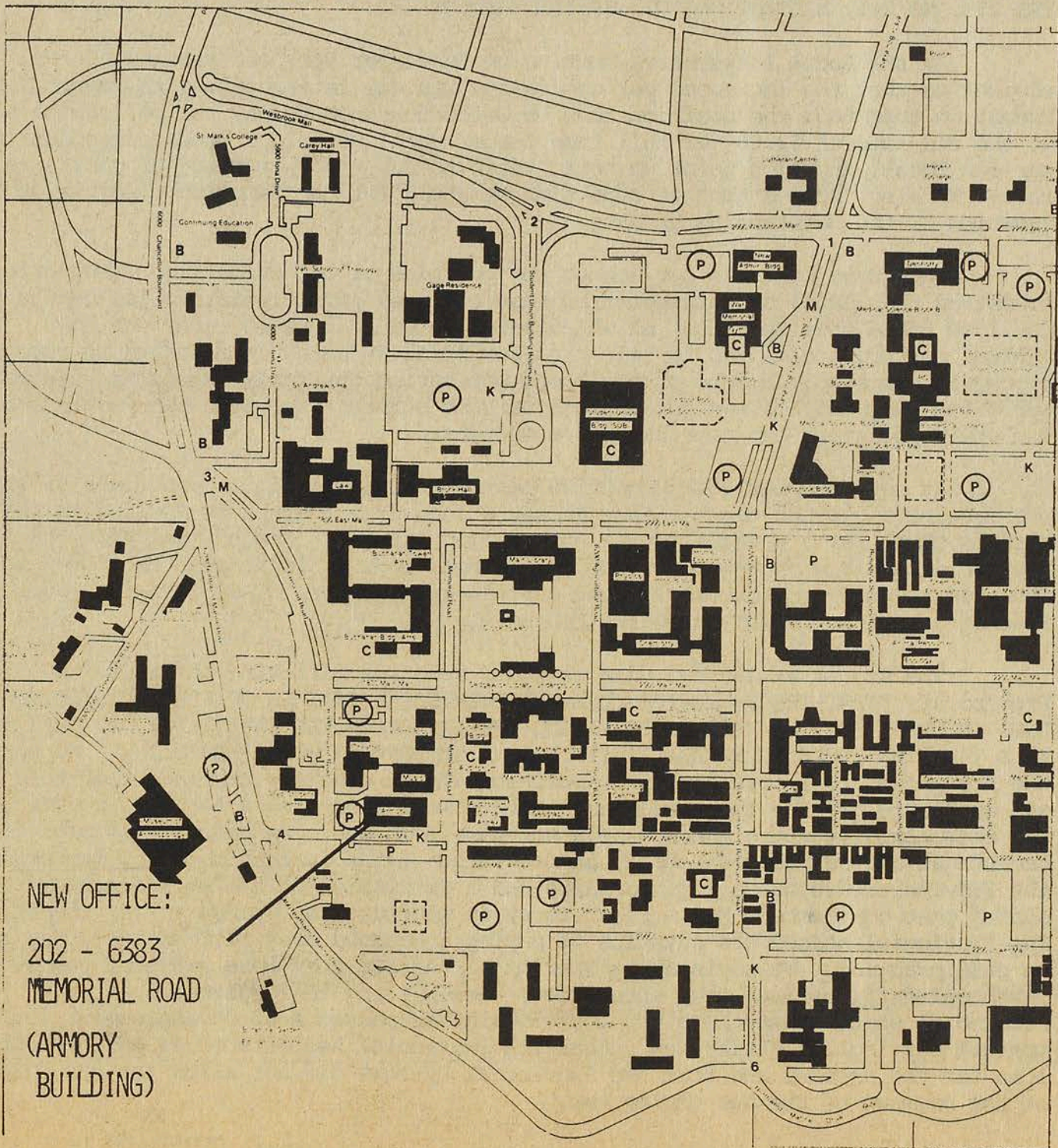




FEBRUARY 1981



TO PAY OR NOT TO PAY

In July of 1980, the AUCE Provincial sent a ballot to all AUCE members in order to obtain a proposed increase in the per capita tax that each local pays to the provincial. This was a result of an amendment that was proposed at the AUCE convention last June which had the effect of raising the per capita tax from \$2.00 per full time member per month to \$3.25 per full time member per month.

The AUCE Provincial Dispatch Number 12, dated August 11, 1980, announced that the proposed per capita tax increase had passed and that the increased dues would be effective as of August. The vote for the increased per capita tax was YES 273, NO 241, ABSTENTIONS 57, SPOILED BALLOTS 21.

At the Local 1 Executive meeting on September 9th, our Provincial rep advised us that the increased per capita tax was due retroactively to August. The Executive then took the position that we would continue to pay the per capita tax at the old rate of \$2.00 per full time member until we held a dues referendum in our own Local, at which point we would begin to pay the increased per capita tax rate. We also stated that at that time we would let our membership decide on the question of the outstanding arrears.

The Provincial did not accept the position of our Executive. They offered to extend this local an interest free loan to repay any retroactive per capita tax until we had a dues increase, at which point we would have to repay the loan. We advised our provincial rep to tell the Provincial we were not refusing to pay the money, it was simply a case of our local not having the funds available. We stated our financial position was not sound after the strike. We asked the Provincial Executive to attend our next Executive meeting.

At our December 15th Executive meeting our provincial rep advised us that the Provincial wanted us to either accept a loan from them to be applied to the arrears OR to pay a portion of the outstanding arrears. She advised that the Provincial would withdraw the voting privileges of this local when the total arrears amounted to three months regular per capita tax payments. They felt this would be reached in either January or early February.

The Executive decided that we would send the following motion to the Provincial, "THAT THE EXECUTIVE TELL THE PROVINCIAL THAT AS OF WHEN WE RECEIVE THE DUES INCREASE THAT WE WILL BEGIN PAYING THE INCREASED PER CAPITA TAX AND THAT WE WILL TAKE THE ISSUE OF RETROACTIVITY TO THE MEMBERSHIP FOR A DECISION." We wanted the Provincial to reconsider their position and to consider the fact that this local was unable to pay the increased tax, that we were incurring a debt due to their demand for retroactivity where there should not have been one. We had only refused to pay because we did not have the money at the time. Later in this meeting, members of the Provincial Executive arrived and we had a discussion on the entire matter. We stated that our members had a right to state whether they wished to pay the arrears. The Provincial stated the question of paying increased dues retroactively was based on past practice. We advised the Provincial that if they were aware of our own financial difficulties, they should have been willing to forgive the arrears. The Provincial stated that the other AUCE Locals had passed a \$5.00 assessment for payment to our local's strike fund, that the Provincial had offered us an interest free loan for the arrears and that the Provincial By-laws did not allow for the forgiving of the payment of the per capita tax.

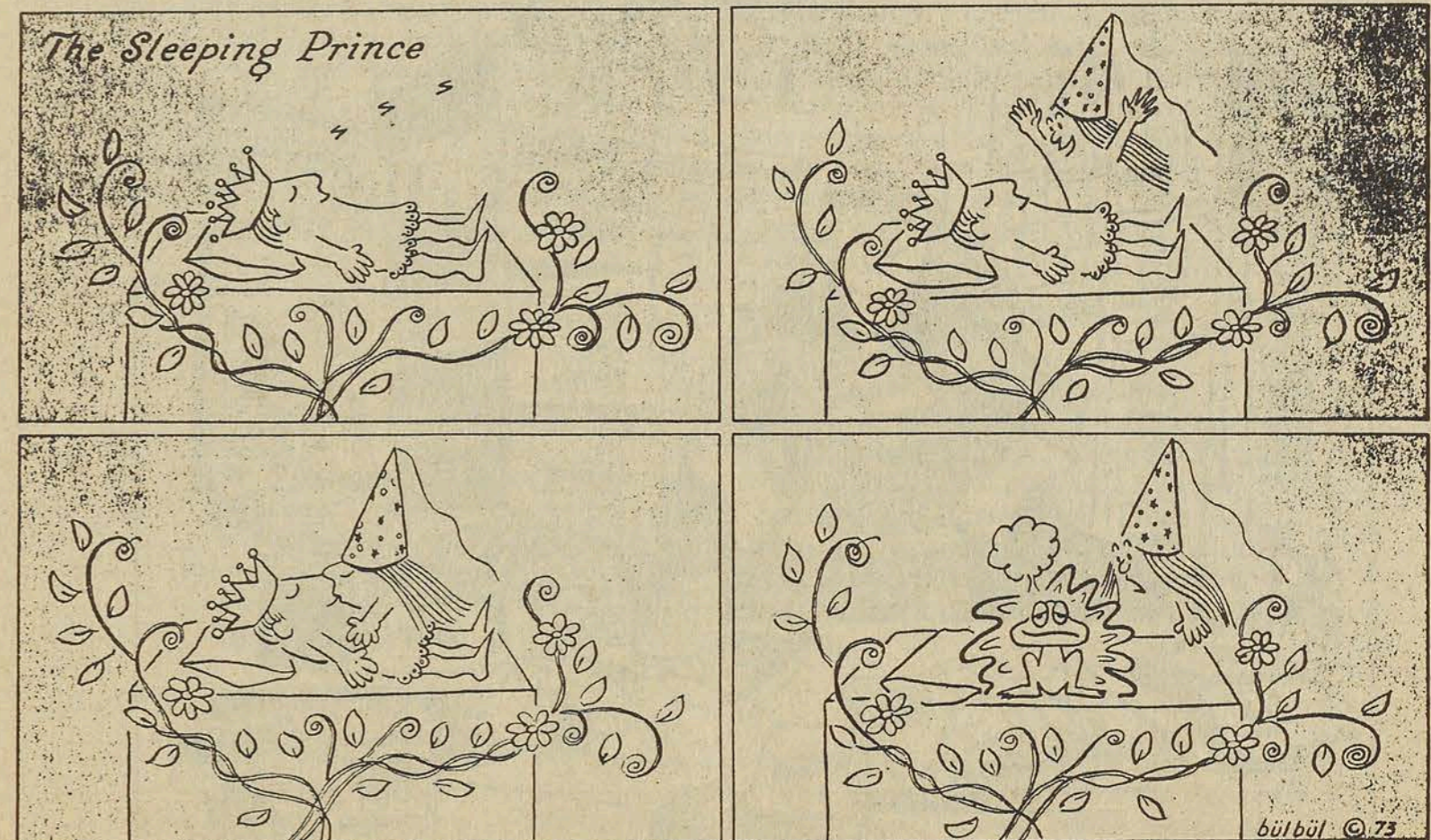
... continued ...

EXECUTIVE REPORT CONTINUED

At our meeting of January 20th the Executive of AUCE Local 1 passed the motion which will follow. We have not paid the increased per capita tax from August to December 1980 as we did not have the money. In order to pay the increased per capita from August on, we would have had to lay-off one of our own staff. There would have been no other way to raise the money. The Executive felt this Local's responsibilities were to our own members first. We told the Provincial we would begin to pay the increased tax when we had a dues increase. Starting in January, the increased provincial per capita tax will be paid. The Provincial states we owe arrears from August to December 1980. They amount to approximately \$6,000.00. We are not in a position to pay the arrears at this time without another referendum to raise the money from our members. The Executive is not prepared to do this unless the following motion is defeated and we are instructed to do so by you, the membership of Local 1.

