

## APPENDIX 'A'

### VICE-PRESIDENT'S REPORT TO THE 1980 AUCE PROVINCIAL CONVENTION

As Vice-President of AUCE Provincial in 1979/80 my tasks and responsibilities were the Affiliation Committee, the library and working with other Table Officers on Provincial business. It took up more of my time than I expected and liked, and yet there are still most of the tasks I set myself left undone. Unless we have another full-time paid Provincial person or volunteers come flooding in I would not recommend this position to anyone who is unwilling to devote a great deal of time to it. If you are, then the Provincial is exciting to be involved in.

The potential of Provincial is enormous. It can co-ordinate information and manpower from 5 extremely diverse locals, and the labour movement in general and disseminate this support to locals. Collection of such support information is exciting work and has been done well by the Provincial considering people-power constraints.

The frustration of the job lies in disseminating this information. The first barrier is simply the amount of work. An educational seminar, for example, takes time to organize and since it is logically the second step after information is gathered, it often becomes one of the things we do not have time and energy to do. The second barrier that I see was far more formidable to me and that is the attitude of the locals. Firstly, locals do not see Provincial as having anything to offer and secondly, they prefer to do things internally. It is a terrible irony that our commitment to autonomy and democracy has made us slow to accept the potential of a central AUCE organization.

#### Chair of Affiliation Committee

Work on the Affiliation Committee was the most frustrating and time consuming of anything I participated in at Provincial. The Committee never managed to work coherently as a whole and the many meetings were full of frustrating discussions. There were several reasons for this, not the least of which was the nature of the work; most committee members were so strongly committed to either one affiliation position or the other that this sometimes interfered with our ability to work as a team. The Committee was too large. It made discussion difficult when everyone came to meetings, and planning work and reporting on work difficult when everyone did not. Another problem was the instability of the committee. Members of the committee attended for various parts of the year and only a small number were actually involved in the variety of tasks from beginning to end. This was not because of the lack of commitment of Affiliation Committee members, rather the opposite. Most of us were carrying too many union responsibilities either at Provincial or our locals to do the affiliation job as we would have liked.



Nevertheless, the Affiliation Committee compiled an amazing amount of information on the labour movement in B.C. The Special Convention docket contains some of this. Much more is in files on the labour organization in the AUCE Provincial office. Much of this is in its raw form from the organization themselves, but there are many interesting and informative reports and articles for anyone who is interested.

The Library project suffered as a result of the time that went into affiliation. AUCE Provincial has a good collection of periodicals, pamphlet files and books. The problem is it is inadequately catalogued. It needs to be properly catalogued and a complete list of the holdings available at each local. This will be expensive but it is necessary to make the resource available to everyone.

My year as Vice-President clarified my perspective on AUCE. I feel we are an active and important part of the labour movement. AUCE tends to depreciate its achievements, in many cases is unaware of them! AUCE is a leader in the labour movement in two main areas. The first is membership involvement. Our members turn out for meetings and make decisions. In general, they are much closer to the processes of labour relations than is the norm. This builds trade union solidarity in our members in a personal way. It works towards each individual worker gaining an understanding of the labour relations process, and who his/her supports and opponents are. Labour relations must be demystified for this to happen. It is in the interests of employers to have members intimidated by the process that determines their working conditions, not in the interest of union members.

The second is its achievements in the fight for rights and benefits for women workers. Other unions have followed our lead in the last several years. What is important is that AUCE does not have the double fight of a union bureaucracy opposed to making this fight a priority. This was and is the key to our success in this area.

My work on the Affiliation Committee convinced me that my feeling that other unions do not offer these two things that are most crucial for our members.

I also gained clearer perspective on AUCE's problems. I'd like to mention two. One is our dependence on volunteerism. It cripples our ability. I think Local One's solution to this problem is a good one. There are three full-time union officers on personal leave from their jobs. This does not deter in any way from our principle of member involvement and does provide us with more people power to provide the services we know how to provide.



