

## 1. Adoption of the Agenda

## MOTION

Moved by Mary Mabin      Seconded by Jack Gegenberg  
That the agenda be adopted.

CARRIED

## 2. MINUTES

## a) October

Moved by Mary Mabin      Seconded by Jack Gegenberg  
That the minutes of the October 25, 1980 meeting be adopted.  
CARRIED

## b) July

Moved by Jack Gegenberg      Seconded by Mary Mabin  
That the minutes of the July AUCE Provincial Executive meeting (18/19th, 1980)  
be deferred for adoption at the December Provincial Executive meeting.  
CARRIED

## 3. Secretary-Treasurer's Report - deferred until after Local 1 Report and relevant business.

## 4. LOCAL REPORTS - Local 1

## a) Local One - Suzan Zagar, Local 1 Provincial Rep reported. (attached)

Marcel Dionne has been re-elected President of the Local; he was President of the Local during the strike and was asked by the Local Executive to resign because he allegedly counselled union members to handle 'hot' work during the strike. The Local membership refused to endorse the Executive's handling of the situation and the feeling of the membership seems to be that, if the Executive believed Marcel Dionne had violated the Constitution, By-Laws or a membership decision, then the proper procedure would have been to charge him formally, as is provided for in the Constitution (re-call). No one seems to want to press charges. Nancy Wiggs had been Local 1 President during the interim.

Membership meetings are getting a bare quorum at this time of the year.

Suzan reminded the Provincial Executive of the Local Executive's position on the increase amount of the per capita tax; i.e. that they do not want it to be applicable to August, and, if and when a dues referendum is held in the Local and it passes, then they will commence paying the \$1.25 difference starting that month. The Local Executive has stated that the subject of paying the difference between August and the month the Local dues increase takes effect, is another question, which will be addressed 'when the time comes'.

At this point during the discussion, it was pointed out that, if the dues are not up to date, because they have not been fully paid, then, according to the Constitution, the following is effective:

- dues are in arrears past 90 days
- Local 1 members are no longer in good standing
- Local 1 members cannot vote in referendums until the dues is up-to-date
- Local Reps, Suzan Zagar & Kitti Cheema cannot vote at Provincial Executive meetings.
- Lid Strand, as member of Local 1, cannot chair the Provincial Executive meetings, as Provincial President.
- it was noted that the Executive and NOT the membership has made the decision to withhold the dues increase portion that is in arrears.



LOCAL REPORTS - Local 1 continued

- and, regarding the proceeds from the Special Assessment, will the Local pay the difference owing on the per capita tax from the anticipated \$8,000 revenue

MOTION

Sheila Perret Moved Mary Mabin Seconded

That we now deal with item 7.a) on the agenda (Local 1 per capita tax situation)  
CARRIED

7. a) Suzan stated that the Local is not able to pay the increase and has not been able to do so since August. Lid stated that the Local 1 Executive disagrees with the fact that August is the effective month, and wants the Provincial to change that date. For all other locals, August has presented no problem. Star Rosenthal stated that for Local 2 that is certainly correct, they pay their per capita tax and consider that an iron-clad commitment they are obliged to follow as per the Constitution. Sheila Perret noted that the Local 1 Executive has not responded to the Provincial's offer to make the difference an interest-free loan until next summer, nor has the offer been made public by a Local 1 newsletter item, or as an item on the agenda of the Local 1 meetings.

MOTION

Mary Mabin Moved Star Rosenthal Seconded

That a letter be sent to Local 1 Executive informing them that the per capita tax has been in arrears since August, and that unless the Provincial receives notice of acceptance of the loan, or unless the Provincial receives the outstanding portion of the arrears per capita tax, then the membership of AUCE Local 1 will not be in good standing and their membership will be considered to have elapsed.

Amendment

Jack Gegenberg Moved Lauma Avens Seconded

That we should notify Local 1 in the letter that we are anxious to meet with their Executive or Executive Reps and hope that the meeting would be soon.

DEFEATED

MAIN MOTION DEFEATED

MOTION

Mary Mabin Moved Star Rosenthal Seconded

That Local 1 be informed that as of (date to be calculated) their local membership will be in arrears and will lose voting rights, unless some accommodation is reached regarding the outstanding per capita tax, a meeting is to be held, preferably within 10 days, between the Provincial Table Officers and the Local 1 Executive.