NOTICE OF MOTION

THAT AUCE Local 1 not pay to the Provincial Association the outstanding arrears in the per capita tax for the period August 1980 to December 1980.

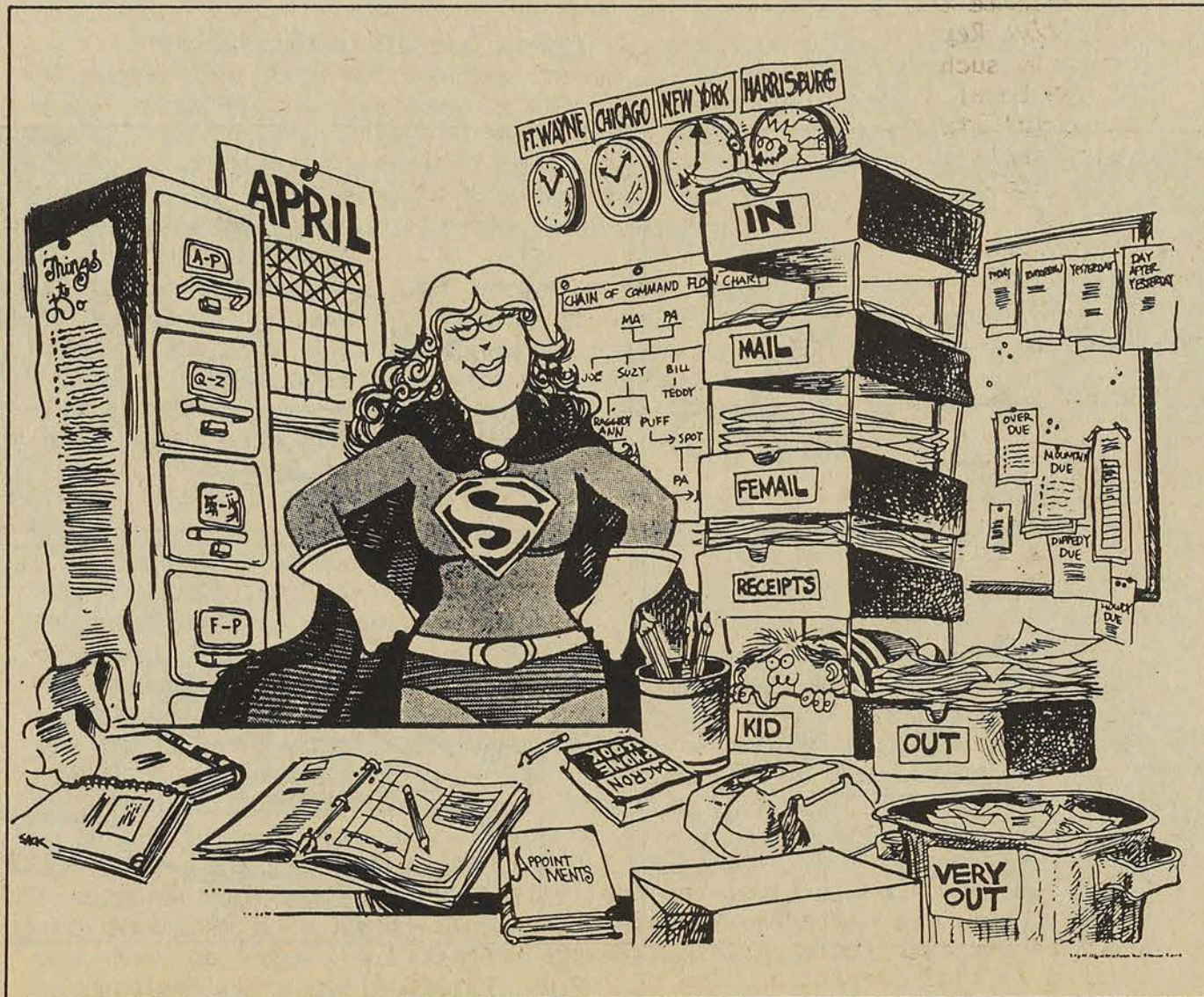


EXECUTIVE REPORT CONTINUED

At their February 4, 1981 meeting, the Executive of AUCE Local 1 recommended, for your approval, the following changes to our By-Laws:

J. MEETINGS:

13. The annual fiscal meeting of the Local Association shall be the December membership meeting. At this meeting a projected budget shall be presented, debated and approved. Any major change in the categories, priorities, and amounts outlined in the budget in the ensuing year must be reported to and receive the approval of a membership meeting for which notice of the budgetary decisions to be made has been given to the membership. There shall be no salaried officers or staff unless it is so established by a membership meeting, which shall also determine the salaries of same, provided those salaries do not exceed the highest wage rate for the bargaining unit. During strike or lock-out, any salaried officers shall not receive more than the strike benefits paid to other members. Any officer or steward temporarily working on the legitimate business of the Local Association shall be paid at her/his regular job rate for any time lost from her/his job.



EXECUTIVE REPORT CONTINUED

F. ELECTION OF OFFICERS

- F.2. second paragraph (which will become third paragraph if other changes are approved eventually) AMEND to read as follows:

Notwithstanding the above, nominations for full-time salaried positions will commence at the regular monthly meeting two months prior to the expiry of the incumbent's term. Full-time salaried officers will serve for two years from the date they assume office. Full-time salaried positions are paid as follows: All persons working full-time for the union will be paid at the same rate. This rate will be represented by Pay Grade 4, Step 6. The full-time salaried staff will be entitled to all the rights and benefits of the collective agreement.

Union members wishing to run for full-time salaried positions must submit a statement containing their qualifications and background. This statement will appear on the election ballot.

G. DUTIES OF LOCAL ASSOCIATION OFFICERS AND COMMITTEES:

3. Secretary-Treasurer:

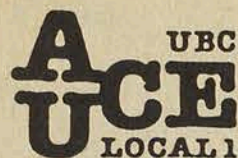
The Secretary-Treasurer shall be responsible for taking minutes of the meetings of the Local Association and of the Local Association Executive and shall be an Ex-officio member of the Communications Committee; shall co-ordinate the production of the Division newsletters with the Division Executive Representatives; and further shall maintain accurately and properly such bookkeeping system as shall be set up under the instructions of the Local Association Executive. The Secretary-Treasurer shall present financial statements to each membership meeting and by January 1 of year year, shall submit the Local Association's books and all related papers to an auditor approved by the Local Association Executive. An annual audited financial report shall be circulated to the Local Association and Provincial Association Executives and presented to a general membership meeting of the Local Association before June 1 of year year. The duties of this position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations.

6. Union Organiser:

Shall be a member of the Executive, an ex-officio member of the Grievance Committee and shall do work related to that committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organising the steward, division and committee structures. Further, this position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, will be an ex-officio member of the Contract Committee.

7. Union Co-ordinator:

Shall be a member of the Executive, an ex-officio member of the Contract Committee, shall be involved in negotiations and shall do work related to that Committee. When not involved in negotiations, this position shall become ex-officio on the Grievance Committee and shall do work related to that committee. The duties of this position shall include maintaining the collective agreement and sharing the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations.



association of university and college employees

page 6

January 26, 1981

AUCE Provincial
901 - 207 West Hastings Street
Vancouver, B.C. V6O 1J8

Attention: Provincial Executive

Dear Brothers and Sisters:

Even those of us ready to admire the reasons for A.U.C.E. Provincial's existence and even those of us willing to agree that you are necessary for our own survival, have cause to reconsider AUCE Provincial's priorities of principle and power.

Knowing the emotional and financial difficulties of AUCE Local 1, your latest manoeuvre goes far beyond the respectable astuteness of strategy. I am referring to your latest approach involving back payment of approximately \$6,000.00 in per capita tax payments. By clearly putting power before principle I believe you have risked your reason for existence, which I believed was that your office was a source of help in cases of difficulty.

As for this local, I hope the danger of disunity is eclipsed until the next Provincial Convention. The voices of merging or affiliating to another union will for awhile, be drowned in grieving and self preservation, until the next attempt is made. Far more necessary at this time is the need to either shelve or shove the whole affiliation issue onto the back burner. I believe that the prime objective of the Provincial leadership at this time should be to cement its supporters and go back to the union's original approach. This approach is to respond to the needs of its locals.

To point this out is not to cast doubt at your leadership ability, but merely to make you recognize that the membership of all the locals is the reason for your existence. I believe the Provincial needs to undertake a deeper examination of their obligations, rather than coming up, with what I believe to be, a hasty decision concerning the per capita tax question. In this instance, by trying to present your role of leader, you have left this local with a taste of dictatorship, or a bad case of misunderstanding. One must face facts - the best way to keep the locals belief in the Provincial is to keep the locals faithful to its purpose.

... continued ...

page 7

AUCE Provincial Executive, January 26, 1981, page 2 -

If the Provincial insists on annihilating the locals with its passion for supreme control, you will not only lose hundreds of members committed to your survival, but you will strip your office of any vestige of credibility.

Faternally,

Marcel Dionne
Marcel Dionne
President
AUCE Local 1

cc: all AUCE Locals
AUCE Local 1 Newsletter

AUCE PROVINCIAL

- - IN RESPONSE - -

February 1st, 1981

Marcel Dionne
President
AUCE Local One
#202 - 6383 Memorial Road
The University of British Columbia
Vancouver B.C. V6T 1W5

Dear Marcel:

I have received your letter of January 26th, and I feel that I must respond to it as forcefully as possible. Your letter makes it quite clear that there is a fundamental difference between the way that you and I view the relationship between the Local and the Provincial Association.

You are quite right when you state that the Provincial Association exists to give aid to the Locals in times of difficulty. You are also correct when you also state that the Provincial Association must respond to the needs of the entire AUCE membership at all the Locals. And this has always been my prime concern.

However, the Provincial Association has other important tasks as well.

The Provincial acts as a voice for its membership on matters of Provincial and National concern, it acts as a resource body for the use of the Locals and of the membership, it acts as a forum for discussion and relaying of information between the Locals and it acts as a coordinating body in issues that affect more than one Local.

AUCE is also structured in such a way that the Provincial Association provides assistance to its Locals as requested. This is to ensure that the Provincial Association does not intrude into the internal affairs of its Locals.

The Provincial Association does not have the power to "annihilate" its locals and I, for one, would not use this power even if we had it. At all times we try to act sensitively to the needs of our locals.

We would never act to impose a particular view of what AUCE should be on any local. AUCE is a union that has always encouraged and fostered Local Autonomy - and that is the way it should be. I think we all agree that a strong AUCE is built through having strong active Locals.

...continued...

I must disagree with you when you state that we have put "power before principle" on the issue of how to handle the approximately \$6,000 in outstanding dues. I must also disagree with you when you claim that we have made a "hasty decision" on this matter. I feel that the Provincial Executive has acted in a consistent, sensitive and principled manner on this matter.

Here is a brief chronological outline of the events that have led to this impasse.

In June 1980, the delegates at the last AUCE Provincial Convention recommended to the AUCE membership that the Provincial Per Capita Dues be increased from \$2.00 to \$3.25 for those members working full time. The referendum ballot was conducted during July and August and the membership voted to approve the increase. The dues increase became effective in AUGUST. There was no provision in the ballot to permit one or more Locals to phase the increase in. All of the Locals, except Local One, began remitting the increase - effective AUGUST.

