

MINUTES

SPECIAL MEMBERSHIP MEETING - May 21, 1980

IRC 2

5:00 pm. - 7:36 pm.

Nancy Wiggs, Contract Committee Chairperson, was in the chair and called the meeting to order at 5:15 pm.

Announcements:

Nancy Wiggs indicated that the meeting could mark their ballots for electing the Union Organizer.

Nancy then announced the results of the Provincial Affiliation referendum - there were 402 votes for and 364 votes against. Questions came from the floor in regards to the legality of the vote. Nancy stated that she and Neil Boucher had challenged the vote on the basis that several Local #1 members did not receive their ballots. The Provincial in turn had turned down the challenge. Nancy asked that members interested in pursuing the issue should contact her.

Nominations were then opened for 10 delegates for the Provincial Convention scheduled for June 21 and 22, 1980. Susan Zagar, Shelley MacInnes, Joan Treleaven and Katarina Halm were elected by acclamation.

Nancy then announced the results of the Assessment Referendum: Yes - 328 / No - 120 / Spoiled - 1.

At that point Nancy Wiggs explained the venue for the meeting. She said that four reports were to be presented and that this exercise would lead up to the posing of the question whether to reduce our wage demand to 10% or continuing the strike. If the meeting decided to continue there would be a preferential ballot on the choices for continuing and in what form (for the full report come into the Union Office and peruse the 15 page report and sample ballot which are affixed to these minutes).

Nancy Wiggs proceeded to read the Contract Committee report. Cathy Mooney followed with a report on the effectiveness of the strike. Shurli Channe then spoke about the options open to the membership. To top it off Neil Boucher presented the recommendation of the Contract/Strike/Executive Committees. Nancy indicated that the issue of lowering our wage demand to 10% or not was now in order, and to that effect she said that a motion was now on the floor.

She welcomed participation at the microphone and answered a question about the strike's cost to date. She said that it would cost a minimum of \$50.00 to the end of May and \$40-\$50 a week after that. Marcel Dionne then spoke from the floor. He felt that this meeting was pivotal and that the decision to continue and escalate needed serious consideration. He said that it was his intent to present a motion. His motion was to include 10% in the first year, 9.5% in the second year, the negotiating of all outstanding items, and a contract re-opener for the second year to negotiate benefit-related items.

Nancy Wiggs stated that as another motion was on the floor that Marcel should move to table it.

Moved by Marcel Dionne

Seconded by Carole Cameron

THAT THE MOTION ON THE FLOOR IN REGARDS
TO LOWERING OUR WAGE DEMAND TO 10% BE
TABLED.

The motion was DEFEATED.

Discussion then ensued from the floor. One member suggested reducing our wage demand to 10% as our strike was a no-win situation - she felt we could not exert much sustained pressure and that the University would wait us out. She felt that by backing down we would lose only a battle not the war. She recommended that the \$100 bonuses be deposited in the Strike Fund and that we take the issue of equal pay for work of equal value to the courts.

Another member, Pat Gibson, spoke in support of not taking 10% and said it was necessary that we continue to strive for fair wages. He suggested that only by going out on mass could we demonstrate to Kenny and the public that we were serious. Judy Wright said that there was no need to go back and as our strike strategy needed time to develop and be effective we

should give it a chance. She felt that after May 31st \$40 a week was not too much to bear considering the issues we were fighting for.

Neil Boucher spoke on the possibility of getting loans for members in need should the strike develop to the point. 10% was not good enough for us - it may be a good settlement for CUPE, but the gap between the two Unions would increase. Neil suggested threatening the University at Convocation if necessary. He felt that we hadn't found out whether or not we could win - if we lost three weeks from now, then we would know that we have lost.

The next member to the microphone asked how much the strike had cost and what the projections were for a continued selective strike strategy. Ray Galbraith provided a detailed explanation.

Lid Strand said we should look at developing strength in the community. He felt that next year AUCE would have no strength to bargain - we have to face up to the reality that we will win. He said that if we remained out long enough we could jeopardize the whole registration period. Strikes were won not by strike funds but by the commitments of each member. It was time for us to stand up and declare our importance.

The next speaker commented on the apparent split of the membership and on the blase attitude of the majority of the membership who chose not to attend. She stated that they deserved what they got.

Lisett Nelson said that if we did not fight this strike to the end then we would suffer a complete defeat. She stated that she was not in agreement with the present strike strategy - she favoured holding out until the late summer. The strategy should include keeping one building out all summer and that the time should be used to prepare ourselves for an all-out strike. Furthermore, we should keep in close touch with CUPE and plan some kind of joint action with their membership.

