



association of university and college employees

on campus

VOL 1, No 4

APRIL, 1982

Pension Update

The pension conference has come and gone — and if you're following this issue in the papers, the debate continues now in other Canadian cities. From a beginning in 1976 in a study by the Organization for Economic Cooperation and Development (OECD) — when their findings showed that Canada ranked 14th out of 17 countries in the amount it paid in pensions to the elderly — to this year of 1982, the road and the progress has been agonizingly slow. Stop-gap measures are not enough. Although the discussions have raged, and ranged on it must be remembered that it will serve no one to improve the lot of one segment at the expense or exclusion of another.

Look at the pensions benefits as coming in the form of a 3-layer cake. At the bottom and available to elderly Canadian citizens is the Old Age Security pension and, if eligible, the Guaranteed Income Supplement. The second layer is one that applies to members of the work force who have made contributions during their working years, a plan instituted some 15 years ago. And the top layer, the icing on the cake so to speak, includes the private source retirement planning group of plans, e.g. personal savings, investments and company pensions.

It is important to note that, while taxpayers in general pay for the OAS benefits, it is workers and their employers who finance the Canada Pension Plan. It is in this regard that the debate goes on over what contributions can and/or will be made, by homemakers, by self-employed and so on. It sounds great that homemakers will be covered by some form of pension. Realistically — how will it be done? Are we not virtually all homemakers in some way? When over 50% of Canadian women are in the work force — then will we be contributing to a fund to enable the remaining women who are not wage earners to remain in the home? At the conference suggestions were made that a more equitable scheme would be a form of tax credit on shared earnings, rated as to wage earners in the home, children or elderly family cared for in the home, etc. The Canada Pension Plan showed a maximum in 1981 at retirement age 65 of \$274. It is currently \$308. This is adjusted each January and pegged to the Consumer Price Index. Are Canadian workers prepared to see this adjust up and down with the Index — in times of inflation and recession? The contributed dollars are earned at one level and paid out years down the road, often with a significantly different purchasing power.

If you combine (in 1981 at retirement age) OAP + CPP, it should provide approximately 40% of pre-retirement earnings for those at average wage. The average industrial waged today is \$18,000/year and that

means an annual CPP + OAS of \$7200.

Anybody will tell you that this sum is not enough, no one claims 40% of replacement of pre-retirement earnings is adequate. The public pension plans are not designed to be all things, to all people, for all needs.

Back to the top layer!

Private source funding — personal savings, investments and company pensions. But you need to know that employer sponsored pension plans account for less than 14% of the overall income of current senior citizens. Only 10% of senior citizens report that savings are their main source of income. Good theory — but does it work? No one questions that the private pension system is in need of having its standards overhauled. In theory, about 40% of the work force is covered by these schemes, but only a fraction of that number will actually wind up with pensions. A person who changes jobs three times in a working life, for example, can lose all her/his pension rights each time while remaining among the "covered" 40%. And even those who manage to qualify for a pension on retirement can see it virtually disappear over the years because it is not indexed to meet inflation. Horror stories of private plans that have gone under, that were not fully funded, and so on, were topics of conversation at all the pension conference hearings.

If you are a man; if you have earned the average wage or better during your working life; if you have been with the same employer for most of your working days — you're not too badly off. But is that representative of the current work force? If you are a woman, on the other hand, in or ever in the labour force, then your pension plan is likely inadequate indeed. Not only have you been paid significantly less in your working years — thereby making it impossible to put by investments and savings in the same ratio as your fellow worker (read that male fellow worker) — but you will have significantly fewer and less advantageous benefits from virtually all present plans — whether bottom layer — OAS; second layer — CPP; or private source plans of whatever description.

From the conference sessions the following became the pivots for discussion:

1. how to ensure that all workers in the labour force have access to adequate pension protection.
2. the mobility of today's work force is a fact of life and how will portability and vesting fill these needs.
3. protection for pension benefits against inflation. Can we afford indexing or can we afford not to index? Along with that, freedom of information on actuarial studies and relative performance tables — British Columbia does not ensure that provision.
4. pension protection in her own right for women. Have you written to Premier Davis of Ontario to protest the vetoing by his government of the "drop-out" clause, affecting all of Canadian women other than those covered by the Quebec Pension Plan?

