September 1980

GET ORGANIZED
September 4, 1980

To: All AUCE Local 1 Shop Stewards

We are in the process of organizing our annual Shop Steward seminar. Because it is necessary to give the University 30 days notice of this seminar, I must have a Yes or No response from you by September 19th at the latest. The dates for the seminar will be Monday, October 20, 1980 and Tuesday, October 21, 1980. Please indicate which day is your choice when you respond since that is the day that leave will be requested for you. You realize that this day will be time off from work paid for by the Union. It will be an all-day seminar most likely from 9:30 a.m. to 4:30 p.m. Lunch and coffee will be provided.

Because the position of Shop Steward is such a vital one it is important that everyone performing this role in the Union be able and willing to deal with fellow workers and management in the interpretation of the collective agreement and with any grievances that arise. The seminar this year will deal almost entirely with training Shop Stewards to do this with some measure of confidence. If you have had doubts about your ability to perform as a Shop Steward this is your opportunity to find out whether you want to continue or not. If you are not prepared to undertake the responsibilities of a Steward please let me know. It would be much better for the Union to have twenty experienced Shop Stewards that could handle a grievance anywhere on campus than a list of seventy names of which only a very few are willing and able to do grievances. Let me know too if you are aware of other union members who might be interested in becoming a Steward and attending the seminar.

The morning part of the seminar will deal with assertiveness training as it applies to the Stewards' role; problems with the white collar role; problems for women, feelings of guilt and anxiety while the afternoon will consist of role-playing in small groups, discussion of strategy and orientation to the Shop Steward manual plus plans for a follow-up to the seminar.

If I haven't heard from people by the 19th of September I will assume you are not coming. Information on the location and agenda will be sent out later.

Fraternally,

Carole Cameron
Union Organizer
AUCE Local 1

This letter was sent to all shop stewards in Local 1. If you are not a steward and if you are seriously considering becoming one, please contact the Union Office and express your desire to attend the Shop Steward seminar.

2162 Western Parkway, Vancouver, B.C., V6T 1V6 Telephone (604) 224-2308
DIVISION F cont.

Lavone Stanfield
Social Work
L.2277

Peg Willis
Purchasing
L.2861

Marcel Dionne
Purchasing
L.4582

Donna Peaker
Intl. House
L.4886

Valerie Pusey
Music
L.3234

Neil Armstrong
UBC Press
L.3259

DIVISION G

Lil Legault
Centre for Cont. Ed.
L.2181

Nancy Wiggs
Legal Clinic
L.2880

Ruth Smith
Faculty of Law
L.3343

Marriel Hawley
Economics
L.4129

DIVISION H

Shelley Tegart (McInnis)
Map Division/Asian St.
L.2231

Judy Wright
Circulation/NBC
L.2519/3115

Joan Treleaven
Reading Rooms
L.2019

Karen Paplow
Interlibrary Loans
L.2274

Lynne Francis
Fine Arts
L.2720

Louise Archibald
Gov't Publications
L.6351

Sheila Weaver
Humanities/SSD
L.3155

Wendy Massing
Special Collections
L.2521

DIVISION I

Cheryl Jolliffe
Biomedical Library
VGH, 876-4624

Harriet Fisher
Ophthalmology, VGH
873-5441, L.2431

Brigitte Payne
Ophthalmology, VGH
873-5441, L.2431

DIVISION J

Judy Crossley
Serials

Wendy Murphy
Prebinding
L.6509

Darlene Bailey
Cat. Records
L.3510

Kitty Cheema
Bacon Unit
L.3241

Leeta Sokalski
Bacon Unit
L.6099

Richard Melanson
Cat. Administration
L.3426

Glyn Bartram
Space & AV Services
L.4400

Susan Zagar
Serials
L.4432

Linda Hills
Acquisitions
L.3258

Ted Byrne
Bacon Unit
L.3241

LETTERS

SECTION B
THURSDAY,
AUGUST 28, 1980

Provincial
Letters

Media pro-labor

DAVID JAFFE
Vancouver
Yes Marcel, there really still is time for AUCE!!!

(A response to a letter written by Marcel Dionne, and published in the 1980 AUCE Convention Docket, and reprinted in the August "Across Campus", in which he expresses, in a confused "bedrock of integrity", his lack of confidence in the leadership of the Contract Committee, and severe doubts as to his belief in the existence of AUCE as a strong, objective union.)

Dear Marcel:

It is sad to see your faith in the leadership of the Contract Committee shatter, which has led you to doubt whether there is any future existence for AUCE. We will attempt to put your mind at ease, and reassure you that AUCE is still a viable "believable option".

It is damaging to assume that the sole "raison d'etre" for the existence of AUCE lies in the issue of "equal pay for work of equal value"—it is only one principle of many on which AUCE was founded. We mustn't forget principles such as democracy, leadership, and particularly women's issues, which AUCE holds dear. Moreover, AUCE is a union founded by its members, which works for its members, based on active member commitment and encouragement of member participation. And AUCE does have an excellent record for a very high level of member activity. And more, AUCE has been unbelievably successful in upholding its principles.

But further, for those members who are doubtful as to the possibility of affiliation, and admiring to accepting the likelihood of merging, there is much, much more at stake!! That is, the total loss of local autonomy in the collective bargaining process through the use of so-called "professionals". This would destroy the local's right to determine their own contract demands and effectively communicate with the membership throughout the process through the democratic system. It is only through local autonomy that a union can adequately reflect the needs of the members it represents.

The Contract Committee never at all forgot that they are the elected representatives of the membership, and in fact wholeheartedly attempted to serve the membership in as democratic a way as possible. This was done by thoroughly arguing out issues, and then arriving in agreement to a solid stand which was felt to represent membership interests. There were not always easy times for the Committee, particularly in the reality that a successful strike can only be won by unions whose members are totally in accord with their contract demands, and extremely visibly active. Although the membership expressed their agreement with contract demands over and over again, an actively involved membership was sadly lacking throughout the strike, there was no direct fault of the Contract Committee.

