans to do just that. We hope that when the ballots are actually sent, you will vote on the basis of the information before you.

**NEXT ISSUE
 DEADLINE:**



november 3

People's Front

On August 23, 1980 over 200 people militantly marched through downtown Vancouver to oppose the Ku Klux Klan and all forms of racist and fascist violence. The East Indian Defence Committee, organiser of the demonstration, said in its call "Let no racial, national, religious, political or social differences amongst those who oppose the Ku Klux Klan prevent us from demonstrating as one against this racist and fascist evil."

The representation in the demonstration proved that many people agree with this view. There were East Indians, religious and non-religious, Iranians, Eritreans and Palestinians amongst the national minorities as well as many Canadians of European origin. Amongst the political opinions there were Marxist-Leninists, anarchists and reformist-minded members of the NDP. There were many male and female trade union members from the wood, metal and service industries as well as students, housewives and children. Our union, AUCE formally participated and the president of the Provincial Association, Lid Strand spoke at the closing rally.

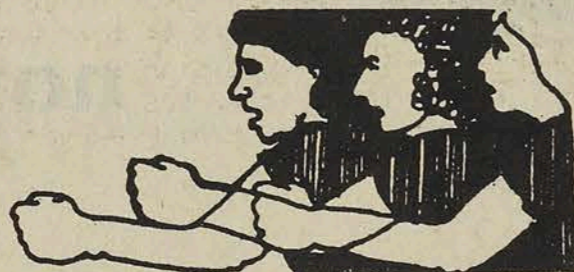
A significant fact about the demonstration is that neither the Vancouver Province nor the Sun printed a single word about it. Both papers were invited to come and they did send photographers and reporters. But the Southam-Thompson oligarchy which dominates the "free press" in Vancouver chose to censor the event from its news coverage. They even refused to print a letter to the editor written by a participant which criticized their news blackout.

Of course when it comes to promoting the Ku Klux Klan the hypocrits who control this monopolised press give the KKK maximum free publicity. For example, on July 15th the Vancouver Sun ran a front page sensational story "Vancouver Best for Ku Klux Klan recruits." This story was based on a telephone interview with some KKK scum in Toronto. But when 200 people from here at home marched in Vancouver against the KKK then the Sun has not a single word to say about it.

Today, in an international situation which is extremely dangerous and complicated, fascism, racism and the danger of world war can only be defeated when the oppressed and exploited everywhere unite their ranks and fight for their freedom, liberties and union democracy. This is why EIDC is hosting a conference on November 22, 1980 to found a People's Front against racist and fascist violence. The open letter of EIDC calls on "all people and organisations who stand in principle against racism and fascism, irrespective of their ideological and political viewpoints and convictions, irrespective of their religious beliefs, their sex or their national origin ... to endorse, support and participate in this conference." In my opinion AUCE should endorse and participate in this conference. We must build unity amongst all sincere fighters against racist and fascist violence. For this violence has a very definite purpose - to split and divide the working people on racist lines. To cower the people with fear and terror and prepare conditions for open fascism in Canada.

My appeal to the member is that we continue to work with anyone who shows by their deeds they oppose racism and fascism.

Kitti Cheema



notice of motion

AUCE Local 1 membership opposed racist and fascist violence against the Canadian people in principle. We stand for unity with anyone (irrespective of their ideological and political viewpoints and convictions, irrespective of their religious beliefs, their sex or their national origin) who, by their deeds show they oppose racist and fascist violence.

In light of this we endorse the founding conference of the People's Front against racist and fascist violence to be held on November 22, 1980 at 5880 Main Street, Vancouver.

This endorsement will involve:

- 1) Nominating and electing a delegate from AUCE Local 1 membership to participate in this conference,
- 2) Publicizing the petition against racist and fascist violence and encouraging our members to sign it.



VANCOUVER WOMEN IN FOCUS SOCIETY presents "It's Not Your Imagination", a 20 minute, 16mm colour film concerning sexual harassment of women in the workforce. You are invited to the first public presentation of this film at the Carnegie Centre, 401 Main Street, THURSDAY October 23rd at 7:30 p.m. Refreshments will be served following the film and the producers invite your comments at that time.

Where is our new contract?????????

Where is our new Contract?

We, the Union Office staff, have been deluged with queries concerning the whereabouts of the long overdue 1980-82 AUCE collective agreement. These delays result from countless errors in the copy, repeated proofreadings and confusion in general due to the decision to use word processing equipment for the contract this year. The Printer has finally received the corrected proofs, and we should have the contract within 2 or 3 weeks.



association of university and college employees

September 24, 1980

Public Service Alliance (PSAC)
Regional Representatives
Suite 4 - 2929 Commercial Drive
Vancouver, B.C.
V8T 4E7

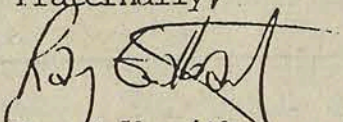
Dear Regional Representatives:

At our September 23rd Executive meeting, the Executive of AUCE Local #1 voted unanimously to send a letter of support to your union. On behalf of our membership, who are also clerical workers, we would like to say that we wholeheartedly support your demands and your continuing struggle with the Treasury Board and the present Government.

For too many years the Canadian public has been labouring under the misconception that Government jobs are over-paid and lacking in any social responsibility or importance. We applaud you in your efforts to stand up for what should be yours in terms of live-able wages and improved benefits.

At this time, we can only hope that the Treasury Board responds to the mandate that your membership has provided you with and bargains in good faith. Best of luck!

Fraternally,


Ray Galbraith
Secretary-Treasurer
AUCE Local #1

SUPPORT FOR PSAC

September 23, 1980

TWU

To: All Local 1 Shop Stewards

We had a visit in the union office this morning from Mike MacLean, President of the Telecommunications Workers Union. He advised us that they were going to be locked out by B.C. Telephone any day now. He said that a long strike was in store for them, possibly up to six months. He also told us that the company was trying to break their union and in fact had succeeded in breaking three locals of their union in the United States.

The Telecommunications Workers Union have supported our strikes and we must do the same for them. Should a lockout occur and you see a supervisor come into a building to install new equipment, please phone the union office and we can then relay the information to the Telecommunications Workers Union. We are not interested in people coming in to repair telephones. The major interest would be the installation of new wiring or new telephones.