(Continued on page 3)

Provincial Report

The Wage and Spending Restraint Program

Bennett's wage freeze has thrown a wrench into our collective bargaining for the next two years. The wage 'guidelines' stipulate that we, along with 200,000 provincial, municipal, school board, hospital employees and others can receive only 10% wage increase (+ or -2% in some cases) for the next two years. At the B.C. inflation rate of 14-15% we lose 5% in income.

This wage freeze quelches the growing movement for equal pay for work of equal value. Equal pay clauses won at Kenworth Truck plant, Prince Rupert municipality and public support for equal pay won during Vancouver municipal unions' strike were big steps in the long struggle for fair and liveable wage rates for women. Roughly 60% of employees affected by Bennett's freeze are women. It's hard to believe, but the gap between the average men and women's salaries is still widening in Canada. Women now make 59% of men's wages. The Socreds, with loud applause from business (represented for example by the Employers Council of B.C.) want to make sure that women's wages remain low.

The B.C. government wants to offset a predicted 800 million budget deficit in 1982. They intend to save money by cutting social services, wages, health care and education. Money continues to flow for huge capital projects such as the Northeast Coal deal where Teck Corp and Denison Mines will receive 1.2 billion in subsidies — no cuts there! Further, Bennett's spending restraints will mean more unemployment in B.C. Giving in to wage controls will not guarantee our jobs in the future as workers in the auto and manufacturing industries in eastern Canada have found out. We all want to see and end to B.C.'s and Canada's economic crisis, and may feel that each of us has a responsibility to contribute to a solution. But these restraints will not solve increasing inflation, artificially high energy costs or unemployment.

The second part of Bennett's program is the 12% spending ceiling on municipal, education, health care etc. budgets. When inflation runs at 14% the result is cutbacks — cuts where cuts have already been made. Some public schools are closing, medical fees have doubled, hospital services cut. Daycares, currently with long waiting lists and shoestring budgets will be cut even further. New ones will not be built; quality daycare will be hard to find.

THANKS TO:

Jet Blake
Wendy Lymer
Carole Cameron
Wendy Bice
for their assistance with the newsletter.

DUE TO LACK OF SPACE THE MINUTES AND LIST OF CORRESPONDENCE RECEIVED ARE NOT REPRINTED IN THIS ISSUE OF THE NEWSLETTER. THEY WILL BE AVAILABLE AT THE NEXT MEMBERSHIP MEETING OR BY CONTACTING PATRICIA HOUSE IN THE UNION OFFICE.

SPECIAL THANKS TO:

Wendy Osborne for help in the Union Office.

Wendy Lymer for spending so much time trying to make my transition into the Secretary-Treasurer position as painless as possible.

Patricia House

WHAT CAN AUCE DO?

AUCE members alone cannot force the withdrawal of Bennett's 10% wage controls. But together with other unions, we can put the pressure on. It's only through loud and active opposition that the Socreds will reconsider the restraints. We should not be taken in by the call to put our efforts into NDP campaigning, and waiting for the next election. First, it's not clear that an election is near, and second, the NDP itself is not opposed to wage controls (as Dave Barrett stated right after Bennett's T.V. speech.) Instead, unions have to take an independent position.

The B.C. Federation of Labour, representing the majority of union members in B.C. can implement a program to oppose the wage controls and spending restraints. Its executive has drafted a 10 point program for discussion among its affiliates. Publically, they have called only for a total boycott of all "stabilization program" machinery ((meetings, hearings, appeals, etc.). There is nothing wrong with our union encouraging the B.C. Fed. to organize a wide program of action to oppose controls. The worst possible thing the labour movement can do is nothing!

Local members of the last membership meetings passed two motions (see minutes) to show our opposition to the restraint program. There will be more developments to report on this spring and summer.

On March 22, six organizations including AUCE (provincial level) announced formation of the Defend Education Services Coalition to fight the restraint program. The Groups involved — B.C. Teachers Federation, College-Institute Educators Assoc., Canadian Federation of Students, CUPE B.C. Region, Vancouver Municipal and Regional Employees Union and AUCE — will be meeting to discuss strategy (possible protests, lobbying, as well as a public info. campaign already underway). Anyone who wants more info. or wishes to get involved can contact Lid Strand at AUCE Provincial Office 684-2457.

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BOOK REVIEW: The Ladykillers: Why Smoking Is A Feminist Issue, by Bobbie Jacobson, Pluto Press, \$4.40.

