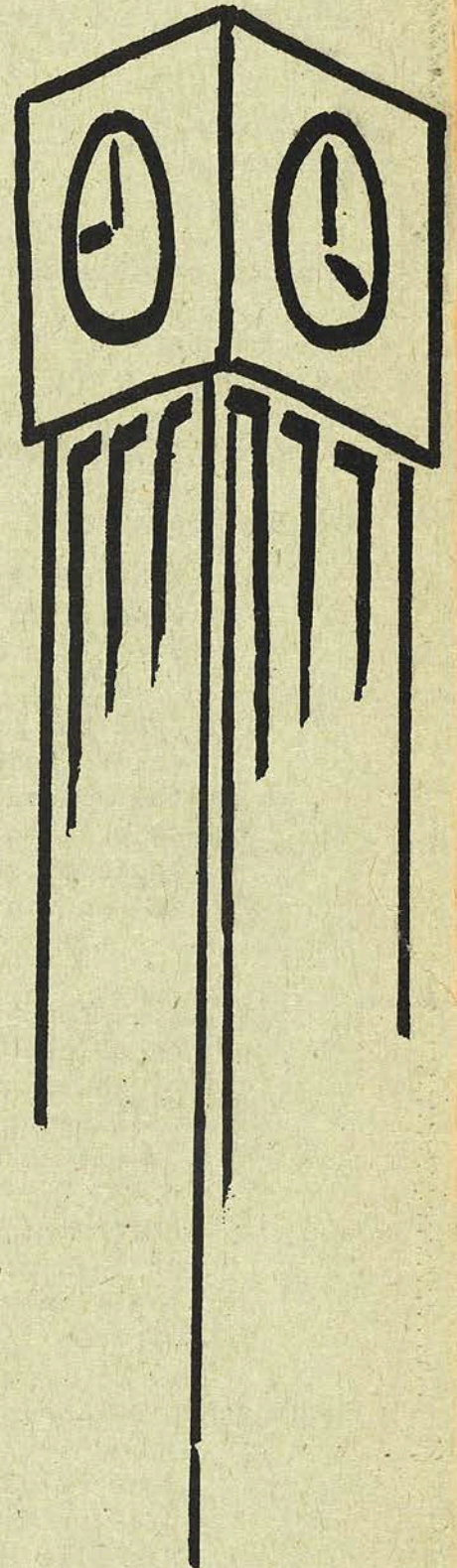
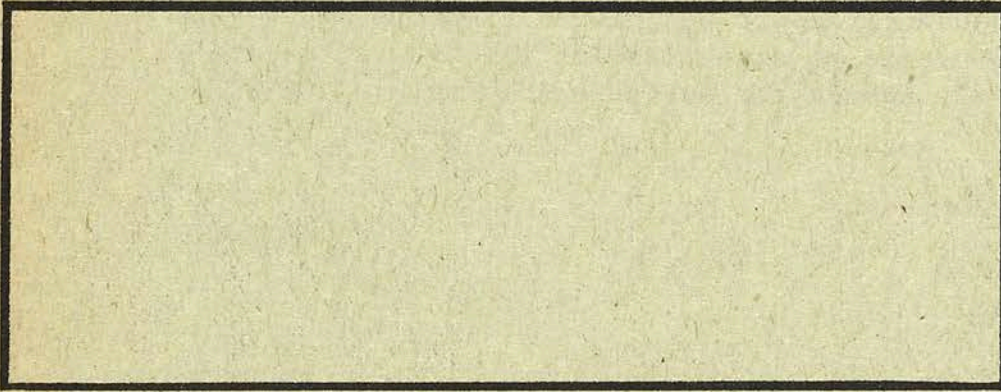


ACROSS

CAMPUS



AGENDA

meeting:
thursday, april 20
12:30 - 2:30
irc 2

NO SMOKING

1. Adoption of Agenda
2. Adoption of Minutes
3. Business from Correspondence
(summarized page 6)
4. Nominations:
 - Opening - Coordinator (1)
 - Closing - Organizer (1)
 - Assistant Organizer (2)
 - Provincial Alternate (1)
 - Sick Leave Study Committee
 - Working Conditions Committee
 - Provincial Convention Delegates (2)
 - Provincial Convention Alternates (10)
 - Strike Committee (6)
5. Contract Committee Report
6. Grievance Committee Report and Motions
(pages 7 & 8)
7. Financial Report (page 5)
8. IUOE Strike - Motions and questions re Strike Pay
(page 9)
9. Provincial Report
10. Other Business
11. Adjournment

GOT A MINUTE...