The second problem I'd like to mention is less clear for me. I think that AUCE tends to repeat its mistakes. That the history of events does not get passed on from one group of leaders to the next. I think also that often we do not take risks in leadership. Sometimes we swing between attempting to manipulate members to a certain decision and attempting to represent them with absolute accuracy. Perhaps this is because our communication with our members is not what it should be given our constitution. I think our union officials should research and consider an issue first, give that information and opinion to the people s/he represents and then follow the membership decision. Often we try to formulate policy on membership input before we have given members any considered information on the issue.

In conclusion, I'd like to reiterate my commitment to AUCE's membership involvement and participation in the fight for improved working conditions for women. I believe that these principles are most important and that we should continue to fight for them. I hope that we do not waste any more valuable energy on repeated criticisms and compromises and instead applaud our many strengths and get on with the building of our union.

In Solidarity,  
Hester Vair.



## APPENDIX 'B'

### SECRETARY-TREASURER'S REPORT FOR THE PROVINCIAL EXECUTIVE 7th ANNUAL PROVINCIAL CONVENTION

The AUCE Provincial Executive started their term with a substantial list of responsibilities. The major objective outlined at the previous annual convention is a major accomplishment - other objectives established at the 6th Annual & earlier conventions suffered somewhat, BUT we are intact nonetheless!

We set out enthusiastically - a little green perhaps yet committed to do our best in the jobs we were elected to do. The most part of the year has been taken up in affiliation research. The 1979 Convention directed that an Affiliation Committee, composed of Local reps and the Provincial Executive, be struck to research the various ways of affiliating to the CLC if the CLC refused our initial request for affiliation intact as AUCE. Meetings were held monthly, weekly, and sometimes twice a week as a Special Convention on Affiliation became a reality in April of this year. The Committee set about its work in a responsible, consistent manner - the result being a detailed report on Affiliation from a group of people who have become better informed about the trade-union movement than they ever believed such a committee set up by a 'small independent union' could ever be.

The monthly Provincial Executive meetings provided the forum for an exchange of local information. A goal perceived by the Provincial to be crucial to the membership was to keep the lines of communication open. Although we were not able to publish a regular newsletter fair attempts were made at keeping the membership informed by publishing twelve Provincial Bulletins (the Dispatch - let's re-name it...) and the Affiliation Bulletins. We attempted to re-establish the cross-local package by distributing the local newsletters to other locals and on occasion were able to duplicate various arbitrations for locals requesting the information. The Secretary-Treasurer has increased the research and resource materials and although at the time we are financially incapable of providing direct research servicing, the materials do exist for members' and committees' use. We have published a list of some of the material in the resource centre. There have been some cross-local meetings of the AUCE office workers - the co-ordinators, organisers, and the Provincial Secretary-Treasurer, and of the Local and Provincial Trustees. Planned for the early fall are cross-local grievance and contract committee meetings. Throughout the year, locals and individual members have contacted the Provincial Office, usually for research. Outside contacts have been established and maintained and need to be increased. AUCE has made important achievements over the past year, both provincially and locally. The Provincial conducted a week-end long seminar for Local 5 which included Shop Steward Training, Contract Interpretation and Affiliation news.



We were able to assist Local 5 further by providing them with Carole Cameron of Local 1, for a week earlier this month. We were able to lend more than \$9,000 to Local 6 to assist them with their organising drive and contract negotiations. We assisted Local 4 with the promise of financial and moral support when it appeared that they were headed for a strike in the fall. We were able to absorb the interest cost of a loan for Local 2. And, we were able to plan at least, to subsidise a Shop Steward Seminar at AUCE Local 1. We passed a motion in the Provincial Executive to pay lost wages for stewards of other locals to attend the Shop Steward Seminar planned at the local - it was scheduled for May and the strike has meant a postponement of that project for the time being.