In the introduction, the author puts the question for us, "Why a book on women only. Doesn't smoking affect men and women equally?" It would seem not. For starters, men are increasingly giving up smoking, while women are more and more "picking up the habit." If current trends continue, women could take over from men next century as the main victims of tobacco.

The author says she was motivated to write the book from a feminist point of view because this health crisis has been ignored by health researchers and educators. Sex differences in smoking patterns have been largely ignored. Also, she felt that women by and large are exploited by the tobacco industry which continues every effort to expand the already massive female market. But the final motivation which propelled her to write is the realization in the incontrovertible evidence that cigarettes kill more relatively young people from heart attacks, lung cancer and chronic chest illnesses than any other single cause.

The book contains case histories of four women smokers and their problems. Other excellent chapters go into the reasons which motivate women to smoke. Do women really crave nicotine? Is there a smoker's personality? How do women learn to smoke and what keeps them doing it. How do you explain the fear of getting fat, or the compulsive need to be thin. What about a society that keeps women smoking. Why do nurses smoke? Why are women's magazines full of cigarette adds — is it profit before health? What is the low-tar trap?

These chapters are marvellously informative. It is a very good "read" for anyone with a good pair of lungs left. It comes in an inexpensive paperback as well as being held in Main Library.

By Richard Melanson
(In my next article, I'll describe how coffee may cause cancer.)

Day Care

Dear Mr. Divinsky:

Further to my letter of March 1, 1982, I would appreciate some information. I have seen a letter from Michael Shaw, Vice-President Academic and Provost to the President's Ad Hoc Committee on Day Care. This letter, dated February 10, 1982, dismissed the Committee. Subsequent to this letter, the UBC Reports of February 17, 1982 indicates that you are head of the President's Advisory Committee on Child Care. Is there a new Committee? And if so, who are the members of it? To our knowledge, there is no staff representative on the committee and we understand you were not the chair of the committee dismissed on February 10th. We would also appreciate receiving a copy of the April, 1981 Annual Report of the President's Advisory Committee.

Finally, we understand the Bob Berwick Memorial Centre will be transferring its facilities to Surrey. Has the University considered making these, new, highly desirable facilities available to the various day care groups on campus?

Yours truly
Carole Cameron
Union Organiser
AUCE Local 1

CONTACT PEOPLE NEEDED

The Union Office is looking for people who are willing to be contact people for their department or office. We need someone in each area who would be willing to post notices or serve as an information relay when we have to get information to the membership in a hurry. If you would be willing to do this, please contact Patricia House in the Union Office.

Response to Medical Benefits Being Taxed Away by Ottawa

The Federal Government is thinking of taxing our health care plans if the employer makes any contribution to it. David Schreck, at C.U. & C. estimates that some people could pay as much as \$200.00 a year more in taxes. We are all urged to write letters of protest to the Minister of Finance in Ottawa. We must tell him that money contributed to health and dental care plans should not be treated as income.

Health and dental care plans are NOT loopholes — they are necessities of life and breath.

Submitted by Richard Melanson
Ph: 2884

***P.S. A note: Letters to members of Parliament (or of the Provincial Legislature) need not bear a stamp when the Commons is in session. It is now in session.**

STRIKE COMMITTEE

A strike committee has recently been formed and we are just beginning to get organized. We are currently involved in doing research on some of the anticipated problems a strike would present. Some of these include legalities, finances, picket line scheduling and manning, security and location of off-campus headquarters to mention a few.

Our main concern is that we be ready for any eventuality, strike or no strike, because we don't want to be caught in a panic situation. If anyone is at all interested in helping with our efforts, our next meeting will be on April 6th at 7:30 p.m. For information regarding place you can contact me or leave a message with the union office and I will get in touch with you.

Linda Cregan
Strike Committee Chairperson

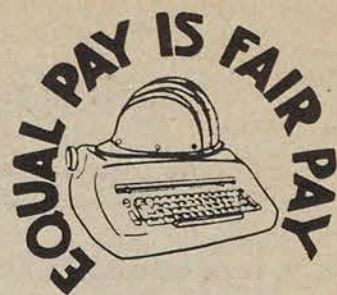
VDT STUDY

If you are wondering what has happened to the VDT study we would like a few more completed questionnaires sent in to come up with a more conclusive study. If you neglected to send in a completed one or you did not get around to filling in the questionnaire could you please take the time now and do so.

If we could receive some more responses it would make a big difference to the study. Any time up to April 15, 1982 would be acceptable to send in the completed forms. Thanks.