At the time the dues increase was approved, all Locals were contacted and asked if there would be any difficulty in remitting the increased amount. At that time, no Local said that they would have any difficulty.

As it became apparent that Local One was in severe financial and emotional difficulties due to the recently ended strike at the Local, the Provincial Executive offered Local One a loan of the increased portion of the Provincial Per Capita.

The Provincial Table Officers, as authorised by the Provincial Executive, met with the Local Executive twice to discuss this matter. Both times we stated that we were aware of the financial situation at Local One, that we wished to do what ever we could to assist the Local and that we were willing to turn the outstanding dues into an interest free loan - repayment of which could be negotiated between the Local and the Provincial Association.

We feel that we proposed a reasonable solution to this impasse which takes both the financial needs of the Local and of the Provincial Association as a whole into account.

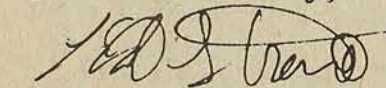
At the same time, the Provincial Association acted to assist Local One financially. A referendum vote of the entire membership, except for those at Local One, was held to approve a special assessment of each member to help defray the costs of the Local One strike. The special assessment passed and Local One will receive approximately \$6,000.

Marcel, I agree that the prime objective of the Provincial Leadership must be to respond to the needs of the AUCE Locals - and I believe that on this and other matters we have continually tried to do so. It is a point of major concern to me that our intentions in this issue have been misunderstood by so many at Local One.

At all times, we have acted in a manner that would benefit both the membership of AUCE Local One and the membership of AUCE as a whole. We recognise that AUCE needs a strong and confident Local One. I am sure that we all want Local One to regain its strength and confidence - and we will do whatever we can to assist in the process of strengthening Local One.

The present difficulties between the Provincial Association and Local One must be resolved as quickly as possible so that we can work together effectively on the many issues that affect all of us in AUCE.

Your in Solidarity,



Lid Strand
Provincial President

cc: all AUCE Locals
AUCE Local One Newsletter

THE CONTINUING STORY OF THE PER CAPITA TAX AFFAIR!!

At a recent meeting, the Local 1 Executive passed a motion to recommend to you that the unpaid portion of the increased Provincial Per Capita tax (about \$6,000) not be paid. As your Provincial Representative, I urge you to endorse this recommendation, and further urge you to request of the Provincial Executive that they forgive the amount owing. This recommendation should not only be endorsed in light of the financial difficulties this Local has been through (to pay it would require yet another special assessment!), but also in view of the principles involved in the debate, and the very reasons why we exist in the Provincial!

I cannot feel that the Provincial Executive has been entirely responsive to the concerns of this Local, as they might have been, nor sympathetic to the kind of realistic assistance that we actually need from them as members of the Provincial Association.

I must believe that the Provincial Association's vote to increase the Per Capita tax requirements from \$2.00 to \$3.25 included their good faith that such an increase would not be implemented by a means which would jeopardize the existence and functions of the Locals. My objections and concerns were heard by members of the Provincial Executive as to August 1980 as the effective date of the Per Capita tax increase, without due consideration of the financial capabilities of the locals, two of which were still sinking in heavily burdened strike debts, with no guarantee that such debts would soon be overcome. Rather than responding to Local 1's ability to pay, the Provincial Executive's stand, a rather untimely insistence that this Local accept a loan for the arrears portion of the Per Capita tax, only threatened to further jeopardize this local financially and emotionally, and at worst, could have ultimately forced the lay-off of one of our salaried officers - a price much, much too high to pay for our existence in the Provincial! To give your Executive credit, a commitment was made to continue paying the old Per Capita rate of \$2.00, with a further commitment to begin paying the full \$3.25 upon authorization of a Local dues increase - it was the best that could have been done! Efforts and priorities centered around obtaining the much needed local dues increase and special assessment to cover strike debts, without which, the Provincial had been warned, our further participation in the Provincial would be seriously in question! If one cannot afford to pay the price, one cannot belong!

This debate arises partly from the fact that the Provincial constitution provides no means to allow the Provincial Executive to forgive payment of Per Capita tax under extenuating circumstances. Certainly, there ought to be some allowance for non-payment when a local is/has been on strike, or is in serious financial jeopardy, and our delegates to this year's convention must undertake the task of amending the constitution to accommodate this. It has become evident that the lack of such an allowance is beginning to, and will continue to threaten a Local's right to belong to the Provincial. It is also important that the Provincial Association share in the financial difficulties of the Locals - what affects one Local ultimately affects the entire Provincial Association.

It is unrealistic of the Provincial Executive to demand and expect every dollar of Per Capita tax owed, while turning a blind eye to a Local's impending financial disaster. The Provincial must be a willing absorber and buffer of Local financial difficulties, particularly as the Provincial itself is never threatened with the possibility of a strike (only the locals are!). It is also important that we continue to support other locals financially in the form of special assessments, just as they have recently done for us.

... continued ...

THE CONTINUING STORY OF THE PER CAPITA TAX AFFAIR!! continued -

In spite of any principles involved, it is clear, especially for the two largest locals capable of self-sufficiency, that the survival of the Local must come before existence in the Provincial structure - an inevitable reality if a Local cannot turn to the Provincial for the purpose for which it was set up, that is, to provide assistance, support and service to all members of the Provincial Association.

This Local alone will provide the Provincial Association with over \$50,000 this year, yet I cannot believe that the price of belonging to the Provincial need be high! We should be pleased that part of this money goes to assist the smaller locals for services financially out of bounds. By the very nature of the Provincial structure, our participation can go a long way to support our own existence as we, at conventions, exercise our right to determine how funds will be used, and what services we will receive. Without putting a "price" on a monetary contribution, I believe that we can in fact receive "something" for our participation in the Provincial. If there is no reason for our participation, then it must be reconsidered! If one receives only much needed and welcome support, financial or moral, then any monetary contribution is a small price to pay! Receiving grief, hassles, and misunderstanding is a grave defeat of any Local's existence within the Provincial.

As a member of the Provincial Executive, I believe there is every honest attempt to govern the Provincial Association harmoniously and in good faith to the varied services needed by individual locals. I trust the Provincial Executive will respond in good faith to any request made by this membership at our February meeting regarding this debate. The reasons for the existence of the Provincial Association always have been and always will be unity, strength, and a common ground for mutual support!

IN SOLIDARITY! Suzan Zagar, Provincial Representative, AUCE Local 1

HEALTH AND SAFETY

Globe & Mail

Clerk blames VDTs for her cataracts

By VICTOR MALAREK

... and files claim

I'm Drowning in the Typing Pool

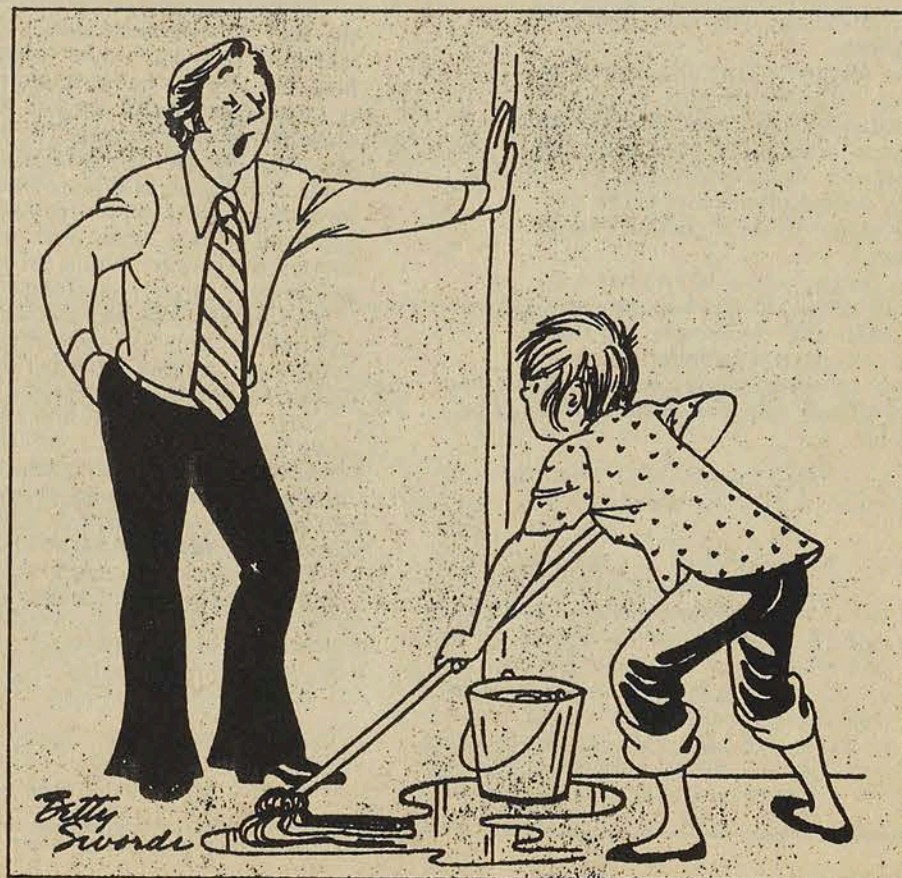
JOB EVALUATION

The Job Evaluation Committee needs help! We sent out approximately 1230 questionnaires and to date have received back 252; a return of only 20%. We have begun the task of reading and assimilating them but in the past week have been faced with the resignations of two of our committee members. Murray Adams and Linda Tretiak have both been transferred out of our bargaining unit. We wish them all the best in the future but will certainly miss the dedicated work that they have put in. In the meantime, if there is anyone out there concerned enough about the work of this committee to want to see it carry on, please nominate someone or volunteer yourself. Nominations are open at the Union Office. Come along and put your lunch hour to work.

The Gap Widens

The Organization for Economic Co-operation and Development reports that not only are women in Canada paid less than men but they are paid proportionately less than in any other industrialized western country. Furthermore, Canada has the distinction of being the only industrialized country where women actually lost ground in the past ten years.

In Sweden, women earn 87 per cent of what men earn on the average; in France, Denmark, Australia and the Netherlands it is over 80 per cent while in the U.S.A. it is about 65 per cent. In Canada, it is an unbelievably low 57 per cent.



"I'd be glad to share the housework if I weren't so bad at it."

On the lighter side: The attached job description was submitted by Ruth Horner of Mechanical Engineering, who feels that it is much more accurate than the official job description. Do you agree?

JOB DESCRIPTION??? This is what I really do!

Lick envelope flaps and fold letters for anyone and everyone.

Act as mail clerk.

Clean the "kitchen".

Tidy up the copy room because no-one is able to totter from the paper-cutter to the waste-paper basket, a gruelling six feet away, with the waste, nor to throw away an empty paper wrapper.

If we had a door with a big brass knocker I would no doubt also have to polish that!

Be too dim to do something until someone else has messed it up, then I suddenly have an attack of extreme capability and almost demented intelligence.

Mothers pick up after children whose bedrooms look like the morning after in an economy-price bawdy house.

Secretaries do the same thing except that the nature of the garbage changes - for example, none of us has yet had to try to retrieve ancient grungy socks from behind furniture. It would not however, surprise me if grungy socks actually do exist behind furniture.

