



on campus

association of university and college employees

September 1980



September 4, 1980

SEMINAR

 To: All AUCE Local 1 Shop Stewards

We are in the process of organising 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.

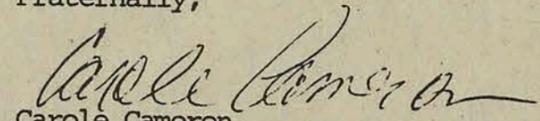
Because the position of Shop Steward is such a vital one it is important that everyone performing this role in the Union be able and willing to deal with fellow workers and management in the interpretation of the collective agreement and with any grievances that arise. The seminar this year will deal 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.

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.

Fraternally,


 Carole Cameron
 Union Organiser
 AUCE Local 1

STEWARDS

CURRENT Shop Stewards as of August 28, 1980

DIVISION A

 Sharon Newman
 Physical Education
 L.3838

 Penny Hanson
 Graduate Studies
 L.4556

 Lid Strand
 Registrar's Office
 L.2871

 Joan Ellis
 Registrar's Office
 L.2844

 Cathy Mooney
 Finance
 L.2055

 Charlene Rhindress
 Finance
 L.2292

DIVISION B

 Judith Willcox
 Dentistry
 L.2112

 Donna Brock
 Audiology & Speech
 L.5591

 Joan Cosar
 Pharm. Sciences
 L.3183

 Pat House
 Woodward Library
 L.2570

 Audrey Lowe
 Health Care & Epid.
 L.4496

 Diane Wilson
 Biochemistry
 L.3178

 Rosemary Morgan
 Med. Microbiology
 L.4726

DIVISION C

 Darlene Crowe
 Physics
 L.2472

 Wendy Courtice
 Zoology
 L.5807

 Kim Isaksson
 Chemistry
 L.3266

 Anneke Mair
 Chemistry
 L.3266

 Judy Wolch
 Commerce
 L.2170

 Margaret Nicholson
 Commerce (Real Estate)
 L.2195

DIVISION D

 Ruth St. Claire
 Forestry
 L.3542

 Jet Blake
 Bioresource Engr.
 L.2565

 Pat Hannah
 Bioresource Engr.
 L.2565

 Lexie Clague
 Geological Sciences
 L.2613

 Margaret Hoogendorn
 Education
 L.5225

 Janet Otto
 Education
 L.5366

 Diane Green
 Plant Science
 L.4384

 Vangie Rafols
 Ed. Administration
 L.6349

 Ivonne Scotchman
 Education
 L.5248

 Joy Korman
 Education
 L.6502/5808

 Alia Point
 Social Studies Ed.
 L.5374

DIVISION E

 Theresa Fong
 Computer Science
 L.3933

 Keith Moran
 Housing
 L.6711

 Judy Blair
 Housing
 L.2811/2812

 Susanne Lester
 Sedgewick Library
 L.2406

 Helen Glavina
 English
 L.5122

DIVISION F

 Sylvia Woodcock
 Anthropology/Sociology
 L.4136

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

Murriel Hawley
Economics
L.4129

DIVISION H

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

Judy Wright
Circulation/RBC
L.2519/3115

Joan Treleaven
Reading Rooms
L.2819

Karen Peplow
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
Prebindery
L.6509