It is the responsibility of the membership to speak their peace and to provide the Contract Committee with direction on which to act. This membership did to a great degree. The membership certainly spoke when they decided to conduct a study session, which threw the University for a loop. The membership wholly endorsed the objectives set by the Committee, and made it plain that the issues on the table were solid worthwhile objectives, of which the most important was, of course, WAGES. The membership went further and gave a very strong strike mandate, on which the Contract & Strike Committees jointly acted. Your belief that the elected representatives of the union did not accurately represent the AUCE membership, but only the majority of those in attendance at the Union meetings, is wholly unfounded. Every member of AUCE has the democratic right, responsibility and privilege of attending their union meetings, and every provision is made for people to do so. Members were continuously encouraged to attend by their Contract Committee. An unfortunate contrariness of the democratic system is that the individual has the democratic right not to exercise his/her democratic right, or not to attend union meetings (how else do you think that this country could possibly be governed by roughly 45%). As such, the Contract Committee had no option but to take membership attendance as totally representative of the membership as a whole, and members who did attend were continuously asked for direction by the Committee.

What was probably more important than membership attendance is that the strike vote, legitimately conducted, was in fact representative of the membership, and expressed their agreement with contract demands, the vote being based on such.

Nor is it fair of you to say that the next set of negotiations, and the set after. Sure, we won our strongest wording on the issue of leave of absence for union officers; we won the right to take our fall tuition waiver (currently we fought the University's abhorrent leave of absence clause, their 3-yr. contract proposal, and we won; and we won 19.5% over two years! (BCGEU won 9%/yr. for 3 yrs)). If nothing else, it leaves us with $150-$200/mo. more than similar classifications in the private sector! That's progress! (It left both parties frustrated and depleted, with many hard lessons learned, and still much more to think about. Proper, good or bad, will be seen in 1982, and in the
We have been under no illusions whatsoever that "strike is the only possible answer to our demands". We went on strike at the time we did out of sheer necessity, not illusion. Were our membership to be under such illusions, we would be striking year after year, and we would surely have a membership entirely willing to do so.

Yes Marcel, there is indeed all the hope in the world for AUCE! The end result of this "traumatic strike" shows us that our answer to AUCE’s integrity and existence lies not in passing the buck through merging, nor in unjust criticism of a committee which has done its utmost in representing membership wishes throughout a very difficult and frustrating set of negotiations, but only in reorganising divisions, continued encouragement of active member participation at union meetings, and taking pride in what AUCE is and represents. AUCE became strong only through hard work, enthusiasm, and strong commitments from members. So, you see Marcel, AUCE really does exist, and it exists because it is very special and unique. AUCE is our union— it works for us because we make it work. AUCE will continue to thrive and grow on principles of democracy, good leadership, and much, much PRIDE!

IN SOLIDARITY,
Your Fellow Contract Committee Members,
Nell Boucher
Ann Hutchison
Cathy Mooney
Nancy Wiggs
Suzan Zagar

We are an organization top-heavy with theorizing. The cake in this case was built on sand. We are an organization whose membership is not convinced of the value of its trade union. AUCE must provide itself with a better model AUCE has by its very nature, the University is well on its way to embracing a new culture. AUCE as a union requires a different application of time and effort. AUCE has a unique role to play in the University. AUCE has a role to play in the University. AUCE has a role to play in the University.

The cover of this month's newsletter is undoubtedly schmaltzy. Although visually it comes cuteness, the message of "getting organized" slices through to the heart of our present state of affairs. Organizing the AUCE has always been the moral of AUCE—democratic AUCE is the need to be a strong AUCE, hence a strong AUCE, and a strong AUCE. One would think that AUCE is a hothead of intense member participation, with an Executive and office staff riding the wave of membership concern and interest. Such, unfortunately, is not the case. For too many years we have been burdened in the "glory" of our earlier successes, blinded by the necessity of losing the AUCE, and developing a new AUCE, with in spite of the present debate on affiliation, that is the task we now confront.

As various groups pursue their cherished positions on affiliation, we hope that the goal of making our organization a viable and responsive trade union is not trampled in the dust. Whether we affiliate to some other union or either reorganize or merge with an existing union, the above task will haunt us. Much of our energy over the years has been devoted to titling at windmills and then replacing them and to re-inventing the wheel. High profile issues such as the ABF contract negotiations, on whose increases and paid positions, etc., have served to deflect concern and energies from the gap of what we think we are and what we actually are.

With a two-year contract we have a much-needed respite. We must get the Bi-Weekly Pay Period and Benefits Committees functioning with this in mind. In this instance will be our formulating and articulating some vital important proposals; the icing will be any acceptable changes negotiated by March 31, 1981. We can no longer shirk away from our pay grade structure and its recurring problems — the Job Evaluation Committee. Two pivotal Committees need broader membership representation — the Grievance and Communications Committees. The Executive, always craving a transfusion of new blood, has to get down to analyzing our practically nonrubid Division structure, with a view to either re-vitalizing it or scrapping it.

One suspects that an organization just might be built on sand if it feels compelled to make constant references to just how democratic it is. Surely some of the ingredients must include dedication, discipline and participation on the part of both those involved and the membership. If we find ourselves in the position of feeling confidence that every turn of the road, or if we actually believe that simple affirmations will make things palatable, then we know we have neglected the base of our trade union. If we have any hope of fulfilling some of our aspirations, the base on which the Union is to be reorganised, must be more secure and more honest. That is our task. If we choose to ignore it we will assume the mantle of a staff association, rhetoric aside.

To forge a democratic body is continuous process. Members will avail themselves of the opportunities to participate. It simply is not good enough to sit on the sidelines and nit-pick, groan, whine, bitch, cry sorely. We urge you to volunteer for a Committee and to resign at the first glimpse of a divergent opinion and then to cast aspersions on the state of the Union based solely on five minutes of participation. And, it is annoying and counterproductive to fill the vacancies in the AUCE committees which are not filled the duties. One aspect of democracy is theorizing, the other is getting down into the trenches and slog it out over an extended period of time—a process which you hope to win, with integrity intact. We are an organization top-heavy with theorizing. The imbalance has to be redressed. There is no time like the present.
August 27, 1980

Dear A.U.C.E. Member:

At this time of year small debts have probably grown due to vacations and typical summer enjoyment. It is a good time of year to re-arrange your financial requirements. Your Credit Union is conveniently located to help you in this regard. We offer personal loans at very competitive rates. All applications are considered and usually the loan is approved within the day. We also offer a Line of Credit which is used in conjunction with your chequing account. The Line of Credit allows you to over draw your chequing account to a predetermined amount by simply writing cheques. For more information on these services plus the many other services we offer please call into our branch and talk with any of the staff. We are located in the University Village at 2150 Western Parkway. If you require a loan or a Line of Credit please call the branch at 224-2364 and arrange an appointment with the manager or loans officer.