Take care of men who, when at home, to my certain knowledge, are capable of producing a gourmet meal, at work find making a cup of instant coffee an art quite beyond their comprehension.

I am secretary to the Head, the faculty, ^{and the shop,} the graduate students, and partially to the undergraduate students who are sent regularly by professors to "get the girls to Xerox these pages - articles - whatever for you".

Professors may not be interrupted at their work. They can also say "can't do it before next week - next month".

What about me? I can be in the middle of things important, urgent, difficult, but I can be interrupted by anyone anytime for anything, from putting something in an envelope for the mail to answering trivial questions. I am not permitted to tell anyone to come back later, and even if I try it, I am told "oh I'll only take a few seconds". I don't get to say when I can do something, I get told when I have to do it.

IN SHORT, I (and the other secretaries) DO ANYTHING AND EVERYTHING THAT NO-ONE ELSE WANTS TO DO OR CONSIDERS UNWORTHY OF THEIR ATTENTION.

Under all these conditions I am supposed to be efficient, pleasant, willing, cooperative - and servile.

LETTERS

Catalogue Records Division
Library Processing Centre
University of British Columbia

January 9, 1981

page 14

Carole Cameron, Union Organizer
Association of University and College Employees
Local 1
University of British Columbia

Dear Carole:

Allow me to thank you and everyone in the Grievance Committee, especially Ted Byrne, for everything you have done in connection with my reclassification. In spite of the prolonged process, I am satisfied with the outcome in every respect. My case proves to us again that in unity there is strength.

Thanks again.

In solidarity,



Jože Lazar

Jan. 28/81

Wendy Bice
A.U.C.E. Local 1
UBC

Dear Wendy,

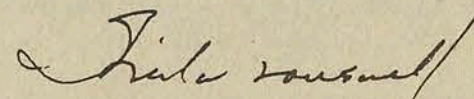
Thanks for your letter, sent so speedily, outlining renewed membership and transportation to UBC for union meetings.

Please find enclosed the membership form and \$1.00 fee. After 3 months of pounding the streets job hunting, it's clear that more and more women are being forced into the job ghettos with even less job security, shorter hours, and pay rates far behind the cost of living. We certainly need unions, especially ones like AUCE!

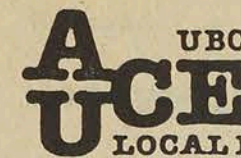
RECEIVED

JAN 30 1981

A. U. C. E.



Room 9
Biomedical Comm.
V.G.H.



association of university and college employees

page 15

January 22, 1981

Mr. W.L. Clark
Assistant Director
Employee Relations Dept.
Campus Mail

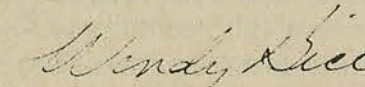
Dear Mr. Clark:

This letter is A.U.C.E. Local I's response to the University's recent request that the Union sign a document which would constitute a special agreement between the Union and the University. This agreement would allow one individual approaching retirement to continue working for a specified period of time.

Please find enclosed a copy of a letter from Carole Cameron to Jane Strudwick, dated November 3rd, 1980, where this Union's response to the University's policy regarding retirement was clearly and emphatically defined.

I would also like to state, while reiterating our position on this matter, that we do not appreciate the University countermanning our previously defined policy on Retirement. We strongly object to requests from the University that would result in discrimination against other A.U.C.E. members.

Yours truly,



Wendy Bice
Union Co-ordinator
A.U.C.E. Local I

c.c. AUCE Newsletter

THE UNIVERSITY'S RETIREMENT POLICY AND THE UNION'S RESPONSE
WERE PRINTED IN THE NOVEMBER 1980 NEWSLETTER.

February 2, 1981

Dr. D.T. Kenny
President
University of British Columbia

President Kenny:

On behalf of the Executive of AUCE Local I, which represents the library and clerical workers at the University of British Columbia, 93% of whom are women, we wish to express our disgust and repugnance with the University's complicity in the continuance of the Lady Godiva ride, organized by the Engineering Undergraduate Society.

We would expect that the image the University of British Columbia would like to put forth is that of an enlightened institution, striving to erradicate the inequity between men and women. This is far from the truth. By condoning this annual event the University administration makes a mockery of any claims that they are opposed to the sexist activities of the Engineers. Apparently sexism still permeates the minds of members of the University administration and of the Engineering Undergraduate Society. This lack of consciousness does nothing to enhance the opinion presently held of Engineers, the Faculty of Applied Science, or the University as a whole.

We consider the continuance of these activities to be insulting, and not as mere "boyish" nonsense. Although directing this matter to you may draw some attention to this Engineering Undergraduate Society event, to ignore such sexist behavior is worse. The onus is on you to prevent such events from occuring in the future.

Yours truly,

Wendy Bice

Wendy Bice
Union Co-ordinator
A.U.C.E. Local I

cc: Dean L.M. Wedepohl
Faculty of Applied Science

Ubysey

AUCE Newsletter

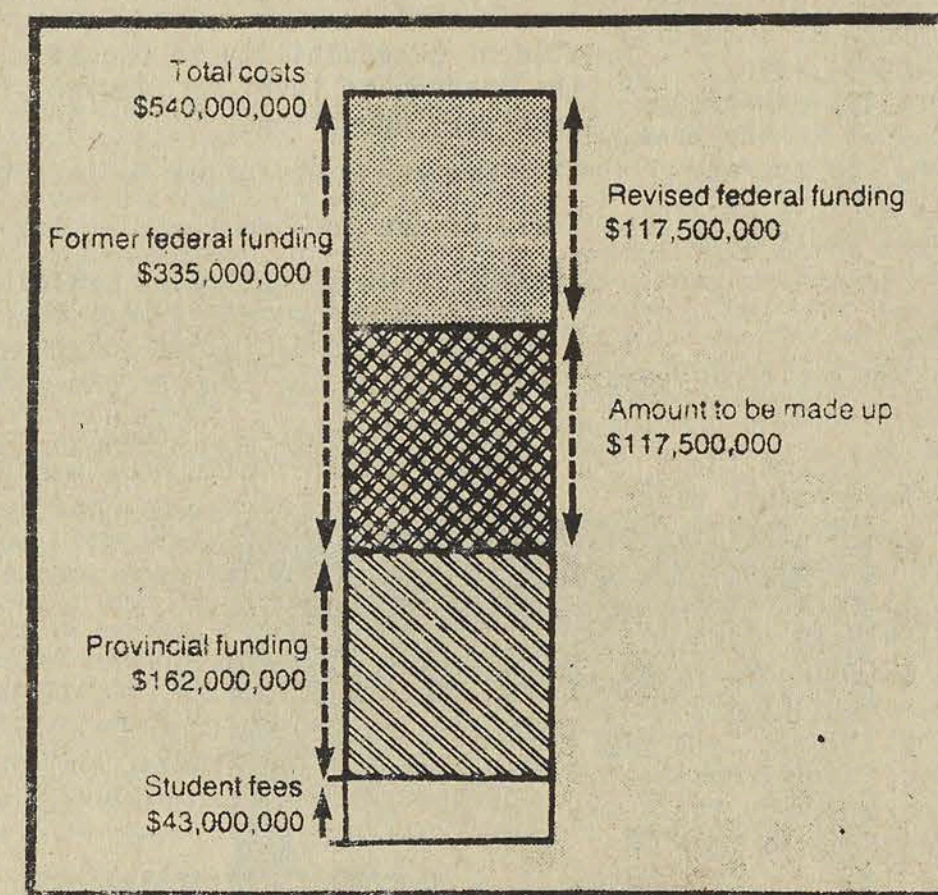
Vancouver Sun



Sexism is a Learning Disability

PROPOSED FEDERAL CUTS TO HIGHER EDUCATION WOULD HAVE DEVESTATING EFFECTS

By Lid Strand



Break-down of higher-education costs and funding in B.C.

The Federal Government in its most recent budget announced its intention to restructure the method by which it shares costs of joint programs with the provincial governments. Rather than funding these joint programs it wants to move towards block funding where the amount that they contribute would be set.

The Federal government also wants to drastically reduce its overall commitment to these programs and it feels that the area that is most vulnerable to cuts is Higher Education.

As the chart above shows, the Federal Government currently funds 2/3s of the cost of higher education in B.C. They are proposing that their funding be cut in half - this would leave a shortfall of over \$117 MILLION.

The results of this kind of shortfall would be devastating! If the Provincial Government decided to not make up the shortfall in funding drastic budgetary measures would have to be undertaken.

Student fees could be quadrupled to increase the money raised from 43 million dollars to raise 172 million dollars. (at UBC student fees would then start at 2,400 dollars a year.

Staff budgets could be slashed - necessitating massive layoffs.

Either approach, or a combination, would completely change education as we know it.

Tuition fees at UBC have been raised by 13% while departments have been asked to pare 1.7% from their budget covering salaries because the growth in the budget granted to UBC by the Provincial Government fell short of the inflation rate by 2%. WHAT WILL HAPPEN IF OUR BUDGET IS REDUCED BY 1/3?

All of us - Students, Staff, Faculty and Administration - are affected.

When the cost of education rises faster than the funding to support it - quality drops. According to Douglas Kenny, President of our University, management is now being forced to "cut to the bone, and maybe into the bone," to operate within its budget. What will it be like if the Federal Government implements its proposed cut backs.

All of us are affected

This proposal comes on the heels of years of neglect.

Student loans and bursaries from the Provincial and Federal Governments have not increased for the last few years. This freeze in funding, coupled with rising costs have made it more difficult for students, particularly women and single parents, to attend university. When asked in a survey, students at Simon Fraser replied that 32% of them would be unable to return to university if tuition fees were increased by the proposed 12.8%. In spite of this, fees were increased.

At Capilano College the short fall in funding this year (\$700 thousand) has led to the elimination of 14 AUCE jobs and 15 Faculty positions.

And this situation can only get worse unless we start to fight back.

We can't fight this alone

This situation can only be fought on a Campus wide, Province wide and ultimately Nation wide basis.

At Capilano College, AUCE Local 4, the Capilano College Faculty Association and the Capilano College Student Society have been working together to oppose Tuition Fee increases and Cut Backs. Joint presentations were made to the College Board and although the increases were approved the three groups will continue to work together.

At UBC we must begin to work with other groups on campus. The Alma Mater Society is beginning to build student involvement through concentrating on student accessibility to education and the inadequate level of funding of post secondary education.

The time has come for us to join them.

I would like to move that:

- 1) AUCE Local One actively participate in the development of anti-cut back campaigns in conjunction with all segments of the Campus Community.
- 2) That AUCE Local One strongly oppose the proposed Federal Government reduction in funding for Post Secondary Education - and that we work with other groups to actively oppose this proposed policy.
- 3) That AUCE Local One inform AUCE Provincial, the other AUCE Locals, the BC Student's Federation, the National Union of Students and the Federal and Provincial Government of these motions that we have passed.

NATIONAL DAY OF ACTION ON DAYCARE

As part of their campaign on accessibility of students to education, the National Union of Students is planning a National Day of Action on Day Care. As a union with a large number of women, single parents and parents with young children we should be supporting this day of action.

I hereby move that AUCE Local One lends its full support to the National Day of Action on Childcare and work with other groups to ensure that this day of action is successful.

Who's come a long way, baby?

'Is outside work a mother's reward after she has done everything else?'