Darlene Bailey
Cat. Records
L.3510

Kitty Cheema
Recon Unit
L.3241

Leeta Sokalski
Recon Unit
L.6509

Richard Melanson
Cat. Administration
L.3426

Gwyn Bartram
Space & AV Services
L.4400

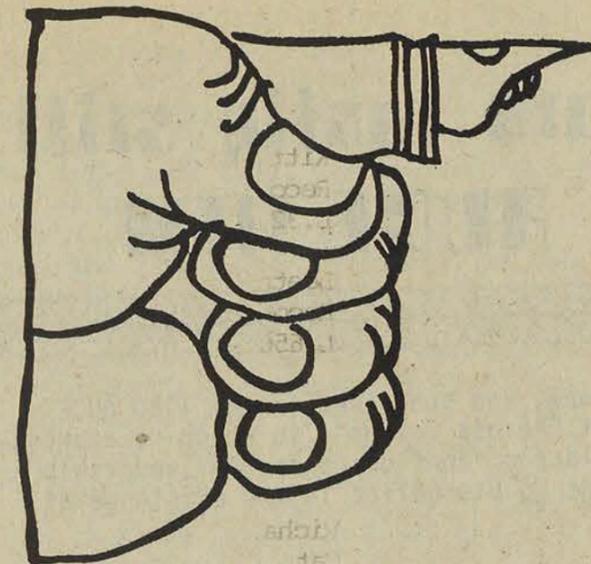
Susan Zagar
Serials
L.4432

Linda Hilts
Acquisitions
L.3258

Ted Byrne
Recon Unit
L.3241



LETTERS

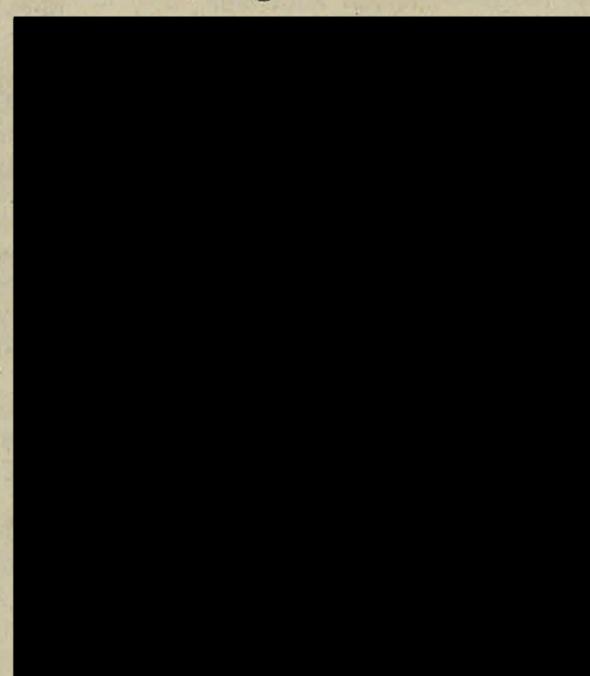


SECTION **B**
THURSDAY,
AUGUST 28, 1980

Letters

Media pro-labor

R
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Province



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 shattered, 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. And more important, 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 adamant 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, through 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 the membership did to a great degree. The membership cer-

tainly 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 also 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 on a mandate of 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 set of demands promoted by the Contract Committee led the membership of AUCE Local 1 into jeopardy, when such demands were endorsed and approved by the said membership. The membership was always given every opportunity to speak, and the Contract Committee went to considerable pain to provide prompt and complete communication. The membership was kept well informed, and no information was held back. No membership can ask for more!!!

As to your concern why over 900 members showed up at a meeting and accepted essentially the same package offered by the University prior to strike action, this occurred for various reasons. These people were frustrated, and not willing to finance a continued strike at a cost of about \$200/mo. per member, and they spoke their voice. Taking the strike vote as entirely representative, the membership at that point had undoubtedly changed their position and decided that continued strike action was not worth it. Don't be mistaken that the membership ratified the University's package because they liked it!! Had they liked it, they would have voted to accept it one month previously. The membership spoke quite strongly at that "pivotal" meeting that a one-year contract would have in fact been preferred!! A very begrudging acceptance of the package left a very foul taste in the mouths of many members. The end result is not in fact acceptable to all, and therefore, by your token, we have accomplished little, or nothing at all.

And what has in fact been accomplished by this short strike??? Is it really appropriate for anyone to make a rash judgement on the success or non-success of our strike at this point? Certainly, any such judgement must be made in light of what we have won in the past (without striking!!!) and what we will win in 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 6 unit tuition waiver concurrently; 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 8%/yr. for 3 yrs!). If nothing else, it leaves us paid \$150-\$200/mo. more than similar classifications in the private sector! What's more, the process left both parties frustrated and depleted, with many hard lessons learned, and still much more to think about. The impact, good or bad, will be seen in 1982, and in the

far future. At any rate, experience makes AUCE stronger!!

You are correct in that labour/management relations at the University are not simply a matter of dollars and cents. It is by this token that we were striking for other very important issues as well, which the University refused to address. However, it is presumptuous to assume that we can in fact negotiate for recognition and self respect. We can only negotiate with recognition and self respect, and such must come from both parties. Recognition and self respect, for our part, must come through the attitude and commitment of the membership, and if we have not "gained" any, then we must look to the membership to revive our belief in AUCE as a union, not to the University! Part of such self respect involves a continued pride in the value of our work, and in the model AUCE has provided for other unions, and in the amazingly good contract AUCE has won in only a surprisingly short 7 years--a contract which is often used as a standard for other unions. We must remember that the major purpose and ultimate goal of a continuing process of collective bargaining is to improve on the standard of the contract already won. This is a process which takes much time and many years. Although AUCE historically has been successful in negotiating a good contract in a relatively short time period, it has now become very difficult and even painful to negotiate considerable improvement to a contract, through no fault of the Contract Committee, or the AUCE membership. With due respect, the University has been considerably generous in previous years in showing respect and giving us recognition as a union in some of the excellent articles we have won without striking!! The fact that we have been given 2-hr. union meetings during lunch says that the University must in fact recognize us in some way as a union, and certainly as a predominantly women's union, with family commitments, and little time to spare for evening meetings! Need we say more regarding our historical maternity leave clause??