Amendment

Jack Gegenberg Moved Barbara Leighs Seconded

That the letter shall also request 15 minutes as the next 2 hour lunch meeting at Local 1, to provide a representative or representatives of the Provincial Executive, to explain the procedure regarding the per capita tax to the membership, and in the same letter inform the Local 1 Executive that, if no accommodation is reached and the Local does go in arrears, the membership will be informed of this arrears status by the Provincial Executive, one week before the projected date of the effective arrears.

AMENDMENT CARRIED

MAIN MOTION CARRIED



7. a) Local 1 per capita tax situation - con't

MOTION

Mary Mabin Moved                      Lauma Avens Seconded

That a brief clarification on the issue be included in the next AUCE Provincial Newsletter.

CARRIED

4. LOCAL REPORTS - con't

a) Local 1 continued

Suzan also reported that 2 re-classification grievances are going to arbitration. The University has mandated that 65 is the retirement age for AUCE members employed at UBC. There are over-65's still employed on campus.

b) Local 2 Report - Star Rosenthal, Rep                      (see attached report)  
One grievance is going to arbitration.

c) Local 4 report - unavailable as S. Browne, Local Rep is absent,

d) Local 5 report - Tom Hedekar, Local Rep & Lauma Avens, Co-ordinator supplemented the attached written report. They mentioned the status of grievances (wrongful dismissal) and negotiations. Most importantly the Local membership is making great turn-outs at the meetings. Sheila Perret was at the Local for about a week and a half.

MOTION

Barbara Leighs Moved              Star Rosenthal Seconded

That Sheila Perret make a report on her work at Local 5 during her visit there, and that it be published in the next Provincial Newsletter.

CARRIED

The meeting also talked about the classification system problems at Local 5 and Lauma asked for any assistance available from all other Locals. Reps will make this request known to their Local Executives.

MOTION

Mary Mabin Moved      Tom Hedekar Seconded

That the meeting adjourn for lunch at 1:30 p.m.

CARRIED (so we did)

Meeting resumed at 2:20 p.m.

Local 5 discussion continued:

Lauma asked how the locals deal with Committee elections, specifically Grievance and Stewards. At Local 1 the Stewards elect a 'Chief' Steward who is a member of the Local Executive. At Local 2 the Stewards are 'Area Reps', elected by the areas of work/shops. Local 4 elects the Stewards at a membership meeting, if there are no more than the total number to be elected nominated. Election is by secret ballot if there are lots of nominations, i.e. more than positions to be elected.

Local 6 used to have a Grievance Officer elected by the General membership; they now have a Chief Steward elected by the Stewards who are elected by the members.

Potential grievances were discussed.

e) Local 6 report - Mary Mabin & Jack Gegenberg added to the written attached report. Letters have been sent by the university to 5 members informing them that they had mistakenly been overpaid, and that in order to rectify the overpayment, their cheques would be either brought down to the lowest level of pay, or, deducted retroactively. A grievance is pending re there-hire of a sessional instructor who for the last 5 years has worked for SFU, asked for the details of hire for the next term and was told that the Department Head's wife had been given the job.



AUCE PROVINCIAL EXECUTIVE MEETING

November 22, 1980 Minutes - con't

## 4. Secretary-Treasurer's Report

a) Correspondence - lists of correspondence sent and received are available for anyone's perusal. Highlighted in the correspondence rec'd was:

- a letter from Robert McKee, President, Local 4 criticising the Provincial Executive's handling of the affiliation results on the 2nd referendum, and asking the Provincial Executive to designate certain monies for two sides of the affiliation debate to make their views available in print to the rest of the AUCE membership. As well, Robert appears to have some question about the ability of the Provincial Executive to represent the membership in regard to the Provincial's opinions on affiliation.

## MOTION:

Mary Mabin Moved      Jack Gegenberg Seconded

That a response to the Local 4 President's letter include the following points:

- that the Provincial Executive disagrees that the Executive has misused its position regarding the handling of the difficult situation surrounding the results of the 2nd referendum on affiliation
- that the Executive, as individual members of all AUCE Locals, have the right to submit articles to the Provincial Newsletter, and that, as members of AUCE have written articles on the affiliation issue; inviting articles to the Provincial Newsletter, and stating that any article contributed to the Provincial Newsletter is welcome
- that copies of the response be sent to each local

CARRIED

## b) Financial

Chequing account -	\$3301.53	*Full 3-month statements
Plan 24 savings -	3566.01	will be available at the
Share Savings -	32.36	December monthly meeting.
Special Savings -	63.85	

Re the affirmative results of the Special Assessment referendum: Notices shall go out to the locals, with a bulletin for each member announcing the results.