Last but not least, to Stu Rush who acted as lawyer for the Union and so much identified himself with our case presenting a very good defense.

Lissett Nelson



CONTRACT COMMITTEE

By MURRAY ADAMS

On Thursday, 1 April, the AUCE Contract Committee will meet with the University to begin negotiating a renewal of our contract, which will have expired the day before. The existing contract remains in effect while negotiations continue. The Committee will be presenting your proposals for approximately fifty changes to eighteen contract articles. These proposals were discussed at a series of six noon meetings, and then approved at two voting meetings of the membership.

If you want information about negotiations, please attend membership meetings. The next is Thursday, 15 April, 12:30-2:30 in IRC 6. (Wednesday 14 April, 12:00-2:00 at VGH).

If you have opinions about the progress or conduct of negotiations, please call or write me at Woodward Library, 228-2882, or call the Union Office at 224-2308.

Our success in negotiations will directly reflect the level of your interest and support.

GRIEVANCE COMMITTEE

I would like to begin this report by introducing myself and my fellow-members of the Grievance Committee. I'm Helen Glavina, your most-recent Chair of the Grievance Committee and sitting with me on this Committee are Murray Adams, Wendy Bice, Carole Cameron, Patricia House, and Suzan Zagar. Please feel free to contact any of us if you have questions or any sort of problem that may require our attention.

The energy of the committee has been taken up, since our last report to the newsletter, primarily by problems arising from the university's shortfall in funding. We are currently awaiting arbitration on Article 5.04 of the collective agreement, Reduction of the Workforce.

We've also had a problem with temporary employees being asked to sign a form waiving their right to be given proper notice of termination, which is a violation of Article 1.01 of the collective agreement ("No employee shall be required or permitted to make written or verbal agreement with the University or its representatives which may conflict with the terms of this agreement") and with Articles 34.05 (Layoff Procedure) and 30.09 (Temp. Empl. Benefits). If you have been recently hired at UBC and have been asked to sign this form, please contact the Union office (224-2308) as soon as possible.

We remind AUCE workers of two important articles in the contract which give us some protection in regard to the layoffs and attrition taking place on this campus:

Article 5.04 Reductions in the Workforce

"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, suspension, discharge, resignation, vacations, leaves or changes in the university's procedures or methods of operation."

(Continued on Page 3)

PENSIONS

(Continued from page 1)

The Canadian Advisory Council on the Status of Women sees five essential issues:

1. all persons regardless of sex-marital status are equal.
2. all Canadians who work, inside or outside the home should have access to adequate work-related pensions — in their own right — and not as the dependent of another person.
3. sex discrimination must be eliminated from pension contributions and benefits.
4. equal contribution of spouses to a marriage/partnership should be recognized by the pension system.
5. all Canadian pensioners are to be entitled to a minimum guaranteed income — at least equal to the poverty line.

It is relatively easy to say "expand the CPP." Instead of it paying 25% of earnings, let's make it 50%. Are you prepared for the increased pension contributions that will come off your pay cheque? Can your employer meet this increased contribution on their part?

Another proposal suggested is for it to be compulsory for all paid workers, and their employers to contribute to some form of private pension plan that would have to link with government. While very early vesting might effectively solve portability, lack of indexing would remain a problem — because of unknowns of private companies' financial futures. One is faced with company financial cutbacks, bankruptcies, amalgamations of firms — resulting in layoffs and pension changes from firm to firm, etc. The regulations requiring fully funded plans are complex indeed. Predictably, these proposals tend to reflect the self-interest or political bias of those supporting each proposal.

Private/company pension plans — while tending, or originally set out to be, well-meaning have sometimes been disastrous. Members of A.U.C.E. should reflect on two things insofar as their U.B.C. Staff Pension Plan is concerned. With the quickening pace of automation — will there be enough employees to maintain the standard of contributions needed in our plan? If lay-offs are experienced in significant numbers by members of the Staff Pension Plan, what effect will this have on the actuarial projections? Are members of A.U.C.E. aware that there are no regulations in British Columbia requiring the actuarial studies be made available to members of a plan? There are two provinces in Canada that have not enacted this freedom of information and we're one of them. And have you asked what effect there has been on your pension plan by losing the members who were previously University employees and who are now employees of the Health Sciences Centre and thereby no longer eligible for the U.B.C. Staff Pension Plan?