By Susan Altschul



Susan Altschul is a lawyer and lecturer at Montreal's Concordia University.

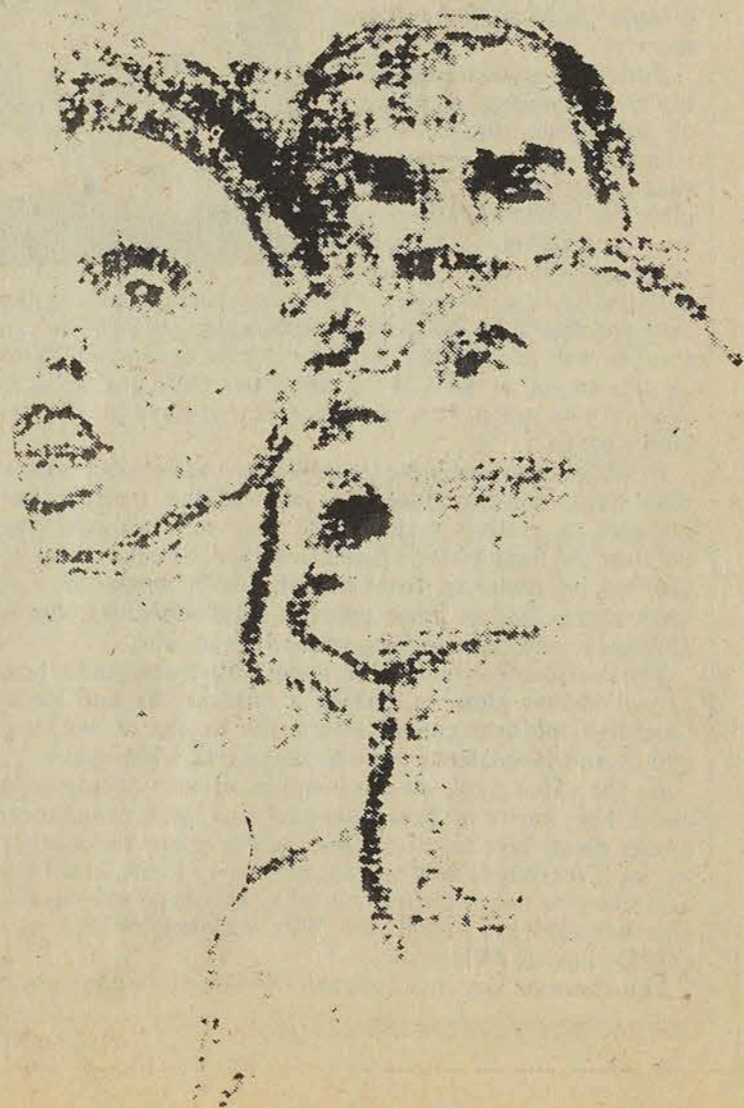
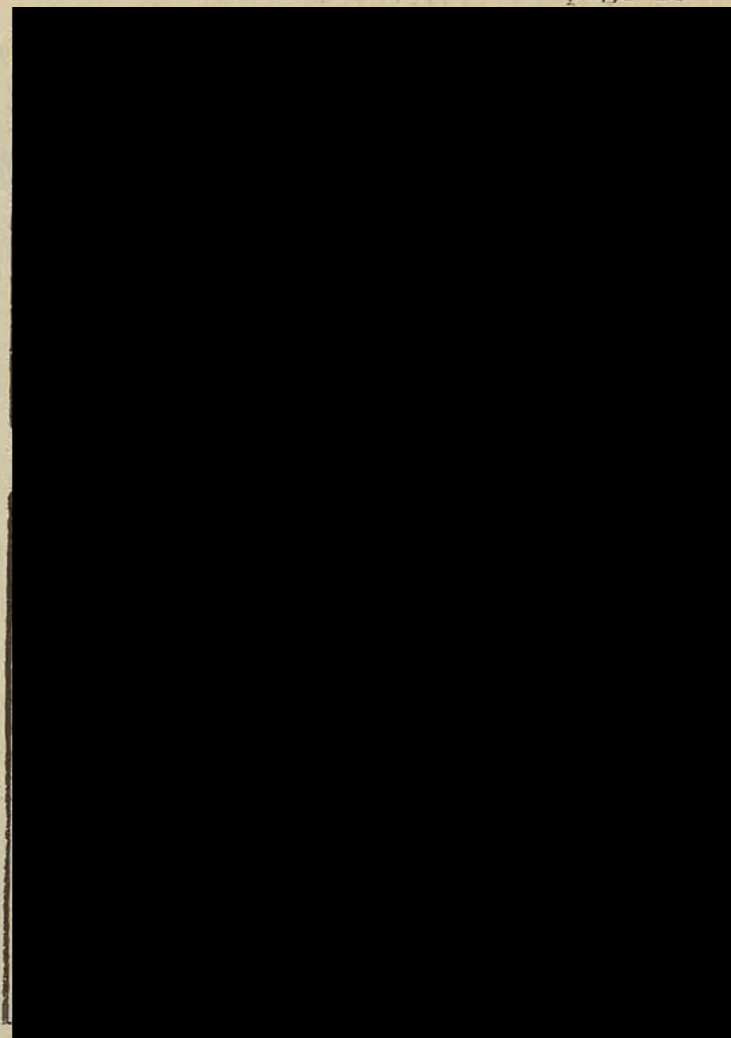


MICHELE
LANDSBERG

TORONTO STAR

Someday we'll pay for the scandal of female slave labor

page 20

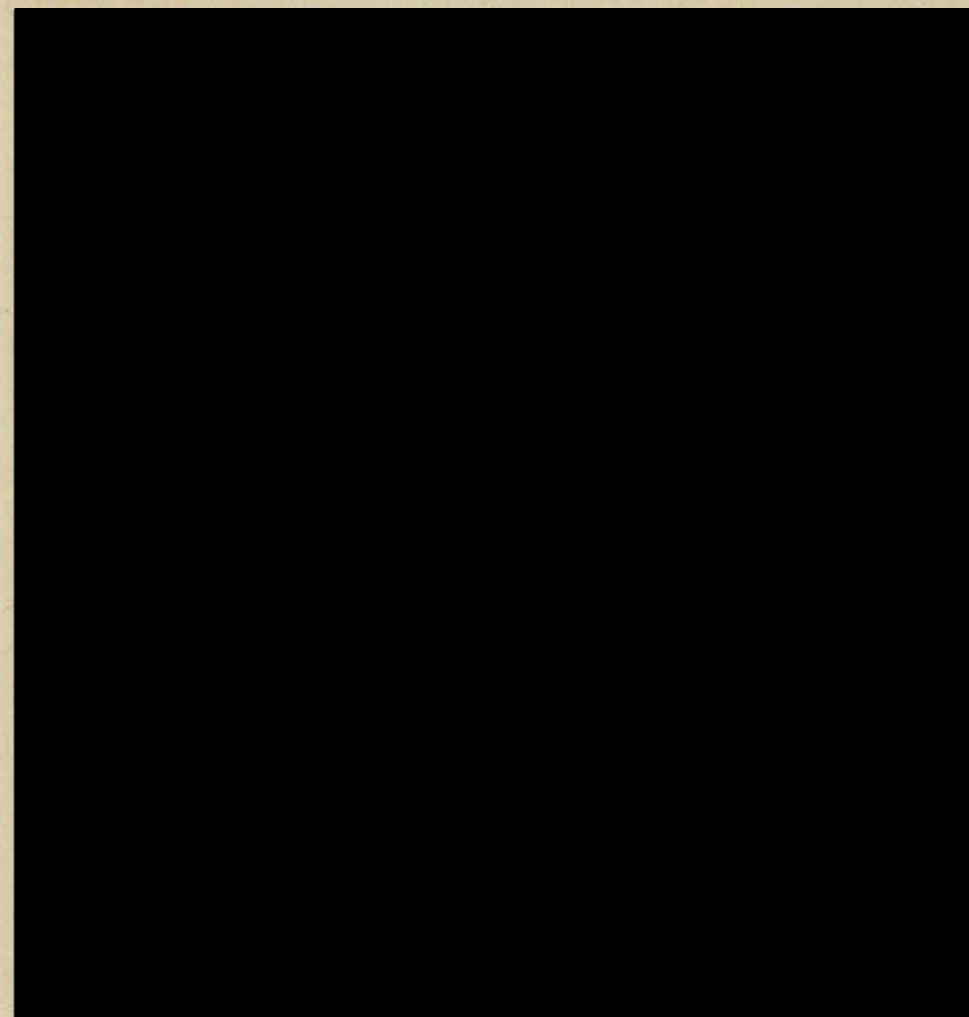


Vancouver Sun - Jan. 30/81

Battered wives:

page 21

LINDA HOSSIE
CITYSIDE



no woman is exempt

The Mastermind

© RIM HURLEY 1974



Betty
Sivards

"WHEN I WANT YOUR OPINION I'LL TELL YOU WHAT IT IS."



Minutes

Minutes

Membership Meeting - Wednesday, December 17, 1980

IRC 6

12:30 - 2:15 pm.

The meeting was chaired by Marcel Dionne, the President, and the minutes were recorded by Ray Galbraith, the Secretary-Treasurer.

Marcel Dionne indicated to the membership that the Executive had recommended that he chair the meeting as the retiring President, Nancy Wiggs, was unable to attend.

Moved by Joan Treleaven THAT MARCEL DIONNE CHAIR THE MEMBERSHIP MEETING.
Seconded by Carole Cameron

The motion was CARRIED.

1. Adoption of agenda:

Moved by Joan Treleaven THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Lid Strand

The motion was CARRIED.

2. Adoption of the minutes of the November 20, 1980 Membership Meeting:

Moved by Andreana Phillips THAT THE MINUTES OF THE NOVEMBER 20, 1980 MEMBERSHIP MEETING
Seconded by Joan Treleaven BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

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. Nominations:

Closing:

Benefits Committee (2) - No members were willing to stand for election to this important Committee. Nominations were to remain open until the next Membership Meeting.

Communications Committee - Ray Galbraith was elected by acclamation. Nominations were to be re-opened at the January 1981 Membership Meeting.

At this point the Teaching Assistants (CUPE Local 2278) entered the meeting to present a report to the membership.

Moved by Ann Hutchison THAT THE TEACHING ASSISTANTS' REPRESENTATIVES BE SEATED AND
Seconded by Sharon Newman THAT THEY IMMEDIATELY PRESENT THEIR REPORT TO THE MEMBERSHIP.

The motion was CARRIED.

Peter Fryer, the T.A.'s Secretary-Treasurer, acted as the spokesperson for the group. He indicated that their union had been negotiating with the University since May of 1980. A tentative agreement on wages had been reached, but the thorny issue of union security remained. He reported that to date the University was totally opposed to the type of Union shop being presented by the T.A.'s. The issue was of great importance due to the yearly turnover of 50%. The T.A.'s were offering to take the Carleton University formula which allows members to opt out of the Union after 10 days. Peter stated that in the present situation the T.A.'s could either sign a new contract or contemplate job action.