The Convention last year also directed increased support of the SFU 18. The Provincial Executive assisted the SFU 18 by providing postage and a mailing address. We sent letters to the Ministry of Labour and to the Attorney-General. Some of the Table Officers at different times were able to attend the trials of those charged. The Convention donated \$999 to the Defense Fund of the SFU 18 and recently the Provincial Executive voted to donate a further \$400 to help defray legal expenses. AUCE Executive members also helped organise rallies and press conferences and on more than one occasion were able to represent the Provincial Association in defending the rights of those arrested while defending the basic right to strike. Convention also set policy aimed at improving the student employment situation at the campuses. AUCE remains to<sup>be</sup> the union most actively working with the B.C. Students' Federation to ensure that the rights of students are protected in student employment related struggles. AUCE Local 4 has been the most successful in achieving the objectives set out by last year's convention and at that has resolved to go to arbitration over the contract language negotiated with the resolution from last year's convention in mind. The AUCE Provincial Executive has continued to meet with reps from the BCSF and has proposed several resolutions to convention which are aimed at assisting the students in their demands for improved access to education and career-related jobs. We urge you to give careful consideration to the resolutions aimed at improving communications between our union and the BCSF. There have been problems with the implementation of our policy and these will be elaborated on at the Convention.

The Convention also directed continued support for the Concerned Citizens for Choice on Abortion. The CCCA held a public information day which was attended by AUCE members. Again, we are proposing a new resolution which is aimed at



encouraging active AUCE involvement at the hospital board level. It is the board that makes the decision about the availability of abortions in B.C. hospitals and the new Minister of Health, a pro-lifer, has proposed changes in the legislation which aim to limit accessability to abortions for women in any situation. It is important that AUCE continues to support the efforts of the CCCA.

International Women's Day was in March and a few members were able to attend the festivities organised in Vancouver by the BC Federation of Women and other groups. We did not have our new banner ready for the March 8th demonstration and next year hope to be more visible at the celebrations.

The Provincial Convention last year approved a donation of \$500 to the Strike Fund of the Muckamuck Restaurant workers. It has been very difficult for the Provincial to co-ordinate active support on the Muckamuck line and the strike, which is now over 2 years old, needs our attention. SORWUC will be on hand at the Convention to tell us the news about the Muckamuck strikers and their numerous appearances before the LRB this past year. The Provincial Executive voted recently to donate another \$100 to the Muckamuck strike fund. Our involvement in the SORWUC struggles in the past year have been less than exemplary. Perhaps our members feel that because we have provided financial assistance to our sister union we can sit back and criticise their efforts as we hear them in the traditional media. The SORWUC struggles are closely aligned to the struggles AUCE has 'survived' in the past year. The use of the courts was certainly evident in harrassing the union - we experienced that through the SFU 18 trials and it is a tactic used by the police and the government to erode basis union rights. We must pledge to fight back and become more involved in struggles being fought to maintain rights we do have. The Convention also passed Constitutional Amendments aimed at improving AUCE's financial situation. The proposed per capita tax increase went to referendum and failed. Our financial situation needs serious consideration by the delegates to Convention. We cannot carry out the services expected of this union on the present budget. The Secretary-Treasurer will elaborate on the Provincial Executive's recommendations at the Convention and we are strongly suggesting an overhaul of our revenue objectives. We are worse off this year than last; we have had to 'dip' into the strike funds in order to function. The Convention, last year passed a budget that the Provincial Association has not been able to afford. We were not able to meet our Constitutional obligation to the Strike Funds. We need more money or we are going to have to cut back. Please consider the consequences when this year's budget is on the floor for debate.



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The Canadian Union of Postal Workers contract struggles / shared by AUCE Provincial this year. We invited members of the Vancouver Local to meet with the Provincial Executive in January and Phyllis Webb, Secretary-Treasurer, showed us the film that was made to illustrate the Postal Workers' situation. We did not feel we could make a financial donation to CUPW - we did decide to have a rubber stamp imprinted with the words: "Association of University and College Employees Supports the Canadian Union of Postal Workers - The Struggle Continues, la lutte continue", and the result was interesting. On more than one occasion members called to say that their regularly stamped mail (17¢) received special attention and in some instances was delivered 'Special Delivery' because of the rubber stamp we used on the envelope! We sent letters and a telegramme to the Federal Government in support of CUPW; we sent letters to CUPW in opposition to the Government's tactics. Supporting the Postal Workers is an important responsibility for AUCE to share with other trade unionists. Because they settled for a longer contract this time does not mean we can relax - they continue to process hundreds of grievances and will in all probability continue to be subjected to the working conditions of another century... unless they have our support.