Minutes of General Membership Meeting March 16, 1978 12:30-2:30 p.m. IRC 2

1. Adoption of Agenda

Jeff Hoskins That Correspondence Report be deleted from the Agenda and
Ruby Toren that correspondence be summarized in the Newsletter and a
space be on the Agenda for Business Arising. CARRIED

Ruby Toren
Pat Gibson to adopt the agenda ADOPTED AS
AMENDED

2. Adoption of Minutes

Neil Boucher to adopt the minutes ADOPTED
Pat Gibson

3. Division Organizer Report

a) 2nd Organizer By-Law changes

i) that the by-laws be amended by adding to Section E, Local Association
Executive: "and a full-time Union Coordinator who will also be ex-
officio a member of the Contract Committee". CARRIED

ii) that the position that is presently called Union Organizer shall now be
called Union Coordinator. The duties of this position shall include
the general office work (i.e., correspondence, mail, filing, member-
ship lists, etc.) and public relations. The person filling this
position shall be a member of the Contract Committee, shall be involved
in negotiations and shall do work related to that Committee.
CARRIED

iii) that the position that is presently called Division Organizer shall now
be called Union Organizer. The duties of this position shall include
organizing the steward, division and committee structures. The person
filling this position shall be ex-officio a member of the Grievance
Committee and shall do work related to that Committee. CARRIED

iv) that nominations for the position of Union Organizer shall be opened
at this meeting. The current Division Organizer shall remain in the
position of Union Organizer until a successor is elected and takes
office. CARRIED

Opening Nominations for Union Organizer:

Jean Priest
Lissett Nelson
Michelle McCaughran

March 16, 1978 minutes cont'd.

b) Steward Seminar

A steward seminar is planned for April. Members attending must be stewards as of the end of March in order that one month's notice can be given to the University.

Pat Gibson that we hold a Steward Seminar before the end of April.
Vicki McNeill CARRIED

4. Closing Nominations

- Assistant Union Organizer

Rick Lymer declined nomination.
Nominations reopened for two positions.

- Provincial Alternate

Nominations reopened for one position.

- Sick Leave Study Committee

Nominations reopened.

- Working Conditions Committee

Nominations reopened.

- Provincial Convention Delegates

Nominated: Vicki McNeill, Sheila Porter, Margot Scherk, Nancy Wiggs
Elected by Acclamation: Joan Cosar, Neil Boucher, Jean Priest, Pat Gibson,
Ann Hutchison, Jay Hirabayashi, Valerie Pusey,
Vicki McNeill

Nominations reopened for two positions.

- Provincial Alternates

Nominated: Michelle McCaughran, Margot Scherk, Cobie Wennes, Sheila Porter
Nominations left open to next meeting.

- Membership Secretary

Wendy Lymer - elected by acclamation

- Strike Committee

Nominations reopened for 6 positions.

OR THREE ...

March 16, 1978 minutes cont'd.

5. Provincial Report - Lid Strand

- a) The provincial convention has been changed from the second to the last week of May.
- b) Provincial Seminars
 - seminars are to be held in locals with assistance from the provincial because of the special problems in each local and the difficulty in transportation for outlying locals in attending seminars in the Lower Mainland.
- c) Lid reported on where our provincial assessment goes, i.e., helping to organize T.A.'s at S.F.U., paying Organizer's salary, office rent and expenses, etc.

6. Grievance Committee Report

- a) General report - Jean Priest
 - Composition of Committee at present: 2 Division Representatives, 3 members-at-large, 2 ex-officio members.
- b) Jeff Hoskins -
 - i) explained what a 96.1 is and why we use this section of the provincial labour code as often as possible before resorting to arbitration.
 - ii) reported 2 grievances have recently been settled through 96.1 rulings
 - Notification - the University has finally agreed to keep us informed of hirings, resignations, etc.
 - Job Postings - all positions of 3 or more months duration will now be posted, except in cases of Leave of Absence where they may be filled by temporary promotion within the Department.
- c) Pat Gibson -
 - Reclassification - on investigation, this was deemed to be a Misclassification of a II position which should have been a III. The University declared it to be a Reclassification of about 5 % of the work. This was settled in our favour as a Misclassification and the job was made a III.

7. Contract Committee Report - Ray Galbraith

Commencement of Negotiations

- the University has not made an effort to contact us with regard to starting negotiations, although it is 3 weeks since we notified them in writing of our willingness to negotiate.
- there has been no response to messages left in an attempt to contact them, nor any explanation for their lack of response.
- the University is now well past the deadline of February 28 for submission of proposals for changes to the contract.

8. Executive Recommendation - Jeff Hoskins

That action be taken against employees in the bargaining unit refusing to pay dues and assessments as of April 16, 1978.

