

Executive Meeting of February 16

The following motions were passed:

- That Executive meetings, commencing with the next meeting, have a rotating chair, in alphabetical order, and that all items submitted to the chairperson are to be included on the agenda. (It was felt that all members of the Executive should gain experience chairing meetings and preparing agendas).
- That the planning of the membership meeting agenda be at the top of the Executive agenda of the meeting preceding the membership meeting. Only those items that must be discussed before going on the agenda should come before the drawing up of same. (It was felt that membership meetings had been poorly planned, because the Executive had devoted insufficient time to preparing the agendas. Preparing the agendas of membership meetings is henceforth the priority of Executive meetings).
- That suggested time limits be carefully considered and placed on all items on membership meeting agendas.
- That a particular member of the Executive be designated for each Executive recommendation or report being presented to the membership. Such member should be responsible for motivating the recommendation. (On several occasions, recommendations have been put to the membership with virtually no explanation from the Executive).
- That the following proposal be taken to the membership: That a time limit of 3 minutes be placed on each person on the speakers' list, and that someone volunteer to keep time. (See separate blurb on this).
- That all committee reports be in writing, and mailed out with the agenda. Each committee should, no later than the Executive meeting at which we draw up the agenda, inform us of how much time they think they will need for actual discussion and updating of their report. (It was felt membership meetings should be devoted to debate and decision making, not the reading of reports. Everyone can now read the reports in advance, and come properly prepared. Business should now be shorter, and also more meaningful).
- That Executive meetings be held on the Tuesday following a membership meeting in order to carry out any action required, and also on the Wednesday 11 working days prior to the membership meeting in order to prepare for that meeting.
- That we request from Data Processing the labels for all employed staff at UBC, including all unions, faculty, T.A.'s, etc., and that copies of the Tabloid be put at the usual drop points for the Ubyyssey. Copies should also be sent to the Provincial Association and a sufficient number left in the union office, as well as some sent to interested off-campus parties.

Executive Meeting of February 25

The following motions were passed:

- That the next membership meeting decide on the date of hearing(s) for alleged scabs.
- That we buy the necessary labels for distribution of Tabloid to all Campus Union members, and distribute to Faculty through division structure. Cost of labels not to exceed \$100. (The administration decided to make us pay 4¢ per computer label for other members of the Campus community).
- That the answering service in the Union Office be again put into operation.
- That we answer letter from University Safety Community re: danger of picketing. Answer would merely acknowledge receipt.
- That all written reports, minutes, and agenda go out to the membership as one package, i.e. in the Newsletter.
- That we recommend an amendment to proposed trial procedure for By-laws, viz., that it read that both the Accused and the Accuser(s) leave the room during deliberation by the membership.
- That the Executive withdraw its recommendation for purchase of a tape recorder, and that the matter be referred back to the Union Organizer for better motivation, if she so wishes.

DISCIPLINE

At the membership meeting in January, this local adopted a policy for dealing with a union member's charge against another union member. At that meeting, notice of motion was given that this policy be adopted as part of our Local By-laws (subject to the approval of the Provincial Executive as per Section 19-P2 of our Constitution).

At the February membership meeting, there was much confusion about this policy--what were the punishments referred to in the procedure? was there any appeal? does this relate to anything in our Constitution? This is an attempt to answer some of those questions by relating the policy recommended to the discipline section of our Constitution.

The constitution of our Union describes the penalties which may be imposed on a union member (reprimand or expulsion) and gives a general procedure for each local to follow. But it does not lay down a specific way of handling a charge by one union member against another. What follows is the discipline section from the Provincial Constitution. (Please keep in mind that our Constitution may only be changed by taking an amendment voted on at a local meeting, to the Provincial Convention and passing it there--next convention is 12 & 13 June 1976.)