Bill C-22 was the subject of another resolution at last year's convention. No organised rally or public meeting evolved in relation to the passage of that bill which threatened/threatens to impose permanent wage controls on public sector workers. Our Vice-President, Hester Vair did actively participate in 'Equal Pay For Work of Equal Value' seminars conducted by Working Women Unite; she conducted a discussion in April for Vancouver women workers interested in learning what Hester had to share about legislation and contract information concerning the subject of equal pay. On more than one occasion she attended local meetings to share her knowledge with AUCE members.

Bill C-14, which reduced unemployment insurance benefits and excluded many part-time and seasonal workers was another issue addressed by AUCE in the past year. At the Provincial Office we receive a newsletter published by Allan Maclean through the Capilano College Labour Studies programmes and as well we increased our resources on information dealing with unemployment/insurance legislation. Because the changes most adversely affected women who, since they are the part-time workers in this society, already are underpaid and under-benefitted in traditional employment, AUCE should continue to oppose legislation limiting unemployment insurance eligibility.

In support of the Confederation of National Trade Unions, the Provincial Executive has sent letters of support to the workers in Quebec - on May we shared the cost with other BC Unions of placing an ad in Montreal's la Presse newspaper attesting



to AUCE's support of the workers in Quebec. And, in conformity with the resolution passed at last year's Convention, we assisted the Vancouver Committee to Hear les Quebecoises, in bringing to Vancouver three Quebec women who spoke on issues affecting the women of Quebec. The Union Organiser and individual members of AUCE participated in the planning meetings for the visit. The Provincial Executive donated \$40 to help defray the costs of the seminar held early in June. We see it as instrumental that we continue to maintain contact with our brothers and sisters in Quebec in order that we may continue to share the fight back on attacks from all levels of government that are attempting to erode the rights of public sector workers. It is crucial that AUCE share the struggle for Quebec's right to self-determination; the Provincial Executive continues to support AUCE Convention policy on this matter.

We had, you can see, a very busy year. It has been very difficult for some members of the Provincial Executive to fulfill their responsibilities in addition to regular jobs at the campuses. We did the best job we knew how and feel that we have accomplished a lot in the past year. Our achievements are a reflection of the resiliency the group has maintained from the start. The hours have been extremely long but AUCE continues to exist as a strong union committed to improving conditions and the working environment of its members.

Our union has made a significant victory this year. We won our UIC/Maternity Benefits case at the B.C. Court of Appeal and were informed by the lawyer acting on the women's behalf, Allan Maclean, that in November the Director General of the B.C. & Yukon Region of Employment and Immigration Canada, communicated that the Commission had decided to not appeal to the Supreme Court of Canada. The outcome of that three-year ordeal was a major landmark decision for Canadian labour. We may not have the numbers but we do have successes in what we fight for.

AUCE is the smallest union representing colleges and universities in B.C. Yet our contracts remain the best. We perhaps have not won the wage increases we set out to achieve but we are winning the improvements in benefits and working conditions and we have the ability to continue. Clerical workers in the unorganised sectors are looking to AUCE to set up an example for their struggles. We have a responsibility to fight not just for ourselves but for the women who are fighting for union recognition - women in similar occupations are using AUCE contracts in order to evaluate their own salaries, working conditions and benefits. We are setting good examples.



If AUCE is not providing the resources and assistance that members say we need then the people in our union have to become more involved in effecting those services. The role of the Provincial has in the past, and remains to be, to provide at least: cross-local exchange of information, research services and improved communications. In the past year the Provincial Association has been financially and physically strapped. We cannot provide the services that the membership deserves without an increase in per capita tax and the addition of another paid officer or office worker. We would like to be able to provide the kinds of services that would help locals get the contracts the membership votes to send their teams to get them. The situation is bleak. Unless the revenue of the Provincial Association is increased we are going to have to cut back on the services. The Provincial Executive has proposed a series of motions aimed at improving our situation. If the Convention passes Constitutional Amendments and Resolutions that will require an increase in funds we need to be assured that the delegates are going to go back to their locals and tell the membership why Provincial dues should be increased.