Please give your support to the TWU where possible.

Fraternally,

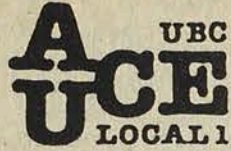
Carole Cameron
Union Organiser
AUCE Local 1

notice of motion

NOTICE OF MOTION

THAT AUCE Local 1 take the RECON Unit Leave of Absence grievance to arbitration and pay all related expenses.

Explanation: a continuing employee requested a 1 month leave of absence. She was turned down and the reasons given for refusing the leave were a criticism of the employee that not only were untrue but amounted to discipline on the part of the employer. The original letter refusing leave was removed from her file and replaced by a second letter also refusing the leave which also made reference to use of sick leave that was incorrect. In the opinion of the Grievance Committee the University has not made "every effort to comply with" this employee's request for leave. In addition the Union has tried to gain from the employer what their policy on the granting of leaves of absence is. We have not received such a policy to date.



association of university and college employees

September 29, 1980

President D.T. Kenny
Main Mall N. Admin. Building
Room 107
The University of British Columbia
Campus Mail

Dear Mr. Kenny:

At our September 23rd Executive meeting, the Local Executive of AUCE Local #1 voted unanimously to protest any possible reductions in our already overworked and underpaid bargaining unit that may arise from proposed cutbacks.

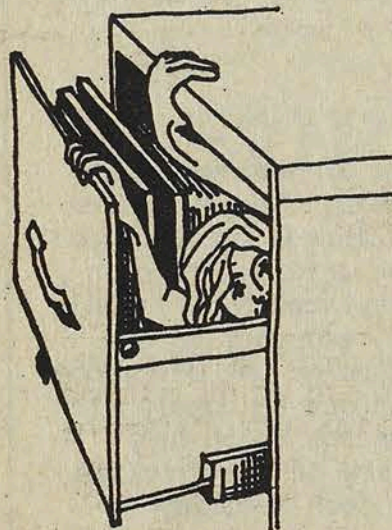
Any action which may reduce the number of our members will undoubtedly have an impact on the quality of service to both the University community and the community at large.

It is unfortunate that our Union has to catch wind of possible budgetary cutbacks through interdepartmental memoranda passed on to us by our own members. When decisions, tentative or not, are made which may have an effect upon either the direct livelihood of our members or which may lead to a diminution in our bargaining unit through attrition, we feel that it is only proper to be consulted, at the very least notified.

We trust that we have registered our opposition to the announced intention of the University to pursue budgetary cutbacks which may have an adverse impact on the level of service presently provided by the staff of the University.

Yours truly,

Ray Galbraith
Secretary-Treasurer
AUCE Local #1



Budget Cutbacks

Press Release

Press Release - The employees of the Simon Fraser Student Society are pleased to announce a change in union representation. As a result of a certification vote held in accordance with the provisions of the Labour Code of B.C., they are now represented by Local 2396 of the Canadian Union of Public Employees (C.U.P.E.). The S.F.S.S. employees had been represented by Local 1 of the Service, Office and Retail Workers Union of Canada (S.O.R.W.U.C.).

The majority decision to be represented by C.U.P.E. was the result of dissatisfaction with S.O.R.W.U.C. and the desire for a greater degree of support and potential assistance in collective bargaining and contract enforcement. Another factor in the decision was a desire to establish broader ties with other unionized workers. C.U.P.E. has a total membership of approximately 258,000 and is affiliated with the Canadian Labour Congress. As a newly chartered Local of C.U.P.E., the S.F.S.S. employees may also affiliate with local and regional organizations within C.U.P.E., the B.C. Federation of Labour and the New Westminster and District Labour Council. The new Local intends to maintain close cooperation with other campus unions at SFU.

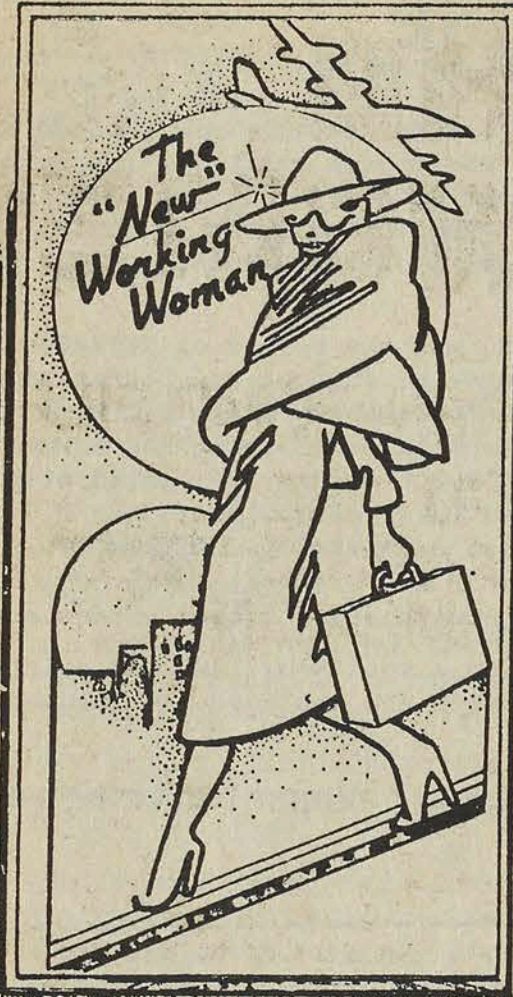
The first tasks for the new Local will be to draw up a set of by-laws and elect the officers of the Local. Collective bargaining with the employer is expected to begin in the near future.