Section 17 (Provincial Constitution) - Discipline

- A. The Local Associations have the right to discipline any member for a violation of the Provincial Constitution, Local Association By-laws or decisions of Local Association meetings or conventions, only after a fair hearing and a majority vote at the Local Association meeting. The accused shall be presented with the charges in writing at least seven (7) days prior to the hearing and shall have the right to have a member of the Local Association act as her/his counsel.
- B. The Local Association, after such hearing, shall, if the accused is found guilty, have the right to impose any or all of the following penalties:
 1. reprimand the member;
 2. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.
- C. The accused will have the right to appeal to the next Provincial Convention and shall have the right to choose a member of the Provincial Association to act as her/his counsel. However, the decision of the Local Association shall stand unless and until reversed on appeal.
- D. The Provincial Convention has the power to expel upon recommendation of the Local Association as aforesaid, and in any appeal may:
 1. Affirm the conviction and the penalty imposed;
 2. Affirm the conviction and substitute another penalty for the penalty imposed; or,
 3. Reverse the conviction and order the Local Association to repay any fine or fines and costs incurred.
- E. The Provincial Convention shall have the power to discipline Provincial Officers and impose any or all of the penalties listed in Section 17B.

This section of our constitution is good in many ways--it lays down the bones of a procedure, the penalties which may be imposed on a member, and protects the right of appeal. But many questions of how a Local Association should implement this section remain--how should the charge be written? to whom should it be presented? how should the hearing be conducted? what do we do in case the chargee is ill and unable to attend?

The procedure which we adopted as policy at our January membership meeting is an attempt to answer these questions. This procedure was written to protect the rights of the chargee and to ensure that a uniform procedure would be followed for all union members. Including this procedure in our By-laws will ensure that it is always followed, that there can be no time when the rules we follow for one union member will be different for another.

Time Limits:

At the Executive Meeting of 17 February 1976 a motion was put forward by Nancy Wiggs that the Executive recommend to the membership that time limits of 3 minutes be put on each speaker and that someone be asked to volunteer to keep time since the Chair would be hard pressed to do this and to chair the meeting. The question was discussed at length and the Executive was divided on the matter. They therefore decided that the pros and cons of the argument would be placed before the membership for them to decide.

Pros:

1. Would prevent people from speaking for too long and therefore would allow more people to speak.
2. Would force people to collect their thoughts before they rise to speak, providing for more to the point and interesting presentations.

Cons:

1. A time limit is not going to solve the problems of membership meetings--the problem is not that some people speak for long periods, but rather that either no one speaks at all, or there is not enough time for speakers because of badly organized meetings, lack of order at meetings, or lack of preparation by people giving presentations or motivating motions.
2. Time limits are not necessary because very few people speak for longer than 3 minutes.
3. They would perhaps become unnecessary if the changes in agenda preparation and reporting instituted by the Executive on 17 February are successful because they might mean much less time wasted at membership meetings, allowing much more time for speakers.

COMMUNICATIONS COMMITTEE REPORT

Unfortunately many divisions have not yet elected representatives to the Communications Committee. This has severely hampered our efforts to publish regularly. We are now somewhat functional and hope to put together a newsletter before each membership meeting; to include: minutes from previous membership meetings, agenda for the next meeting and articles of interest.

Our first major effort was the Special Across Campus Strike Report. This report has now been mailed to all A.U.C.E. members and is in the process of being mailed to all other union members on campus.

Hopefully, Across Campus will now appear more regularly -- if your division has not elected a communications representative -- please do so!

PROVINCIAL REPORT

As indicated in the Provincial Report given at the last membership meeting, the Provincial Executive is finally starting to function effectively and has begun to solve some of the problems which have plagued it during the last year. Communication between the locals is better and we hope it will continue to improve, so that the Convention in June may be a real sharing of problems, aspirations, etc.

Several important things are happening at the Provincial level right now, things which concern everyone in all locals:

1. An emergency meeting of the Provincial Executive was held Thursday, 19 February 1976, to discuss the Notre Dame University situation. All locals were in attendance. A press release was approved which appeared in the Vancouver Sun on Friday, 20 February 1976. This release condemned the Provincial Government's lack of concern over the economic and educational well-being of the people in Nelson, and it encouraged the continuation of separate funding so N.D.U. can remain the 4th independent university in B.C., instead of either dying or becoming an off-shoot of the 3 coast universities. This week the Executive is in touch by telephone drawing up a letter to be sent to the Universities Council meeting on Saturday, 28 February 1976, which will

THE FOLLOWING IS A PROPOSED AMENDMENT TO OUR LOCAL BY-LAWS. IT IS RECOMMENDED BY THE EXECUTIVE, AND NOTICE OF MOTION FOR IT WAS GIVEN AT THE LAST MEMBERSHIP MEETING. IT IS INTENDED TO BECOME THE NEW ARTICLE N AND WOULD REPLACE THE PRESENT ARTICLE N IN TOTALITY.