In many instances over the past year, it has been more than financial assistance the Provincial should have been able to provide. Because of an extremely overworked Executive there was not much energy left over in order for us to do the jobs for which we were originally elected. The Provincial Association needs help too. We need the locals to elect their representatives to the Provincial Executive. At this writing all Locals, except the smallest, Local 5 in Prince George, do not have their full representation on the Provincial Executive. It seems that we need to re-evaluate what it is that the Provincial should be doing and how to go about that. The Locals must become more involved in the Provincial and help make it work - once they decide what it is they want from a Provincial Association. We cannot continue to be under-represented if the membership expects the Provincial to improve services.

As you read your local reports you will see that the locals seem to agree with each other - they need money, improved research facilities and improved services all 'round. There are people in AUCE who are capable of providing the help that some members say they could only get with another union. We have a strong base to do the work that is needed. We need the mandate to continue and we need the funds to accomplish the



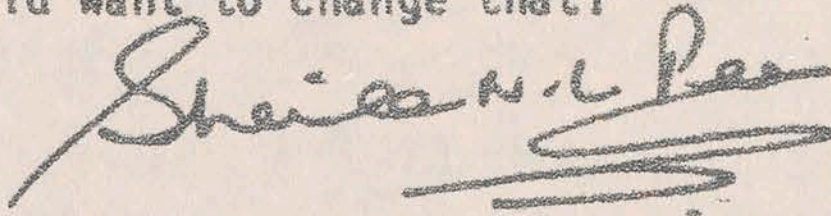
necessities. Whatever AUCE's future we need to ensure that the members of this union get the benefits of an organisation which was established to improve wages and working conditions for employees in traditionally under-paid and unrecognised occupations. Once the membership decides what it is they expect from our union it will be up to their elected representatives to help them achieve their goals by encouraging them to be more involved. AUCE's basic structure provides for maximum membership involvement - we need to strengthen our union and get on with the business of representing our members. We can only do that if we give them the opportunity to tell us what they want. We can only do that if we encourage the democratic (yes, there's that word again...) involvement necessary to keep ourselves in tune with what is best for us.

We have a good, strong union; we have a lot of work ahead of us no matter what the decision on the Affiliation referendum - AUCE needs to be stronger and more responsible to itself and the rest of the labour community.

This is such a unique union, where else in the 'world of labour' could we have had discussions such as the ones that have been going on for the past year? Who on earth would want to change that?

- Sheila Perret  
Secretary-Treasurer

June 21, 1980





## APPENDIX 'C'

### PROVINCIAL ORGANIZER'S REPORT

The position of Provincial Organizer as specified in the Constitution and policies is fairly straightforward. As a Provincial table officer, I was expected to attend all the Provincial Executive meetings and functions, share the monthly responsibilities with other table officers such as preparing agendas, chairing meetings, reviewing budgets, planning educationals, responding to local requests for special assistance or information, and otherwise help, learn from and consult with our full time Secretary Treasurer. In addition, the Provincial Organizer is supposed to be responsible for co-ordinating the production of a monthly Provincial newsletter.

During my term, I was not able to ensure a monthly newsletter appeared. This was due to a combination of factors - the work I carried on in local 6 as a negotiator and person responsible for several legal matters before the Labour Relations Board. This was also an extraordinary year for demands on all Provincial Executive officers and representatives, as we moved through an extensive investigation of affiliation issues and options. Yet, it was also a problem which I inherited with the position of Provincial Organizer. For the past two years, our Provincial officers have had a continuing struggle of trying to live up to the expectations of our members for servicing while volunteer participation in the Union and funding to the Provincial have both declined drastically.