(It was reported in January that all nonmembers were now paying dues. This turned out to be not true, as 18 people were not, in fact, paying. The Union sent a letter pointing this out to Bob Grant, cc to everyone involved. The University had never contact some of these people, who were now balking at paying six months dues all in one deduction.)

CARRIED

9. Financial Report - Cobie Wennes

Cobie Wennes that the report be adopted.
Roby Toren

ADOPTED

10. Other Business

a) Campus Day Care Donation - Jerry Andersen

Jerry explained the situation of children in Day Care at the University who have no indoor gym space in which to play during the winter. They have now had a hut made available but cannot afford the cost of renovations.

Jerry Andersen that AUCE donate \$1,000 to the Day Care Council for refurbishing
Sandra Masai a hut for the use of the children. CARRIED

b) SORWUC motion

Results of the referendum: 167 - yes 460 - no 90 - spoiled 666 - total

c) IUOE Strike - Mary Tainsh

Bill Kadey has promised to give AUCE as much notice as possible if they have to extend their picket lines beyond the Power House. Mary will contact AUCE executive members and stewards when necessary to be present when AUCE members encounter a picket line when coming to work.

Policy re: Picket Lines: members are expected to respect picket lines wherever they are encountered. A picket at a main building entrance or a usual entrance to the building is considered to blockade the building.

If only a small number of members are kept from work because of picket lines, it is suggested that the loss of wages be shared equally by the bargaining unit.

d) AIB and Income Tax - Neil Boucher

Payback amount is excluded from gross salary on T4 slips.

e) Union Dues tax receipts - Jeff Hoskins

It was requested that anyone who knows anyone who did not receive a receipt for Union Dues contact the Union Office if they can provide an address.

TREASURER'S STATEMENT

STATEMENT OF INCOME AND EXPENSE FOR THE PERIOD OF MARCH 1 - 31, 1978

EXPENSES

Salaries and Related Expense	\$ 2,468.09
Rent	300.00
Printing and Stationery	385.52
Provincial Assessment	2,493.50
Professional Services	1,668.82
Meetings and Conferences	60.00
Donations	<u>1,000.00</u>
	\$ 8,375.93

INCOME

Dues and Initiations	\$ 8,298.50
Deficit of Income over Expenses	(\$ 77.43)
Cash on hand 28/2/78	\$ 57,081.09
Cash on hand 31/3/78	\$ 57,003.66
Held as follows:	
BCTCU Share Account	\$ 25.00
BCTCU Term Deposit	10,000.00
BCTCU Strike Fund	27,314.00
BCTCU Savings Account # 100	19,639.18

FURTHER NOTE ON MARCH EXPENSES:

Printing and Stationery:

U.B.C. Bookstore	\$ 20.18
Rex Rotary; Mimeo sheets	103.04
U.B.C. Labels	262.30

Professional Services:

Baigent & Jackson, General	\$ 275.50
Warren, Ladner, Arbitration	1,393.32

Meetings and Conferences:

Table-stand, speakers etc.	\$ 60.00
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Donation:

U.B.C. Daycare	\$ 1,000.00
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J. (Cobie) Wennes

correspondence received February 24 to April 6, 1978

1. Feb. 22/78 B.C. Federation of Labour - News Release
- announcing that the Federation and I.B.E.W. 213 have agreed to maintain emergency services in the B.C. Hydro dispute.
2. Feb. 28/78 R.A. Grant
- acknowledging our letter regarding commencement of negotiations, and stating they will contact us to arrange a time and place.
3. Feb. 24/78 SORWUC - Press Release
- report on convention Feb. 18 & 19 and new developments in organizing campaigns.
4. Feb. 20/78 L.A.N. Publications
- billing of \$10 for copy of publication "Contract Clauses".
5. Mar. 2/78 Barbara Findlay (lawyer)
- Statement of Account \$275.50 for services rendered.
6. Mar. 1/78 Barbara Findlay
- advice on our position with respect to deduction of \$1.00 membership fee from the first paycheque of new employees.
7. Mar. 2/78 W.L. Clark
- acknowledging our list of 1978 executive members and extending congratulations and best wishes.
8. Mar. 6/78 B.C. Federation of Labour - News Release
- re: Citizens Lobby for Jobs campaign
9. undated - SORWUC
- schedule of seminars
10. Mar. 8/78 B.C. Federation of Labour - News Release
- re: Retail, Wholesale, Department Store Union Local 580 contract dispute.
11. Mar. 3/78 R.T. Barth - form letter
- re: Commerce student wishing to conduct his study in our organization.
12. Mar. 13/78 Judy Wright
- Provincial convention dates changed from May 8 & 9 to May 27 & 28.
13. Mar. 21/78 W.L. Clark
- reporting receipt of authorization for dues deductions for five non-members.
14. Mar. 22/78 P.O. Connor (Business Manager, Pacific Tribune)
- inviting us to place a greeting in their May Day issue celebrating the international holiday of working people.
15. Mar. 23/78 R.A. Grant
- reprinted in Contract Bulletin No. 6.
16. Mar. 23/78 United Way of Greater Vancouver
- Notice of Annual General Meeting Monday, April 17, 12:00 noon, Bayshore Inn.