N. DISCIPLINE

1. Any member or members of the Local Association shall have the right to prefer charges against any other member of the Local Association, according to Section 17 of the Provincial Association Constitution and the following provisions.

Charges can be preferred against any member who:

- a) Violates any provision of the Provincial Constitution and/or Local Association By-laws.
 - b) Obtains membership through fraudulent means or by misrepresentation.
 - c) Fraudulently receives or misappropriates any property of the Provincial Association or Local Association.
 - d) Acts in collusion with the employer with a view to injuring the Provincial Association or Local Association or impeding the implementation of any policy of the Provincial or Local Associations.
 - e) Fails to act in accordance with any decision of a regular or special membership meeting of the Local Association.
 - f) Continues to work for the employer while the Local Association is on strike.
2. The following procedure shall be followed in the event a member or members prefers charges against another member or members:
 - a) The member(s) laying the charge shall, in writing, state the following:
 - i) their name(s);
 - ii) the name(s) of the member(s) being charged;
 - iii) which of the above provisions the member(s) is charged with having violated (i.e. Article 11.1.a), b), c), d), e) or f));
 - iv) the concrete action the member(s) charged is alleged to have taken.
 - b) The written charge shall be delivered to the executive.
 - c) The Executive shall hand deliver the charge to the accused with the date, time and place of the hearing. The hearing shall in no case take place sooner than seven days after said delivery. The accused must also be informed of their right to counsel, and shall receive a copy of the sections of the Provincial Constitution and these By-laws dealing with discipline.
 - d) If the accused fails to appear at the hearing, the hearing may proceed in her/his absence, unless the accused has, prior to the time of the hearing, presented a medical certificate or proven a personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause l).
 - e) At the hearing, the member(s) laying charges or her/his representative shall read the charge and make her/his statement. The accused or their counsel shall then reply with the defense. The membership can then ask questions of either party (suggested time limit: 15 minutes).
 - f) The accuser, and the accused, shall make their summation.
 - g) The accused and the accuser(s) shall then leave the room, and a vote shall be taken as to guilt or innocence.
 - h) If the verdict is guilty, the penalty shall be debated and decided.
 - i) The accused shall return to the room and be informed of the decision.
 - j) The Executive shall be responsible for ensuring that the penalty is carried out.
 - k) In the event that a large number of charges are laid, the Executive shall call a special membership meeting to hold the hearings.
 - l) A motion to reverse a conviction or a given penalty shall be in order at any future membership meeting, providing the mover and seconder originally voted on the prevailing side.

NOTE: N.1.f) and all of N.2. are additions. The remainder of N.1. is unchanged from the present by-laws.

The second section of this report is concerned with one of the more recent membership meetings.

University Labour Committee/Union Grievance Committee Meetings - 3, 9, 24, 1976

In a series of letters to Clark in early and mid-February, the Grievance Committee requested the University's interpretation of articles in the contract to do with lay-off, reduction of staff, seniority, job postings, etc. This was in direct reference to the lay-offs in the IRC staff room and proposed lay-offs elsewhere. The Grievance Committee set a meeting with the University Labour Committee for 18fe76 to discuss lay-offs and three reclassification grievances. The meeting lasted all of ten minutes.

After Clark added the anti-inflation board and the position of the Senior Buyer in Purchasing (i.e., Marcel Dionne, the Grievance Committee Chairperson) to the agenda, he proceeded to strenuously object to the inclusion of anything other than grievances in the agenda. We pointed out the glaring inconsistencies of his position, indicating that he had just a few moments before placed two items on the agenda which had nothing to do with the grievance procedure. He replied that his items were for information only. We said our agenda included items for discussion and clarification which could head off future grievances - a process which Clark had readily accepted in the past. He caucused and returned to inform the Labour Committee that as they refused to discuss anything that was not a grievance, then there was no purpose in continuing the meeting. Clark eventually agreed, but not until he had accused the Grievance Committee of trying to confuse him by sending him three different agendas. The meeting adjourned amid a flurry of speculation on our part as to why Clark had acted the way he did. The Grievance Committee decided to wait until the 23fe76 meeting in the Union Office before deciding upon a course of action.