association of university and college employees local 2 simon fraser university

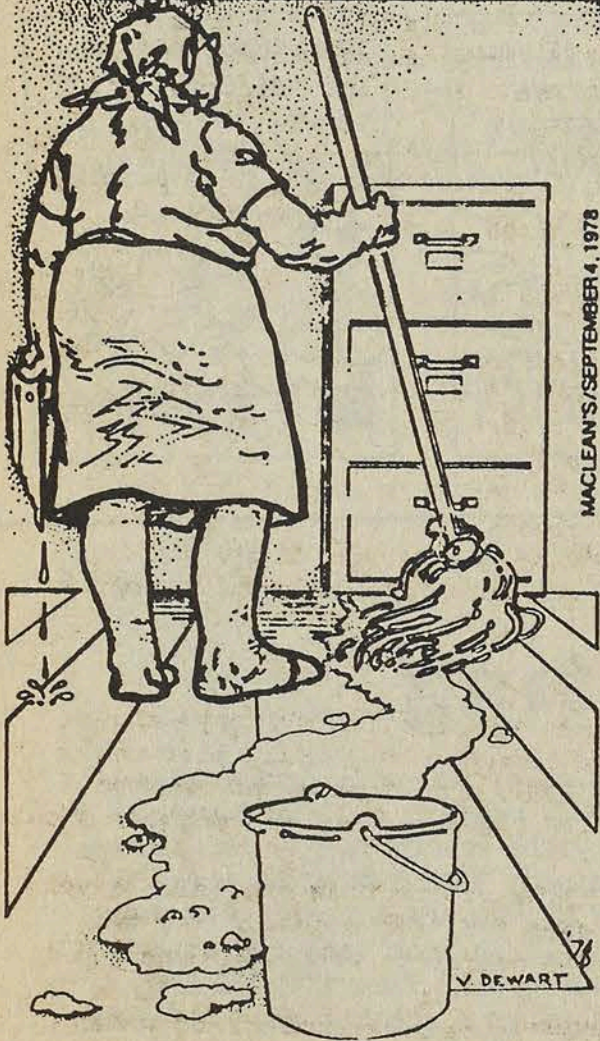


October Meeting

If you have read the agenda on the back page of the newsletter you will have noticed that the first portion, in fact 50 minutes, of the two-hour meeting will be devoted to a discussion of affiliation. That decision was made by the membership at the August 14th membership meeting when the following motion was passed: THAT THE FIRST HOUR OF THE NEXT MEMBERSHIP MEETING BE DEDICATED TO A DISCUSSION OF THE AFFILIATION QUESTION. Furthermore, you will have noticed that the motion reads "first hour" and the first sentence contains the contradictory "50 minutes". At a subsequent Executive meeting, it was decided that the missing 10 minutes would be devoted to a speaker on the Nicaraguan Literacy Crusade.



MACLEAN'S/SEPTEMBER 4, 1978



PRATT 3 DONATION

Committee for the Pratt & Whitney Women
4271 Chamboard
Montreal, Quebec

Dear Committee Members:

At our September 23rd Executive meeting, the Executive of AUCE Local #1 voted to endorse the Pratt 3 Defence Committee Campaign. We support the efforts of the three women fired from Pratt and Whitney to reverse the company's decision. We also demand their immediate rehiring with full compensation.

Our Executive also decided to make a donation of \$50 and to urge our Provincial Association to also consider a further donation. Enclosed you will find a cheque from AUCE Local #1 for \$50.

Fraternally,

Ray Galbraith
Ray Galbraith
Secretary-Treasurer
AUCE Local #1

September 24, 1980



REHIRE THE 3 PRATT WOMEN



.OPEN RCMP FILES
.END THE
HARRASSMENT
CAMPAIGN

A defense committee has been formed to demand that Pratt & Whitney of Longueuil, Quebec, rehire Wendy Stevenson, Suzanne Chabot and Katy Le Rougetel (left to right in the above photo). The three Montreal women were fired on November 16, 1979, a few days before the end of their probationary period.

They were union activists, feminists, independentists and members of a socialist group - the Revolutionary Workers League. Both they and their union, United Auto Workers (UAW) local 510 did not believe the company's explanation of a "layoff" due to a "personnel surplus." The union submitted grievances for unwarranted layoff and lodged a complaint with the Quebec Human Rights Commission charging Pratt with discrimination. The grievances are presently being pursued to arbitration.

On April 11, 1980, the three women were fired a second time from new jobs: Chabot and Stevenson from Canadair (a Crown corporation) and Le Rougetel from Canadian Marconi. The Quebec Human Rights Commission is presently investigating this second round of firings.

The need for a defense campaign has become even more urgent in light of the Commission's findings concerning the Pratt firings. In a June 29, 1980 meeting of the Commission, Pratt was found guilty of political discrimination. The Commission affirmed that visits by an RCMP agent were "decisive" in the company's decision to fire the three women. The Commission recommended the three women's immediate reinstatement with full backpay and damages. Pratt has refused to comply.

The 'coincidental' second firings from two different companies on the same day and the revelations of RCMP involvement point to a concerted campaign of harrassment. Well-known companies, the federal government and its police agency, the RCMP, are collaborating against the three women because they are publicly defending their rights as women and as political and union activists.

Pratt versus women

Women make up a very small proportion of the workforce at Pratt & Whitney: about 150 out of 3000 plant workers. In general, they are ghettoized into certain jobs and denied access to the more skilled and highly paid positions. Almost no women work on the motor assembly or as machinists, machine operators or inspectors in the machine shop, even if they have the required qualifications.

The three women asked for transfers to other positions at the time of their "layoff" but management refused on the basis that the openings were for "men's jobs." Yet two of the three women are qualified as machinists or machine operators and all three had excellent work records.

Chabot, Le Rougetel and Stevenson are among the ever-increasing numbers of women

30. fighting to gain access to better-paying, unionized jobs. They see the establishment of special training programs for women and hiring quotas to guarantee access to such employment as a central battle for women today.

Their firings are a direct attack against women's right to jobs, especially non-traditional, industrial jobs.

Pratt versus UAW local 510

It is also interesting to note that the three women were fired barely two days before a mass meeting of a thousand local 510 members. The workers voted unanimously for the reopening of contract clauses concerning wages and cost of living.

It is clear that the company fears above all the mobilization of union members, whether it be around the reopening of the contract or the upcoming negotiations for a new contract. It is more and more obvious that Pratt is looking to weaken the union by any means possible, attempting to intimidate its members. The March 1980 firing of a union steward with seven years seniority in the plant, as well as the firing of other workers besides the three women, all take place in the framework of a new attempt to break local 510.