Efforts should be made to establish how many employees have severed their employment — in order to obtain their pension plan equity (to write down a mortgage up for renewal or any other emergency). Sometimes this employee returns to work on campus, sometimes not. What does it do to the viability of the plan?

Has there been a serious attempt to examine the contribution that inclusion of part-time or sessional employees could make to the Staff Pension Plan? This in spite of the fact that women make up 72% of the part-time labour force in Canada.

An interesting tip that resulted from discussions on pension equity in marriage break-up was in reference to Social Insurance numbers of spouses. Don't forget that the male member of a marriage/relationship is just as entitled to claim 50% of pension benefits from the female partner, in the dissolution

of a marriage. However, you must have the SIN number of your partner before you can even start the claim for entitlement. Apparently you are also required to provide a SIN number for any children of such a relationship before the papers can be accepted. The often quoted figure of 86,000 divorces in the past 26 month period in Canada — with only 970 applications received by Canada Pension Plan to split the benefits is astonishing. Since by law, women are entitled to half of their husband's pension — no one could explain what happens to a husband's half of assets in subsequent marriages and/or relationships. Does the next wife/partner get 1/4 and so on? You can be sure that this conundrum will be widely debated.

There was an absolute plethora of material handed out and is on file in the A.U.C.E. office. As you can imagine the columns have been excerpted from this material and I would like to acknowledge the help that this research has been. To bring such a complex subject down to lay terms is difficult. The subject is dry as toast but vital to anyone that cares to do some thinking. learn about your "down-the-road assets?" When you are asked to volunteer for the Benefits Committee of your Union why don't you give it a try? We would be the richer for your participation, and so would you.

For those who have contacted me I give you my thanks, for those who have sent interesting clippings, my thanks also — they have gone for use in the Union office for access by members and staff.

Joyce Diggins, Trustee
Member of the Benefits Committee

SAFETY REPRESENTATIVES NEEDED

The University, in conjunction with the Unions involved, would like to establish a safety sub-committee for the New Administration building. The committee would function under Section 4 of the WCB Industrial Health and Safety Regulations. This committee would be responsible for conducting safety inspections in their work area, ensuring that thorough accident investigations are completed in their work area, and making recommendations to the University Safety Committee on ways to reduce health hazards and to improve the level of safety in the building. This committee will consist of management plus a union representative from each floor of the building. This will give AUCE four representatives and CUPE one representative.

Accidents affect everybody and only you can help prevent them. We NEED your help in fulfilling our commitment to safety.

If you have any questions regarding the safety programme or our plans to improve the safety and health programme at UBC, please call Darlene Bailey at L. 2924 during the day or evenings 876-5380 . . . or leave a message with Patricia House at the Union Office.

PENSION CONFERENCE REPORT

By MOYRA BIGMORE
Dept. of Paediatrics, VGH

Having read Joyce Diggins' informative articles on Pensions in "On Campus" I registered for the above conference held at the Hycroft University Women's Club on Saturday, March 6, 1982. The all day event was sponsored by a coalition of Women's Groups (CACSW). Pension reforms are being debated in Ottawa based on:

1. All persons regardless of sex and/or marital status are equal.
2. All senior citizens have a right to live with dignity.

There were 2 main speakers and two expert panels who covered all aspects of pensions for women, followed by a question period.

Monique Begin, Minister of Health and Welfare spoke first, covering two major reforms now before the House (known as the Green Paper):

1. Homemakers proposal — whereby they could contribute to the Canada Pension on a voluntary basis (approximately \$40 per month for a basic pension of \$307.00 monthly).
2. Proposal that the employee should be responsible for paying his wife's contribution.

Ms. Begin also reported that only 30% of employees in Canada are covered by a private pension plan and that 2 million women earn less than the average wage. There are no pension provisions for part-time workers (23% of the total women in the work force). Few pensions are indexed to the cost of living and many private pension plans do not provide any survivors' benefits clause.

The after luncheon speaker was Flora MacDonald, P.C. M.P. for Kingston and the Islands and Chairperson of the Canadian Status of Women). Ms. MacDonald said the Old Age Pension basic rate now is \$450.25 monthly (\$15.00 daily) and many women of 65 and over have to manage on this amount plus the provincial welfare available. Only 28% of women workers are covered by private pension plans and as there is no indexing these pension plans are worth less and less each year.