Apparently, Bill Bell, a member of the University Labour Committee, contacted Personnel shortly after the meeting and arranged a meeting for the next day, Thursday, 19fe76. The 19fe76 meeting opened with Clark "explaining" his actions of the previous day. He said he was now prepared to discuss anything the Grievance Committee desired. Clark said that he had discussed things in the past informally, but he was always worried about things returning to "haunt" him; he felt as if he were "stepping on landmines, falling into snares." The purpose of the Committee, he said, was to "discuss things without prejudice." Marcel Dionne said that all meetings should be formal, but restricting meetings to grievances was not productive; he said we were meeting for the purpose of discussing labour relations, and that "we will not make any deals contrary to the agreement."

A discussion ensued on the lay-offs in the IRC staff lounge and the proposed lay-offs elsewhere. There followed a lengthy, at times heated and always animated, discussion of Article 34.08(b) - Lay Off - Reduction of staff. This is the "bumping" clause by which the employee with the least amount of seniority, in the classification in which the reduction occurs, will be the first laid off from the job. The Article is straight-forward, open to no misinterpretation, but the University consistently attempted to alter the intent and tried to come to unofficial understandings favourable to their interpretation. The Grievance Committee stressed that the procedure for reduction of staff was automatic and that no agreements could be made contrary to the contract.

Bell and Clark said that the individual employee has the right to "bump" only when they indicate a desire to do so. Marcel Dionne replied: "The contract is not made for the individual, but for the Union as a whole." After the Labour Committee caucused, Clark said they now agreed with our interpretation of the procedure, but he threw another bogus issue into the works when he stated the employee has to be qualified when the "bumping" occurs. Later in the discussion Clark again took the position that the employee has to indicate a desire to "bump". Ian Mackenzie said we were requesting a further meeting under Article 34.08(b), and if it were not forthcoming, we would grieve. The meeting was tentatively scheduled for the following week.

Before the meeting adjourned, Clark said that the University had unilaterally prepared a submission for the anti-inflation board, and that it would be submitted within a week. He then raised the issue of reviewing Marcel Dionne's reclassification to a Senior Buyer last year. It was evident that Clark was making some effort to demote Dionne's position, claiming, at first, that a conditional rider had been attached to the reclassification - a rider to the effect that the position would be reviewed in the future. Marcel Dionne said that as far as he was concerned the matter was closed and that he would not participate in any review. Clark, with some prodding from Bell, said he would take it back to his Committee for further discussion. The meeting adjourned.

The most recent Union Grievance/University Labour Committee meeting took place on Tuesday 22fe76. To our mild surprise, Wes Clark announced that, henceforth, Carol Singer was to be a member of their Committee. Carol certainly has come a long way in the past two years. She was originally a member of AUCE's first Contract Committee, and then served on the Job Evaluation Committee where she must have been impressed with calibre with the University's Committee members. Her rise through Personnel has been meteoric - only last fall she left our bargaining unit for Personnel, and already she is a member of the University's Labour Committee, working with people she had the minimum of respect for in the past. Who knows what the future holds.

One item on the agenda was concerned with three Main Library reclassification grievances. We presented the arguments for grieving the unsatisfactory results, and after we had presented our case, Clark informed us that his Committee does not have the mandate to overrule reclassification procedures. They can only ensure, he stated, that all procedures are followed correctly, but cannot change the final decision. For all intents and purposes the University is forcing the Union to take all reclassification grievances to arbitration. They are making a sham of Article 31.04(c) which states: "If an employee is not satisfied with the decision, he shall