Peter then proceeded to a discussion of strategy, stating that much of the T.A.'s strength depended on support from other campus unions. He outlined the type of strategy that was being considered and then opened the floor to questions. AUCE members present commented

upon the proposed strategy and asked what support the T.A.'s expected of Local #1. Some members dwelt on some of the flaws in the T.A.'s strategy, especially in light of our strike in May. Responding to a question about Local 2278's timetable, Peter Fryer indicated that a membership meeting had been slated for mid-January. Prior to that meeting there were no definite plans other than some grass roots organizing. At the end of the discussion and question period, it was pointed out that the Executive had dealt with the issue of support and bona fiding the possible picket lines in a letter to the University that had been re-printed in December's "On Campus".

When the Teaching Assistants left the meeting, the closing of nominations continued. Carole Cameron and Wendy Bice were nominated by acclamation to the Provincial Cross-Local Committee to Investigate AUCE Salaried Staff. No nominations were forthcoming for the Provincial Education Committee, the Committee to Investigate Discovery Parks or the Cross-Local Superannuation Pension Investigating Committee. Nominations were to be re-opened at the January 1981 membership meeting.

6. Secretary-Treasurer's report:

Ray Galbraith reported the results of the two referenda. He said that the dues increase referendum passed, a surprising development for the office staff. It was an extremely close vote: YES - 236 / NO - 227 / ABSTENTIONS - 22 / UNMARKED 5 / SPOILED 53. The results of the second part of the dues increase ballot was as follows: ACROSS-THE-BOARD - 286 / PERCENTAGE - 129 / NO CHOICE - 75 / SPOILED 53. Ray indicated that the increase in dues would be reflected in the January 31, 1981 paycheques.

The results of the strike-related expenditures referendum were more decisive. Ray reported the following results: YES - 375 / NO - 150 / ABSTENTIONS - 15 / SPOILED 53 / NO VOTE ON FIRST PART OF BALLOT - 7. On the second part of the ballot the membership chose to have two deductions, one at the end of January, 1981, the other at the end of February, 1981. Each deduction was to be \$10.00 for full-time employees and less for part-time employees/members. The results were: 1 DEDUCTION - 173 / 2 DEDUCTIONS - 333 / NO CHOICE - 41.

Moved by Ray Galbraith THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT FOR THE
Seconded by Ann Hutchison MONTH ENDED NOVEMBER 30, 1980 AS CIRCULATED.

Ray explained that the extraordinary item of concern was that there appeared to be a considerable excess of income over expense, in the sum of \$2,000. But, that was illusory as bills to pay for the stewards' seminar and for the printing of the contract were held for payment in December.

The motion was CARRIED.

Ray then detailed the office move which was definitely scheduled for the last week in December. The only loose end was the need for membership approval of the moving arrangements. To this end Ray had obtained two estimates, one union, the other non-union. The estimates were close in dollar terms, but the union firm's estimate included boxes and tapes one week in advance of the move and a visit to the office for calculating the estimate.

Moved by Ray Galbraith THAT THE MEMBERSHIP OF AUCE LOCAL #1 APPROVE THE EXECUTIVE'S
Seconded by Murray Adams RECOMMENDATION TO EMPLOY SALMON TRANSFER AT THE COST OF \$751.00
FOR THE MOVING OF THE UNION OFFICE TO 6383 MEMORIAL ROAD.

The motion was CARRIED.

The last item of the Financial/Secretary-Treasurer report was concerned with the projected budget for the fiscal year 1981. Ray explained that the commitment to produce such a statement was outlined in Section J-13 of the By-Laws and that the project budget was printed on page 16 of the newsletter. He outlined how the various figures were arrived at, for the most part paralleling the rationale contained in the newsletter article.

Moved by Ray Galbraith THAT THE MEMBERSHIP OF AUCE LOCAL #1 ACCEPT IN PRINCIPLE THE
Seconded by Lid Strand PROJECTED BUDGET FOR 1981 AS PRINTED ON PAGE 16 OF DECEMBER'S
"ON CAMPUS".

In response to a question from Lid Strand, Ray Galbraith explained that the motion was phrased "in principle" because the figures in the budget were not etched in stone and could be exceeded for various reasons. If that should occur then the next Secretary-Treasurer would have to come back to the membership for further discussion and approval of any excesses.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron reported an item of considerable significance. A member had grieved an unsuccessful reclassification attempt and had been successful at Step III of the Grievance Procedure - retroactivity went back to January 1979.

8. Provincial report:

At the outset, Susan Zagar moved the motion printed on page 30 of the newsletter.

Moved by Susan Zagar THAT THE MEMBERSHIP AMEND THE BY-LAWS AS FOLLOWS:

Seconded by Lid Strand E. LOCAL ASSOCIATION EXECUTIVE

THE LOCAL ASSOCIATION EXECUTIVE SHALL INCLUDE THE FOLLOWING:

PRESIDENT

VICE-PRESIDENT

SECRETARY-TREASURER

MEMBERSHIP SECRETARY

UNION ORGANIZER

UNION CO-ORDINATOR

2 TRUSTEES

2 PROVINCIAL REPRESENTATIVES

ETC.

Susan's motivation was brief and to the point: that the Provincial Reps should have the right to vote as they regularly attended Executive meetings and contributed extensively to the debate and that the Reps in the other Locals also had the vote.

Lid Strand asked whether the other parts of the By-Laws which were related would be automatically changed. Carole Cameron replied that they would.

The motion was CARRIED.

Susan then indicated that the third affiliation ballot was in preparation and that it was, for her, the most important to date. And, in that light, she requested that every member cast his/her ballot. The ballots were to be counted on January 17, 1981. She reported that Local #2's dues increase referendum went down to defeat and that Local #4 at Capilano College was in arrears to the Provincial due to a dispute over accessibility to Convention tapes.

At that point Marcel Dionne explained that the Provincial Secretary-Treasurer, Sheila Perret, was scheduled to speak on the increased Per Capita Tax. Marcel stated this was no longer necessary as the members of Local #1 had just passed a dues increase which would cover our increased Per Capita Tax requirements. Carole Cameron added that our Local would probably begin paying the increased amount in either January or February, but that the membership would have to decide whether or not to pay the "retroactivity" from August. The issue would be brought to the February meeting for membership consideration. Carole said that it was the intention of Local #1's Executive that the Provincial participate in the discussion and debate as fully as possible.

9. Other Business:

a) Benefits Committee - Wendy Bice, the Union Co-ordinator, made a plea for more membership participation on the Committee stressing the importance of negotiating a new and improved benefits package. To date, the University did not have its committee together. Wendy said that we had scheduled a meeting with MSA to determine what was available. Those presently on the Committee felt that it was necessary to go back to the beginning and to do some basic research.

b) Job Evaluation Committee - Murray Adams, the Committee's chairperson, requested that

members complete and return their job evaluation questionnaires. He reported that nothing of any substance would be done with the completed forms until after Christmas. In response to a member who suggested a further follow-up form in six months, Murray expressed delight with the idea but said it would be impracticable without more volunteers.

At 1:40 pm. Carole Cameron introduced the film "Finger Pinky", a film about the organization of the York University Staff Association (YUSA). The meeting adjourned at 2:15 pm. immediately following the film.

CAPILANO COLLEGE LABOUR STUDIES PROGRAMME - REGISTRATION INFO? CALL 224-2308

The Labour Studies Programme is dedicated to help meet the special education needs of B.C. workers, their organizations, and the labour movement in general. The Labour Studies Programme can help your union develop a wide variety of labour and labour-related educational programmes. Many unions have worked with us in producing short, specialized courses or workshops for use in their membership, stewards and officers education programmes.

CONTACT ED LAVALLE, CO-ORDINATOR

1 Local 334 for more information about:

- A full list of workshops and mini-courses we can offer
- How your union might use this service

The Labour Studies Programme of labour and labour related courses, now in its sixth year, is publicly funded by Capilano College. Over 4,000 participants involving 120 B.C. unions and locals have used our services.

LSP 101: Labour Economics: Alternatives and Options

This course builds on the material from LSP 100 to provide information on alternative economic models including Marxist economic theory. Discussion will focus on the development and nature of capitalist economics and the causes of long and short term economic crises.

INSTRUCTOR: Mr. Nigel Amon is an instructor of Economics at Capilano College, where he has worked since 1972. Mr. Amon is active in his union and has advised its negotiation team on economic issues in bargaining.

DATES: Starts March 5, ends April 23 DAYS: Thursdays
TIME: 7:00 P.M. to 10:00 P.M. FEE: \$14.25 for
PLACE: Canadian Union of Postal Workers 8 sessions
Hall, 950A Richards Street
Vancouver

LSP 110: The British Columbia Labour Code

Among other issues, this close look at the B.C. Labour Code examines unfair labour practices, the Labour Relations Board, collective bargaining, strikes, essential services, and grievance arbitration. Sessions will also cover labour law, procedures before the L.R.B. and arbitration boards, as well as portions of the Human Rights Code.

A book of cases and materials will be available at cost.

INSTRUCTOR: Leo McGrady is a Vancouver trade union lawyer. Mr. McGrady is editor of "Trade Union Law," a new publication of the Labour Studies Programme. He is also teaching Labour Law at the U.B.C. Law School.

DATES: Starts March 3, ends April 21 DAYS: Tuesdays
TIME: 7:00 P.M. to 10:00 P.M. FEE: \$14.25 for
PLACE: Britannia Community Centre 8 sessions
1661 Napier Street, at Commercial
Vancouver

LSP 111: Canada Labour Code

A broad examination of the Code and decisions which affect unions under Federal labour jurisdiction, this course will introduce methods of labour law research and their application. Emphasis will be placed on the policy underlying the Code and the creation and effect of the collective agreement.

A book of cases and materials will be available at cost.

INSTRUCTOR: Stuart Rush is a lawyer in private practice in Vancouver. His practice consists mainly in labour, and criminal law litigation. Most of his labour law experience has been with unions under the Federal Labour jurisdiction, including CUPW.

DATES: Starts March 19, ends May 7 DAYS: Thursdays
TIME: 7:30 P.M. to 10:30 P.M. FEE: \$14.25 for
PLACE: Longshoremen's Hall 8 sessions
1685 Franklin St. (Franklin & Commercial)
Vancouver



LSP 116: Workers' Compensation Act and WCB

The statistical and administrative framework of the Workers' Compensation Board is examined. The course is adjusted to the expectations of the majority of people enrolled in any term, but is generally geared to familiarize students with the preparation and presentation of appeals of the board of review and Commission. All phases of claims handling are examined, from initial acceptance or rejection, including settling of wage rates to assessments and payment of pensions.

INSTRUCTOR: Connie Sun worked for the Workers' Compensation Board of B.C., handling appeals at the Commission level. She now practises law in the firm of Sun, Paterson, Brail & Busch and Ms. Sun acts for workers and unions involved in compensation cases. She is particularly interested in looking critically at the administration of government agencies, including WCB.

DATES: Starts March 21, ends April 25 DAYS: Saturdays
TIME: 9:30 A.M. to 12:30 P.M. FEE: \$9.50 for
PLACE: NB 101, Capilano College 5 sessions
2055 Purcell Way
North Vancouver

L.S.P. 117: Introduction to U.I.C. Procedures
This course emphasizes the practical. The aim is to understand the framework of unemployment insurance and, therefore, the jargon used in the Act and by the Commission. The course will cover the structure of Canada's Unemployment Insurance Act, including the most recent amendments. It will outline the qualifications needed in order to claim unemployment insurance, including "insurable employment," the "variable entrance requirement," "repeaters," "new entrance and re-entrance," and part-time work.