Local 5 needs a typewriter temporarily, until they have decided to purchase one, or ask for an interest-free loan from the Provincial to buy one.

## MOTION:

Sheila Perret Moved      Ada Ho Seconded

That the spare typewriter, which will not be heavily relied on for the next three weeks, be lent to Local 5 until the December 5th meeting, at which time we would welcome a request from the Local to lend them the money to purchase a typewriter, or, to extend the loan of the Provincial typewriter.

CARRIED

Lauma will take the typewriter to the Local, ensuring that it is properly packaged to prevent damage, on the plane.

## c) Secretary-Treasurer's activities over the past month

SP spent a week and a half at Local 5, see item 4.d) under Local reports  
 Attended a seminar on Wrongful Dismissal for which a report for the AUCE Provincial Newsletter will be written.

worked on the newsletter

staffed the office

worked on the by-election and Special Assessment referendum preparation

met with Star Rosenthal re Star's school project to inventory the AUCE files.

5/ ...



4. Secretary-Treasurer's Report

MOTION

Barbara Leighs Moved Jack Gegenberg Seconded  
That the Secretary-Treasurer's report is accepted.  
CARRIED

6. Committee Reports

Sheila Perret reported that Ada Ho, Organiser has been away on holiday and subsequently ill, so definite plans for the Spring have not yet been made. for Educationals although concrete ideas for conference/workshops are: Cross-Local Bargaining Strategies, Grievance & Arbitration, Local workshops on Sexual Harrassment in conjunction with Faculty associations, Campus Women's Offices, Student Unions (the last is in the planning stages for Locals 4 & 5) Next meeting of the Educational Committee is Friday, December 12, 1980 @ 7:30 pm

Research Parks Committee has not yet met; next meeting is December 3rd @ 7 pm

Occupational Safety and Health Committee has met twice with good representation from Locals 1, 4 & 6. Research areas were established: VDT's, Lighting, Xerox fumes, Equipment fumes, tendonitis, back injuries, carcinogens in the office. Next meeting is December 9th at 7:30 p.m.

Salaried Officers Working Conditions has not been able to meet yet, probably because those concerned are up to their eye-balls in work and haven't the free time to meet anyway!! Meeting is scheduled for December 1st @ 7:30 p.m.

Superannuation Pension Committee has a meeting scheduled for Sunday, November 23, 1980 at 2:00 p.m. Neither local has elected a rep yet.

Newsletter Committee so far made up of Sheila Perret, Lid Strand, Suzan Zagar Lauma Avens (chair) and whoever else comes to the meetings and work -arties. Next meeting, tomorrow, November 23 at 11:00 a.m.

MOTION

Barbara Leighs Moved Mary Mabin Seconded  
That Committee reports be accepted.  
CARRIED

People reminded to attend the meetings!

7. Local Reports - dealt with, above, item 4.

MOTION

Barbara Leighs Moved Mary Mabin Seconded  
That Local Reports be accepted.  
CARRIED

8. Old Business

a) Local 1 per capita tax dealt with in item 4.a)

b) Office #808 - concensus was to reaffirm former decision by motion, to rent it for December and January, at least.

c) Initiation Fees, referred from item 11.d), referred from October 25 meeting and was referred again to the December meeting.

MOTION

Sheila Perret Moved Barbara Leighs Seconded  
That the Initiation Fees item be deferred to the December 13 monthly meeting.  
CARRIED



November 23, 1980 Minutes con't

8. d) Local 4 By-Law Amendments referred from the October 25 meeting

MOTION

Sheila Perret Moved Barbara Leighs Seconded

That until Joy Smith and Carol McQuarrie, past members of the Provincial Executive, who are members of Local 4, can let us know what happened about the Provincial Executive's referrals back to the Local the proposed by-law amendments forwarded in the fall of 1979, this item be deferred until the December monthly meeting of the Provincial Executive.

CARRIED

e) Newsclippings - reminder that those who volunteered to clip the papers to do them a.s.a.p. and be sure to note name of the paper and date of the clipping on each one. Ada Ho and Mary Mabin are volunteers for this job so far.

f) Speaker's Bureau - involves setting up speaking engagements for colleges & schools  
MOTION on the subject of AUCE, unionism and feminism, etc)

Sheila Perret Moved Ada Ho Seconded

That this item be deferred to the next meeting at least.