GRIEVANCE COMMITTEE UPDATE

The policy grievance on Articles 3.01 - 3.04 (Definition of Employee) and 22.01 - 22.03 (Promotion, Transfer, Job Postings and Selection) has been settled at a Labour/Grievance Committee meeting. This grievance was settled through an application to the Labour Relations Board. By going to the LRB for a decision, instead of taking the case directly to arbitration, the Union was able to save several hundred dollars in arbitration expenses.

The grievance was a result of the University not posting jobs, of three or more months duration, with termination dates. This allows the University to hire people outside our bargaining unit (non-posted jobs). And, according to our contract, after a three month period these people are considered continuing employees, therefore bringing into effect the involuntary transfer and recall clauses (to permanent jobs?)

A verbal agreement between the University and Union was reached on the following:

All vacancies of three or more months duration shall be posted, with the exception of leave of absence, including maternity leave, which may be filled by temporary promotion under Article 22.07.

These positions will be posted if the employee on leave of absence fails to return from leave of absence, i.e. terminates employment.

No position of over three months duration shall be filled from outside the bargaining unit without being posted in accordance with Article 22.01.

This agreement will be effective from February 14, 1978.

This agreement has run into some trouble being finalized in writing. What the University agreed to verbally and what they want to agree to in writing are two different things. The problem should be resolved soon, since our verbal agreement version is exactly the same as the one the Labour Relations Board Officer recorded.

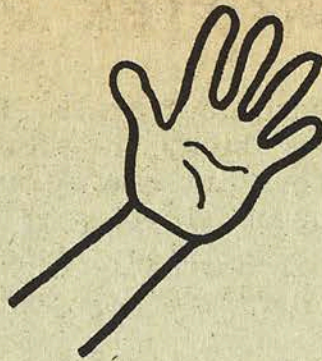
A tentative settlement on the grievance regarding Article 5.03 (Notification by the University) has been reached.

The Union instituted this policy grievance because the University was not complying with Article 5.03. This article requires notification "within five working days when an employee has been hired, promoted, transferred, recalled or resigns." This article enables the Union to ensure that the University lives up to its obligations to hire, promote, transfer and recall employees within the terms of the contract.

Only after arbitration had been invoked and only after the Union submitted the grievance to the Labour Relations Board did the University start to comply with Article 5.03.

On February 14, 1978, the Grievance Committee met with the University Labour Committee and came to a tentative settlement in the presence of a Labour Relations Officer. Since the University had already started to send the notifications, although not within the specified time limits, the Union is leaving the matter open to see if the time limits are suitable.

Grievance Committee



...MOTIONS

The Grievance Committee needs membership approval of two motions concerning arbitration expenses.

One of the grievances concerns Student Services. The University has advised the Union that they are going to phase out the Placement Section of Student Services. At first we were told that Canada Manpower has an agreement with the University allowing Manpower to perform the function of the Placement Section. Now, the University claims that they are unilaterally stopping their placement service and, they claim, that Canada Manpower is starting up their service next day as a matter of coincidence. Therefore, they claim, they are not contracting out to another employer. The Union has disagreed and has grieved the University's action under Article 5.05 (Contracting out), Article 5.06 (Bargaining unit work) and all of Article 19 (Technological, Automation and other changes).

The Union view of the situation is basically as follows: The Placement Section of Student Services is not being phased out but being replaced by services outside the bargaining unit, i.e. Manpower. The University has every control over the situation because there will not be any change in the services provided or the duties involved. All the University can accomplish by this action is to reduce the bargaining unit by three members and to set a precedent in phasing out AUCE jobs in preference to services outside the bargaining unit.

The second grievance is typical of so many grievances, in that it is concerned with a job promotion/transfer. The University refuses to follow any concrete methods in determining the successful applicants for posted jobs. In this case, the grievor has at least equal qualifications and several years more seniority than the incumbent. The University decision has been grieved under Article 22.03 (b) "Applicants for posted vacancies shall be appointed on the basis of ability, qualifications and seniority."

Motions

1. Moved that the Student Services Contracting Out Grievance be taken to arbitration and all related expenses approved.
2. Moved that the Main Library Transfer Grievance be taken to arbitration and all related expenses approved.