We have been under no illusions whatsoever that "to 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 of divisions, continued encouragement of active member participation and attendance 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 principle, democracy, good leadership, and much, much PRIDE!!

IN SOLIDARITY!,
Your Fellow Contract Committee Members,

- Neil Boucher *Neil Boucher*
- Ann Hutchison *Ann Hutchison*
- Cathy Mooney *Cathy Mooney*
- Nancy Wiggs *Nancy Wiggs*
- Suzan Zagar *Suzan Zagar*



The cover of this month's newsletter is undoubtedly schmaltzy. Although visually it oozes cuteness, the message of "getting organized" slices through to the heart of our present state of affairs. Once the rhetoric of how marvellously democratic we are is peeled away, and once we have curtailed our time-honoured custom of self-congratulatory back-patting long enough to put our hands and minds to better use, we discover an alarming gap between what we say we think AUCE is and what AUCE actually is.

One would think that AUCE is a hotbed of intense member participation, with an Executive and office staff riding the wave of membership concern and impetus. Such, unfortunately, is not the case. For too many years we have basked in the "glory" of our earlier successes, blinded to the necessity of organizing and developing a trade union. Regardless, or 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 labour body intact or whether we merge with an existing union, the above task will haunt us. Much of our energy over the years has been devoted to tilting at windmills and then replacing them and to re-inventing the wheel. High profile issues such as the AIB, contract negotiations, referenda on dues increases and paid positions, etc. have served to deflect concern and energies from spanning 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 and meeting with the University. The cake in this instance will be our formulating and articulating some vitally important proposals; the icing will be any acceptable changes negotiated by March 31, 1981. We can no longer shy away from our pay grade structure and its recurring problems - for this we need to activate our present Committee, 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 moribund 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 having to re-affirm the faith at 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 we plan to construct our spring-board 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 continuing process. Members must avail themselves of the opportunities to participate. It simply is not good enough to sit on the sidelines and nit-pick, grouse, snipe, bitch, complain, or whatever. It is even worse 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 counter-productive to have members elected to positions for which they are not prepared to fulfill the duties. One aspect of democracy is theorizing, the other is getting down into the trenches and slogging it out over an extended period of time - a process which you hope to get through with integrity intact. We are an organization top-heavy with theorizing. The imbalance has to be redressed. There is no time like the present.



B.C. TEACHERS CREDIT UNION / 2150 Western Parkway, Vancouver, B.C., Canada V6T 1V6 / 224-2364

UNIVERSITY BRANCH

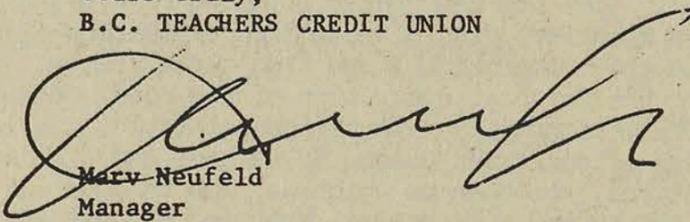
August 27, 1980

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


Mary Neufeld
Manager

MN:sk

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

Centre:	Monday to Friday	9:00am-12:00 midnight
	Saturday	4:30pm-12:00 midnight
	Closed Sundays and Holidays	
Cafeteria:	(food is usually better than SUB's and certainly less hectic)	
	Monday to Friday	9:15am-7:00pm (snacks)
		11:45am-1:30pm (LUNCH)
		5:00pm-7:00pm (DINNER)
		11:30am-7:00pm (licenced)
	10:00-11:00am special rates on coffee -- 10¢	
Lounge:	(darts available from office until 4:30pm after which time they are available from bartender, & please enjoy the art displays)	
	Monday to Friday	12:00noon-1:45pm (Sandwich lunch)
		5:00pm-12:00 midnight (also Fridays)
		4:00pm-12:00 midnight)
Beergarden:	(we try to have the lowest prices around)	
	Friday	3:00pm-6:00pm
	During summer in the Garden Room	
	During winter in the Ballroom	

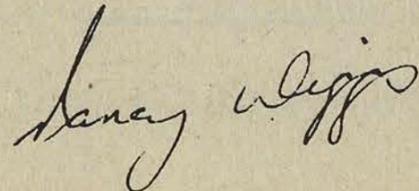
Unfortunately, since the Centre is a private club, you may be requested to produce your membership card, so please remember to bring it with you when you come. (For information on how to become a member, please contact the Centre)

Hope to see you soon.

