

Held at the AUCE Provincial Office - #901-207 W. Hastings St. Vancouver
Meeting was called to order at 10:30 a.m. Joan Wood - Chairperson

Present: Joan Wood - Pres., Hester Vair - Vice-Pres., Suzanne Marria - Union Organiser, Sheila Perret - Sect'y-Treas., Joy Smith - Trustee, Richard Melanson - #1, Bob Anderman - #2, Peter Burton - #5, Mary Mabin - #6, Susan Knutson - #6.

Absent: 2nd rep. - #1, 2nd rep. - #2, Anne Gilbert - #4, Vicki Nunweiler - #5.

1. Agenda - Motion to adopt the agenda. Moved by: Joy Smith Seconded: Richard Melanson. Carried. (SFU 18 was included under 'Old Business' as 10) xii.)
2. Approval of the minutes - Prov. Exec. Mtg. 79-09-15. Motion to accept the minutes. Moved by: Susan Knutson Seconded by: Hester Vair. Add under item 3)j - Mover and Seconded of motion to have SORWUC #1 pay \$10 per month towards the copier bill, were Hester Vair and Susan Knutson respectively. Delete Joy Smith's name from the attendance list. Motion Carried.
3. Secretary-Treasurer's Report:
 - c)i Financial Report - Chequing - \$ 9,058.21
Plan 24 - 11,680.95 (Strike Fund)
Term Dep.- 1,000.00 6 month term renewable in August 10.5%
Term Dep.- 4,000.00 1 year term " " " @ 9.0%
Vancouver City Savings Credit Union is offering 11.5% premium on 1 year Term Deposits - minimum must be \$5000. Early redemption is not permitted but it is possible to borrow against the T/D, using it as collateral. What was discussed was the merit of combining the two Term Deposits into one and taking advantage of the higher interest rate.
MOTION: That AUCE Provincial take the \$1000 and the \$4000 deposit and combine them into one \$5000 Term Deposit.
Moved by: Sheila Perret Seconded: Susan Knutson Carried.
MOTION: To refer the lost wages study/report to be done by Hester Vair and Sheila Perret, to the November Provincial Executive meeting.
Moved by: Sheila Perret Seconded: Susan Knutson Carried
 - ii)NOTICE: A Plan 24 Savings Account has been opened at VanCity Credit Union to deposit the funds granted by Labour Canada. AUCE has received the initial 75% of the funding = \$1175.00. In order to open the new PL24 Account the initiation fee was \$25.00. Balance = \$1150. This money will be used only for expenses incurred by offering the four educational week-ends this Fall and in the Spring of '80 for the General Membership.
 - iii)Credit Union alternative investigation: Report submitted by Carol McQuarrie states that there are three union-organised credit unions on the Lower Mainland: Electrical Trades Credit Union (SORWUC-UBW), Van City Savings at West Broadway: (CLC-OTEU), Van City Savings @ Main & 26th (CLC-OTEU).
MOTION: To table the question of changing Credit Union accounts to another branch of Van City or to another Credit Union, to the November Meeting.
Moved by: Richard Melanson Seconded: Bob Anderman Carried.
 - iv) TABLED MOTION: That Melody Rudd be paid her hourly rate for the 15 hours spent at the Provincial Office assisting Sheila with the financial books. TABLED TO THE NOVEMBER MEETING and referred to Sheila and Hester for consideration along with item concerning lost wages study/report in 3.c) i above.

3. a) Announcements - Women In Jeopardy Conference to be held at the Robson Square Media Centre, Fri night October 26th & Sat'day Oct. 27. see item 10.vi) below.

b) Correspondence -

*Local 6 - monthly report 79-10-10

*SORWUC Research - salaries of Senior Secretaries in Vancouver law firms 79-10-17

*Confederation of Canadian Unions - enclosing 20 c's Constitution & 2 CAIMAW c/a's from Jess Succamore, Vice-Pres. 79-10-16

*Vancouver Women's Health Collective - announcement of Health Series II including Nov. 29th seminar : Occupational & Environmental Health for Women

MOTION: That AUCE Provincial donate \$10 to Vancouver Women's Health Collective to help defray publicity/printing costs re Health Series and that AUCE members be encouraged to attend at least the November 29th seminar.