Divorce — splitting of pension credits. The woman is entitled to 50% of pension credits accrued by her husband if she applies within 3 years of the divorce and produces the necessary documents. In a 26 month period only 970 out of 860,000 divorced women applied for such credits. There is much ignorance of this clause chiefly in the immigrant and low income groups.

All speakers (consisting of economists, actuaries, Union Pensions officers) spoke in favour of another reform which was approved by the Federal Government in 1977 and is in use in Quebec. B.C. and Ontario have vetoed this proposal but the remainder of the provinces are in favour of it. It is called a "Drop out clause" which would enable mothers to stay at home to raise their children until they reach 7 years of age. These years would not be included when calculating the highest average earnings of a woman worker. It has also been proposed that this clause be extended to workers giving home care to disabled relatives.

HAPPY EASTER HOLIDAY

Volleyball Lovers

All AUCE members and friends are invited to play volleyball EVERY SUNDAY from 1 to 3 p.m. at BRITANNIA COMMUNITY CENTRE (1661 Napier St. & Commercial).

For further information contact Lissett Nelson at 228-2003 (afternoons Mon-Thurs) or at 879-3246.

GRIEVANCE

(Continued from page 2)

This means that you do not have to bear the responsibility for the budget cuts — if there are fewer people in your office, and the same amount of work to be done, then some of the work just will not get done. Once people take on more than their normal day's work, (although I realize that people are usually motivated to do this by the most generous of impulses) it is likely that this extra work will become part of the "normal" workload. Also, be careful not to perform tasks that belong to classifications above yours — the university, in some areas on campus, is attempting to reduce the number of people in higher classifications by this tactic.

The other article to remember is Article 5.06 Bargaining Unit Work

"Persons not employed within the bargaining unit shall not do the work of employees within the bargaining unit except when mutually agreed between the University and the Union. It is recognized, however, that both bargaining unit and non-bargaining unit employees may perform the same tasks in meeting their respective responsibilities."

This article means you should watch out for supervisors who aren't in AUCE, or other non-AUCE people, doing work that should be performed by your fellow AUCE workers and report to Union Office.

Our contract is the only protection we have as workers on this campus. Increasingly, our job security is being threatened by budget cuts, layoffs, and vacant positions remaining unfilled for months in the University's attempt to curtail spending. The Grievance Committee is doing its best to protect your rights under our contract — but it's up to you to let us know when your rights are being violated. READ YOUR CONTRACT. Become familiar with its articles, and when your rights are infringed upon, or when you sense that the university is doing something improper vis-a-vis our collective agreement, LET SOMEONE IN THE UNION OFFICE OR YOUR SHOP STEWARD KNOW ABOUT IT.

The Grievance Committee is in the process of developing or "codifying" our policy regarding the handling of grievances. Once approved by your Executive, we will make this policy available for members to read in the Union Office.

If you are interested in becoming a steward, let me know (228-2880) and I will add your name to the list. Be fearless! (All of us began with shaking hands and quaking knees.) WE WILL TRAIN!

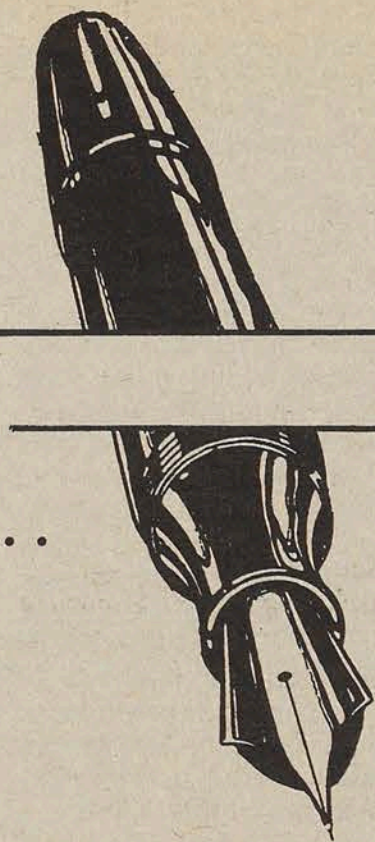
Helen Glavina
For Grievance Committee

FOUND . . . After the last series of Union meetings, an umbrella and a scarf Please contact the Union Office if you think either item belongs to you.

letters

Sometimes we do win . . .