Pratt & Whitney is already infamous in Quebec for its anti-union, anti-Quebecois policies. During a 22-month long strike in 1974/'75, Pratt, then called United Aircraft, tried to break the union through police informers, violent confrontations with the strikers, strikebreakers and the firing of the 34 central strike leaders.

In the pre-referendum period, the company used economic blackmail against the Quebecois by threatening to pull out of Quebec if "the political climate did not improve."

The company used women in an attempt to break and weaken the union during the strike. Now that more and more women at Pratt see the necessity of being part of the union and building it, Pratt fires three women activists...

Pratt and the RCMP versus democratic rights

The Keable and MacDonald Commissions have uncovered evidence that the RCMP holds files on hundreds of thousands of Canadian and Quebecois unionists, NDP and Parti Quebecois members, feminists, native rights activists and socialists: people whose only wrongdoing consists in being suspected of holding views different from those of the government and the RCMP.

As the Quebec Human Rights Commission evidence indicates, these files have been used in the case of the three women to deprive them of their livelihoods, their freedom of expression and association. The RCMP and the companies are attempting to force them to choose between holding their jobs and holding their views.

The Fightback

A broad public campaign in defense of these three victims of political policing and company harrassment is essential.

The Quebec Human Rights Commission recommendations are not legally binding on Pratt & Whitney. If arbitration proceedings fail to win the women's jobs back, Pratt will face a legal suit.

The assault on the rights of the three women is an assault on the rights of all Canadians and Quebecois. Their victory will be a victory in the fight for democratic rights and women's equality. Their reinstatement will strengthen the union and its ability to fight against all forms of discrimination on the job.

- . REHIRE THE PRATT THREE WITH FULL COMPENSATION
- . OPEN THE RCMP FILES AND END THE CAMPAIGN OF HARRASSMENT

produced by volunteer labor

We, the undersigned, support the efforts of the three women fired from Pratt & Whitney to reverse the company's decision. We demand their immediate rehiring with full compensation.

Name _____

Address _____ Tel. _____

Union or organization _____

I would like to contribute to the cost of the campaign _____

For more information or to return this form or checks and money orders in the name of the committee, write: Pratt Three Defense Cttee, 4271 Chambord, Mtl., Que. (521-2791/522-2889)



DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
PUBLIC HEALTH SERVICE
FOOD AND DRUG ADMINISTRATION
ROCKVILLE, MARYLAND 20857

Mr. L.M. Strand
Association of University
& College Employees
2162 Western Parkway
Vancouver 8, B.C.

AUG 14 1980

VDT's

Dear Mr. Strand:

Your letter to the Consumer Product Safety Commission has been referred to the Bureau of Radiological Health, Food and Drug Administration, for reply.

I am sympathetic with your concern about the possible effects of exposure to radiation emissions from Video Display Terminals (VDT's).

The Food and Drug Administration conducts an electronic product radiation control program under the Radiation Control for Health and Safety Act passed by the Congress in 1968. Through its Bureau of Radiological Health, the FDA sets and enforces standards of performance for electronic products to ensure that radiation emissions from them do not pose hazards to public health.

Both television receivers and VDT's use cathode ray tubes to provide an image. The x radiation emitted by VDT's would, in all likelihood, be no greater than that emitted by TV sets. A Federal standard limiting x-ray emissions from television receivers was issued in 1970.

Eyestrain and other effects, such as headaches and dizziness, could be associated with the use of VDT's. Suitable adjustments of room lighting and work practices could help alleviate such effects.

In view of your interest, I suggest that you obtain a copy of a National Institute of Occupational Safety and Health publication titled "A Report on Electromagnetic Radiation Surveys of Video Display Terminals" by C. Eugene Moss, William E. Murray, Wordie H. Parr, Jacqueline Messite, and Gerald J. Karches. This report is available from the National Institute of Occupational Safety and Health, Division of Biomedical and Behavioral Science, 4676 Columbia Parkway, Cincinnati, Ohio 45226.

Please write or call me at [redacted] if you have further questions.

Sincerely yours,

RECEIVED

AUG 25 1980

A. U. C. E.

Samuel Sperling
Samuel Sperling (HFX-26)
Chief, Information Services Section
Technical Information Staff
Office of Management and Systems
Bureau of Radiological Health

PENSION PLAN

Palm Dairies Limited
and
Retail, Wholesale and Department
Store Union, Local 580

Arbitrator: H.A. Hope
Date of Award: April 23, 1980
For Employer: Peter W. Butler
For Union: W. Robert Martin