Judy Wright spoke again and re-iterated that at present she was out for 15%. She said that she was not surprised at the University's action to date and she reminded the meeting that we were out for more than just the 15%, there were several other items still on the table.

Carole Cameron said that her opinion was in opposition to the sentiment of the meeting. She felt that the University didn't care and that we could stay out until hell froze over. She commented on the fact that only 350 members were present for a pivotal meeting. What we were engaged in was a power struggle between our Union and how right we are and a University that doesn't care. She suggested that it was in our best interests to take the route of a tactical retreat.

Another member raised the spectre of another bout with wage controls and asked how the Union intended to collect any future assessments. She felt that the time might be right to consider a two-year agreement. She said it was not entirely a question of how much we were worth but how much money was in the kitty. She then requested that the motion on the floor be re-read.

Nancy Wiggs read the motion: THAT AUCE LOCAL #1 LOWER ITS WAGE DEMAND TO 10%.

Judy Wright re-stated her position that we haven't lost yet and that we may win. If the University was to reject Marcel Dionne's option then we would lose. If we lowered our wage demand at this meeting we have lost - this was the year for AUCE. She felt hesitant as she believed more members should be present.

The next speaker indicated that at least 800 members were not present - she recommended that we go back to work. The University was not hurting enough and money was being saved while we were out. Those members on strike were carrying the load for everybody.

Ann Hutchison entered the discussion by adding that for most members the strike was not that real. She asked why was it that 10% was not good enough three weeks ago. She stated that we had negotiated exactly nothing to date and that there was no sense of where we stood as a membership. Any decision that we made or should make should be done together. She added

that the Administration too had its weaknesses and its breaking point, that the strain and pressure on the P&S was beginning to tell. She also sympathized with the picketers who had no real sense of their effect. Ann suggested that we maintain the present selective strike action strategy.

The question was called and the motion was DEFEATED.

Nancy Wiggs then stated that the Trustees and volunteers would pass out a four part preferential ballot and that discussion would be entertained on the four options. The ballot read as follows: INDICATE YOUR PREFERENCE BY PLACING THE NUMBERS 1 THROUGH 4 IN THE BOXES PROVIDED: _____ CONTINUE AS IS _____ ALL-OUT STRIKE IMMEDIATELY _____ REDUCED SELECTIVE STRIKE NOW, BUILDING TO ALL-OUT LATER _____ STOP STRIKE ACTION NOW; ALL-OUT LATER.

Lid Strand supported the continuing as is option as the only viable route. He said this should be supplemented by increased publicity and benefits. Another member spoke in favour of an all-out strike for maximizing our effect. Yet another felt that the selective strike strategy was the most effective. A further member favoured the all-out strike so as not to split the membership. She felt that the situation could continue indefinitely as is.

Pat Gibson spoke against the concept of an all-out strike as it was his perception that the Union would fall apart quickly. He said that the Union should react to various circumstances as they arose. The all-out strike had the disadvantage of not keeping any work flowing.

The question was called and carried. Nancy Wiggs announced that the voting should now be in the process of being completed. She requested that a member put a motion on the floor to authorize continuing assessments.

Moved by Pat Gibson
Seconded by Lid Strand

THAT AUCE LOCAL #1 HOLD A REFERENDUM BALLOT FOR CONTINUING ASSESSMENTS TO FINANCE OUR SELECTIVE STRIKE STRATEGY FROM MAY 31ST ON.

Lissett Nelson amended the motion to include a percentage deduction rather than an across-the-board approach. It was seconded by Ann Hutchison. The amendment read: "...ASSESSMENTS BASED ON A PERCENTAGE FORMULA...". Discussion ensued on the amendment. At one point Nancy Wiggs stated that nay assessment would be automatically pro-rated according to the number of hours worked.

Part way through the debate Nancy Wiggs announced the results of the preferential vote. Option #1 garnered 203 votes and as this was a majority of the votes cast it CARRIED. Option #2 received 46 votes, Option #3 39 votes, and Option #4 15 votes.

After further discussion on the amendment the question was called and the amendment was defeated.

THE MAIN MOTION AS MOVED BY PAT GIBSON AND SECONDED BY LID STRAND WAS THEN CARRIED.