RECEIVED

AUG 25 1980

A. U. C. E.



Sexism at Work

Urban Reader Reprint

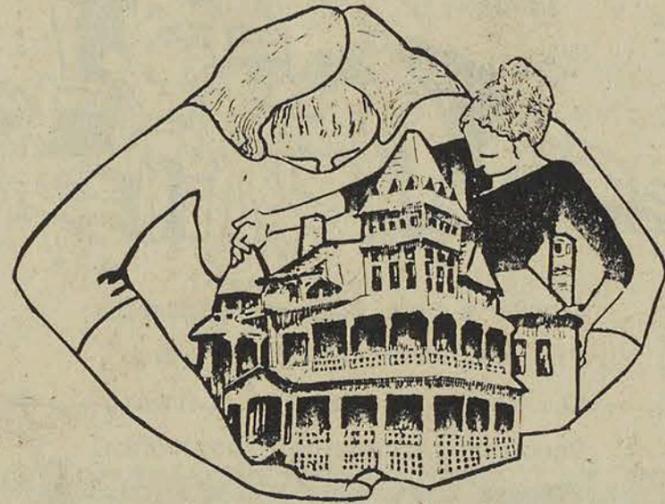
**SEXUAL SHAKEDOWN:
THE SEXUAL HARASSMENT
OF WORKING WOMEN,**
by Lin Farley,
Warner Books, 1980. \$2.50.

**THE SECRET OPPRESSION:
SEXUAL HARASSMENT OF
WORKING WOMEN,**
by Constance Backhouse and
Leah Cohen,
Macmillan of Canada, 1978.
\$12.95.