Moved by: Sheila Perret Seconded: Hester Vair Carried

*BCGEU News Release - announcement by John Fryer, Gen-Sec'ty, stating that the BCGEU has filed a complaint with the BCLRB re Pat McGeer's (Mstr. of Ed.) memo to all Colleges and Institutes in BC asking administration to assess costs of staff time devoted to negotiation and maintenance of contracts, and asked for the cost of administrative time 'consumed on grievances'. Release dated October 18th, '79.

MOTION: That Provincial Executive Reps from all locals formally ask their respective administrations whether they have forwarded any information in response to Pat McGeer's memo.

Moved by: Sheila Perret Seconded by: Suzanne Marria Carried

n.b. the BCGEU news release will be in the Affiliation Committee 'Legislation file in the AUCE Provincial Office. ((Affecting Employees' file /

*Statistics Canada - invoice regarding purchase price for formerly free now exorbitantly priced Consumer Price Index and Employment Stats bulletins.

MOTION: To table the purchase of the Stats Canada bulletins and attempt to have an outline of paid subscriptions for the next AUCE Prov. Exec. Mtg and that each Prov Exec Rep will check to see if the bulletins are available on campus.

Moved by: Suzanne Marria Seconded by: Joy Smith Carried

*Assn for Women in the Justice System - announcing conference to be held at Harrison Hot Springs Nov 21-23. Focus seems to be management oriented.

*Vancouver Women's Building Trust - notice explaining aims of VWBT Committee objectives and fund-raising plans.

MOTION: To table any motions regarding the Vancouver Women's Building Trust until the November Prov Exec Mtg when a member of the VWBT Committee will be invited to attend to speak about the project.

Moved by: Sheila Perret Seconded by: Suzanne Marria Carried

*BC Lions Society for Crippled Children (Carol Tudan Asst. Dir. P/R) - soliciting publicity for Christmas TV Telethon Dec 1 & 2. 79-10-10

*Society for Political Action for Gay People re Human Rights Code amendment lobby (see item under New Business, below) 79-10-17

*AUCE #2 - Norma Edelman, Union Co-ord. re supply of Initiation forms 79-10-11

*Vancouver Community Legal Assistance Society - Allan MacLean re the Federal Court of Appeal re Maternity Benefits Hassle AND a letter of thanks for the \$500 donation (as per '79 Convention resolution) to VCLAS for Allan's work on the case. Decision not received as of 79-10-09. Was reported at the Prov Exec Mtg that AUCE had in fact won the Appeal; in the event of a favourable decision Allan's advice was to not rush with press releases until 60-day appeal gap expires - we hope that EIC/UIC will not appeal of course!

3.b) Correspondence con't on last page of minutes, better detailed incl. OUTGOING CORRES.

4. re VCLAS and Maternity Benefits Case: WE WON AGAINST EIC/UIC!!

MOTION: That AUCE issue bulletins to select groups who would be interested in the Appeal victory and that the bulletin simply announce the fact of the judgement and not at this time herald the victory as a precedent-setting case for the women of Canada, but rather issue such a detailed press release once the 60 days limitation is expired, as advised by VCLAS.
 Moved by: Sheila Perret Seconded by: Susan Knutson Carried

12.30 p.m. adjourned for lunch until 1:15 p.m.

Meeting called to order at 1:15 p.m.