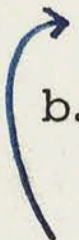
Pat Gibson recommended that some action by the Union be considered during Convocation. Nancy Wiggs replied that the suggestion would be taken under advisement by the Strike Committee. She indicated that a further membership meeting might be scheduled for the following Thursday.

The meeting adjourned at 7:36 pm.

21 May 80

1. No smoking

2. a. Vote for Union Organizer -- please vote now & we'll count it now



b. Close nominations for Convention (June 20, 21) -- 10 required

c. Results of Provincial Affiliation referendum: For 402
No 364

3. Announcement of assessment referendum: Yes 328 = 9.73%
No 120
5 1

4. Reports -- 4 will be presented
-- then discussion on issue: Lower to 10% or continue
-- discussion will be allowed on a broad range of issues related to this

- a. Contract Committee -- Nancy Wiggs
- b. Effectiveness of Strike -- Cathy Mooney
- c. Options open to membership -- Shurli Channe
- d. Recommendation of Contract/Strike/Executive -- Neil Boucher

5. The issue on the floor is 10% or continue. If it is decided to continue then there will be a preferential ballot on how

A G E N D A

1. No smoking at meeting
2. Vote for Union Organizer -- *Speaches at Mike*
-- ballot was given to you at door
-- please vote now & hand ballot in
-- we will be able to count vote now
3. Announcement of results of assessment referendum: Yes:
No:
4. Reports: Four reports will now be presented to you. After that discussion will be open on the following issue:

Lower wage demand to 10% OR continue action in some form

As broad a discussion as possible will be encouraged at that time.

Now we will proceed with the reports:

- a. Contract Committee Report -- Nancy Wiggs *Cathy*
- b. Effectiveness of the Strike -- Cathy Mooney *Carol*
- c. Options Open to the Membership -- Shurli Channe
- d. Recommendation of Contract/Strike/Executive -- Neil Boucher

The issue on the floor now is: Lower wage demand to 10% or continue

If we decide to continue, then a preferential vote will be taken as to how we will continue.

CONTRACT COMMITTEE REPORT

- to be delivered by Nancy Wiggs -

On Saturday, May 17, the University and the Union attended a meeting at Mediation Services in Burnaby. We were placed in separate rooms. We told Jock Waterston that we had to have the answers to two questions:

1. Was the University prepared to change at all the base salary increase they previously proposed (the 10%)?
2. Irrespective of the answer to the first question, was there any movement at all on any other clauses still on the table.

We further told Jock to tell the University that if the answer to question #2 was "Yes", then we were ready and willing to stay and negotiate on anything the University had to say.

Jock left, but returned shortly. He told us that the answers to our questions were:

1. Was the University prepared to change at all the base salary increase they previously proposed? -- No.
2. Was there any movement at all on other clauses still on the table? — "We are not prepared to negotiate those other benefits unless it is on the basis of an agreed, accepted 10%."

Jock then said that he would like to bring the University into the room to answer these questions for themselves. We said that that would be fine. When the University came into the room, the answers they gave were exactly the same. Jane Strudwick further said, when we asked what her answer to the second question really meant, and I quote: "You must lower your wage demand to 10% before further negotiations can continue."

Effects of the strike - ~~Carole Cameron~~ ^{Cathy Mooney}.

Much of the information given below is intentionally vague. This is not because it may not be true, but rather because it is true and has been given to us by supportive management staff who were promised anonymity.

Many P&S staff (in non-affected depts) have refused to do additional duties (such as bed-making and garbage collecting) and those who are are getting pretty irritated

An early morning shift at the Admin Building had a 'special' volunteer picketer one morning - a faculty member - who wanted to let us know how much he supported us and, in fact, offered us a donation.

The payroll dept's daily cheques is now being received at four-day intervals. Once called Daily Miscellaneous, it has temporarily been renamed Weekly Miscellaneous and is very top priority.

Library Acquisitions which are run nightly have had to be re-run numerous times due to errors

At the end of our first week, drinks (beer for GSAB, wine for the CC) were carried across our lines very late in the day by top management. Reports are that when the drinks wore off, the back-log of work remained

Payroll is certainly not 'keeping up with things'. Proof is the mid-month advances of the picketers. You couldn't tell by our stubs that we walked out together. Deductions were very inconsistent. As well, several of our 'ftruck' members are still waiting for their advances, though most (due May 15th) arrived on the 20th.