2. The referendum ballot for the full-time Secretary-Treasurer will be counted Sunday, 29 February 1976.
3. Nancy Wiggs and Margot Scherk are presently running off copies of the Provincial Constitution with amendments made at past conventions. This will be distributed to all members in March.
4. The Ad-Hoc Committee on Constitutional Amendments has met once and will meet again this week to start drafting proposed amendments to tighten up our porous Constitution. We are looking at the whole Constitution closely, but particularly at an intermediate discipline clause, a proper procedure for referendum ballots, and rules regarding Special Conventions.
5. The Executive Sub-Committee studying the question of affiliation is under way, as directed by the last Convention, and they will make a full written report at the Convention.
6. Locals 2,3 and 4 will be invited to attend Local 1's Grievance Seminar in March.
7. The Convention will be held June 12 and 13 at the Holiday Inn. We are still in the planning stages and hope to have some seminars as well as the all-important policy matters. Nominations in Local 1 for delegates to the Convention received so far are: Joan Cosar, Dianne Longson, Jerry Andersen, Ian MacKenzie, Heather MacNeill, Judy Todhunter, and Margie Whalley. We must elect 10 delegates and several alternates, so keep the nominations coming in.

A verbal update of this report will be given at the Membership Meeting on 11 March 1976.

Submitted by Margot Scherk

ANNOUNCEMENT

A.U.C.E. PROVINCIAL ANNUAL CONVENTION

Dates: 12 & 13 June 1976

PLACE: HOLIDAY INN, VANCOUVER, B.C.

WHAT IS HAPPENING WITH THE STRIKE COMMITTEE?

Reflection: the Strike Committee took a breather after the holidays. The committee felt it was essential to have this time for reflection. The main thought which occupied our minds were "what actually happened during the strike and what can we recommend to the strike committee next year?"

Structure: Each of the sub-committees within the strike committee
 Co-ordinators, 2) Financial & Legal, 3) Internal/External, 4) Office Communications, 5) Publicity, have been working independently on the Strike Report. 1) Main

To Date: Some of the recommendations to date are;

- 1) That there be one office for strike committee business and another separate office for coffee breaks and relief from weather, etc.
- 2) Picket schedule needs to be set up one month before the strike starts.
- 3) That there be a picket committee responsible for picket signs, locations, injunctions.
- 4) The chairperson of the strike committee and the executive treasurer should be responsible for dealing with the strike funds. Each sub-committee of the strike committee should submit a budget and appoint one person responsible for buying.
- 5) General membership meetings held during the strike need to be rotated so that the same people do not always end up on picket duty.

FUTURE STRIKE ACTIVITIES: The strike committee hopes to have a rough draft of the entire Strike Report ready by March 24th. At that time you will be receiving further recommendations from all the sub-committees. This will give each member of our union a chance to consider the recommendations of the strike committee before the motions are brought forward at the April 8th membership meeting. This is your chance to have a voice in the Strike Committee for next year.

STANDING COMMITTEES REPORT

A joint meeting of the standing committees established under the contract was held on Feb. 24th. There was informal discussion of the role of the Working Conditions, Job Evaluation, Pension Plan, and Sick Leave Study Committees. The consensus was that the first task of these committees was to work out their terms of reference, which would then be discussed and adopted by the membership. In the interim, the committees should not commit themselves to anything definite with the University, but should rather devote themselves to collecting information. The concept of responsibility to the membership

was not a new concept at the University. It is a concept that has been applied in the past. Each

The first section of what follows is basically the report that was presented to the last General Membership Meeting (1/27/76).

I. Present Grievance Committee

A further point on the agenda involved two employees in Copying and Duplicating who had been notified that they would be laid off from their department. We had discussed their case during previous meetings with the University. Clark told us that one of them would automatically receive a Clerk II position elsewhere, a job now filled by someone hired on 1 Feb. 76. This was in accordance with Article 34.08(b) - Lay Off - Reduction of staff. Clark then stated that a Clerk I position was available, and that he would undertake to see if the other involved could fill it, subject, he said, to that person being qualified for the job. The Grievance Committee is not completely satisfied with the University's answer. Clark, as during the previous meeting, was attempting to introduce the bogus issue of qualifications. We will follow the developments of this case to ensure that the contract is respected, specifically in reference to Article 34.08(C) - Lay Off - Notice. This refers to the above employee laid off from a Clerk II position, who is now to receive one month's notice or one month's pay in lieu of notice, and who is to be placed on the Recall List for continuing employees.