5. Local Reports: Submitted in writing and will be published in AUCE Newsletter.
 Highlights -

Local 1 - Considering hiring a third paid office worker who would assume the Local Executive position of Secretary-Treasurer. This is going to referendum. Referendum to increase local association monthly dues to be put to membership. Affiliation Committee rep, Lissett Nelson is on three months' leave until December, so won't be attending meetings until then. Lid Strand is the other rep. Grievance concerning 'flex-time' is going to arbitration. Charges still pending against member(s) of the bargaining unit who crossed the Operating Engineers' picket line last year; decision to honour the picket line was made by the Local 1 membership at a G/M meeting. -Richard Melanson reported

Local 2 - Carol Knight has resigned as the 2nd Provincial rep in order to co-ordinate the Local 2 newsletter - AUCE ANCHOR. - Bob Anderman reported

Local 4 - re Grievances: Arbitration being considered on Promotion and Hiring question. Qualifications for a particular job were added after the posting date expired and after the interviews had taken place. The grievor in this situation had seniority but was not interviewed for the job and was passed over for another member of the bargaining unit who had the extra qualification requirements beyond the class specification, but had not as much seniority accrued as the Grievor. A re-classification grievance has been settled successfully with the member being pegged at a suitable wage for the job in question. Reclassification grievances on more than a dozen expired re-class applications are pending. Regarding negotiations the G/M mtg details are 'in camera'. The contract expired on the 30th September, 1979. The major issue is that the College is demanding the exclusion of workers who are also students from the bargaining unit. It seems that the membership is really solid on this issue. The College has offered a 2 year contract of 5 3/4% per year - this is in exchange for #4 taking the demand to retain the student assistants in the bargaining unit. If the local persists in refusing to allow the exclusion of the student assistants (who by the way will be hired to work in the Media Centre, Audio Visual, the Library, Registration/Registrar's Office to begin with) the College is insisting on a 3 year contract with the following percentages: 5 3/4%, 6 1/2% & 7 1/2%. The Union is refusing also the Colleges demand for a carte-blanche approval of the Ministry of Labour Youth Employment Projects instead of the one-by-one approval to which all unions are entitled by the Ministry anyway! The Union is demanding double-time for all overtime in excess of the regular work-day. Also demanded by the Union is 100% pre-paid dental plan instead of the current 80%. In view of the College's refusal to eliminate the 'step' method of a pay-grid system the Union is going after a bonus for those employees who remain on staff after 5 years, the last step on the scale.

MOTION: In order to better facilitate an understanding by the Local 4 membership of the situation that exists at Local 2 regarding the separate category of student assistants, the Provincial Executive authorises that Hester Vair attend, with the approval of the #4 membership, the next G/M, and that her lost wages be paid.

Moved by: Joy Smith Seconded by: Sheila Perret Carried.

5. Local Reports - Local 5 was next to report but Phyllis Webb from the Canadian Union of Postal Workers arrived as planned, to show the CUPW film, 'The Struggle Continues'. Phyllis preambled the film with a report on the developments that led up to the strike last fall by the Postal Workers and the subsequent arrests of Jean-Claude Parrot and other union leaders for encouraging the rank and file to defy the Federal Governments back-to-work order. The film was extremely good and featured interviews with Postal Workers and leaders of CUPW and George Hewison of the United Fishermen and Allied Workers' Union regarding the right to strike. AUCE Prov Exec Reps were encouraged to report the existence of the film to their local memberships in order that showings of the film could be arranged at G/M meetings. Phyllis supplied us with bumper stickers and leaflets supporting CUPW.

MOTION: That AUCE Provincial purchase a rubber stamp to be used on AUCE mail & this rubber stamp shall be inscribed with the following: AUCE supports CUPW.
 Moved by: Sheila Perret Seconded by: Susan Knutson Carried

We resumed item 5. Local Reports with a report from Peter Burton who is a member of AUCE #5 and works at the College of New Caledonia:

Nominations have been opened to elect a new Executive and the new ACUE Provincial reps. No nominations have been received for the two positions on the Provincial Executive. A day-care is to be opened on campus. The Local 5 Exec is working hard still at trying to get office space. The Faculty Association and the Student Society have separate offices for their members. A search is underway for a new Dean of Student Services; #5 has input in the search procedures. There is a reduction in the number of administrative positions taking place; at one point last year there was one administrator for four staff! The Book Store Manager is a member of the bargaining unit now - this position, with an increase in duties, was created to replace a clerk position.