A professor from California has sent the following letter (READ LETTER)

We realize that extra help has been given to the Admin. Building. For example, there were 2 stacks of paperwork in the Admissions Office - the filing was done, then they began processing the second stack. The names began to look familiar. You guessed it - they were reprocessing the processed forms. We doubt this type of thing is the exception - it is unusual enough to be able to walk into a new job and perform it efficiently from day one without adding the special circumstances surrounding these job changes. Some of our jobs take a year to learn and they expect to handle it efficiently with little or no training? Not too likely

Many cabs are refusing to cross our line at Gage resulting in the guests (or management) toting luggage from the street through the line.

Quote from a P&S staff (leaving GSAB) "It's very discouraging to discover you're not even qualified as a Clerk II"

The support from P&S in affected buildings has been great and quotes like "It's really a mess in there", "please come back", and "We really need you" are numerous

Some P&S staff are refusing to do any 'extra' work , the others are seen arriving earlier and earlier and leaving later and later. Most have been working Saturdays and many were told that Monday the 19th would be an ordinary work day. Several have been seen taking work home

No new Research Grants have been opened by Finance since May 1st. Faculty members in receipt of such funds have no access to them; they are beginning to notice the effect, complain, and, often, pressure the administration.

While we haven't been able to determine exactly where the keypunching is being done, we are certain most of it is being contracted out at the rate of \$17.18 per hour. We do have one lead we are working on - a temporary parking sticker on a car seen often at the CC is issued to one Miss Striker.

Vacations for many P&S have been cancelled - conditions we wouldn't have to put up with.

at least 2 to 3 dozens letters of support from faculty members have been sent to President Kenny.

Registering students have been told to go to your classes and do your work assuming you are registered. We will receive confirmation later when this is over - causing chaos for the instructors and students alike

Speaking of instructors - many Spring Sessions instructors will not have the salaries processed by May 31st - this could be up to a couple of hundred dissatisfied customers.

We have received a donation of \$500 for Local 2 (SFU) and have received donations from several individuals plus CUPW and the UBC Ta's who don't even have a contract yet. SFU and our TA's have staffed our picket lines for our membership meetings during this strike and their support is greatly appreciated.

I attended a meeting of the Vancouver and District Labour Council last night. They expressed unreservedly their support for our strike and we have every reason to believe that donations will be forthcoming as a result.

Several conferences have cancelled and our Provincial Association is now writing each group who has booked during the summer to advise them of the situation so that they have time to make alternate arrangements if they wish. The loss of revenue and face to the University is keenly felt. Mike Davis, director of Housing, is carrying on his personal war against AUCE by driving recklessly through our picket lines and sending out propaganda to which we have responded with a factual statement to be distributed in Gage.

"Houle Electric" contacted the Union Office requesting a pass to cross the line at the CC for what they felt could be considered an emergency. Apparently a lot of the information is kept on tapes which can become damaged by temp and humidity extremes and a serious flaw in the CC's ventilation system requires repair. The pass was not issued and they pledged not to cross.

Prominent P&S from all over the campus have been enlisted in the fight against dirty sheets, garbage and soiled toilets. These contributors include Ken Young, Registrar, Bob Clark, head of Internal Audit, Bob Grant and Jane Strudwick.

One of the more recent groups to arrive at Gage was a busload of young children (8-10 yrs) Their conversations lead us to believe they were doing their bit to support AUCE - quite a clean up will be required when this group leaves.

The telephone company has 30 to 40 back orders for phones in Gage which are not being filled and management is screaming for them.

After a week of waiting for a travel advance from Finance a faculty member was told it was ready, but when he went over to get it, they couldn't find it so he had to go on his trip without it.

According to a student leaving GSAB, knowing the name of a form does not help people find it - they have to be told what colour it is.

Several depts have hired students for the summer and have been told by Finance that they could not possibly be paid on time; this may climb to the hundreds

P&S staff have not been offered any compensation (monetary or otherwise - unless you count a bottle of beer or glass of wine) for their added efforts during the dispute and many have indicated that they are not prepared to continue at this pace much longer

Over-worked P&S staff (at least 3 we are aware of) have threatened resignation if this strike is not resolved very shortly (I.E., in the next few days.)

OPTIONS OPEN TO THE MEMBERSHIP

- to be delivered by Shurli Channe -

The purpose of this report is to outline objectively, the various options open to you.

A. The first option is to sign a collective agreement as soon as possible. There are two ways of accomplishing this.

1. Sign what is on the Table now. This entails dropping all our remaining proposals, agreeing to what is on the table now, and accepting 10% plus a \$100 bonus.