Our office hours are: 10a.m. to 5 p.m. Tuesday to Thursday
10a.m. to 6 p.m. Friday
10a.m. to 1 p.m. Saturday

Yours truly,
B.C. TEACHERS CREDIT UNION

Aug 25 1980

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Memo to: AUCE Local #1 Union Office
c/o Campus Mail

From: Nancy Wiggs, member Board of Directors
Graduate Student Centre

Date: August 21, 1980

Since many of your members are eligible for membership in the Graduate Student Centre, we write to ask that the following announcement be included in your next newsletter.

Thank you.

GRADUATE STUDENT CENTRE OPERATING HOURS

<table>
<thead>
<tr>
<th>Centre:</th>
<th>Monday to Friday</th>
<th>Saturday</th>
<th>Closed Sundays and Holidays</th>
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<tbody>
<tr>
<td></td>
<td>9:00am-12:00 midnight</td>
<td>4:30pm-12:00 midnight</td>
<td></td>
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<tr>
<td>Cafeteria:</td>
<td>(food is usually better than SUB's and certainly less hectic)</td>
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<tr>
<td>Monday to Friday</td>
<td>9:15am-7:00pm (snacks)</td>
<td>11:30am-1:30pm (LUNCH)</td>
<td>5:00pm-7:00pm (DINNER)</td>
</tr>
<tr>
<td></td>
<td>11:30am-7:00pm (licenced)</td>
<td>10:00-11:00am special rates on coffee -- 10¢</td>
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<tr>
<td>Lounge:</td>
<td>(darts available from office until 4:30pm after which time they are available from bartender, &amp; please enjoy the art displays)</td>
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<tr>
<td>Monday to Friday</td>
<td>12:00noon-1:15pm (Sandwich lunch)</td>
<td>11:00pm-12:00 midnight (also Fridays 4:00pm-12:00 midnight)</td>
<td>5:00pm-7:00pm (licenced)</td>
</tr>
<tr>
<td>Beergarden:</td>
<td>(we try to have the lowest prices around)</td>
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<tr>
<td>Friday</td>
<td>3:00pm-6:00pm</td>
<td>During summer in the Garden Room During winter in the Ballroom</td>
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</table>

Unfortunately, since the Centre is a private club, you may be requested to produce your membership card, so please remember to bring it with you when you come. (For information on how to become a member, please contact the Centre)

Hope to see you soon.

Nancy Wiggs
Sexism at Work

Urban Reader
Reprint


BOOKS
Equal pay for work of equal value an issue

Workers fight pay bias, RCMP

Rape Relief House
WALKATHON

We are holding this Walkathon to raise money that will help create a house where women who have been victims of violence can find safety; where, working together, we can begin to take back the control of our lives that has been denied us. A place where we have choices and can make our own decisions, stand for ourselves and with each other.

WE ARE INVITING YOU TO WALK WITH US OR TO SPONSOR A WALKER

STAND WITH US
WALK WITH US
FOR A WOMEN'S SHELTER

STANLEY PARK SEAWALL
11AM SUNDAY OCTOBER 5th

CHILDCARE PROVIDED

FOR INFORMATION AND PLEDGE SHEETS CALL JONI OR CHRIS 872-8212

THIS IS ALSO A POSTER AND HAS THE RIGHT TO BE HERE
Europe's Most Widely Performed Playwright******** Dario Fo.
New York Director ** R.G. Davis.
Vancouver's Leading Experimental Theatre Company **** TAMARIND.
Coming together to create vibrant and challenging political satire.

WE WON'T PAY!
WE WON'T PAY!

Translated by R.G. Davis.
In 1974, 1,000 women in Milan told their friendly neighbourhood supermarket manager to stop trying to get away with 'a little bit more'. They offered him last year's prices... take it or leave it!
The play, based on this actual event, uses story-telling techniques and zany vaudeville routines while following the lives of two families swept up in the cataclysmic waves of inflation.
It will make you laugh; it will make you mad; but most of all it will make you think.

PREVIEW: Fri., SEPT 11th 8:30 pm
PERFORMANCES: TUES-SAT. 8:30 pm
SAT.MAT: Pay-What-U-Can 2:30 pm
(Sept.20,27 & Oct. 4)
SCHOOL MATS: WEDS. 1:30 pm

PRICES:TUES-THURS $4.50
WEEKENDS $6.00
PREVIEWS $3.50

PLEASE NOTE!
We will be holding our occupational health series for women on Wednesday, October 15, 22 & 29 at 7:30 pm at Mount Pleasant Neighbourhood House, 535 East Broadway.
Wednesday, October 15 - "Working for Your Life" - a film on working women.
October 22 - Farmers & Pesticides
October 29 - Clerical Workers
We would appreciate any input your members can give us, and we hope they will come to these sessions.
See you then!
Colleen
Women's Action on Occupational Health
Women are exposed to health hazards wherever we work: in offices, factories, restaurants, in our own homes, and as agricultural, domestic, and laboratory workers. The dangers we face in our workplaces have been overlooked historically and the problem continues to receive little attention.

Whoever would have thought that homes and offices were dangerous workplaces?

Health and safety issues relating to the home and office have long been invisible to the public, and often even to the workers. Yet, in fact, women who work in the home doing housework and caring for children are subject to back problems and stress and are daily at risk from exposure to toxic cleaning chemicals with microwave ovens presenting yet another threat to health. We have also learned that serious problems for office workers include chemicals from copying machines, fluorescent lighting, poor seating, and low-level radiation (microwaves) from word-processing machines.