CARRIED

g) Amalgamated Transit Workers Union

re the apparent move by some members of ATU to have is succeeded from the international and establish a Canadian independent, Independent Canadian Transit Union.

MOTION

Jack Gegenberg Moved Sheila Perret Seconded

That we make inquiries of ATU and ICTU to generally investigate the situation for our own information.

CARRIED

h) Financial Administration Act

Lid provided Executive members with copies of the proposed Act that, if enacted, would mean that AUCE Locals would bargain directly with the Provincial Treasury Board instead of College and University administrators, as a move to centralise bargaining with the Provincial Government, for those industries receiving any form of Provincial Government funding or public funds. Lid provided a review of the intent of the proposed legislation.

MOTION

Sheila Perret Moved Mary Mabin Seconded

That a statement be issued announcing AUCE Provincial Executive's opposition to the draft and which will be published in the Provincial Newsletter, and that a letter be sent to the Ministry of Finance (Minister, Hugh Curtis) expressing our opposition to the Act, with specific reference to the apparent interference this legislation would bring to collective bargaining directly with our employers.

CARRIED

i) VMREU Bargaining Strategy Conference - Sheila Perret reported that because the date of the conference/workshop for VMREU members conflicted with our November Executive meeting, Nancy Wiggs, President of Local 1 and Chairperson of the Local 1 Contract Committee, had been asked to attend on behalf of the Provincial in order to assist the VMREU members. Three days before the Saturday conference, Nancy discovered that she could not go; Lid Strand notified the Locals of the conference and asked for Contract Committees to be canvassed to determine whether or not another AUCE member could go; Joan Meister of Local 2 and past member of the Local 2 Contract Committee (1979) agreed to go and told Lid that she would be asking Bill Burgess, Local 6 member to attend with her.



November 23, 1980 Minutes con't

i) VMREU Bargaining Strategy Conference - con't:

MOTION

Barbara Leighs Moved Lauma Avens Seconded

That Joan Meister and Bill Burgess, the AUCE Reps to the VMREU conference on Bargaining Strategy, be asked to give a report to the next Provincial Executive meeting and if they are unable to report in person, then they be asked to submit a joint written report in time for the December Provincial Executive meeting.

CARRIED

j) Finance Night at the Provincial with AUCE Provincial accountant, C. Dinsmore referred from October meeting.

MOTION

That on the Friday night before the Saturday Provincial Executive meeting in December (the 11th), that a joint Provincial and Cross-Local Treasurer's meeting be held with the accountant for a financial seminar, where mutual problems, concerns and interests could be approached and hopefully resolved.

Sheila Perret Moved Tom Hedekar Seconded

CARRIED

k) Trustee nominations extensions for 2 more committee positions

Consensus was that the Trustee nominations for the 2 committee positions shall remain open until Friday, December 12, 1980 at 7:30 p.m. Katarina Halm will be asked to stay on as interim Trustee until the other 2 are elected.

l) Newsletter

Committee meets next day at 11:00 a.m. looks like this month's edition will be 24 pages, camera-ready copy must be in by 11:00 a.m. for inclusion. Tom, Lid, Lauma, Sheila & Mary vowed to attend to some degree.

8. New Business

a) Election results and \$5 Special Assessment results

and Lauma Avens elected Provincial Co-ordinator

b) Sheila Blace elected Provincial Trustee

\$5 Assessment of Locals 2, 4, 5 & 6 for the benefit of Local 1 passed.

Notices will go out to the membership according to the Constitution regulations.

c) Student Tuition Fee increases, campus budget cut-backs passed onto staff and students, general discussion resulted in motions of support:

MOTION

Jack Gegenberg Moved Tom Hedekar Seconded

That AUCE oppose any tuition increases and urges the universities, colleges and technical institutes to move toward free tuition.

CARRIED

The meeting noted previous AUCE Provincial Convention Resolutions of support and motions pledging support and joint action to oppose cut-backs in education and government attempts to erode education accessibility, as recorded in the Policies and Procedures manual at the back of the Provincial Constitution.

MOTION

Lauma Avens Moved Sheila Perret Seconded

That a message of support be sent to the B.C. Students' Federation Conference (if we can find it!) to inform them of AUCE's support.

CARRIED



8. c) Student tuition fee increases, cut-backs, support to BCSF continued:

MOTION

Mary Mabin Moved Jack Gegenberg Seconded

That all AUCE Locals be informed of these motions of support re tuition fee increases and cut-back protests, and that we encourage AUCE Locals to contact campus student unions and other campus unions in order to rally support for the student demands.