The financial cost of this option is what we have already spent -- approximately \$75,000. This is the \$50,000 that was in our strike fund, and about $\frac{1}{2}$ of the loan we took out. This represents what is spent as of today.

2. Accept the confines of the University's insistence on a 10% settlement, but insist on further negotiations on other items. The University has led us to believe that they are prepared to make some moderate change in their stand in some area. This may be in the area of an increased signing bonus or one of the non-cost items. It is unlikely to be in the area of shift differential as that appears to affect the 10% overall wage increase.

The cost of this option depends on how we approach it. If we decide to go back to work now and try to negotiate this settlement, then the cost will be the same as above -- \$75,000. If,

on the other hand, we keep the pressure on until we settle, or go back to work and have to go out again to settle, the cost will be higher.

Obviously, we would never settle under the first option as long as the second option exists as a possibility.

B. The second option is to continue with some form of our present strategy. There are several different facets of this option.

1. Continue with the exact same strategy as we are currently following. This could mean that there could be possible changes in what is being picketed, and in who is being pulled -- escalation. This strategy is absolutely dependant upon a commitment from all of us, not just those who are on strike. We need non-striking picketers to do picket duty relieving regular picketers. This past weekend, we had many, many people who signed up for voluntary duty, only a handful of whom showed up.

The financial cost of this option is \$75,000 to date and \$50 per week. Financial assessments must pass, one cannot vote for such a strike and then refuse to finance it.

2. All-out Strike Immediately.

The financial cost of this option is the \$75,000 we have spent to date, as well as the \$25,000 remaining from our loan. It would also mean a complete loss of wages for the duration of the strike. This action will seriously affect other unions on campus and their support is essential. At this time, some information

about the status of other unions' negotiations is appropriate. The Operating Engineers, Local 882 met with the University last week. They were offered 10% in the first year and 9 in the second. They are not happy with this offer but there has been no official rejection. Bill Kady, the union rep., says he is not opposed to a multi-year contract if there is a COLA or its equivalent. No future meetings are scheduled. OTEU is in mediation. They met on the 15th. Apparently Jane Strudwick had neglected to tell anyone else on the University's side about the meeting. The Mediator, Fred Geddes sent Jane away at noon telling her to bring back someone with authority to negotiate or that she come back when she has such authority. CUPE has just been offered 10% over one year. They are not recommending either acceptance or rejection of this offer.

CUPE is just finalizing a contract which gives increases ranging from 19.86% to 21.38% over 1 year and a reduction in their work week by 2½ hours.

At this point, the first of these options for continuing the present strategy appears to be the more practical.

3. To continue with the selective strike by keeping out a minimum number of people necessary so as to reduce our members' pay-cheque deductions to a minimum (for example, not much more than one building at a time). To use the summer months when work in most buildings on campus is low to prepare an all-out strike in August or September. The preparation for an all-out strike would include publicity, obtaining support from other unions, gathering money for our strike fund through benefits, etc. and mobilization of our membership.

It is essential to point out that any continuation of strike action brings with it the possibility of a lockout. The cost of such is that we will be without pay and effectively on an all-out strike.

- C. The third option is to put the whole thing on hold until later. This would mean a return to work without a contract and hopefully continue negotiations. Should we be unable to settle a contract we would pursue strike action later. Again, careful attention must be paid to the negotiations of the other unions on campus, as their cooperation in any future strike is essential. Likely further strike action would occur in September or late August, and probably further strike action would be in the form of an all-out strike. We would be without a contract in the interim. This means that none of the

protections and restrictions of the contract apply, although they will apply retroactively when we eventually settle. This is a hidden cost of these options (the cost of protecting people through arbitration, applications to the Labour Board, etc.)

RECOMMENDATION

- to be delivered by Neil Boucher -

At a joint Contract/Strike/Executive Committee meeting on Sunday May 18, the following motion was passed:

That we recommend that we continue the strike in the same manner as currently in effect for an indefinite period of time.

Before I begin with the motivation for this recommendation, it is imperative to point out a few important points. Firstly, this is not a motion, it is a recommendation. You will be asked to vote preferentially on all the options. This allows for complete discussion; no opinion is out of order. We want your most honest assessment, not a decision made by peer pressure or emotionalism. Secondly, although we have provided you with a recommendation, following such a recommendation is no guarantee of success. We tried to be practical in our discussions of the matter, but we are far from infallible. Finally, we will abide by your decision -- absolutely. Our personal preferences and prejudices aside, it is you who lead this union; we will carry your message.