Women in non-traditional jobs, such as mining and construction are faced with a load of yet-unknown dangers; the health effects on women working with lead, benzene and uranium, for example, are just being learned.

Who cares about health and safety?

Not the employer! For the sake of higher profits, employers prefer to replace injured workers rather than spend money to make the workplace safe. Screening workers for vulnerability to job hazards is becoming commonplace; the results are then used to discriminate against potential employees rather than to eliminate workplace dangers. This practice particularly affects women who are being "protected" right out of some jobs, especially non-traditional, high paying jobs. In many industries, women have been coerced into sterilization in order to keep jobs that harm fertility.

DO WORKERS' HEALTH ISSUES END AT THE WORKPLACE?

Workers' health is a public health issue!

Industry endangers not only the worker, but the community as a whole in the production of toxic substances and in the pollution of the environment with waste products. The manufacturing of pesticides, for example, is as much a concern for the community as for the worker.

Workers' health is mental health as well as physical health. Stress and other effects of unsafe working conditions have consequences that extend beyond the workplace and affect the individual, the family and the community. Alcoholism and depression are two of the more common problems that confront industrial, home and office workers.

What is Women's Action on Occupational Health?

Women's Action on Occupational Health began in December 1979 with a group of women in Vancouver. We wanted to begin working locally on health and safety issues from a feminist perspective that sees all women as workers and as concerned members of our communities.

We are mainly a resource group. We want to share the information we are collecting from groups all over North America. It includes specific hazards and occupations, legal procedures, organizing ideas.

We are also undertaking research in particular areas, such as pesticides from both the workers' and the community's perspective, clerical workers' health issues.

We are working on a public series format which will highlight areas of concern for women workers.

We are planning to produce a regular bulletin on women workers' health issues.

What do we want from you?

We want to know what you see as health issues in your work. If you're in a union we want to hear how health issues are handled. We welcome your comments, your questions, your ideas.

Contact us: Women's Action on Occupational Health
1501 W. Broadway, Vancouver, B.C. 736-6696
Minutes
Membership Meeting - Thursday, July 24, 1980
12:30 - 2:30 pm.

Ray Galbraith, the Secretary-Treasurer, opened the meeting with a couple of announcements. The first was that there would be no recording; the second was that the next meeting of the ADCE Members CLC Affiliation Caucus was scheduled to take place on July 28th in the Britannia Community Centre.

Ray then announced that as the President and the Vice-President had both resigned that it was necessary to elect a chairperson for the meeting from the floor. He cited Section 31 - Absence of Presiding Officer) of Bourinot's Rules of Order. Lissett Nelson was duly elected by acclamation to chair the meeting.

1. Adoption of agenda:

Two further items were added to Opening Nominations: Vice-President and Local Reps to the Cross-Local Health and Safety Committee.

- Moved by Ann Hutchison
- Seconded by Lid Strand
- The motion was CARRIED.

- Moved by Helen Galvino
- Seconded by Jet Blake
- The motion was CARRIED.

Susan Zagar then requested that the motion be reconsidered as she felt that we should attend to more pressing internal Union business first.

- Moved by Susan Zagar
- Seconded by Nancy Wiggs
- The motion was CARRIED by more than the required two-thirds vote.

The following motion was back on the floor:

- THAT ITEM 11 (SPKERS) BE MOVED TO 6 (8) ON THE AGENDA.

The motion was DEFEATED.

- Moved by Lid Strand
- Seconded by Carole Cameron
- The motion was CARRIED.

2. Adoption of minutes:

Ray Galbraith indicated that the package of minutes available at the door was too detailed to deal with at the meeting.

- Moved by Ray Galbraith
- Seconded by Linda Tretiak

The motion was CARRIED.

3. Business arising from the minutes:

As no minutes were adopted, there was no business arising from the minutes.

4. Business arising from the correspondence:

Ray Galbraith announced that a list of correspondence would be printed in the next newsletter.

- Moved by Ray Galbraith
- Seconded by Nancy Wiggs
- THAT BUSINESS ARISING FROM THE CORRESPONDENCE BE DEFERRED TO THE NEXT MEMBERSHIP MEETING IN AUGUST.

5. Opening Nominations:

Provincial Representative (1): Nancy Wiggs was nominated.

President: Neil Boucher, Michelle McConnon, and Nancy Wiggs were nominated.

Vice-President: Judy Blair and Lid Strand were nominated.

Grievance Committee (1): Ted Byrne was nominated.

Health and Safety Committee (3): Shirley Irving, Rosalind Turner, Shari Chane, Darlene Bailey and Helen Clunies were nominated.

Nominations were also opened for the Job Evaluation Committee (2): Ann Hutchison, Judy Wolch, Ted Byrne and Linda Tretiak were nominated.

Nominations for all of the above positions were to remain open until the next membership meeting.

Closing nominations:

Caucus (2): Judy Wolch was elected by acclamation. The position for the remaining Trustee was to be re-opened at the August membership meeting.

Bi-Weekly Pay Period Committee: The following members were elected by acclamation: Neil Boucher, Nancy Wiggs, Linda Tretiak, and Vicki Ayers.

Benefits Committee: The membership of the Committee was expanded to six. The following members were elected: Neil Boucher, Judy Wolch, Susan Zagar, Nancy Wiggs, Patricia Waitford, and Lid Strand.

6. Secretary-Treasurer's report:

Ray Galbraith explained that there were two financial statements, one for May and the other for June, to present.

- Moved by Ray Galbraith

Ray stated that this was an extraordinary month for both income and expenses. During May the Union had secured $85,000 in loans and had transferred $50,000 from the Strike Fund to the Savings 100 Account. The greatest expense was strike pay. Other than that it was almost business as usual. Ray did point out an additional office expense for petty cash should have been included under Notes on Expenses.

The motion was CARRIED.

- Moved by Ray Galbraith
- THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT FOR JUNE ENDING JUNE 30, 1980.

Ray said that the extraordinary expenses for the month were the picketers' retroactivity. Other than that the interest on the $50,000 loan was the only unusual expense.

The motion was CARRIED.