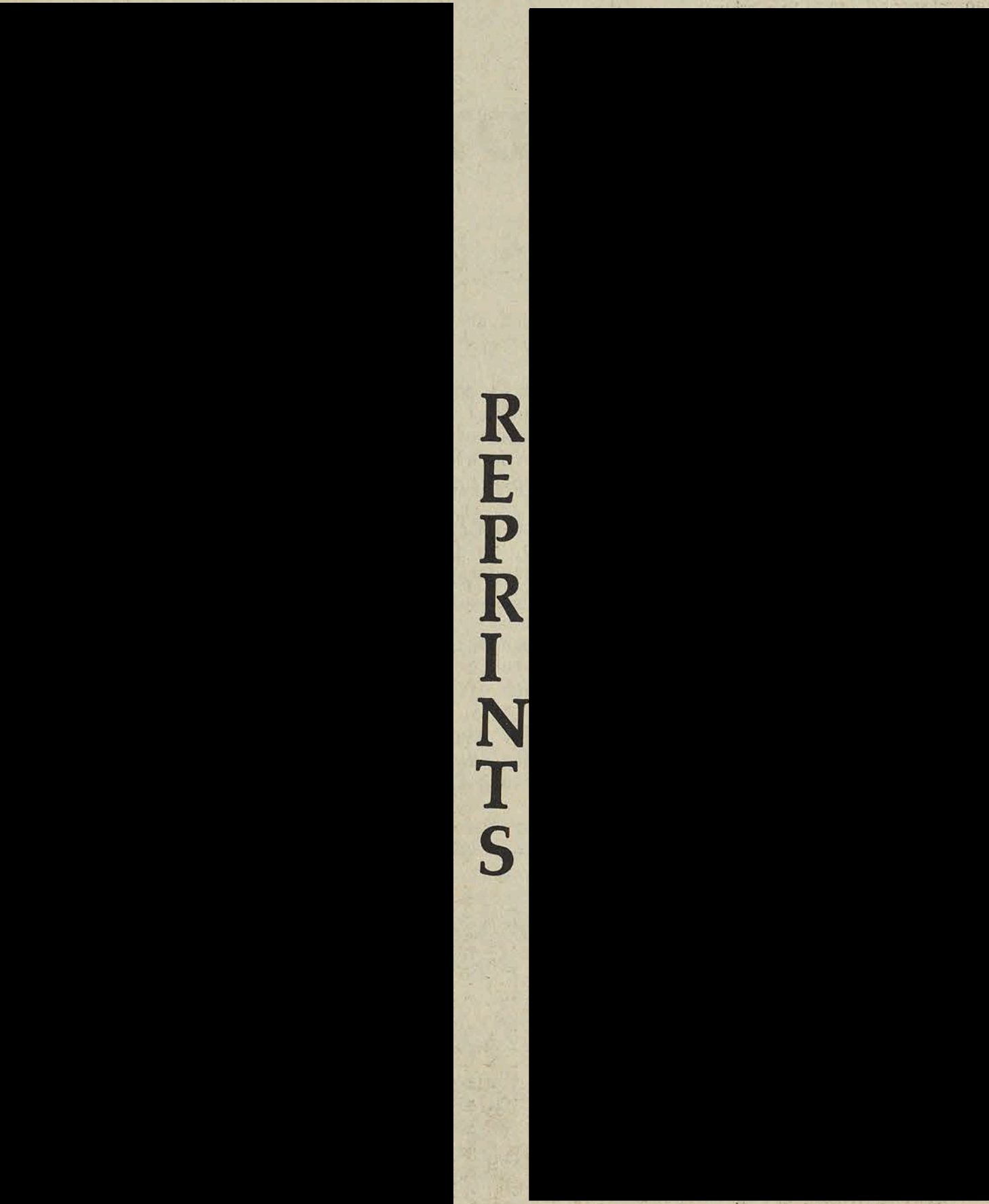
The Union argued that the Employer does not have the right to unilaterally impose as a condition of employment a requirement that employees participate in and contribute to a company pension plan. They said that no conditions of employment can exist outside of the collective agreement and that employees are not legally capable of entering agreements with the Employer on an individual basis. The Union had attempted to include the pension plan in the collective bargaining, but the company had refused. Three employees are resisting the deductions made for pension plan contributions.

An Employer can impose conditions of employment completely outside the collective agreement and the matter is outside the scope of review by an arbitrator. The grievance was dismissed.

A-118/80 (37 pages) JULY
LABOUR RESEARCH 1980

Union Membership Trends

REPRINTS

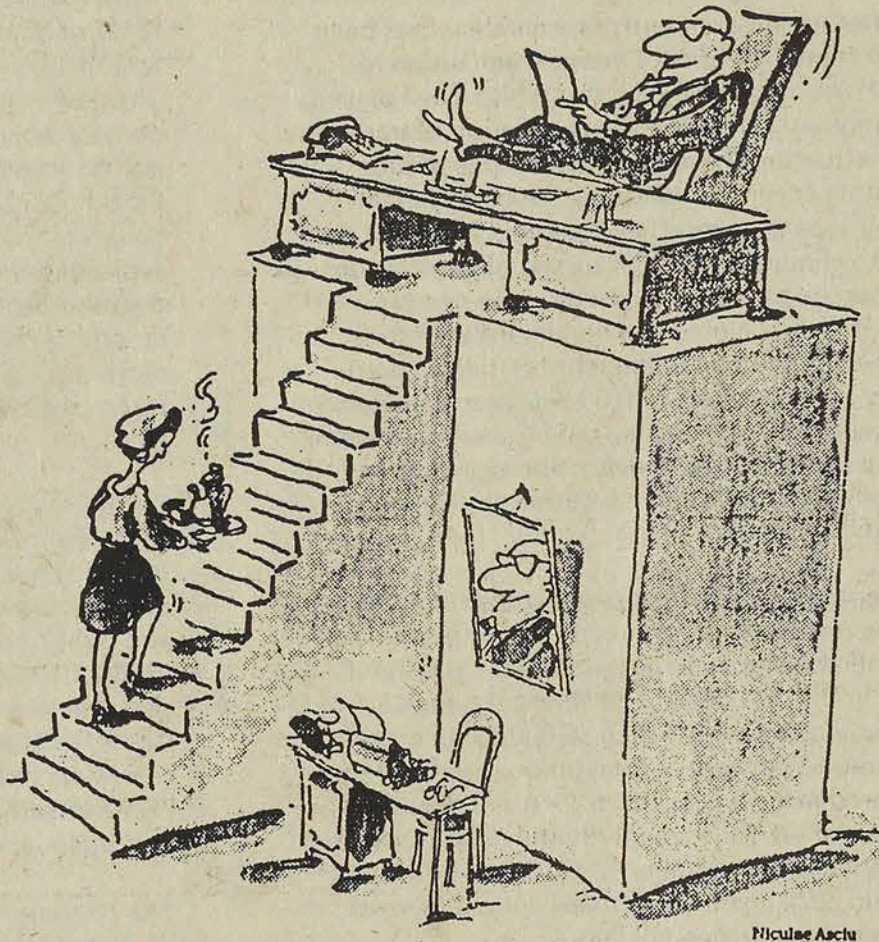


Reprint

The following is an item taken from the New York Times, Sunday, March 16, 1980. We think it will strike a few responsive chords.

How to Please Your Secretary

By MIRANDA MORSE



Niculae Aescu

REPRINT

Pity the union flack: It's hard to make a strike look glamorous

By ED FINN

Those of us who work in a public relations capacity for unions, if judged by the level of public esteem in which unions are held, would not be in the running for any achievement awards.

In fact, we would probably be rated the most ineffective PR flacks in the country.