STRIKE COMMITTEE

Will AUCE members be prepared to loose up to \$50 per month in order to help fellow members who are currently loosing wages as a result of the operating engineers' strike? 395 ballots were cast at the union office on March 30/78 on this question. 213 people voted against this motion, 181 voted for it and 1 ballot was spoiled.

Approximately how many AUCE people have been affected by the operating engineers' strike to date? A rough estimate would be 230.

The duration and picket locations that have directly affected us are: 2 days at the faculty club, 1 day - old administration building, 1 day Mary Bollert Hall, 5 days - main administration building and 1 day at the Henry Angus building. There are, of course, other buildings that affect other unions on campus that have been picketed. Because of the pickets, certain AUCE members have lost a day's pay, but the majority have lost much more. The AUCE people have cooperated almost 100% regarding refusal to cross picket lines. These AUCE members are suffering loss of wages as a result of the strategic location of their work place while the rest of us have not and we can all estimate from our safe positions what the chances are of a picket line showing up in front of our building.

The question the strike committee is concerned about is this: If we had a rotating strike ourselves, would the members support this type of action? Would we then agree to have a wage assessment to meet the wage loss of those on pickets who would be putting pressure on the university for us and our contract? After all, some of our members who work in buildings that would most affect university operations if struck, are bound to be chosen by the strike committee of our union or another campus union. If the membership defeats a motion like the one above,* then in all probability only a small percentage of our union will be heavily penalized for respecting union policy.

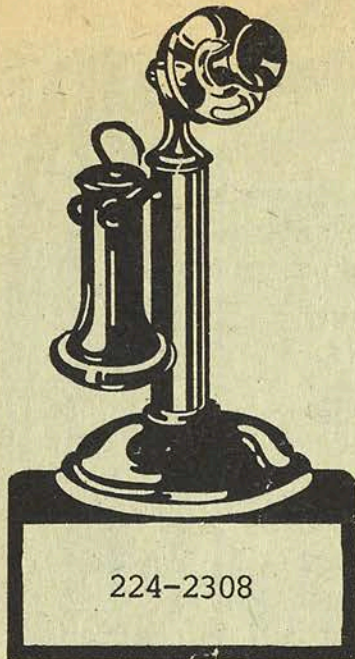
Strike Committee
April 7, 1978

* see bulletin #6

At an informal session held at noon on April 7th. at the Lutheran Campus Centre, a good turnout of affected AUCE members met with executive representatives to discuss and express their feelings regarding IUOE picket lines which they had been respecting for the week April 3-7. It was evident that they were very concerned as to their financial position, and will no doubt have a spokesperson representing them at the upcoming membership meeting.

Andy McKee, head shop steward of IUOE local 882, was on hand to speak to the group and answer 'thorny' questions. He apologized for the suffering caused to AUCE members during their strike, and thanked us for our continued unified support.

... COMMUNICATIONS



As our membership is distributed over a vast area across campus, the newsletter serves as the cumulative source of information regarding our union. It is this committee's aim to present all submissions, reports, e . on a strickly regular basis, giving readers enough information and opportunity to review any item and respond; either at membership meetings, or in written form to appear in an upcoming newsletter. As our nine allotted meetings are (usually) scheduled for the second Thursday of a given month, the deadline date for future ACROSS CAMPUS issues will fall on the last working day of the month, lending enough time to compile, print and distribute before a pending meeting.

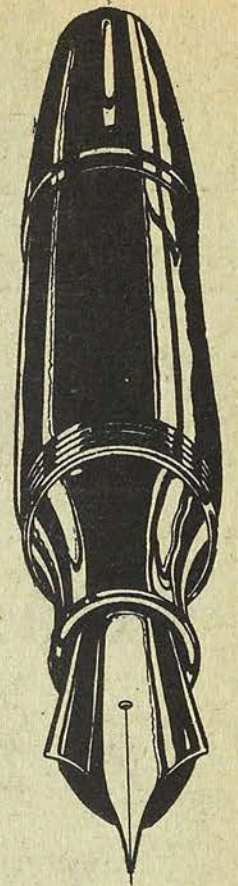
The incoming communications committee hopes to fulfil it's obligation to the membership by printing every signed item submitted, regular reports from each committee, correspondence in summary and a background brief on upcoming motions. As it is our first issue, our apologies for any fluctuation from the above procedure. Hopefully, experience will iron out any irregularities.

The committee wishes to thank Ray Galbraith for his time and energy in relation to his long stint as the communications committee, and his help in inaugurating us to the finer points of newsletter publication.

APOLOGIES to Larry Thiessen, Heather Fink, Cathy Agnew, Lid Strand, Marjorie Butt, et al, whose submitted material did not appear in this issue. We will print 'next time' unless otherwise informed.

no.1

LETTERS



A GYM FOR JERRY - WHY NOT A DECK FOR DOUGLAS???