Ray then reported that the original $50,000 loan plus interest had been paid, while $10,000 of the $30,000 loan had been retired. This was done with the June 30th assessment which generated approximately $62-63,000. Ray then indicated that the next assessment poll ballot was awaiting further expense information from the University, expenses related to the picketers' vacation leave and pension plan payments. He stated that the assessment would probably not be much over $30 and that options for repayment or deduction schedules would be included on the ballot.

Ray said that the Executive had established an Executive Sub-Committee to look into any problems which had arisen in regards to the bonus payments and assessments deductions. Letters of thanks for all donations received during and after the strike had been sent to the respective parties. Ray also announced that our Labour Grant application had been successful and that it would be used to defray costs of the Stewards' Seminar.

Ray then presented the Audited Statement for 1979 - the Auditor's report stated that, although not every receipt and revenue could be accounted for due to the type of organization, the books were in order.
7.

Grievance Committee report:

Carole said that the Retirement arbitration award had been received, that we had won part of it and lost another part. The University had the right to automatically retire employees at the age of 65, but departments could keep members past the age of 65, at which point those members would receive all of the benefits of the contract. She stated that it was of utmost importance to re-word the clause in the future. Carole added that one of the members involved in the grievance was to receive approximately $9800 in back pay.

Carole referred to the University's position on joining the Dental Plan. If a member did not start working for the University at the beginning of the month, she/he would have to wait until the beginning of the next month for the three month period of eligibility to begin. Carole said that she had discussed this interpretation with Ann Hutchison.

Carole referred to the pending re-organization of the Education Department saying that the problem was common on Campus and that it was important to resolve the issues to our satisfaction. Lissett then passed the chair to Ray Galbraith and proceeded to explain why it was vitally important to use Union publications to broadcast issues and problems such as the one in Education to the rest of the Union. Such actions were of potential embarrassment to the University.

Neil Boucher then asked about the status of the money deducted for the study session in April. Carole explained that an Industrial Labour Relations Officer dropped by the Union Office and suggested that the Union and the University get together to work out an acceptable solution. Carole said that she was in possession of the case and that she would try to use it and that she would push the case. Neil encouraged the Union office staff to give it top priority as the matter concerned hundreds of AUCE employees.

7(b).

Provincial report:

Lid Strand reported that some exciting things had occurred. Local #6 at SFU had signed its first contract, an agreement containing a 2% settlement and a precedent-setting clause preventing sexual or political harassment on the job. He said that ballots from the Provincial were still in the mail and that those ballots covered the slate for Provincial President. Carole said that the increase in membership was due to the new Co-ordinator (Provincial), Lid provided some rationale for an increase in the Per Capita Tax and for the recommended paid position of the Co-ordinator – it was needed for resources and for the strengthening of the Provincial in all areas. The Secretary-Treasurer was overworked and with the second position proper in exciting, and inter-local communications could be established.

Lid said that on August 18th the second affiliation ballot was going out and that this one would encompass the choice of affiliating with the CIC, the CUU, other organizations, or abstention.

Moved by Ann Hutchison
Seconded by Susan Zagar
THAT THE NEXT MEMBERSHIP MEETING BE HELD ON AUGUST 14, 1980 AND THAT THE MEETING BE TWO HOURS IN LENGTH AND THAT IT BE CONCERNED WITH THE AFFILIATION QUESTION.

Ann Hutchison provided the motivation for the motion stressing the necessity for a debate on the issue of affiliation. Since the strike, she emphasized, more members had taken a serious interest in the question.

The motion was CARRIED.

Lid Strand stressed the need for a strong Provincial regardless of the affiliation vote result. Lissett Nelson added that at the last Executive meeting it was decided to allow any group of members to use the office facilities for the affiliation debate.

8.

Appointment of the President:

Lissett Nelson stated at the outset that there was no planned structure to this item on the agenda, that the core of information was contained in the last bulletin that was delivered to members. Lissett relinquished the chair and indicated that the Executive decision to request Marcel Dionne's resignation was not a personal war, nor was it a retaliative measure. It was that the President did not make a right decision or take a correct position and on the basis of the action in Copy & Duplicating, he should have been asked to resign.

A member added that she felt that the whole affair was a witch hunt, that the President had been tried and buried in one sweeping motion. She felt that the membership should have decided the issue and that the Executive's action was detrimental to future membership participation.

Another member, Kitty Cheema, said that she realized the fact that the Union was not taking up the case for a full investigation of rumours, that this one instance may not have been an isolated incident.

Nancy Wiggs referred to Simeon Garrett's (the member who originally asked for the investigation) desire not to lay formal charges. She said that the ones on the Executive was to get back to the membership and that was what was going to happen. She said that since there were no charges and since the accusation was found to be accurate, Marcel Dionne's requested resignation was in order.

Ann Hutchison said that what concerned her was the accuracy of the reports that were circulated to the membership. She then referred to a few of what she considered to be factual errors.

Moved by Ann Hutchison
SECONDED BY SUSAN ZAGAR
THAT THE INACCURACIES IN THESE REPORTS BE CORRECTED AT THIS MEETING.

Lissett Nelson passed the chair to Ray Galbraith and spoke against the motion. She said that two members of the Executive had been empowered to write one of the reports and that it was not necessary to talk about a phrase here and a phrase there.

The motion was CARRIED.

Nancy Wiggs stated that the reference to Marcel Dionne not being able to run for future positions was incorrect. Joan Preleaven added that the printer did not go to Copy & Duplicating to identify the work, that it was identified over the phone. She said that the last paragraph was totally Lid Strand's position and not Marcel Dionne's. She felt that the Executive Sub-Committee was more accurate. Jerry Andersen suggested that names should have been attached to both reports. The discussion about apparent inaccuracies continued until a member suggested that the discussion not go on endlessly – she recommended a more accurate report be prepared and presented to the membership.

Moved by Lissett Nelson
SECONDED BY VICKI AYERBE
THIS MEETING ENDORSES THE EXECUTIVE'S DECISION TO ASK THE UNIVERSITY FOR MARCEL DIONNE'S RESIGNATION OVER THE COPY & Duplicating AFFAIR.