CARRIED

d) November 27 meeting with South African Labour Rep visiting Vancouver

MOTION

Sheila Perret Moved Jack Gegenberg Seconded

That we ensure AUCE's representation at this meeting.

CARRIED (*Lid will probably be going on behalf of the Provincial*)

e) Employment Standards Act - Lid and Sheila spoke about the implications of the Act which stipulates improved Maternity Leave, Vacations according to years of service severance notice and expanded rights for unorganised employees. However one flaw in the Act is that there is no union representation on the Employment Standards Board specified in the Act.

MOTION

Sheila Perret Moved Ada Ho Seconded

That a letter to the Minister of Labour regarding the Employment Standards Act be sent, and the letter shall address our concern with the fact that there should be substantial representatives from the Labour Movement on the Employment Standards Board.

f) Anti Ku Klux Klan Rally at UBC on November 26

-just an announcement that the rally will be taking place and reminding the Executive that a motion denouncing the activities of the Ku Klux Klan in Canada was passed at the September meeting.

g) Concerned Citizens for Choice on Abortion Rally for the Repeal of the Abortion Laws in the Canadian Criminal Code - Sunday, November 30, 1980 @ Kitsilano Secondary.(CCCA)

It was pointed out that AUCE has long-standing policy re support for CCCA and the freedom for a woman to choose. Also noted was the involvement of several AUCE members who assisted with the work to get the rally off the ground: Helen Glavina, Local 1; Michele Valiquette, Local 6; Bill Burgess, Local 6 & although they were not official representatives of AUCE at the CCCA planning meetings they did put alot of time and energy into the issue.

MOTION

Barbara Leighs Moved Sheila Perret Seconded

That in the event that the Secretary-Treasurer is unable to represent AUCE Provincial at the CCCA Rally on November 30th, that Helen Glavina and Michele Valiquette be asked to distribute materials outlining AUCE's policy on CCCA and abortion rights for women and informing people of those policies and the motions passed in support of CCCA and related issues.

CARRIED



November 22, 1980

Minutes - con't

## 8. h) Anti-CAIMAW (BC Fed) pamphlet

the pamphlet, which was published by the Education/Research Committee of the BC Fed had been sent to AUCE Provincial for comment. It was agreed that we did not appreciate the tone of the leaflet, but we are not in a position to make a press release about it right now. Sheila Perret agreed to check this out with Jess Succamore of CAIMAW, who sent the leaflet, and inform him of our impressions of the Fed literature, informally. We noted that motions in support of CAIMAW re the Kenworth strike have been passed and notice of that support has been conveyed to CAIMAW.

## i) Seminar on Labour Relations for the Non-Specialist

This is a labour law seminar concerning certification, Section 7 under the B.C. Labour Code, duty to bargain in good faith, decertification, management interference in union affairs, and is being held on November 28 in Vancouver.

## MOTION

Jack Gegenberg Moved      Ada Ho Seconded

That Sheila Perret attend the seminar and that Provincial shall pay the \$37.50 fees.

CARRIED

## j) Sexual Harassment Conferences

Sheila Perret spoke about the success of showing the Sexual Harassment film, "It's Not Your Imagination", at Local 5 in Prince George during the previous week. SP is arranging with each campus a forum on Sexual Harassment, to be jointly sponsored by the AUCE Locals, Campus Women's Offices, Student Societies and Faculty Unions, for the Spring of 1981. Good response so far from the Capilano College Student Society, the College of New Caledonia Women's Programme Director, Anne Sniderman, and the Capilano College Women's Resources Centre. Contacts with all other constituents are underway. The film mentioned above has been shown at AUCE Provincial, Local 2 and Local 6 with the SFU Women's Centre.

## 9. Other Business

- none right now!

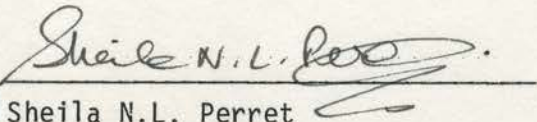
## 10. Adjourn


## MOTION

Mary Mabin Moved      Tom Hedekar Seconded

That the meeting be adjourned at 5:15 p.m., the present time!

CARRIED

  
Sheila N.L. Perret  
Secretary-Treasurer

  
Lid Strand  
President