We gathered at Toronto last weekend to commiserate with one another and discuss possible ways of improving labor's image. The conference, dubbed Our Place In Society, was addressed by professional communicators from Europe, the United States and Canada.

Their message to us, basically, was that unions need to make better and more frequent use of the media, both through institutional advertising and by grooming labor leaders to be more refined and reasonable in their public utterances. (No more "to hell with the public" gaffes.)

Good advice, in theory. Since the media tend to ignore unions except when they go on strike, we could use advertising to tell people about all the good things unions do, such as improving workplace safety, pushing for equal rights for women and minorities, assisting in all kinds of community projects, and generally being helpful and constructive.

Maybe in time that kind of advertising would help to change the public's unfavorable view of the labor movement. Maybe, if we could send enough union leaders to charm school, they wouldn't come across quite so pugnaciously in their TV interviews.

But unions have a big disadvantage to overcome in their struggle to purify themselves in the eyes of the public — a serious drawback that no other group or organization has to contend with.

I refer, of course, to Canada's labor relations system, which regulates the collective bargaining activities of unions and determines the role they must play in our economy.

Obligated to negotiate

Organized wage and salary earners are the only groups in our society who are obliged to negotiate — and to justify — desired increases in their incomes. In public. The merchant who wishes to raise his income simply adds a cent or

two to the product he sells. The doctor and lawyer raise their fees, the landlord his rent, the banker his interest rates, and so on.

With a few exceptions, these increases in prices and fees are made unilaterally, without being subject to much constraint, other than a shrewd estimate of how much the market will bear.

Union members, on the other hand, must go through a highly visible and confrontational process to obtain similar raises in income. They have to enter into negotiations with their employer. If the employer refuses to give them a satisfactory wage increase, they have no choice, under our labor laws, but to use their only bargaining weapon — the withdrawal of their services.

SMILE

It makes people wonder
what you've been up to.

Our labor relations system, in other words, forces unions to undergo a trial by combat. If they eschew the right to strike, they inevitably end up at the bottom of the income scale, which, for example, was the fate of postal workers and teachers before they decided they could no longer afford to be "respectable."

What kind of public image, I wonder, would doctors project if they were forced to negotiate higher fees directly with their patients, and failing agreement, refused to treat them? Or landlords, if they had to negotiate rental hikes, and could only obtain them by locking out their tenants? Or retailers, if they had to negotiate all price increases with customers, and, failing agreement, refused to sell them milk, meat, or other staple foods?

They would soon suffer the same

decline in popularity, I suggest, that unions incur every time they have to go on strike.

The best PR campaign that Madison Avenue could devise would never be able to sugarcoat or glamorize a strike, particularly one that disrupts transportation, the mails, the schools, garbage collection, or some other public service.

And yet the strike is an indispensable union function. In a labor relations system that dictates an adversarial relationship between workers and employers, a system that gives employers all power and profits except those that the unions are able to wrest for them, any union that foregoes the right to strike also forfeits its effectiveness.

Workers are well aware of this. That's why they choose leaders who can excel in the kind of industrial warfare that passes for a labor relations system in this country. Reasonableness and moderation are not qualities that union members prize very highly in their top officers. They want fighters, not statesmen.

Bellicose posture

That's why union leaders, when they face a TV camera in the middle of a strike (the only time they usually get a chance to appear on TV), will invariably take a bellicose posture. They are, after all, engaged in a battle, and understandably they are more concerned about the image they project to their union members than the image they present to the public.

In summary, then, labor's image is shaped more by the combative role thrust upon it by our economic system than it is by an ineffective public relations program. I don't say that entirely as a cop-out for union PR staff, because I agree that we could and should do better.

But until some genius invents a way of popularizing strikes — or until we convert to a more rational and peaceful way of sharing the economic pie — handling public relations for a union will never be quite as rewarding as it is for a colleague of mine who works for the Boy Scouts.

• Ed Finn as public relations director of the Canadian Brotherhood of Railway, Transport and General Workers.

Miranda Morse is a pen name for a freelance writer who was a secretary for 20 years.

Minutes

MINUTES

MEMBERSHIP MEETING - Thursday, September 18, 1980
IRC 2
12:30 - 1:30 pm.

The meeting was called to order at 12:45 pm. by Ray Galbraith, the Secretary Treasurer. Before proceeding to the agenda there were a series of announcements. Ray announced that Co-op Radio was looking for a union member to volunteer to tape Vancouver District and Labour Council Meetings for Co-op Radio. Any interested person should contact the station. Ray reminded the meeting of the Rape Relief House Walkathon and urged members to sponsor walkers. He also indicated that the Resignation of the President Committee report would be included in the next edition of On Campus and that the issue would be discussed at the October membership meeting. The results of the second ballot on affiliation were also read (see attached).

Ray then stated that, as our President was on holiday and as we did not have a Vice-President, he would be willing to chair the meeting and to take minutes. He felt there would be no difficulties as this was essentially a business meeting and he indicated that there were several nominations to be opened for the Provincial that were not included on the agenda. If there objections from the floor, Ray said that a Chair would have to be elected according to Section 31 of Bourinot's Rules of Order. No objections were forthcoming.

1. Adoption of agenda:

Moved by Ann Hutchison THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Lid Strand

The motion was CARRIED.

2. Adoption of minutes:

Moved by Lid Strand THAT THE MINUTES OF THE JULY 24, 1980 MEMBERSHIP MEETING
Seconded by Susan Zagar BE ADOPTED AS CIRCULATED.

Kitty Cheema took exception to the reference in the minutes of the formation of the Committee to investigate the resignation of the President. She felt that the reference to the election of a member from Copy & Duplicating to the Committee by acclamation was not correct. Ray Galbraith assured Kitty that the Committee had been so struck.

The motion was CARRIED.

Moved by Susan Zagar THAT THE MINUTES OF THE AUGUST 14, 1980 MEMBERSHIP MEETING
Seconded by Lid Strand BE ADOPTED AS AMENDED.

Ray Galbraith pointed out that the figure on page 27 of the newsletter was \$11,462.81 and not \$1,462.81.

The motion was CARRIED.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

Ann Hutchison referred to the August 19, 1980 letter from the Committee of Progressive Electors requesting our endorsement and support and asked for it to be read.