Local 6 - Organising proves to be an ever enormous task; nearly half of the bargaining unit this semester consists of people new to SFU. Most efforts are now directed at signing up new members. Negotiations continue and a sexual harassment clause has been signed and will be subject to ratification by the membership when the contract talks are completed... One result of SFU's continuing practice of cutbacks is that teachers are being faced with an increased workload by larger classes this semester. Grading is becoming out of hand. Local 6 awaits the decision of the BC Labour Relations Board on the Unfair Labour Practice filed by the union against SFU in March - the university refuses to implement the annual increase which was due to the teaching support staff more than two years ago! September '77. Job descriptions and appointments are still outstanding - SFU refuses any language that would limit the workload of Teaching Support Staff. Because tutorials are increasing in size the pay is working out to be less for the job although the actual amount has not changed, and the quality of the education is decreasing with the larger class sizes. The university is also opposed to any language that would allow academic freedom; TA's would be restricted from free comment about the material being taught or other general questions about education. SFU wants to define the TA's in terms of student status: Grad students would be from MA or PhD programmes, Undergrads could be hired and paid less than grad students - such a contract item would allow students of differing levels of education to be paid less for essentially the same work with similar degrees of responsibility & skill.

6. Affiliation Committee report:

Suzanne Marria reported that the committee had discussed several suggestions about how to best involve the reps from #5 without going to the expense of flying them down to Vancouver from Prince George every time we meet on Tuesday nights

MOTION: That the Provincial Executive tape record all meetings of the Affiliation Committee & that the tapes be sent to #5 and that the Provincial shall be prepared to install a speaker phone in the Provincial Office for the benefit of Local 5 hearing our meetings, dependent on the approval of Local 5.

Moved by: Suzanne Marria Seconded by: Bob Anderman Carried

6. Affiliation Committee report - con't:

Discussion continued on the problem of the difficulties we'll have including #5 in the decisions.

MOTION: Where decisions of the Affiliation Committee involve Constitutional issues, the conclusion of the vote shall occur after the Local 5 Committee members have voted and that votes on all other committee matters shall be subject to review by the three #5 reps on the Affiliation Committee, if they are opposed to the decision in question, if they indicate that they could vote in a way that

/would change the / Moved by: Suzanne Marria Seconded by: Bob Anderman Carried
majority./

7. Item on CUPW on page 4, previous to this page.

8. SFU 18 Report - Robbie Clarke of the SFU 18 told the Executive of the arrangements that are being made to have the rally/public meeting in defense of the SFU 18. The public meeting is scheduled for Friday night @ 7:30 p.m., October 26th at the Fishermen's Hall on West Cordova Street. CUPW, Retail, Wholesale and Department Store Union, BCGEU, BC Federation of Labour, IWA, CUPE, B.C. Ferry & Marine Workers' Union and the United Fishermen and Allied Workers' Union are among the groups that have been requested to send speakers who will address the theme 'Why The Charges Should Be Dropped'. To recap the status of those arrested: a stay of proceedings has been 'granted' to three of the arrested supporters of the AUCE #2 strike. The next trial to proceed is Anne Russell's. Ted Irwin is scheduled to appear in Burnaby Provincial Court on October 31st. Two major lines of defense have evolved from meetings between the lawyers, Stuart Rush & Margeurite Jackson, and the SFU 18: Some favour the argument that the 18 were acting in the defense of 'equal pay for work of equal value', and, others are willing to rely on technicality, i.e. was 'x' aware of what they were doing if it can in fact be found that they were doing 'it', blocking a highway?. Peter Armitage's appeal is scheduled for January; costs of Peter's trial and appeal are: Stuart Rush - \$800 for the 3 days in court and all meetings, the fine of \$250 has been paid, transcripts of the trial needed in order to file the appeal cost \$400. Donations from individuals, groups, other trade unions and AUCE Locals have provided a defense fund which now totals approximately \$5000. This sounds like a lot of money but considering that there are thirteen individuals trials yet to be heard, \$5000 will not go very far.