INSTRUCTOR: Allan MacLean is a staff lawyer with the Vancouver Community Legal Assistance Society. He has appeared as counsel at every level of the Unemployment Insurance appeal structure, including the Supreme Court of Canada. He edits the "U.I.C. Newsletter," published jointly by the Labour Studies Programme and the Vancouver Community Legal Assistance Society.

DATES: Starts March 30, ends May 11
DAYS: Mondays
TIME: 7:00 P.M. to 10:00 P.M.
FEE: \$9.50 for 6 sessions
PLACE: Retail, Wholesale and Department Store Union
4371 Fraser St., Vancouver

LSP 131: Race and Ethnic Relations

The issue of racism has been used in the past to weaken and divide unions. This course will help unionists become sensitive to complexities of race and ethnic relations; give practical advice on integrating minority workers into the union and develop techniques to deal with biases and prejudice at the workplace and in the community. Approaches to combatting the disruptive effects of racism will be discussed.

INSTRUCTOR: Daphne Kelgard has extensive experience as a teacher of race and ethnic relations, immigration issues, and practical experience in anti-racist programmes and actions. Since 1974, she has developed workshops for several Vancouver unions who include anti-racist training as part of their stewards' education programmes.

DATES: Starts March 4, ends April 22
DAYS: Wednesdays
TIME: 7:30 P.M. to 10:30 P.M.
FEE: \$14.50 for 8 sessions
PLACE: Fishermens Hall
138 E. Cordova St., Vancouver

LSP 140: History of the Labour Movement in Canada

This course surveys the history of the labour movement in Canada from the formation of the working class in the 19th century through the period of mass industrial unionism. By looking at specific conflicts, a good overview is obtained of the struggles the labour movement had to wage to gain the right to organize, to obtain union recognition, to bargain collectively, and to provide decent wages and working conditions. Lectures and discussions are accompanied by visual material — slides and films — which il-

LSP 140 (continued)

lustrate the rich and inspiring story of working people in Canada. **INSTRUCTOR:** Ed Lavalle is the Co-ordinator of the Labour Studies Programme and has taught courses and workshops in trade union history since the inception of the programme. He is also a lecturer in political science and has done research on trade union history and politics in Canada, U.S., and India. He has been active in union and collective bargaining issues in the education sector, with practical experience in negotiations and arbitration.

DATES: Starts March 10, ends May 5
DAYS: Tuesdays
TIME: 7:30 P.M. to 10:30 P.M.
FEE: \$14.25 for 8 sessions
PLACE: Registered Nurses' Association
700-1200 Burrard St. (Davie & Burrard), Vancouver

LSP 151: Women's Leadership Skills and Assertiveness Training

Part I: ASSERTIVENESS: Self-image techniques which form the basis for assertiveness. Communication skills, democratic communication, active listening, how to be heard. Role-playing in assertiveness will be used.

Part II: GROUP DYNAMICS: Power and communication within groups. Developing leadership skills and learning techniques for organizing.

Part III: ADVOCACY SKILLS: The role of an advocate, self-image and its part in advocacy, learning specific advocacy techniques.

INSTRUCTOR: Susan Hoepfner is the Programme Co-ordinator and Outreach Worker for the South Vancouver Family Place. Ms. Hoepfner was formerly with the Vancouver Status of Women. She has several years' experience in stewards' training with the Labour Studies Programme.

DATES: Starts March 26, ends April 30
DAYS: Thursdays
TIME: 7:30 P.M. to 10:30 P.M.
FEE: \$9.50 for 6 sessions
PLACE: Hospital Employees Union
(use rear entrance) 2286 West 12th Ave., Vancouver

The next two courses are designed to assist unionists in gaining effective communication skills which will enable students to participate more fully in various meetings and activities of their union.

LAST 541A: Public Speaking

A good public speaker is made, not born. This course, taught by a communications specialist from the Labour Studies Programme, will offer exercises in role playing and assertiveness training which will give students some basic skills in effective public speaking. Students will learn ways to put across information in a manner which is clear, to the point, and which will have the desirable impact. Please pre-register by telephone or mail.

DATES: April 25, 1981
DAYS: Saturday
TIME: 9:30 A.M. to 3:30 P.M.
FEE: \$9.50
PLACE: ND 100, Capilano College
2055 Purcell Way, North Vancouver

LAST 541B: Parliamentary procedure

Knowing when to speak is just as important as knowing how to speak. One of the most important skills in effective participation in any meeting is a sound knowledge of how the meeting is run, the principles or rules which guide the conduct of the meeting, and how to use those rules. This course on parliamentary procedure will cover both Roberts Rules and Bowring Rules of Order, and will be taught by a communications specialist from the Labour Studies Programme. Please pre-register by telephone or mail.

DATES: MAY 2
DAYS: Saturday
TIME: 9:30 A.M. to 3:30 P.M.
FEE: \$9.50
PLACE: ND 100, Capilano College
2055 Purcell Way, North Vancouver

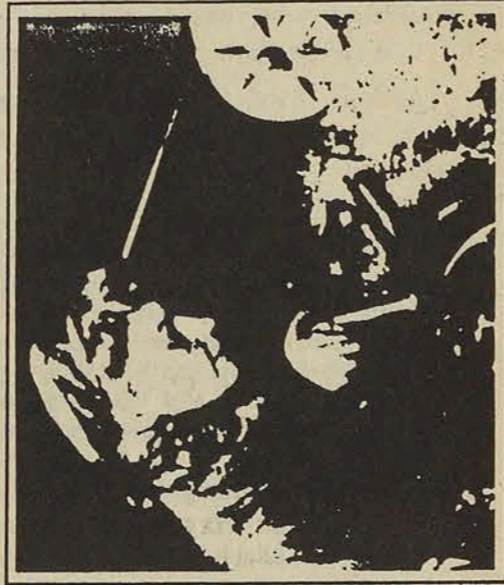
LAST 621: Women's Issues in the Unions

This course will examine some possibilities of change for women in unions and in the workplace: contractually, strategically, and collectively.

INSTRUCTOR: Gail Borst is working in a non-traditional job at Macdonald's Consolidated, active on the Education Committee of her union, the Retail, Wholesale and Department Store Union. She was formerly Director of Women's Programmes, B.C. Federation of Labour, and also organized for the United Farmworkers Union (AFL-CIO) for 4½ years in Vancouver and California. She is experienced in bargaining and strike organization.

DATES: April 25 & 28, May 5, 12, 19, 26
DAYS & TIMES: Saturdays 9:30 A.M. to 3:00 P.M.
Tuesdays 7:30 P.M. to 9:30 P.M.
FEE: \$15.00 for 5 sessions

PLACE: Britannia Community Centre
1661 Napier St., at Commercial, Vancouver
Please note: Saturday session followed by four weeknight workshops on Tuesdays.



[MORE MINUTES]

Minutes

Membership Meeting - Thursday, January 22, 1981
IRC 6
12:30 - 1:10 pm.

The meeting was chaired by Marcel Dionne, the President, and the minutes were recorded by Wendy Lymer, the Secretary-Treasurer.

Before proceeding with the adoption of the agenda, Marcel notified the membership of a benefit night organized by the Nicaragua/El Salvador Support Committee where the premiere showing of the documentary film "Women in Arms" was to take place. The benefit is to be held on Saturday, January 31, 1981 at 7:30 pm. in Carnegie Centre at Main and Hastings. Marcel urged anyone interested in the role women have been forced to take in the Nicaraguan Revolution to attend.

1. Adoption of agenda:

Moved by Carole Cameron
Seconded by Suzan Zagar

THAT THE AGENDA BE AMENDED TO INCLUDE OPENING NOMINATIONS FOR THE JOB EVALUATION AND THE GRIEVANCE COMMITTEES UNDER 5.

The motion was CARRIED.

Marcel Dionne asked Richard Melanson if he would make a motion to place his submission which was circulated to the membership on the agenda.

Moved by Richard Melanson
Seconded by Suzan Zagar

THAT RICHARD MELANSON'S NOTICE OF MOTION BE INSERTED UNDER 4 AND THAT THE AGENDA BE ADOPTED AS AMENDED.

The motion was CARRIED.

2. Adoption of minutes of the December 17, 1980 Membership Meeting:

Moved by Marcel Dionne
Seconded by Lid Strand

THAT THE MINUTES OF THE DECEMBER 17, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

Moved by Richard Melanson
Seconded by Joyce Diggins

THAT AUCE LOCAL ONE ENDORSE THE BLUE HERON HOUSING CO-OPERATIVE'S REQUEST TO PLACE NON-PROFIT CO-OPERATIVE HOUSING ON THE ENDOWMENT LANDS. BECAUSE OF THE PRESENT HOUSING CRISIS, WE ENCOURAGE THE PROVINCIAL GOVERNMENT TO MAKE AVAILABLE A SMALL PORTION OF THE ENDOWMENT LANDS FOR THIS PURPOSE.

Richard motivated his motion by stating the results of a housing study by the Douglas House Building Society which involved 166 non-academic staff at the University of British Columbia. The study, completed in May 1980, had established that the average age of the head of the household was 38 years which closely parallels householders within the bargaining unit. 30% of the participants felt that the housing available today was either marginal or inadequate. With an average household income of \$23,000 per annum, Richard pointed out that it was financially difficult for people who wanted to purchase homes, bearing in mind that housing costs have escalated in the past three years. He emphasized that the Blue Heron Co-operative was a non-profit organization and added that although no section of the endowment lands was designated as parkland yet, the main objective of the Blue Heron was to have this status changed in order to obtain a small section for co-operative housing.

Joyce Diggins spoke in support of the motion. She was pleased that AUCE Local #1's membership had been made aware of the situation and firmly hoped it would create a stir among those searching for the answer to affordable housing. Joyce indicated that the Blue Heron intended to send representatives to Victoria who would appear before the housing minister to make their application for parkland status. She then asked that people who wanted more information should direct their queries to either the Blue Heron Housing Co-operative (5554 Kings Road, Vancouver, B.C., V6T 1K8) or to the Douglas Housing Co-operative (Box 48, S.U.B., UBC Campus).

Elizabeth Brock asked if Richard's motion was in support of the Blue Heron Co-operative alone or was it meant to include other co-operatives if the endowment lands' status was changed to parkland.

Richard responded that the Blue Heron Co-operative would never refuse to support other co-operatives with the same aims and that he would support amendments to his motion which were **inclusive** of such institutions.

Ray Galbraith advocated the co-op concept as being the only affordable housing available and urged that it was much more accessible to staff and non-bargaining members than any other.

Carole Cameron suggested an amendment to the motion which would include other housing co-operatives. She added that if the amended motion received the support of the membership at this meeting, that those sentiments be conveyed on union letterhead to the Minister of Housing.

Moved by Carole Cameron
Seconded by Richard Melanson

THAT THE PHRASE "AND OTHER HOUSING CO-OPERATIVES" BE
INSERTED AFTER "BLUE HERON HOUSING CO-OPERATIVE" AND
THAT, IF SUPPORTED, THIS MOTION BE CONVEYED ON UNION
LETTERHEAD TO THE MINISTER OF HOUSING IN VICTORIA.

The motion was CARRIED.

Andreana Phillips then asked if this motion supported the freeing of the land or the co-operative concept.