BOOKS



Rape Relief House WALKATHON



RECEIVED
AUG 29 1980

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

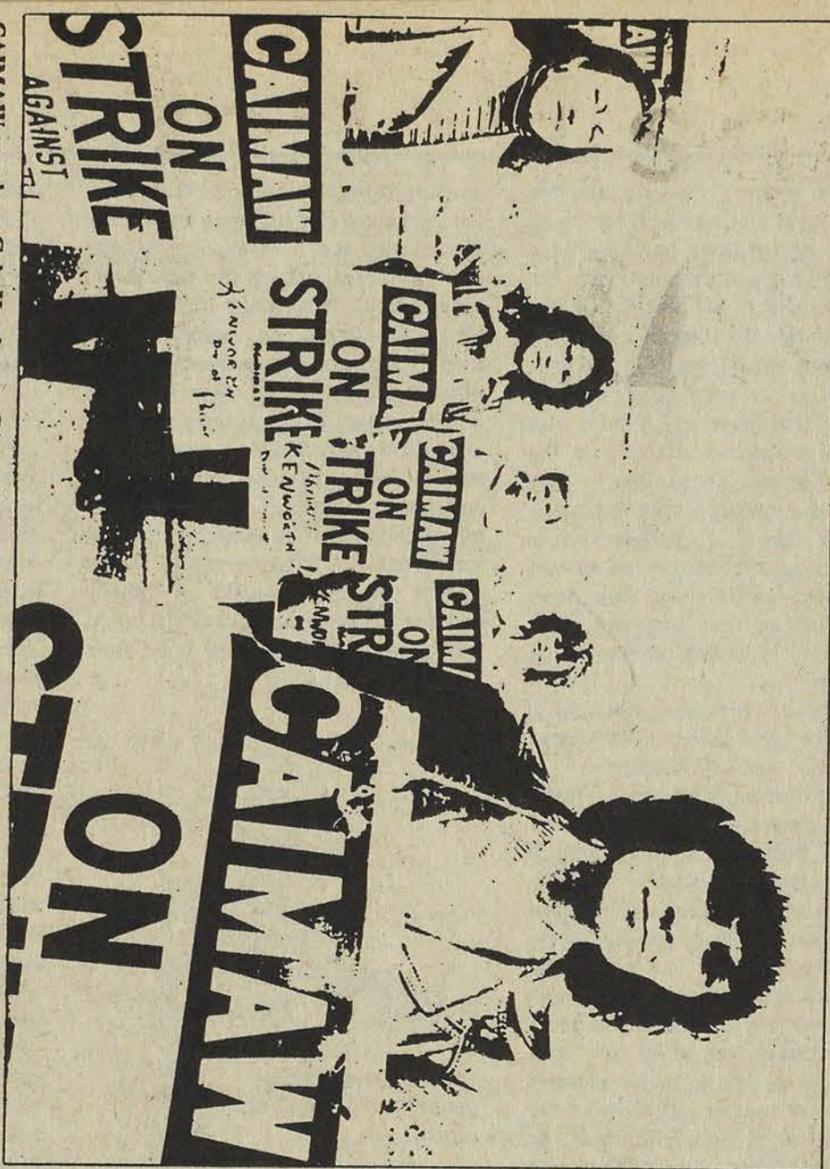
CHILDCARE PROVIDED

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

THIS IS ALSO A POSTER AND HAS THE RIGHT TO BE HERE

Equal pay for work of equal value an issue

Workers fight pay bias, RCMP



CAIMAW members Gale Henderson, Diane Shan, Kit Hunt, Grace Wagsberg and Marie Renholm picket Kenworth plant in Burnaby.

CCU REPRINT

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



Europe's Most Widely Performed
Playwright***** Dario Fo.
New York Director ** R.G.Davis.
Vancouver's Leading Experimental
Theatre Company **** TAMAHNOUS.

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 super-
market 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 fol-
lowing 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!

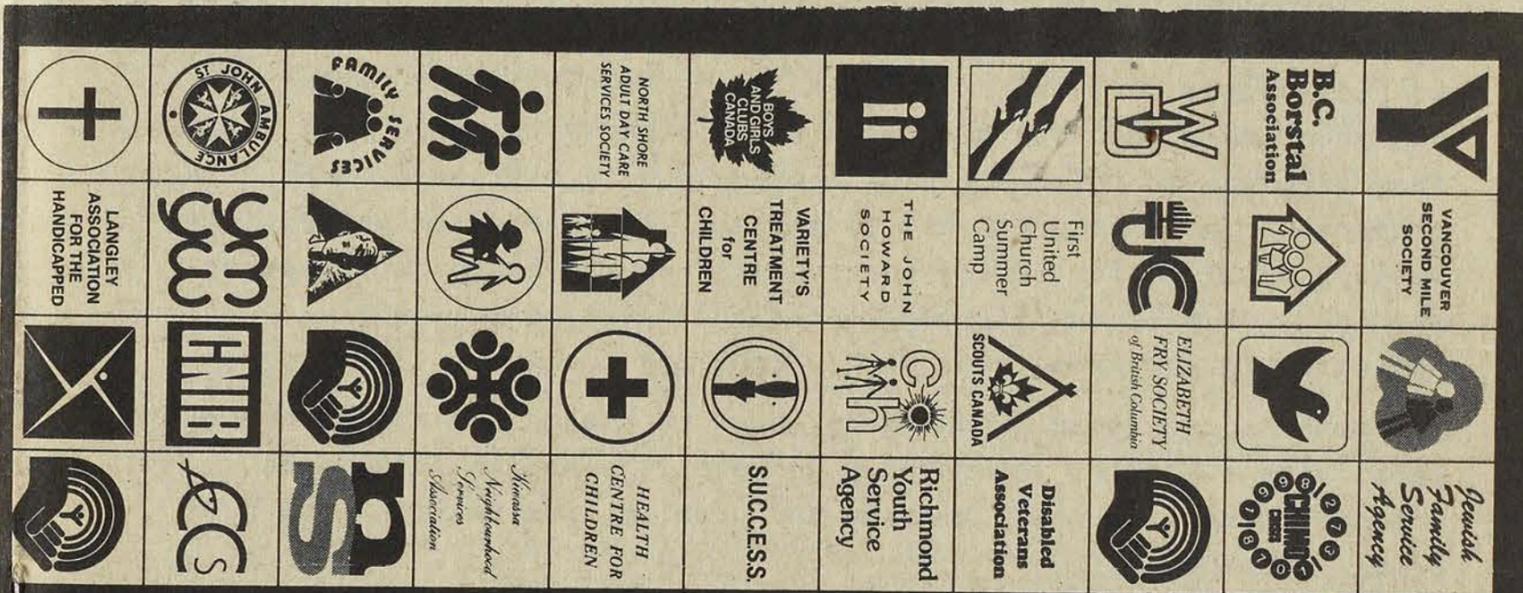
We will be holding our occupational health
series for women on Wednesday, October 15,
22 & 29 at 7:30 pm. at Mount Pleasant Neigh-
bourhood House, 535 East Broadway.

Wednesday, October 15 - "Working for Your
Life" - a film on working women
October 22 - Farmworkers &
Pesticides
October 29 - Clerical Workers

We would appreciate any input your members
can give us, and we hope they will come to
the series.