Clark, in reference to Marcel Dionne's Senior Buyer position in Purchasing, stated that his Committee had discussed the case and it was their opinion that the job should remain as now classified. Why Clark had in the first place raised the spectre of a review and of a possible demotion of Dionne's job has never been made clear, at least in our minds. Tactically, it was not a wise move to single out the Chairperson of the Grievance Committee for a possible demotion; the adverse publicity would not have been good p/r/ for the University, especially in light of recent campus Union developments.

The Grievance Committee is becoming a full-time job; it needs representatives from all Divisions in order to better divide the work at hand and to be consistently effective in all areas. The University has the resources and the time to misinterpret the contract whenever it feels its best interests are served. What we seem to be facing is a University Labour Committee overly concerned with protecting what they perceive to be their management rights, the net effect of which appears to be an effort to dissipate our energies, and hence weaken our effectiveness in protecting the negotiated rights of our members. We are constantly amazed and "shocked" at the consistency and the quantity of half, quarter, and eighth truths which roll off Mr. Clark's tongue. At the meeting of 19 Feb 76, Clark stated that employees being laid off had expressed a desire not to institute the lay-off procedure. Yet at a Grievance Committee meeting on Monday, 23 Feb 76, one of those involved told us that the University's representatives had informed her/him that there were no such procedures as outlined in Article 34.08(b) - Lay Off - Reduction of staff. Furthermore, Clark stated at the 24 Feb 76 meeting with the Union Grievance Committee that one of the women involved in the IRC staff room lay-off now had another job in AUCE's bargaining unit. The next day the Grievance Committee contacted her and asked about the nature of her new job, only to discover that she in fact had no job. There are other examples, and the result is one of frustration - this obviously is not the basis for anything in the vicinity of harmonious labour relations. Perhaps the most tangible example of poor management is the present period in which lay-offs and external hiring are occurring simultaneously.

There is so much more that could be written, so much that could be analyzed. We are facing a University Committee which has the force of inertia and inaction working for it. The contract is in places either ignored or misinterpreted. When the Grievance Committee meets with the University we witness attempts to add to certain sections of the contract and efforts to "strike private bargains and interpretations." The most effective ways to counter erosion of our negotiated rights are to have all Divisions represented on the Grievance Committee and to ensure that we question and grieve, if necessary, anything we feel is opposed to the contract we struggled for.

Rya Galbraith -- Grievance Committee
Division H

GENERAL MEMBERSHIP MEETING - 12 February, 1976 - 12:30 p.m., IRC 2

Ian Mackenzie in the chair.

1. Adoption of the Agenda

Joan Cosar That presentation of the film be moved to the end of the meeting.
Margot Scherk CARRIED

Jerry Andersen That the agenda as amended be adopted. CARRIED
Pat Gibson

2. Speaker from Status of Women Office

Frances Wasserlein That a guest from the Status of Women be seated at this meeting and
Vicki Meynert present a short report (Item 10 on agenda). CARRIED

3. Adoption of Minutes

Frances Wasserlein pointed out that Peggy Smith and not she had made the motion at the 18 December 1975 membership meeting concerning payment for buttons.

Jerry Andersen That the minutes of the past membership meetings as circulated prior
Pat Gibson to this meeting be approved as amended. CARRIED

5. Peggy Smith That the referendum ballot to decide whether we accept the contract
Dale McAslan be destroyed. CARRIED

6. Elections

Further nominations were received as follows:

Working Conditions Committee - Valerie Pucie, Diane Nowitski

Pension Plan Committee - Frances Hilder, Joyce Diggins

Job Evaluation Committee - Rayleen Nash, Maureen Gitta

Nominations were closed for the Trustee position and Robert Gaytan elected by acclamation.

Following these nominations a member commented that it appeared the three people standing for the Sick Leave Study Committee were Executive appointees as membership approval had not been received.