As Lissett had left the chair to move the motion, she provided the motivation. She stated that the Executive had to play a leadership role and that if there was some dissatisfaction within the membership could elect a new Executive at the next set of elections. Another member, Dilma Nugget, stated the Executive had erred badly when it took upon
Minutes

PRESS RELEASE

August 25, 1980

At a recent general membership meeting of the Association of University and College Employees (A.U.C.E.) Local 1, the following motion, in opposition to the Ku Klux Klan was passed:

Motion

"That A.U.C.E. Local 1 opposes racist and fascist violence. In light of this we oppose the promotion of the Ku Klux Klan in Canada. That we say: An injury to one is an injury to all. On that basis we pledge to actively oppose racist and fascist violence against the Canadian people on all fronts and specifically the organization of the Ku Klux Klan in Canada at this time."

- FOR IMMEDIATE RELEASE -

Minutes

MEMBERSHIP MEETING - Thursday, August 14, 1980
UBC 2
12:30 – 2:30 p.m.

Ray Galbraith called the meeting to order with an announcement that a meeting on the Nicaraguan situation was to be held at the Britannia Community Centre on August 23rd. Ray said that the section on the resignation of the President had to be removed from the agenda because the appropriate Committee had been unable to complete its report. Furthermore, he said that a motion would be in order to defer the closing of nominations for the President. He explained that such was the case as the last membership meeting had deferred a motion of support for the Executive in requesting the resignation of the President.

Neil Boucher took exception to this interpretation and stated that it was important that this meeting elect a President and possibly a Vice-President. Further discussion, if any, was to take place under the adoption of the agenda.

Ray then announced that the Grievance Committee would present a motion in regards to the departmental changes in Education - that it would be an emergency motion sending the matter to arbitration.

Ray explained that a chairperson would have to be elected from the floor according to Bourinot's Rules of Order. Such an election occurs when the Union has neither a President nor a Vice-President. Neil Boucher was elected by acclamation.

1. Adoption of agenda:
   Moved by Kitty Cheema
   Seconded by Lid Strand
   The motion was CARRIED.

   Moved by Carole Cameron
   Seconded by Helen Glavina
   The motion was CARRIED.

2. Adoption of minutes:
   Moved by Ray Galbraith
   Seconded by Lid Strand
   The motion was CARRIED.

   Moved by Ray Galbraith
   Seconded by Lid Strand
   The motion was CARRIED.

It should be noted that where Marcel Dionne either moved or seconded any motions that he handed over the chairing role to Ray Galbraith. Nancy Wiggins felt the Executive should explain meeting procedures to the membership.

The motion was CARRIED.

Moving by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

Moving by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT OTHER BUSINESS BE MOVED TO 6 (B) TO DEAL WITH A MOTION IN REGARDS TO THE KU KLUX KLAN.

THAT THE ITEM ON THE RESIGNATION OF THE PRESIDENT BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING.

THAT THE AGENDA AS AMENDED BE ADOPTED.

THAT THE MINUTES OF THE APRIL 9, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

THAT THE MINUTES OF THE APRIL 29, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

THAT THE MINUTES OF THE MAY 6, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

THAT THE MINUTES OF THE MAY 13, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

THAT THE MINUTES OF THE MAY 29, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.
Murray

3. Business arising

5. Secretary-Treasurer's Opening Nominations:

There were no business arising from the minutes.

Opening Nominations:

Trustee (1): No nomination was forthcoming. Nominations were to remain open until the September membership meeting.

Closing Nominations:

Local Reps to the Cross-Local Health and Safety Committee (3) - Shirley Irving was elected by acclamation. Nominations were to be re-opened in September.

Provincial Rep (1) - Kitty Cheema was elected by acclamation.

Joe Evaluation Committee (2) - Murray Anderson and Linda Westlink were elected by acclamation.

Ann Hutchison was to attend meetings as an interested party.

Vice-President - No nominations were forthcoming. The position was to be re-opened at the September membership meeting.

President - Nancy Wiggs was elected by acclamation.

Grievance Committee (1) - Ted Byrne was elected by acclamation.

Neil Boucher relinquished the chair to the new President, Nancy Wiggs.

5(b). Education Dept. grievances:

Helen Galvina provided the motivation. She indicated that the University had provided a deasultory Step 3 response and that the aspect of trade union activity discrimination was part and parcel of the grievance. Lid Strand stated that the main bone of contention was that the University was choosing the secretaries they wanted for the positions.

Lissett Nelson added that one of the main concerns was the respect of members' seniority - the University had no respect for seniority when transfers of an involuntary nature were involved. Furthermore, a series of clauses had been violated by the University.

The motion was CARRIED.

6. Secretary-Treasurer's report:

Moving by Ray Galbraith

TNT THAT THE MEMBERSHIP OF AXCE LOCAL #1 ADOPT THE FINANCIAL STATEMENT FOR THE MONTH ENDED JULY 31, 1980 AS CIRCULATED.

Ray explained that there were some items of interest on this month's statement. The most notable being the cost of the strike and dues deposit, the Petitioners' Strike Assessment, the repayment of the $50,000 loan and the partial repayment of the $35,000 loan, and the pay for Union negotiators. Total assets as of July 31, 1980 were $18,921.54.

Pat LeVaux suggested consideration be given in the future to placing a limit on the legal fees. Neil Boucher asked whether or not the amount paid for fringe benefits included holiday pay for the picketers. Ray responded that it did not and that he was in touch with Maggie Clark in Employee Relations to determine what monies were necessary to reinstate the holiday time lost by the picketers in May. He added that Nancy Wiggs had thrown a twist into the works with a precedent that indicated that holidays accrued automatically regardless of an interruption from work caused by a strike. Ray said that this new information was being taken into consideration. Jerry Andersen recommended that an outstanding liability statement accompany each financial statement. Ray replied that this was a good idea and that the process would be implemented with the next Newsletter or with the next statement in September.

The motion was CARRIED.

Ray stated that the costs of the strike and those still remaining had been compiled. The Union owed $26,508.18 on the $35,000.00 loan and approximately $1,462.81 for picketers' holiday pay. An assessment of approximately $33 would retire all outstanding strike-related debts. The option to have three deductions of $11.00 each was to be included on the ballot. The ballot list would be composed, run-off and sent to the membership in early September. If the result was positive the first assessment or total assessment would be deducted at the end of September.