Marcel Dionne responded that he understood that the co-op concept had already been accepted and that motion was intended to request that the land be freed for affordable housing construction.

The motion now reads:

THAT AUCE LOCAL 1 ENDORSE THE BLUE HERON HOUSING CO-OPERATIVE AND OTHER HOUSING CO-OPERATIVES REQUEST TO PLACE NON-PROFIT CO-OPERATIVE HOUSING ON THE ENDOWMENT LANDS. BECAUSE OF THE PRESENT HOUSING CRISIS, WE ENCOURAGE THE PROVINCIAL GOVERNMENT TO MAKE AVAILABLE A SMALL PORTION OF THE ENDOWMENT LANDS FOR THIS PURPOSE.

5. Nominations:

Closing:

Benefits Committee (2) - Suzan Zagar was elected by acclamation.
Joyce Diggins was elected by acclamation.

Communications Committee - Nominations were to be re-opened at the next Membership meeting.

Provincial Education Committee - No members were willing to stand for this Committee. Nominations were to be re-opened at the next Membership Meeting.

Committee to Investigate Discovery Parks - No members were willing to stand. Nominations were to be re-opened at the next Membership Meeting.

Cross-Local Committee to Investigate AUCE Salaried Staff - Nominations were to be re-opened at the next Membership Meeting.

Cross-Local Superannuation Pension Investigating Committee - Nominations were to be reopened at the next Membership Meeting.

Job Evaluation Committee - No members were willing to stand. Nominations were to be reopened at the next Membership Meeting.

Grievance Committee - Nominations were to be reopened at the next Membership Meeting.

6. Secretary-Treasurer's report:

Moved by Wendy Lymer THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT
Seconded by Bev Wesbrook FOR THE MONTH ENDED DECEMBER 31, 1980.

Wendy then explained the changes indicated on the statement circulated at the meeting. She had mistakenly placed the amount of \$952.92 for a Steward Seminar held on October 20 and 21 of 1980 in the Salaries and Related Expenditures column. That amount should have been placed in the Meetings and Conferences column of the daily ledger. Wendy also noted that printing and stationery costs were up due to the payment of 50% of the printed contract costs to the University. She added that the last payment to the Provincial for the Section 7 loan had been made in December.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron stated that there was nothing outstanding to report. There were no questions.

8. Provincial report:

Suzan Zagar reported that the referendum on affiliation was completed and the result was that the Locals favoured **the** Lobby choice by a ratio of 2 to 1. Suzan then discussed the \$5 assessment for Locals 2, 4, 5, and 6 which Local #1 would use to dispense with strike-related debts. Assessments received thus far would be held in trust until all the money had been collected. Suzan informed the membership that the SFU administration were also contributing to the payment of Local #1's debts due to their delay in deducting the assessment from Local #2 members' paycheques.

Suzan then moved on to discuss the increased per capita tax and the retroactivity requested by the Provincial Association. She indicated that Local 2 was three months in arrears and was in serious financial difficulty at this time. Suzan indicated that Local #1 was prepared to pay the increased per capita tax rate beginning in January of 1981 which would amount to approximately \$50,000 per year. She felt that it was time the membership concerned itself with just what is happening with that money and urged participation when the subject arises at the next Membership Meeting.

Suzan announced that the 1981 Convention had been tentatively set up for the 5th and 6th of June, that an official notice would be forthcoming. Nominations would open in March for delegates from each Local; she urged all those interested to participate in the elections as it was very important send the allowable ten delegates to represent its interests.

Lid Strand notified the membership of the Capilano College fee increases; he felt that the policies and actions taken by the Capilano College Local in fighting the tuition fee increases were justified and that the other locals should be prepared to offer their support in this struggle.

9. Job Evaluation Committee report:

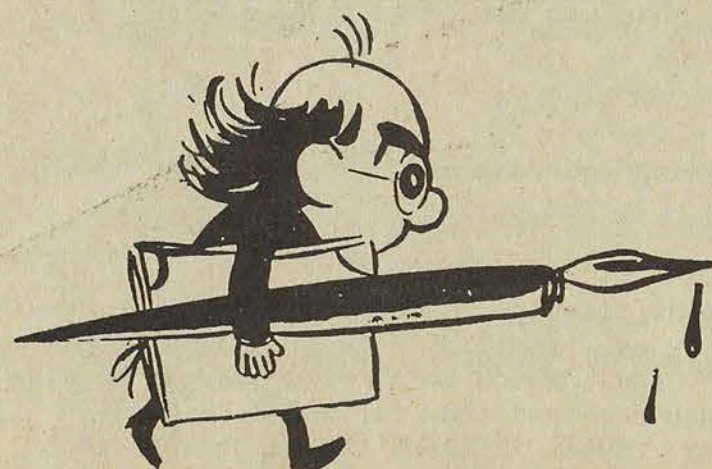
Sharon Newman informed the membership that Murray Adams was transferring out of the bargaining unit and that she would preside as the chairperson for the time being. She reported on the results of the Job Evaluation questionnaires which were sent out to the membership. Of the 1200 mailed out, 250 were returned, amounting to a 20% response. The returns would be analyzed and the results reported in the newsletter. Sharon made a request for volunteers to the Committee, as many as possible would be welcomed and hoped there would be a greater response at the next Membership Meeting. This Committee usually meets on Wednesdays between 12:00 and 1:00 p.m. in the Union Office. Lastly, there would be a report appearing in the next newsletter.

10. Other Business:

Bi-weekly pay system committee:

As Linda Tretiak was unavailable, Carole Cameron offered a brief summary. She felt that there was a great deal of support on campus for the bi-weekly pay system, especially in the Finance Dept. Carole was convinced that its implementation would probably go ahead. A report dealing with the introduction of the bi-weekly pay system elsewhere was available for reading in the Union Office.

The meeting adjourned at 1:10 pm.



**NEXT ISSUE
DEADLINE:**

March 2, 1981

GENERAL CORRESPONDENCE RECEIVED JANUARY 12, 1981 to FEBRUARY 1, 1981

- Jan. 12/81 Letter from J.M. Kennedy thanking Local 1 for contributions to the United Way campaign whose goal of \$100,000 was surpassed.
- Jan. 12/81 Letter from Heather Troche to R.A. Grant, E.R., re withholding of tuition fee waiver for a popular course.
- Dec. 31/80 Letter from Ronald C. Brown to Local 1 re Gift of Hope donation of \$50.
- Dec. 23/80 Letter from Human Rights Commission re public meeting about legislative review.
- Jan. 13/81 News release from B.C. Federation of Labour re edict against the Crane Co.
- Jan. 9/81 Notice from AUCE Provincial re their activities in January.
- Dec. 19/80 Original letter to new member enclosing \$1 initiation fee, requesting a membership form.
- Jan. 13/81 Letter from Sheila Perret, AUCE Provincial, re Gail Bailey membership card.
- Jan. 15/81 Notice of Benefit Night at the Carnegie Centre organized by the Nicaragua/El Salvador Support Committee.
- Dec. 19/80 Letter from Mavis Dunsford, Employee Relations, re severances of union members.
- Jan. 5/81 Letter from CCCA re success of Rally for Repeal of the Anti-Abortion laws, noting meeting in January and thanking AUCE Local 1 for its support.
- Jan. 6/81 Letter from the Nicaragua/El Salvador Support Committee outlining the Benefit Night.
- Jan. 14/81 News release from the B.C. Federation of Labour re the polluting of Alice Arm.
- Jan. 13/81 Duplicate of Jan. 13 news release re Crane Co. edict.
- Jan. 16/81 Letter from non-member to Carole Cameron re membership form received.
- Jan. 5/81 Letter from the Diploma Programme for Teachers of the Hearing Impaired Class of 1980-1981 re request for donation.
- Jan. 8/81 Letter from BCIT re open house at the Downtown Education Centre.
- Dec. 19/80 Letter from Canada World Youth re exchange programs.
- Jan. 16/81 Letter from AUCE Provincial re Resource-Public Sector Clerical Workers' Survey.
- Jan. 22/81 Contract with Patti Lang for cleaning former AUCE Local 1 office.
- Jan. 26/81 Letter from Kaye Rumsey, Employee Relations to Gary Taylor, Copy & Duplicating, re review of a Clerk II position.
- Jan. 26/81 Letter from Jane Strudwick re Joint Committee to Review Benefit Plans.
- Jan. 23/81 Letter of resignation from Julie Foster to Employee Relations.
- Jan. 16/81 Letter from International Women's Day Committee re notice of meeting.
- Jan. 22/81 Letter from Attorney General's Office to President Kenny re policing services on the University Endowment Lands.
- Jan. 22/81 Letter from SORWUC re invitation to their Local 1 Convention in February.
- Jan. 28/81 Letter of resignation from Lid Strand re the University Safety Committee.
- Jan. 26/81 Letter from Labour Relations Board of B.C. re CUPE Local 2278 application for certification.
- Jan. 27/81 Letter from R.A. Grant/ER re pay rates for computer operators.
- Jan. 22/81 Letter from Lesbian Conference Committee re donation request and conference notice.
- Jan. 29/81 News release from B.C. Fed. of Labour re provincial government's coal development plans.
- Jan. 28/81 Letter from new member re her appreciation of the security AUCE offers.
- Jan. 22/81 News release from BCGEU re Alberta government's denial of rights to employees.
- Feb. 2/81 Notice of Anti-Nuke Day sponsored by Women against Nuclear Technology.
- Feb. 2/81 Notice of Holly Near concert at the John Oliver High School Auditorium.
- Jan. 30/81 Letter of resignation from Linda Tretiak re vice-president position of Local 1.
- Jan. 29/81 Letter from Susan Weir to Marcel Dionne re deduction of dues and assessment.
- Jan. 22/81 Letter from B.C. Teachers Credit Union re meeting on Feb. 14/81.
- Jan. 26/81 Letter from AUCE Local 2 enclosing copy of current collective agreement.
- Feb. 3/81 Letter (copy) from J.R. Chong to Ann Turner, Head, Catalogue Records, re notice of maternity leave.
- Feb. 11/81 Letter from Provincial President Lid Strand to Marcel Dionne re AUCE Local 1's role in the retro per capita tax dilemma.



Membership Meeting

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Membership Meeting - Thursday, February 19, 1981
IRC 6
12:30 - 2:30 p.m.

Article 10 - Union Meetings states:

"The University agrees to allow nine (9) two-hour lunch meetings (12:30 to 2:30) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given."

What that means is that you are entitled to the time off from work to attend the February 19th Membership Meeting.

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes of the January 22 1981 Membership Meeting
3. Business arising from the minutes.
4. Business arising from the correspondence.
5. Nominations:
 - Opening - Vice-President and Alternate Provincial Representative
 - Closing - Grievance Committee (1)
 - Communications Committee
 - Provincial Education Committee
 - Committee to Investigate Discovery Parks
 - Cross-Local Committee to Investigate AUCE Salaried Staff
 - Cross-Local Superannuation Pension Investigating Committee
6. Secretary-Treasurer's report
7. Grievance Committee report
8. Executive report - Motion re payment of Per Capita tax retro
 - changes to By-laws concerning salaried staff
9. Provincial report
10. Other Business - Job Evaluation Committee
 - By-law changes
 - Other

BICE, WENDY
AUCE LOCAL 1
UNION OFFICE