A couple of months ago Arbitrator Alan Black issued a ruling which touched, among others, upon three main issues: seniority rights, involuntary transfer, and consultation. (1) He ruled that employees who are involuntarily transferred should have priority on the basis of seniority to coincidental vacancies. This means that when jobs are eliminated, the employees affected should be allowed to choose from all vacancies of the same job classification, existent at the time, and the position must be granted strictly on the basis of seniority. (2) He found that the recent relocations of AUCE members in the Faculty of Education (as a result of a reorganization process in that Faculty) are indeed involuntary transfers. And, (3) he defined the "consultation" clause in our contract as a genuine attempt from management to hear and satisfy the employee's requirements regarding any changes that have to do with her/his work, working conditions or work area. He stressed that consultation does not merely mean notification that changes will occur nor meetings without an intention to take into account the employee's opinion.



Union members are invited to use this ruling as a precedent when dealing with the same or related clauses in the contract.

My thanks to the ex-Div. D Executive, namely Jet Blake, Pat Hannah, Yvonne Scotchman and Lexie Clague who helped me in the preparation work for the arbitration. To Helen Glavina who so well presented our case at the Labour Committee Level. To Nancy Wiggs who was one of my shop stewards and acted as one of the driving forces during the process. To the Grievance Committee for their advice, in particular to Wendy Bice who was assigned to follow the arbitration proceedings and to Ted Byrne who helped in the early stages of the grievance.

SPECIAL SAVINGS

For money you don't want to "lock-in," Special Savings is the ideal high return account.

- Pays a traditionally higher rate of interest than daily interest savings.
- Minimum \$500 monthly balance required to earn interest.
- Transfers to and from Special Savings can be made anytime without charge.
- No term requirements.
- Interest credited semi-annually.

Your campus credit union is in the University Village shopping area and upstairs above the Health Food Store.

The office is open Tuesday to Saturday inclusive.

A special membership offer will be made this spring, be sure to inquire.

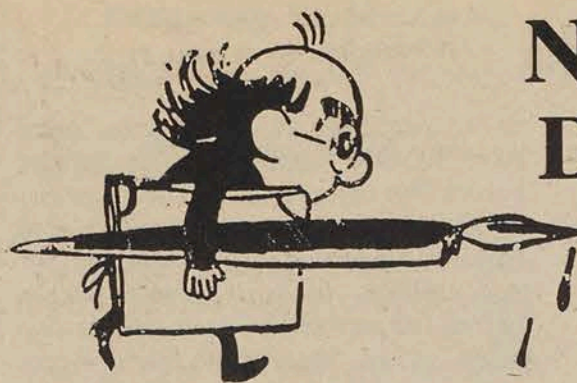


Provincial Report

(Continued from page 1)

AUCE Locals Begin Secession Proceedings

Provincial Executive held its last regular meeting Feb. 26-27. At that meeting two AUCE locals — Local 4 at Capilano College and Local 5 at the College of New Caledonia, Prince George — presented petitions to begin proceedings to withdraw from AUCE. Under one constitution, secession requires 1) petition signed by local members 2) full enquiry conducted by provincial executive 3) a referendum poll of local members involved. Two separate sub-committees are currently holding enquiries to explore fully the basis on which the petition has been forwarded, and to ensure that the membership has fair opportunity to discuss all relevant issues surrounding the proposed secession. The committees will be reporting back to the provincial executive April 2 and 3. The apparent reasons for each locals actions are different: Local 4 has differed with the provincial association in opinion and action for at least a year. Local 5's reasons seem to be centered around AUCE's affiliation policy (to affiliate to the Canadian Labour Congress intact as AUCE). They independently joined the Confederation of Canadian Unions last March and continue to remain affiliated to the C.C.U. Both locals apparently intend to join other unions.



NEXT ISSUE DEADLINE:

April 30,
1982

Rape Relief Centres

Enclosed you will find a letter to the Attorney-General of British Columbia, Allan Williams, stating our opposition to the cut in funding.

"The 1500 members of the Association of University and College Employees (AUCE) Local 1, 93% of whom are women, wish to express their support for Rape Relief Centres in British Columbia and for the women who organize and run these centres. We view the cut in funding to Rape Relief Centres as part of an overall attack by the Social Credit government on women and women's rights — equal pay for work of equal value, adequate daycare, and rape crisis centres.

AUCE Local 1 is a feminist union and as such, has always fought for an equal place in society to that of men. We, as women, wish to enjoy the freedom and democracy that this society espouses. It is fundamental to this freedom that we live without terror of physical attack and/or rape. A potential loss of the irreplaceable service provided by Rape Relief is intolerable.