See you then!

Colleen for
Women's Action on Occupational
Health



**UNITED WAY
IS MORE THAN
JUST A FUND
DRIVE**
It's people giving,
working, helping...
doing things
for others
which help
all of us.
Its potential for helping
the entire Community
is endless...

WOMEN'S ACTION

ON OCCUPATIONAL HEALTH

RECEIVED

AUG 25 1980

1501 WEST BROADWAY
VANCOUVER, B.C., CANADA

A. U. C. E. V6J 1W6 736-6696

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

Moved by Ray Galbraith
Seconded by Lid Strand

THAT THE MEMBERSHIP OF AUCE LOCAL #1 ACCEPT THE AUDITOR'S
STATEMENT FOR THE YEAR ENDED DECEMBER 31, 1979.

The motion was CARRIED.

Neil Boucher suggested that the \$30 assessment be spread over three months and that the Union go ahead with the collection of the annual August \$5.00 assessment for the Strike Fund. Jerry Andersen pointed out that the deduction was not automatic and that notification for the deduction had to come from the Union Executive every August.

7. Grievance Committee report:

Carole Cameron reported the results of a reclassification arbitration which the Union had lost. She indicated that the Grievance Committee was considering an appeal due to the Arbitrator's apparent bias on some of the issues which arose during the course of the arbitration.

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/members 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 stressed 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 protested this interpretation in writing.

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 issue 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 precedent relating to 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 22% settlement and a precedent-setting clause preventing sexual or political harassment on the job. He said that ballots from the Provincial were in the mail and that these ballots covered the slate for Provincial table officers, an increase in the Per Capita Tax, and a new paid position, Provincial Co-ordinator. 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 seminars, educational facilities, 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 CLC, the CCU, 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. Resignation 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 resented 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 Garriott's (the member who originally asked for the investigation) desire not to lay a formal charge. She said that the onus on the Executive was to get back to the membership and that was what was being done at this meeting. 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 CLARIFIED 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 Treleaven 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 meander endlessly - she recommended a more accurate report be prepared and presented to the membership.

Moved by Lissett Nelson
Seconded by Vicki Ayerbe

THAT THIS MEETING ENDORSE THE EXECUTIVE'S DECISION TO ASK
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 with the decision the membership could elect a new Executive at the next set of elections. Another member, Dilma Huggett, stated the Executive had erred badly when it took upon

itself the decision to ask Marcel Dionne to resign. Kitty Cheema re-iterated an earlier sentiment and requested that a more accurate report be prepared.

Moved by Kitty Cheema.
Seconded by Karen Smith

THAT THE ABOVE MOTION BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING AND THAT AN ACCURATE REPORT BE PRESENTED TO THE MEMBERSHIP BY A COMMITTEE OF AUCE MEMBERS.

The motion was CARRIED.

Moved by Carole Cameron
Seconded by Nancy Wiggs

THAT A COMMITTEE OF MEMBERS BE STRUCK FROM THIS MEETING TO PREPARE AN ACCURATE REPORT AND THAT THE REPORT BE PRESENTED TO THE NEXT MEMBERSHIP MEETING.

The motion was CARRIED.

Joan Treleaven, Jerry Andersen, Kitty Cheema and Regina Tsanas plus one representative from Copy & Duplicating were elected by acclamation.

The meeting adjourned at 2:24 pm.

Press Release



association of university and college employees

August 25, 1980

PRESS RELEASE

- FOR IMMEDIATE RELEASE -

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

Motion

"That A.U.C.E. Local I 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."

MINUTES

MEMBERSHIP MEETING - Thursday, August 14, 1980
IRC 2
12:30 - 2:30 pm.

Minutes

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

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

Moved and seconded by
the Executive

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

Moved by Carole Cameron
Seconded by Helen Glavina

THAT THE AGENDA AS AMENDED BE ADOPTED.

The motion was CARRIED.

2. Adoption of minutes:

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

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

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

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

Moved by Ray Galbraith
Seconded by Lid Strand

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

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 Wiggs felt the Executive should explain meeting procedures to the membership.

The motion was CARRIED.

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

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

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

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

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

THAT THE MINUTES OF THE JUNE 19, 1980 MEMBERSHIP MEETING
BE ADOPTED AS CIRCULATED.

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

THAT THE MINUTES OF THE JULY 24, 1980 MEMBERSHIP MEETING BE
DEFERRED UNTIL THE SEPTEMBER MEMBERSHIP MEETING FOR ADOPTION.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. 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.