Now, as to motivation for our recommendation:

First, the phrase "indefinite period of time" exists in this recommendation for a very specific reason. To date, we have been handling the strike step-by-step. Each week we decide to hold out for one more week with the understanding that if the situation becomes too unpleasant we can call it off. It is clear that the University

is able to do the exact same thing. Sure their P&S staff are unhappy, conditions are worsening, and most important of all, their procedures are fouled-up. But, they can last on the same basis we can -- week by week, and, if necessary, one more week! In this sense, the weapon of time has clearly been on the University's side. As our money dwindles we near the point when reality of the strike hits the pocket-book. Our resolve is measured more accurately by how we vote when it really hurts, rather than when we are having a "free" or inexpensive strike. The University knows this only too well. You can bet that they are watching this meeting very carefully because IT IS HERE THAT THE STRIKE WILL BE WON OR LOST!

As I have said, until tonight the weapon of time has been on the University's side. Our task is clear -- we must take this weapon away from the University and put it FIRMLY on our side.

To put time on our side we commit ourselves to winning -- it is no more "maybe", but a firm "yes" -- irrespective of how long it may take to reach a settlement. However, having said that, any change in direction that may be necessary at a later date will not be ignored because of this recommendation being accepted.

To capitulate at 10% not only wastes the money we have spent to date, but it also sets a PRECEDENT for ALL future negotiations.

You might consider that we voted overwhelmingly to go on strike

because this was not acceptable; it appears that to capitulate at this point betokens a change in attitude which I'm not sure is the case. The University did not negotiate this year and settling at 10% would only confirm that they never need to negotiate in good faith again. We would become a staff association whose voice is merely a whine, completely impotent to do anything about receiving what we would really like or what we feel we deserve. As a result, we let down more than just ourselves -- how this strike turns out affects secretarial/ clerical work and its value, as well as the entire spectrum of the women's work force. OUR CAPITULATION WOULD PROVE, ONCE AND FOR ALL, THAT OUR DEMOCRATIC UNION WILL NOT WORK.

To call for an all-out strike would be overkill at this point. Our selective action has accomplished exactly what we intended it to accomplish. THE EFFECT IS CUMULATIVE: SUPPORT GROWS AS AWARENESS GROWS. The administration of the University is being paralyzed and the paralysis is seeping throughout the entire university community. It may well be a measure of our effectiveness that the University sees it as essential to "win" this dispute because our effectiveness means that we can do it again and "win" again. But what we have on our side right now is solid support from our membership while the University community is fracturing into camps of pro-AUCE and anti-AUCE administrators all of whom are fed up; and these divisions will increase with time. It is this very fracturing which makes the possibility of lockout more remote.

To return to work, awaiting possible future strike action, sacrifices the cumulative effect for what? There is no guarantee that a settlement would come any sooner, or even better, in September. By waiting until then we would be telling the University that we do not believe that we can win our own strike. We would be fooling ourselves if we believe that the other unions on campus can fight our battles for us. Besides, what guarantees do we have that the other unions may not settle over the summer by signing contracts that are worse than what we want -- thereby undercutting what bargaining clout we have? Our strike must be fought now and should not be called off due to rain -- let's get wet and let's win!

But there is also another level at which we must look at the decision to go ahead. The present course of action is not merely the most acceptable out of a serious of options open to us, BUT IS THE RIGHT COURSE OF ACTION ON ITS OWN MERIT.

The University played its card on Saturday, faking a solid front. We do not have to fake such a front. Ours is real. They played an Ace and we hold trump. But victory will not come cheaply. If you accept our recommendation to "continue the strike in the same manner as currently in effect", then you are accepting two things: First, that we are all pulling together; that contributions of time for picketing, rallies or whatever MUST be forthcoming -- no longer on a volunteer basis, but as a duty; and secondly that we bear the

financial burden equally. There may be ways to lighten the load in individual cases through loans or whatever, but assessment referenda must happen, must pass quickly and payment of such assessments must be efficiently and unbegrudgingly and cheerfully paid.

In taking into consideration all the risks, costs, emotions and strains of the options, and despite the difficulty, we must persevere. The right road is clear -- we are in the right and have a just and defensible cause! We believe we are able to win -- and will win -- this dispute!

INDICATE YOUR PREFERENCE BY PLACING THE NUMBERS 1 THROUGH 4 IN THE BOXES PROVIDED
("1" being your first preference, "4" being your last preference)

- Continue as is
- All-out strike immediately
- Reduced selective strike now, building to all-out later
- Stop strike action now; all-out later