Moved by Ann Hutchison the following notice of motion: That at the October Membership Meeting the membership of AUCE Local #1 endorse COPE and that the notice of motion appear in the newsletter prior to the meeting.

5. Nominations:

Opening: Nominations were opened for Secretary-Treasurer, Grievance Committee (1), Communications Committee, Benefits Committee (3) and Bi-Weekly Pay Period Committee (1). Wendy Lymer was nominated for Secretary-Treasurer and Doreen Nicholson was nominated for the Benefits Committee. Nominations for the above positions were to close at the October Membership Meeting.

The following positions were opened for the Provincial. These positions arose from the last Provincial Convention and the Provincial Association that one member of Local #1 be elected to each Committee. Ray Galbraith announced that the first meetings of the Committees would occur during the last week of October:

Provincial Education Committee
Provincial Newsletter Committee
Committee to Investigate Discovery Parks
Cross-Local Committee to Investigate AUCE Salaried Staff - Wendy Bice, Carole Cameron, Nancy Wiggs, Ray Galbraith
Cross Local Superannuation Pension Investigating Committee - Cathy Mooney

Nominations were to be closed at the October Membership Meeting.

Closing: Nominations were to be closed for the positions of Vice-President and Trustee (1). Lid Strand pointed out that there was in fact only one position open for the Cross Local Health & Safety Committee, not the three that had originally been advertized. Shirley Irving was therefore Local #1's representative on the Committee. As there were no nominations for Vice-President or Trustee, they were to be re-opened at the next Membership Meeting.

6. Secretary-Treasurer's report:

Moved by Ann Hutchison THAT THE FINANCIAL STATEMENT FOR THE MONTH ENDED AUGUST
Seconded by Kitty Cheema 31, 1980 BE ADOPTED AS CIRCULATED.

Ray Galbraith referred the membership to sum of \$57.99 which represented the excess of income over expense for the month. This was not unusual in the light of past financial statements and as such pinpointed our present financial situation. Ray reiterated that we were still unable to fulfill our By-Law requirements of depositing 10% of our monthly dues into our Strike Fund. With the increase in the Per Capita Tax we would have to raise approximately \$1500 more each month. Coupled with the Strike Fund requirements and with other escalating expenses, Ray reported that a dues increase in the neighbourhood of \$3.00 per member per month was needed.

Ray then referred to the statement of outstanding liabilities, the potential extraordinary expenses, and continuing expenses on the back of the month financial statement. He said that the sum of \$26,508.18 which was owed to the BCTCU was now out of date. That morning, armed with an Executive directive, Ray indicated that he had applied the moneys collected from the August \$5.00 assessment and most of the moneys presently in the Strike Fund to reduce the debt to BCTCU to approximately \$17,000. He announced that the referendum assessment ballot would be sent out in October, as soon as the final figures for the picketers' vacation pay was determined. The assessment would therefore be in the range of \$22, with the option of two monthly payments of \$11.

The motion was CARRIED.

7. Grievance Committee report:

Helen Glavina presented the report and outlined three grievances now before the Committee. The first was a flex hours grievance in Commerce/Real Estate where a flex work week had been in place for the past 7 years. It was rescinded by a new supervisor. The grievance was presently at Step 3 and Jane Strudwick in Employee Relations was pursuing her own investigation. Helen was optimistic of an imminent resolution. Two reclassification grievances were also before the Committee and they too were at Step 3. Helen reported that the Kitty Cheema leave of absence grievance was going to arbitration.

Helen then made a personal plea for increased membership participation on the Grievance Committee and stressed that it was vital to be able to police and enforce the contract.

At this point, Ray Galbraith interjected that he had omitted an important section of the Secretary-Treasurer's report - the moving of the Union Office on campus. He said that the Executive had given the green light for him to investigate the possibility of obtaining

Minutes

space on campus. To this end, Ray had been in contact with Employee Relations and had arranged with Robert Grant the possibility of using the Armory Staff Room. Agreement had been reached in principle and the space would be let for the nominal sum of \$1.00 a year. Ray indicated that the Union now had to determine the present use of the space as there was a 1975 letter of agreement still in the contract, a letter outlining staff accessibility to the Staff Room. Discussion ensued on the matter with members questioning any possible difficulties in regards to future strikes and lock-outs. Ray replied that the Executive had contemplated such a situation and had concluded that an avenue could be opened in case of a strike.

8. Provincial report:

Kitty Cheema presented the Provincial report, stating that all the recent ballots had been passed except for a second full-time paid position. The positions for Co-ordinator and Trustees were to remain open until September 30, 1980. Kitty then stated that the Provincial Executive felt that no real mandate to join the CLC had been achieved by the second ballot and that a special convention might be called. She announced that the Provincial Constitution had been re-typed and that it was about to be sent to all members. The new Provincial union cards had been sent to the Locals.

Kitty spoke about the rally that was held to combat the Ku Klux Klan in Canada. She said that Lid Strand spoke at the rally on behalf of AUCE and that she was now giving notice of motion in regards to endorsing the People's Front. Such a motion would be presented at the October Membership Meeting.

A brief discussion ensued on the new membership cards issued by the Provincial to the Locals. Lid Strand said that the new cards would allow the Provincial to keep abreast of current and past membership. Wendy Bice added that new members at Local #1 were receiving the new cards and that the Union Office would get to the other members in the future.

9. Other Business:

a) Proposed ballot wording for dues increase - Ray Galbraith explained that the Executive was not prepared to bring a recommendation for wording to a one hour meeting where attendance would be minimal. This was to be done at the October membership meeting.

b) Committee reports - Murray Adams, the new chairperson of the Job Evaluation, presented a report. He said that the Committee consisted of 5 members and that it was looking for guidance from the membership as to its purpose. He indicated that it was the intent of the Committee to circulate questionnaires and job descriptions to all members. The Committee would then search for discrepancies. He added that the next Local newsletter would contain a list of those involved and an explanation of how they could be contacted for input. Lid Strand felt it would be a good idea to contact Simon Fraser as they too had just initiated their Committee.