Ray announced that member queries in regards to bonuses, retroactivity, strike pay and the $50 assessment had been investigated and that he was in contact with members by the end of the month. He also announced that the Provincial's Per Capita Tax referendum had been defeated and as a result the Local would require $1500 a month more in revenue. Ray also mentioned that even prior to the strike we had been unable to meet a constitutional by-law which required that 10% of the monthly dues be deposited into the Strike Fund. Ray said that an investigation of the last year's financial statements indicated that our income and expenses practically cancelled each other out - hence we had been unable to deposit the appropriate amount into the Strike Fund.

Moved by Ray Galbraith

THAT THE MEMBERSHIP AUTHORIZES THE EXECUTIVE TO COMPENSE PROPOSED WORK FOR A REFERENDUM BALLOT FOR A DUES INCREASE AND THAT THE REFERENDUM BALLOT BE BROUGHT TO THE SEPTEMBER MEMBERSHIP MEETING FOR APPROVAL.

Ann Hutchison suggested that the ballot list the cost of the various alternatives.

The motion was CARRIED.

A further item had to be attended to - the $859.50 loan that the Provincial had extended to Local #1 to process the Section 7 (Operating Engineers' strike in 1978). Ray stated that the Provincial had requested that the money be repaid in order to clear their books.

Moved by Ray Galbraith

THAT THE MEMBERSHIP AUTHORIZE THE REPAYMENT OF THE SECTION 7 LOAN.

Seconded by Susan Zagari


The motion was CARRIED.

Ray informed the membership that the August $5.00 Strike Fund assessment was due to be deducted at the end of August and that the process was enshrined in our By-Laws. In response to a member's question and suggestion, Ray agreed to provide a statement of extraordinary expenditures which could occur throughout the year.

(a). Motion re: Ku Klux Klan:

Moving by Kitty Cheema

THAT AXCE LOCAL #1 OPPOSES RACIST AND FASCIST VIOLENCE. IN LIGHT OF THIS WE OPPOSE THE PROMOTION OF THE RU KLU KLAN IN CANADA BY THE U.S. AND THROUGH A HANDBOOK OF RICH IN THIS COUNTRY. THAT WE SAY: AN INJURY TO ONE IS AN INJURY TO ALL. ON THAT BASIS WE PLEDGE TO ACTIVELY OPPOSE RACIST AND FASCIST VIOLENCE WITHIN THE CANADIAN PEOPLE ON ALL FRONTIONS AND SPECIFICALLY THE ORGANIZATION OF THE RU KLU KLAN IN CANADA AT THIS TIME.

Kitty's motivation encompassed a pamphlet of the East Indian Defence Committee. When Kitty had finished, a short but lively discussion ensued.

Moved by Rosalind Moore

THAT THE MOTION BE AMENDED TO READ: THAT AXCE LOCAL #1 OPPOSES RACIST AND FASCIST VIOLENCE. IN LIGHT OF THIS WE OPPOSE THE PROMOTION OF THE RU KLU KLAN IN CANADA. THAT WE SAY: AN INJURY TO ONE IS AN INJURY TO ALL. ON THAT BASIS WE PLEDGE TO ACTIVELY OPPOSE RACIST AND FASCIST VIOLENCE ... AT THIS TIME.

The motion as amended was CARRIED.
RAW TEXT:

Affiliation debate:
Nancy Wiggs informed the meeting that the affiliation debate would be led by three speakers, one for each of the main options. Lissett Nelson said that Lexi Clague would speak on behalf of those members supporting affiliation to the CLC through merger, Lid Strand would speak for affiliation to the CUU group, and Nancy Wiggs would present the position for those members favouring affiliation to the CLC intact by lobbying. After the three speakers the floor would be opened to debate. Each speaker presenting an option would have ten minutes to do so.

Lexi Clague stated that with merger we could maintain the goals and principles of AUCE and that our membership could remain strong and democratic. She felt that the CLC would deal from a position of strength in line with the majority of Canadian workers. Lexi briefly reviewed AUCE's history with strikes and touched upon the financial security we would enjoy under the CLC umbrella. She said that the difficult part of being a union was in the day-to-day policing of contracts - as part of the CLC we would be able to consistently process grievances. The CLC was more actively involved in the issue of women's rights than it had ever been. She returned to the theme that merging did not mean submerging our identity and autonomy. It was not realistic for us to expect joining the CLC intact. Lexi felt that the CUU did have some similarities that it was coming with on-the-job action and servicing members' needs, but she said that their strikes were usually long-drawn-out affairs. Public sector employees were now under intense pressure and it would be preferable to merge with another public sector union. In conclusion, she stated that it would be better to be in the House of Labour affecting policy than remaining out in the cold.

Lid Strand presented the option of affiliating to the CUU. He indicated that he had been a member of the Provincial Committee which thoroughly investigated all available options and which interviewed many other trade unionists. He said that stories from the CLC rank and file often bore no resemblance to those of the CLC leaders. He said it was often very difficult to get adequate servicing from the larger unions such as AUCE. He pointed out that AUCE had only negotiated a three year contract of 8% in each of the three years, and that was done with their vast reserves. The CUU offered to merge with them which would leave us in our present situation except that we would be paying $1.41 a month more. He felt that the CUU was totally consistent with AUCE's structure and goals. Although the majority were male workers, unions in the CUU such as CATWAN were leading strikes that furthered the cause of working women. The CUU was founded because the CLC was not serving its interests. The CUU was in the vanguard for forging new areas in contract benefits - the CUU pickup on the CUU's benefits as a result of the CUU's struggles. In the CUU the local memberships are responsible for research. By affiliating to the CUU, AUCE could exert a great deal of influence on CUU policy. We would get direct representation on the National Executive.

Nancy Wiggs spoke briefly for the third option that of affiliating to the CLC intact as AUCE. She stated that she favoured the CLC over the CUU, but that she was opposed, totally, to getting rid of AUCE just to merge with someone else. Discussion from the floor ensued. One member suggested that the membership was not that interested in the debate, recommending that we not get into a situation where we have to pay more. Another member felt that we had an excellent contract and that it was precedent setting in some areas. He felt that we should seriously explore the option of affiliating intact and independently. Yet another member opined that the CLC was more responsive to political and other change than the CUU.