Pat Gibson That the membership of AUCE Local 1 agrees that the three members
Frances Wasserlein named on the agenda, Elizabeth Baxter, Lil Legault and Teresa Gagne,
should serve on the Sick Leave Study Committee and that nominations
should remain open for this committee. CARRIED

7. Frances Wasserlein spoke on the need for committee members.

8. Correspondence (read or summarized by Ian Mck.)

- a) letter from Doug Kenny re new director of employee relations
- b) letter from Faculty Assn. regarding ours to them concerning their support during our strike (Frances reported briefly on joint AUCE, Faculty Assn. meeting)
- c) letter from Anth/Soc. protesting the late notice given for meetings
- d) letter from university informing union of their members on various joint committees.

9. Financial Report (Frances Wasserlein)

A financial statement was not presented at this meeting because of a late return of the books from the auditor.

Frances Wasserlein That the membership of AUCE Local 1 authorize payment of \$1,120.73 to
Dale McAslan Price Printing for printing of strike stickers and posters. CARRIED

Frances Wasserlein That the sum of \$750 be allocated to cover office and equipment, and
Dale McAslan printing and stationery expenses for the period February 12 to March
11 (date of next membership meeting). CARRIED

Frances Wasserlein That the membership of AUCE Local 1 authorize payment of per capita
Rayleen Nash tax for January 1976 in the sum of _____ to the Provincial
Association of AUCE. CARRIED

Frances Wasserlein That the membership of AUCE Local 1 authorize the purchase of a tape
recorder (cost about \$200) which will be used for interviewing,
recording meetings and recording music.

Emerald Murphy That the above motion concerning the tape recorder purchase be tabled
Nancy Wiggs until the next membership meeting. CARRIED

Jerry Andersen That the membership of AUCE Local 1 authorize Frances Wasserlein to
Frances Wasserlein investigate the various mailing services available and to report to
the membership the costs involved in having our newsletters, agendas,
minutes, etc. sent out by such a service. CARRIED

10. Speaker from Status of Women (Joanne DeHerzog)

A brief talk was given outlining the main purposes of a rally planned for March 22 and describing ways women could voice their disapproval of government action regarding women.

Frances Wasserlein That the membership of AUCE Local 1 at U.B.C. protests most strongly against the closure of the provincial Status of Women's office and the cut backs in programs to eradicate sexism in the Department of Education. CARRIED

Peggy Smith That we start the film presentation at 1:50 p.m. DEFEATED
Dale McAslan

11. Grievance Committee Report (Ray Galbraith)

A brief report was presented and a fuller written report will be circulated with the minutes of this meeting.

Ray Galbraith That we take Emerald Murphy's misclassification grievance to arbitration. CARRIED
Frances Wasserlein

12. Constitutional Amendment

Rayleen Nash That we table discussion on the proposed amendment until the next general membership meeting. CARRIED
Mary Raphael

13. Provincial Report (Margot Scherk)

A written report was read to the membership.

14. Other Business

Frances Wasserlein That the membership of AUCE Local 1 authorizes the expenditure of up to \$800 for the Across-Campus newsletter to be distributed campus wide. CARRIED
Nancy Wiggs

Emerald Murphy That the Executive shall draw up agendas for general membership meetings giving business of the union first priority CARRIED
Nancy Wiggs

Emerald Murphy That all members of any union committee which meets with the university on behalf of the union be officially designated by a meeting of the membership. CARRIED
Pat Gibson

Nancy Wiggs That AUCE Local 1 opposes the outrageous ICBC car rate increase and supports the idea of a maximum increase of 25% this year with the balance coming from the gasoline tax already paid.

Kevin That the word "outrageous" be deleted. DEFEATED
Rayleen Nash

The original motion was ... CARRIED

As no time was left to show the film it was suggested that this could be done during two lunch breaks.

Meeting adjourned at 2:20 p.m.

That the membership of AUCE Local 1 authorize payment of per capita tax for January 1976 in the sum of _____ to the provincial Association of AUCE. CARRIED

That the membership of AUCE Local 1 authorize the purchase of a tape recorder (cost about \$200) which will be used for interviewing, recording meetings and recording music. CARRIED

That the above motion concerning the tape recorder purchase be tabled until the next membership meeting. CARRIED

That the membership of AUCE Local 1 authorize Frances Wasserlein to investigate the various mailing services available and to report to the membership the costs involved in having our newsletters, agendas, minutes, etc. sent out by such a service. CARRIED