And now a gym! Although it no doubt essential to the 26 individuals involved - what percentage of our union do these people represent? The contribution from these people - 9.2% of \$10,000 - is \$900, that is, less than \$40 each. Perhaps they could use their own money, not collective funds. Are we going to be asked to approve donations at the whim of any union member.

It is a worthy cause, but... some young parents seem to expect handouts from all institutions these days - government, university, and now unions - in loco parentis, they should look to themselves. Independence used to be an important personal value.

Perhaps I could get Jerry to move that a donation be given to me to build a deck - I have been saving for it for the last five years, but could use the money for much more frivolous things...

Maureen Douglas
Office of Dean of Science.

REPLY TO ELEANOR DONDANEAU AND THOSE OF HER ILK:

"...Local 1 didn't have such a 'facility' to fall back on when organizing."

Oh, they didn't, did they? Well, let me tell you, Ms. Fatcat; you who make twice the minimum wage and have better benefits than most women ever dream of having; you who are so greedy that you couldn't part with 1/4,000 th of your salary to help a deserving group of fellow human beings. Local 1 got support from the very same people who are supporting SORWUC now and being one of those people I almost regret those weeks of working 10 hour days for 'the cause' when three years later the cause turns out to be greedy, penny pinching, self-serving individuals like you. Whether or not you were ever aware of it, AUCE got countless hours of free labour from people who thought in terms of a working women's community that could benefit the whole by helping out a part.

AUCE didn't work because of the proverbial boot strap pull. It worked because a group of people had enough foresight and charity to get in there and help pull together, whether or not they were on the bloody payroll. So get your facts straight before you come off sounding so bloody self-sufficient and self-righteous---because you weren't; not in the Fall of 1974.

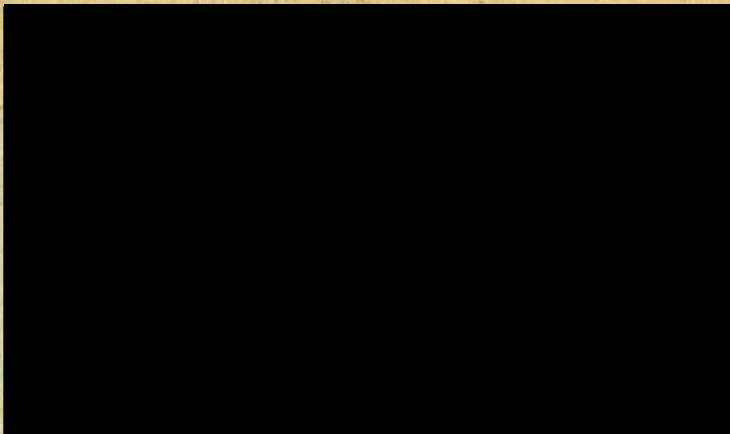
Patricia Case
Equip. Oper. 1
Faculty of Law
former PRESS GANG member

no.2

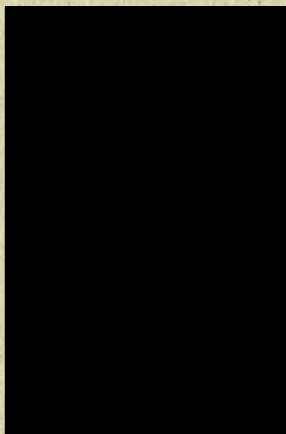
(From the Ubyyssey - January 19, 1978)

By MIKE BOOKING

UBC finds budget windfall

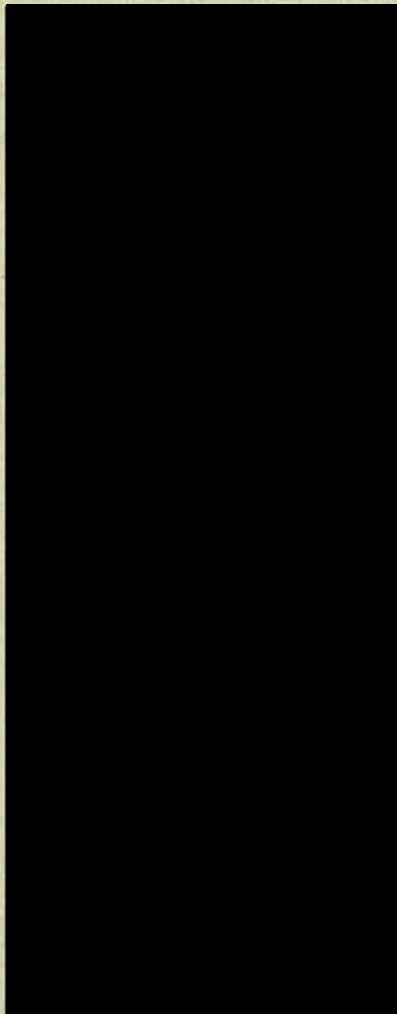


WHY NOT A STAFF CENTRE?