Linda Tretiak, chairperson of the Bi-Weekly Pay Period Committee, reported that the Committee had met three times. Furthermore, it had three goals: to meet with other organizations presently on the system, to get input from the membership, and to contact other unions on campus. The Committee had travelled to SFU for a three hour visit. Linda felt that the attitude of the joint Committee was excellent and that it would be very thorough. An initial report would be prepared by mid-October, with the final report to be submitted by the end of November.

c) Status of the new contract - Wendy Lymer asked about the status of the new contract. Ray Galbraith replied that things had not gone too well for the printing of the new contract for reasons which could not be attributed to the Union. He tried to assure Wendy that the final proofs would be in the hands of the Union Office staff in the next few days.

d) Pro-merger CLC Caucus - Helen Galvina reported that the CLC Caucus had unanimously recommended that we merge with CUPE. She added that the Committee's next meeting was scheduled for September 22nd at the Britannia Community Centre.

e) Budget cutbacks - Ann Hutchison informed the meeting of the University Administration's plan to cutback the budget in the area of wages by some 1.7%. She felt that there were serious implications and that they should be aired through the newsletter.

The meeting adjourned at 1:27 pm.

Association of University and College Employees

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

CORRESPONDENCE

Correspondence

- Sept. 4/80 Letter from James Chabot re: Douglas House Building Society
- Sept. 9/80 Bulletin from Committee for the Defense of Human Rights in Chile
- Sept. 9/80 Letter from Judith Hartley, Dean's Office, requesting information on AUCE
- Sept. 10/80 Letter from Kaye Rumsey to J.L. Leigh re: Employee Relations comprehensive review of all positions in the computer operator group
- Sept. 10/80 BCGEU news release re: visit of Swedish trade union delegation to B.C.
- Sept. 10/80 Susan Zagar's resignation from the Benefits Committee
- Sept. 10/80 Letter from A.E.P. Holdings re: available office space in central Burnaby
- Sept. 10/80 Judy Wolch's resignation from the Strike Committee
- Sept. 10/80 Communication from the Provincial re: the AUCE Provincial News
- Sept. 11/80 Memo from Marie Hall re: vacation pay for picket duties
- Sept. 15/80 Letter from Canadian Independent Computer Services Association requesting support changes in the Bank Act
- Sept. 16/80 Bulletin from the Provincial re: compilation of information pertaining to grievances and arbitrations at Local #1
- Sept. 16/80 Letter from Wordsmiths re: producing the Union's newsletter
- Sept. 16/80 Library memo from Basil Stuart-Stubbs to librarians re: proposed budget cutbacks
- Sept. 16/80 Letter from J. Succamore of CCU re: Signators of the leaflet - "Choose Your Future Vote CLC"
- Sept. 19/80 Provincial bulletin from S. Rosenthal re: Canadian Business magazine reprint titled "Heading Off the Union Organizer"
- Sept. 19/80 Provincial Affiliation Bulletin re: results of the second ballot
- Sept. 22/80 Flier from Vancouver Women in Focus Society re: available films
- Sept. 22/80 Open letter from East Indian Defence Committee re: petition against racist and fascist violence
- Sept. 22/80 Letter from the LRB re: AUCE query of varying the certification
- Sept. 22/80 Letter from R. Grant re: time off for AUCE committee members
- Sept. 24/80 Women Workers Health bulletin re: three evening series
- Sept. 25/80 Letter from M.P. Svend Robinson re: support for the legal suit of Ross Dowson for slander against the RCMP for accusations that he and other Waffle members were subversive
- Sept. 25/80 Notice from Superior Stamp and Stencil Co. Ltd. re: Union buttons and decals
- Sept. 26/80 Information packet re: Pratt 3 Defense Committee
- Sept. 26/80 Provincial bulletin protesting the CLC's actions re: granting of a direct charter to the West Coast Racetrack Employees Association
- Sept. 26/80 BCGEU news release re: Ministry of Forests being fined by the B.C. WCB for non-compliance of the province's safety regulations
- Sept. 26/80 Information package from the Concerned Citizens for Choice on Abortion
- Sept. 26/80 BC Fed "news" re: Kinnaird asking Rafe Mair to take the power to set abortion policy away from local hospital boards
- Sept. 26/80 Letter from R.J. Smith re: alleged behaviour of a Supreme Court judge
- Sept. 30/80 BC Fed "news" re: TWU's challenge of the legality of CRTIC's hearings
- Oct. 1/80 Letter from Angelo Branco re: Easter Seal House Capital Fund
- Oct. 1/80 Letter from the Southern Africa Action Coalition re: South African wines
- Oct. 1/80 "Bulletin Board" from SFU Local #2
- Oct. 1/80 Letter from SFU Local #2 member, R. Anderman, re: information in a reclassification
- Oct. 6/80 BC Fed "news" re: the Telecommunications Workers Union and the CRTIC hearings

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

AGENDA

Membership Meeting

No Smoking

1. Affiliation discussion
2. Speaker on the Nicaraguan Literacy Crusade
3. Adoption of agenda
4. Adoption of minutes of the September 18, 1980 Membership Meeting
5. Business arising from the minutes
6. Business arising from the correspondence
 - motion re: AUCE endorsement of the Committee of Progressive Electors
 - motion re: AUCE support for the founding of the People's Front
7. Nominations:
 - Opening - President
 - Vice-President
 - Trustees (2)
 - Membership Secretary
 - Communications Committee
 - Closing - Secretary-Treasurer (Wendy Lymer)
 - Benefits Committee (3) - (Doreen Nicholson)
 - Grievance Committee (2)
 - Provincial Education Committee
 - Committee to Investigate Discovery Parks
 - Cross-Local Committee to Investigate AUCE Salaried Staff (Wendy Bice, Carole Cameron, Nancy Wiggs, Ray Galbraith)
 - Cross-Local Superannuation Pension Investigating Committee (Cathy Mooney)
8. Secretary-Treasurer's report
9. Grievance Committee report
10. Report of the Committee to Investigate the Resignation of the President
 - tabled motion to come back on the floor: That this meeting endorse the Executive's decision to ask for Marcel Dionne's resignation over the Copy & Duplicating affair.
11. Provincial report
12. Other Business:
 - Proposed ballot wording for dues increase