Job Evaluation Committee (2) - Murray Adams and Linda Tretiak 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. grievance:

Moved by Helen Galvina

Seconded by Grievance Committee

THAT THE INVOLUNTARY TRANSFER GRIEVANCE IN THE EDUCATION
DEPT. BE SENT TO ARBITRATION AND THAT ALL RELATED
EXPENSES BE APPROVED.

Helen Galvina provided the motivation. She indicated that the University had provided
a desultory 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 to respect 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:

Moved by Ray Galbraith

Seconded by Lid Strand

THAT THE MEMBERSHIP OF AUCE 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 amount of the assessment 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 LaVac 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 Wes Clark in Employee Relations to determine what moneys 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 regard-
less 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 itself 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 would be contacting members by the
end of the month. He also announced that the Provincial's Per Capita Tax referendum had
passed and as a result this 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 past 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

Seconded by Susan Zagar

THAT THE MEMBERSHIP AUTHORIZES THE EXECUTIVE TO COMPOSE PROPOSED
WORDING FOR A REFERENDUM BALLOT FOR A DUES INCREASE AND THAT THE
TENTATIVE 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

Seconded by Susan Zagar

THAT THE MEMBERSHIP AUTHORIZE THE REPAYMENT OF THE SECTION 7 LOAN
ON THE FOLLOWING TERMS: THREE PAYMENTS OF \$200 AND ONE OF \$259.50.
THE REPAYMENT SCHEDULE WAS TO COMMENCE SEPTEMBER, 1980.

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.

7(a). Motion re: Ku Klux Klan:

Moved by Kitty Cheema

Seconded by Susan Zagar

THAT AUCE LOCAL 1 OPPOSES RACIST AND FASCIST VIOLENCE. IN LIGHT
OF THIS WE OPPOSE THE PROMOTION OF THE KU KLUX KLAN IN CANADA
BY THE U.S. AND THROUGH A HANDFUL 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 AGAINST THE
CANADIAN PEOPLE ON ALL FRONTS AND SPECIFICALLY THE ORGANIZATION
OF THE KU KLUX 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 Moran

Seconded by Cobie Wennes

THAT THE MOTION BE AMENDED TO READ: THAT AUCE 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...AT THIS TIME.

The motion as amended was CARRIED.

Moved by Ann Hutchison THAT A PRESS RELEASE BE ISSUED OUTLINING OUR STAND ON THE
 Seconded by Lid Strand MATTER OF THE KU KLUX KLAN.

8. 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 CCU group, and Nancy Wiggs would present the position for those members favouring affiliating 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. Our ideals would be intact and we 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 CCU did have some selling points, that it was concerned 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 CCU. 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 CUPE. He pointed out that BOGEU had only negotiated a three year contract of 8% in each of the three years, and that was done with their vast reserves. The OTEU offer to merge with them would leave us in our present situation except that we would be paying \$1.41 a month more. He felt that the CCU was totally consistent with AUCE's structure and goals. Although the majority were male workers, unions in the CCU such as CAIMAW were leading strikes that furthered the cause of working women. The CCU was founded because the CLC was not serving their interests. The CCU was in the vanguard for forging new areas in contract benefits - the CLC picked up the CCU's benefits as a result of the CCU's struggles. In the CCU the local memberships are responsible for research. By affiliating to the CCU, AUCE could exert a great deal of influence on CCU 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 CCU, 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 CCU.

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 BOGEU was very strong in this area due to its no lay-off clause provisions. A further speaker argued for remaining intact as AUCE - she felt that someone else could do no better for us than what we could do for ourselves. Co-operation with the trade union movement could be fostered without merging.

Moved by Lissett Nelson THAT THE FIRST HOUR OF THE NEXT MEMBERSHIP MEETING BE
 Seconded by Helen Glavina DEDICATED TO A DISCUSSION OF THE AFFILIATION ISSUE.

The motion was CARRIED.

The meeting adjourned at 2:30 pm.