MOTION: All reps shall return to their locals with the following information: that the Executives be contacted in order to encourage that some notice or bulletin go out informing the membership of the next trial, October 29th.

Moved by: Suzanne Marria Seconded by: Richard Melanson Carried

MOTION: That AUCE Provincial pay for duplication of the leaflets to publicise the public meeting to rally support for the defense of the SFU 18, among the AUCE membership.

Moved by: Suzanne Marria Seconded: Susan Knutson Carried.

MOTION: That Joan Wood speak at the SFU 18 rally on behalf of the AUCE Provincial and that Susan Knutson Chair the rally.

Moved by: Suzanne Marria Seconded by: Sheila Perret Carried

10. xii) SFU 18 Video - it was decided by consensus that this item should come up now:

MOTION: Moved that the following motion, passed at the September 15th AUCE Prov Exec Mtg, be rescinded: That AUCE Provincial pay for a copy of the video of the newsclips of the arrests of the SFU 18, and that the last part of the new tape shall include SFU 18 member(s) addressing their problems, in order that we may have a Library copy, and so that it could be offered to the BC Fed Convention for continuous showing. (see pg. 5 minutes of mtg 79-09-15)

Moved to rescind by: Richard Melanson Seconded: Hester Vair Carried (2/3's)

MOTION: That AUCE Provincial agree to making a modified version of the video & that it be used for educational purposes.

Moved by: Richard Melanson Seconded: Sheila Perret Carried

10. xii) SFU 18 Video - con't:

Read 2nd: MOTION: That AUCE Provincial pay for two (2) copies of a video tape about the SFU 18 in order that we may have a Library copy, and a copy for use by the AUCE locals and other unions, & for use by the BC Fed Convention and other groups.

Moved by: Suzanne Marria Seconded: Bob Anderman Carried

Read 4th: MOTION: That the Provincial Executive's role in the making of the video of the SFU 18 be - - - - - limited to duplication and access and distribution alone.

Moved by: Hester Vair Seconded by: Joy Smith Defeated

Read first: MOTION: That the motion above regarding AUCE Provincial making a modified version of the video for educational purposes, be rescinded.

Moved by: Suzanne Marria Seconded by: Sheila Perret Carried (by 2/3's)

Read 3rd: MOTION: That Suzanne Marria be appointed as the editor of the tape production.

Moved by: Joy Smith Seconded: Richard Melanson RULED OUT OF ORDER

** It was decided that because we were running out of time and lack of a quorate meeting was imminent, we would proceed with items that required urgent attention; the remaining items would appear on the November agenda.

9. New Business ii) Society for Political Action for Gay People - sent AUCE Provincial a letter asking for endorsement of their call on the Provincial & Federal Human Rights Branch/Commission for inclusion of sexual preference in Human Rights Code protection.

MOTION: That AUCE Provincial endorse SPAG's call on the Provincial and Federal Human Rights Branch/Commission for inclusion of 'sexual orientation' in the respective Human Rights Codes, and that the letter to SPAG point out that the AUCE Constitution and 2 AUCE contracts provide such personal rights protection.

Moved by: Suzanne Marria Seconded by: Susan Knutson Carried

10. Old Business i) SORWUC report be tabled to the next meeting and that the report which has been typed and printed be considered at the November mtg and not circulated among the membership until it has been accepted by the Provincial Executive.

Moved by: Sheila Perret Seconded: Hester Vair Carried

10. xi) SP rescheduled holidays and staffing of AUCE Office in SP's absence:

MOTION: That the AUCE Prov Exec rescind the motion of September 15th, 1979 which stated that volunteers be relied on to staff the office when Sheila takes her holiday.

Moved by: Sheila Perret Seconded by: Hester Vair Carried

MOTION: That the person staffing the office be reimbursed lost wages for time taken off from her/his regular job.

Moved by: Sheila Perret Seconded by: Hester Vair Carried.

Meeting adjourned at 5:00 p.m.