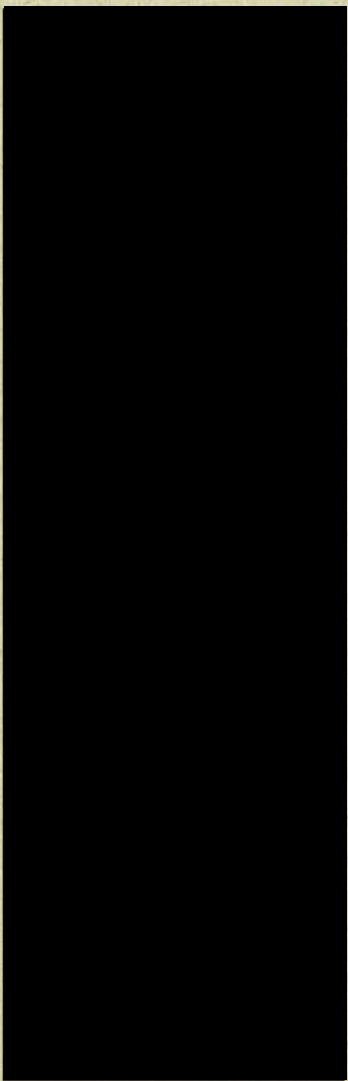
(From the Vancouver Sun - January 20, 1978)

UBC TO RENOVATE BUILDINGS



REPRINTS

Equal Pay for Work of Equal Value



(From the Vancouver Sun - March 1, 1978)

EQUAL PAY

78-1

GOVERNMENT TO SUPERVISE STRIKE VOTES

March 1/78

As of March 1, 1978, all strike votes under the Labour Code will be government-supervised. On February 3, 1978, Labour Minister Williams and Premier Bennett issued an Order-in-Council establishing new Regulations for Sections 81 and 82 of the Code.

This government interference in what is essentially an internal trade union matter is unwarranted, and an insult to the integrity of B.C. trade unions. Government supervision of strike votes will not change vote results. However, the bureaucratic and financial burden placed on unions by the regulations will be immense, especially for those unions with many small units. For the building trades, whose units change daily in composition, the delay caused by the mandatory 48-hour notice is totally unworkable. The regulations will be a hindrance to all concerned and should never have been introduced.

The regulations require the following strike vote procedures:

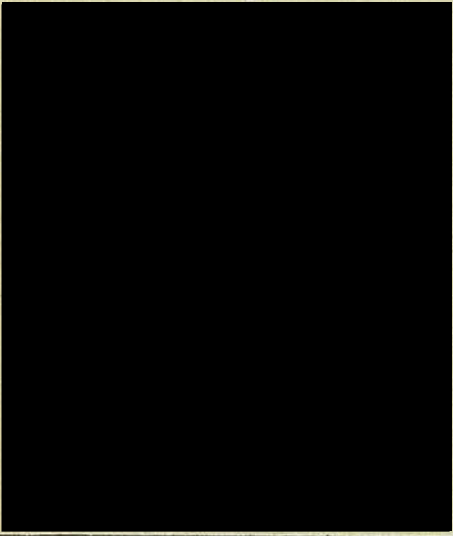
1. Appointing a Returning Officer. As soon as a union wishes to conduct a strike vote, it must appoint a Returning Officer, who will be responsible for conducting the vote. While it is the union who appoints, it is still unclear who this person can be (the union's business agent? a lawyer?). The Returning Officer can appoint others as deputy returning officers and clerks to help in conducting the vote - who these can be is equally unclear.
2. Notification of Government. The union must notify the L.R.B. of the details of the dispute: names of union, employer, and Returning Officer. The Minister must be notified of name and address of R.O. as well.
3. Employee Lists. The R.O. is responsible for getting a list of employees, giving copies to the union, the employer, the Board, and to each scrutineer. The employer must give the R.O. an employee list on request.
4. Scrutineers. The union may appoint two scrutineers for each poll. The Board shall have "persons" at each poll, but who these persons shall be is left unclear. (L.R.B. staff? appointed lawyers?) This is the government supervision.
5. Notice of Vote. The R.O. decides the date, time and place of the vote, and location of polling stations. The R.O. must post notices approved by the Board, and give 48 hours notice before taking the vote.
6. Voting. Each ballot shall ask the question: "Are you in favour of a strike? yes no ".
7. Mailed Ballots. The Board can now direct that a mailed ballot be conducted. Also, there are no provisions to allow a vote to be conducted partially by mail.
8. Vote Count. The Regulations direct that the votes be counted per poll, not per unit. Results of the vote are to be filed with the L.R.B. per poll. This form of tallying can allow unfair public (employer) knowledge of internal union variations in strike vote support.