A speaker presented the point that we did have a contract worth safeguarding and protecting and that we faced the prospect of declining growth at the University. She felt the job security was the key issue for the future and that a union like AUCE was very strong in this area due to its no lay-off clause provisions. A further speaker argued that affiliating intact as AUCE - she felt that someone else could do no better for us than we could do for ourselves. Co-operation with the trade union movement could be fostered without merging.

WEATHER: TOO MUCH PRESSURE

A Business Woman's Soliloquy

To wed or not to wed, that is the question.
Whether 'tis better, after all, so marry
And be cajoled and bullied by a husband,
Or to take up stenography or clerking,
And slave, alas! for someone else's husband?
To love—tis wed—and by a wedding end
The struggles and the thousand petty cares
That "slaves" are heir to—'tis rare vocation
Dreadfully to be wished for! To wed—
To wed—perchance divorce! Ay, there's the rub.
For in that dream of bliss what joys may come
When we have cast aside our little jobs
Must make us wary. There's the scaffold
That makes so many spinsters hesitate:
For who would bear the long, eternal grind
The employer's joke, the chief clerk's contumely.
The insolence of the office boys, and smoke
Of last week's stories clinging to the hair
When she herself may quickly end it all
By getting married. Who would not exchange
A dingy office for a kitchenette—
A keyboard for a cook stove or a cradle—
But that the dread of something worse to come
After the honeymoon—that life of chance
From whose dark bower so many have returned
By way of Reno—fills us with dismay.
And makes us rather bear the jobs we have
That fly to evils that we know not
For who would exchange
A business woman's existence
For a cradle or a kitchenette?

"See how well our automatic grievance machinery works!"

Moved by Ann Hutchinson
That a Press Release Be Issued Outlining Our Stand on the
Affiliation Issue, in the name of the AUUCU.
Seconded by Lid Strand.
That this motion be carried.
The meeting adjourned at 2:30 pm.
Correspondence

July 25/80 Copy of minutes of the first meeting of Committee Pro-Affiliation to the CLC
July 25/80 Letter from Trish Milford re: Benefits Committee
July 25/80 Request from Anita Bos for retroactive strike pay
July 29/80 "Without Prejudice" letter from seven of the petitioners
July 30/80 Communication from the Provincial re: 2nd Provincial Referendum on Affiliation
July 31/80 BCGEU new release calling for establishment of a press council
August 1/80 Letter from Susanne Lamla re: $50 strike assessment
August 5/80 Letter from Pontip Placzek re: $50 strike assessment
August 6/80 Letter from Clarence Saba re: proposed office rent increase
August 8/80 Letter from Ministry of Labour re: availability of speakers on Human Rights Code
August 9/80 BCTE course circular on "Import Writing for Professionals"
August 11/80 Letter from L.R.B. re: AUCE appeal of T. McIntyre arbitration
August 11/80 Letter from J. Kennedy re: United Way campaign
August 11/80 Letter from E. Clark re: Medical and Dental benefits of an AUCE member
August 11/80 Letter from G. Collcliffe re: working conditions in B.C. Communications
August 13/80 Communication from the Provincial re: SPWCL brief on patients' rights
August 15/80 Letter from Grant to Kenny re: retirement of AUCE members
August 16/80 Communication from the Provincial listing Executive members
August 16/80 Letter from our lawyer, Katy Young, re: potential arbitrator
August 16/80 Circular from Continuing Education re: course on capitalism and Marx
August 19/80 Letter from COPE requesting endorsement and support
August 19/80 Canadian Pension Conference brochure
August 19/80 Letter of resignation from Kim Jackson re: Grievance Committee
August 19/80 Letter from A. Leung re: Union membership
August 21/80 Circular from the C.C.C.A. - minutes and notice of special event
August 21/80 Brochure from BCTE re: seminar on successful labour negotiations
August 22/80 BCGEU 'news release' re: Brewery Workers' lockout
August 21/80 Brochure from C.O.P.A. re: employees assistance programs
August 21/80 Vancouver Community College notice of "Retirement Planning Workshop"
August 21/80 B.C. Fed 'news' re: opposition to the Utilities Commission Act
August 25/80 Letter from R.C. Sealey re: signing bonuses
August 25/80 Communication from Nancy Wagg re: membership in the Graduate Student Centre
August 25/80 Communication from O.S. Dept. of H.E.W. to Lid Strand re: Video Display Terminals
August 25/80 Communication from the Women's Action on Occupational Health
August 25/80 B.C. Fed 'news' re: opposition to the B.C. Supreme Court's injunction against the Teamsters' union in the Stacey's Furniture dispute
August 27/80 Letter from Patman Business College re: courses offered
August 27/80 B.C. Fed 'news' re: the call for immediate action and implementation of the recommendations made by the Coroner's Inquest Jury investigating the death of an infant on a Fraser Valley farm
August 27/80 Letter from the FRWU re: the availability of loans for AUCE members
August 28/80 Letter from the LRI re: exclusion of a Clerk from our bargaining unit
August 29/80 B.C. Fed 'news' re: the Teamsters' and Stacey's Furniture agreements
August 29/80 Communication re: the Rape Relief House "WOMEN'S NITE OUT" on October 5, 1980
Sept. 2/80 B.C. Fed 'news' re: the corroboration investigation into the purchase of Pacific Press and the Vancouver Province
Sept. 2/80 B.C. Fed 'news' re: the Federation's Annual Brief to the B.C. Govt.
Sept. 4/80 Letter from C. Cameron re: Turnover of Computer Operating staff

NEXT ISSUE DEADLINE:
September 30
MEMBERSHIP MEETING - THURSDAY, SEPTEMBER 18, 1980
IRC 2
12:30 - 1:30 PM.

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes - July 24th & August 14th Membership Meetings
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations:
   Opening - Secretary-Treasurer
   Grievance Committee (1)
   Communications Committee
   Closing - Vice-President
   Trustee (1)
   Cross Local Health & Safety Committee (2)
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Provincial report
9. Other Business:
   Proposed ballot wording for dues increase
   Committee reports