WEATHER: TOO MUCH PRESSURE

A Business Woman's Soliloquy

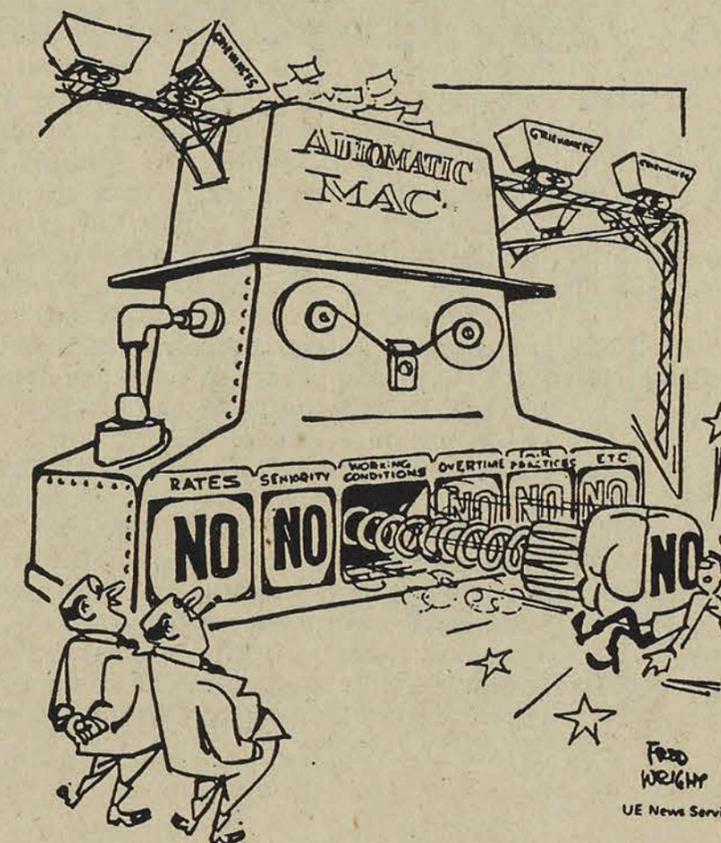
To wed or not to wed, that is the question.
 Whether 'tis better, after all, to marry
 And be cajoled and bullied by a husband,
 Or to take up stenography or clerking,
 And slave, alas! for someone else's husband?
 To love—to wed—and by a wedding end
 The struggles and the thousand petty cares
 That "slaves" are heir to—'tis rare vocation
 Devoutly to be wished for! To love—to wed—
 To wed—perchance divorce! Aye, there's the rub.
 For in that dream of bliss what jolts may come
 When we have cast aside our little jobs
 Must make us wary. There's the sorry tho't
 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 stogies 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 bourne 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 of! . . .

—Nellie Letitia McClung of Grey County, Ontario
 (1873-1951), writing in *Everywoman's World*, May 1919

*contumely. Insolent reproach or abuse; insulting or contemptuous language or treatment; now esp. such as tends to dishonour or humiliate. *The Oxford Universal Dictionary on Historical Principles* (1933, 1955).



"I'm being transferred at a department's request."



"See how well our automatic grievance machinery works!"

CORRESPONDENCE

Correspondence

- July 25/80 Copy of minutes of the first meeting of Committee Pro-Affiliation to the CLC
 July 25/80 Letter from Trish Whitford re: Benefits Committee
 July 25/80 Request from Anat Baron 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 news 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 11/80 BCIT course circular on "Report Writing for Professionals"
 August 11/80 Letter from LRB re: AUCE appeal of I. McIntyre arbitration
 August 11/80 Letter from J. Kennedy re: United Way campaign
 August 11/80 Letter from W. Clark re: Medical and Dental benefits of an AUCE member
 August 13/80 Letter from C. Jolliffe re: working conditions in Biomed Communications
 August 13/80 Communication from the Provincial re: SPARC brief on patients' rights
 August 13/80 Letter from Grant to Kenny re: retirement of AUCE members
 August 13/80 Communication from the Provincial listing Executive members
 August 15/80 Letter from our lawyer, Katy Young, re: potential arbitrator
 August 15/80 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 Isaksson 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 20/80 Brochure from BCIT re: seminar on successful labour negotiations
 August 20/80 BCGEU 'news release' re: Brewery Workers' lockout
 August 21/80 Brochure from C.O.P.A. re: employee 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. Seeley re: signing bonuses
 August 25/80 Communication from Nancy Wiggs re: membership in the Graduate Student Centre
 August 25/80 Letter from U.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 Pitman 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 BCTCU re: the availability of loans for AUCE members
 August 28/80 Letter from the LRB re: exclusion of a Clerk I from our bargaining unit
 August 29/80 B.C. Fed 'news' re: the Teamsters' and Stacey's Furniture
 August 29/80 Communication re: the Rape Relief House WALKATHON on October 5, 1980
 Sept. 2/80 B.C. Fed 'news' re: the combines 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 E. Vogt re: AUCE members on Committee on Daycare on campus
 Sept. 4/80 Letter from R. Grant to Carole Cameron re: turnover of Computer Operating staff

BLAST FROM PAST



**NEXT ISSUE
DEADLINE:**

September 30



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

Membership Meeting

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