The Regulations are unnecessary, bureaucratic and costly. Strike votes are internal union matters and should remain so. No allegations have ever been made that B.C. unions do not conduct democratic strike votes. The Regulations should be withdrawn.

cont'd

oteu 15

Inflation rate higher



DAYCARE

UNIT 1 CAMPUS CO-OP HAS FULL-TIME AND PART-TIME OPENINGS FOR CHILDREN 18-MONTHS TO 3 YEARS.

PLEASE CONTACT THE CO-OP BY CALLING 228-8338.

Thank you,

Bernice Ross
Institute of Applied Math. & Statistics
4584

ATTENTION

ATTENTION ALL AUCE MEMBERS:

THE GRIEVANCE COMMITTEE NEEDS YOUR HELP. WE ARE LOOKING FOR PEOPLE WHO HAVE APPLIED FOR AND RECEIVED TUITION WAIVERS FOR AUDITED COURSES. IF THIS IS YOU OR IF YOU KNOW OF SOMEONE WHO HAS DONE THIS, THEN RUN, DON'T WALK TO THE NEAREST TELEPHONE AND CALL:

JEAN PRIEST [REDACTED]

RICK LYMER [REDACTED]

LEETA SOKALSKI [REDACTED]

ANN HUTCHISON [REDACTED]

PLEASE LEAVE MESSAGES WITH NAME AND A PHONE NUMBER WHERE YOU CAN BE REACHED.

President: Ann Hutchison
Reading Rooms
2819

Vice-President:
Pat Gibson
Law
6731

Union Coordinator:
Jeff Hoskins
Union Office
[REDACTED] 8

Union Organizer:
Jean Priest
5573
to May 1st.

Membership Secretary:
Wendy Lymer
Card Prep. 4192

Treasurer: Cobie Wennes
Woodward Library
2570

Trustees: Valerie Siegle
Main Library
4434

Lid Strand
Registrar's Office
6471 or 4367

Life of a union official

Food for Thought

If he talks on a subject, he is trying to run things.

If he is silent, he has lost interest in the organization.

If he is seen at the office, why doesn't he get out?

If he can't be found, why doesn't he come around more often?

If he does not agree the boss is a skunk, he is a company man.

If he calls the boss a skunk, he is ignorant.

If he is not at home at night, he must be out drinking.

If he is at home, he is shirking his duty.

If he doesn't beat his chest and yell strike, he is a conservative.

If he does, he is a radical.

If he doesn't stop to talk, his job has gone to his head.

If he does, that's all he has to do anyway.

If he loses a discipline grievance, he's a poor agent.

If he wins, that's what he's paid for.

If he gives someone a short answer, we'll get him in the next election.

If he tries to explain something, he's playing politics.

If he gets a good contract, why didn't he ask for more?

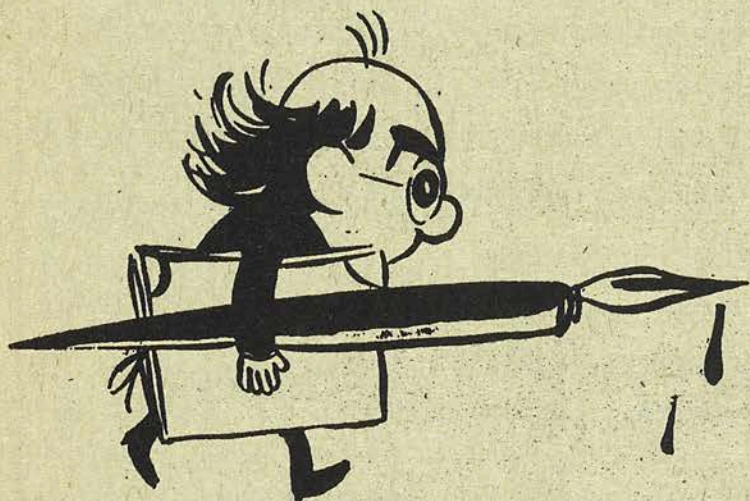
If his clothes are pressed, he thinks he's a big shot, if they aren't he isn't fit for the job.

If he takes a vacation, he has had one all year anyway.

If he is on the job a short time, he is inexperienced.

If he's been on the job a long time, it's time for a change.

The Union Office is located at 2162 Western Parkway (in the Village above the Health Food Store). The Office hours are 8:30-4:30 Monday to Friday. (224-2308)



**NEXT ISSUE
DEADLINE:
APRIL 28th**