We therefore urge you to reconsider this drastic decision and insist that you reinstate funding for Rape Relief Centres in this province."

Wendy Bice
Union Co-ordinator
AUCE Local 1

Local 1 members may recall that a similar motion to withdraw the local from AUCE was tabled until we have signed a contract for 1982-83.

Finally, two coming events:

- 1) DOMESTIC WORKERS BENEFIT Sat., April 3, 8 p.m.
Ukrainian Hall, 805 E. Pender
Sponsored by the Domestic Workers Union and Citee For The Advancement of The Rights of Domestic Workers (CARDWO)

UNION SISTERS

— An organization of trade union women — from any union — who meet for dinner to share experience and information & actively support working women's struggles.

Tues., April 13, 6 p.m.
Simon Fraser University, East Concourse Cafeteria.

Film: Rosie the Riveter

Discussion: Women in non-traditional jobs and affirmative action.

Child care costs covered by union sisters.

Call the union office to co-ordinate rides to S.F.U. Reservations must be made by April 8: 253-6222.

— Submitted by Sheila Rowswell

Communications Report

The Communications Committee would like to hear what the Membership thinks regarding the present format of the newsletter. We have had numerous comments on its attractiveness. Our concern is the cost of that attractiveness. The old or booklet format which ran between 16 and 32 pages cost approximately \$450 to print. The new or tabloid format, for four pages, costs approximately \$700. If the newsletter takes up eight pages, the cost leaps up to \$1,100.

The 1982 budget allowed for the expenditure of \$450 per month. At our most recent meeting, we came up with a few methods of cutting costs:

- 1) The newsletter could be circulated once every two months.
- 2) The newsletter (if it were monthly) would not be published during July, August or December (as our readership numbers are considerably lower during those months).
- 3) To ensure a four-page format, neither the correspondence or the minutes of previous membership meetings would be printed (they

would be made available at meetings and appear lower on the agenda to allow for reading time).

If the newsletter is continued as a monthly publication, you can expect your dues to be increased to pay for it. Or a second annual assessment of \$5 might be used to subsidize the cost of the newsletter.

The content of the newsletter is another area of concern. We desperately need more input from the membership. For example, if you have read a good book lately and think others should know about it, jot down a few notes and send them in. Or how about a few notes on your latest album? And don't forget reports on consumer items or your favorite recipe. Summarize it and send it in for others to read. We promise to use as few reprints as possible if you will send us more of your own penmanship.

The questionnaire which follows covers those dilemmas which require immediate decisions. PLEASE fill it out and send it to the Communications Committee c/o the AUCE Local #1, Union Office.

Questionnaire

1. I would like the newsletter to be published:
 - a) monthly throughout the year ☐
 - b) monthly with no publications in July, August and December ☐
 - c) bi-monthly ☐
 (check one box only).
2. I want the list of correspondence:
 - a) to be printed in the newsletter ☐
 - b) not to be printed in the newsletter (but it must be available at union meetings) ☐
3. I want the minutes of membership meetings:
 - a) to be printed in the newsletter ☐
 - b) not to be printed in the newsletter (but it must be available at union meetings) ☐
4. If the correspondence list is not printed in the newsletter (but is available at membership meetings), I want the agenda item "Business arising from the correspondence" to be:
 - a) Left where it is on the agenda ☐
 - b) Moved down on the agenda to allow time for me to read it (check one box only) ☐
5. If the minutes are not printed in the newsletter, but available at the meeting, I want the agenda items, "Adoption of Minutes" and "Business Arising from the Minutes," to be:
 - a) Left where they are on the agenda ☐
 - b) Moved down on the agenda to allow time for me to read it ☐

Membership Meeting

WEDNESDAY, APRIL 14, 1982
VGH SURGERY SEMINAR ROOM A
12:00-2:00 p.m.

THURSDAY, APRIL 15, 1982
UBC IRC 6
12:30-2:30 p.m.

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the minutes
4. Business arising from the correspondence.
5. Nominations
Communications Committee
Grievance Committee
Job Evaluation Committee
Provincial Education Committee
Provincial Rep (1)
Strike Committee
President
Working conditions committee
Delegates to the Provincial Convention
Union Organizer
Union Co-ordinator
6. Provincial report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Contract Committee report
10. Executive report
11. Other Business