From my experience on the Provincial Executive, I am convinced that it is time for AUCE members to re-examine how our notions of local autonomy and volunteerism affect the use of our collective resources. This year we need to confront the fears echoed time and again that by strengthening the Provincial Executive we necessarily lose local autonomy.

Over the last two years, our two largest locals have had strikes. The employers' bargaining postures and strike tactics were similar in both cases. The Administrations of SFU and UBC consult each other regularly. Yet, our co-ordination of negotiating expertise and strategy or strike support among locals continues to be ad hoc and haphazard.

That should come as no surprise. Our local executives and full time workers are always overworked. Volunteer rank and file participation in Union work at both the local and Provincial levels has declined. And, the membership defeated the last Provincial dues increase which has caused a reduction in Provincial operating and strike funds. AUCE members in the various locals have great expertise and experience in grievance and arbitration work, negotiating, strike strategy, press work and so on, but no one has time to organize cross local sessions which would allow us to share these invaluable resources.

In my view, the role of the Provincial is to assist the locals by facilitating regular cross local communication and co-ordination of resources. Experience has shown us that rank and file participation in Union activities is increased with regular educational events and communication among locals.

There are a number of Constitutional resolutions before this Convention which attempt to correct some of these problems. The amendments proposed are specific,



PROVINCIAL ORGANIZER'S REPORT (con't.)

They require a small increase in per capita dues from each member. The increase will help build the Provincial strike fund and allow for the creation of a second full time position in the Provincial office. The two full time officers also have been given certain specific responsibilities under these Constitutional amendments. They will be responsible for ensuring that a regular Provincial newsletter is published and that regular annual cross local negotiating strategy and educational conferences are held. Even with these changes, local representation at the Provincial level will remain substantially the same. In this sense, local control over decision-making should remain the same. However, the additional resources and staff in the Provincial office should provide for a better use of our collective resources.

Regardless of the outcome of the affiliation referendums, changes such as these are necessary now. If members use affiliation as a panacea or an excuse to postpone such decisions, all of us will suffer the effects later. None of the affiliation or merger alternatives will mean someone else will take care of our internal problems.

In my view, these are changes which we can make now and which can only strengthen the Union as a whole.

June 19th, 1980

*Suzanne P. Marria*  
Suzanne Marria



ANNUAL REPORT TO THE CONVENTION FROM THE PROVINCIAL TRUSTEES

This report was prepared by Virginia Gibberd on behalf of the Provincial Trustees and Alternate Provincial Trustees.

It has been an extremely busy year for the AUCE Provincial Trustees, who were involved not only with referendums, but also with the Affiliation Committee, the Special General Membership Meeting in February, and of course with the Special Convention in April.

The following referendums resulted from the 6th Annual Convention:

Dues Increase (failed)

Name Change to include word 'union' (failed)

Election of the present Executive.

In May and June of 1979, a \$5.00 assessment referendum for the Local 2 & 6 Strike Funds, was successfully carried out and eventually netted approximately \$8800.

Provincial Trustee Joy Smith, after having done a great deal of work on the above-mentioned referendum ballots, had to resign for personal reasons in January of this year. Resultingly, at the Special Convention on Affiliation, three Alternate Trustees were elected to help with the referendum ballots concerning affiliation. Alternates provided a great help for the other Provincial Trustees, especially since, Vicki Nunwieler, a member of the Trustees Committee is an out-of-town member of Local 5 in Prince George.

Involvement is frustrated by distance. Local 5 reps to the Provincial Executive, and Provincial Trustees who are members of that Local, could be more involved if regular sub-committee meetings for all Trustees could be held on the same week-end as the regular monthly meetings of the Provincial Executive. Having to worry about long-distance phone bills, and not being able to call an impromptu meeting which would involve the Local 5 people certainly hampers in-depth planning and productive discussions.

In conducting the referendum ballots this year, and in particular the referendum on affiliation, we encountered several problems. The AUCE Provincial Constitution requires that ballots be sent only to those members on the latest per capita tax (dues check-off) lists. However, these lists are never as up-to-date as the membership lists which the local trustees prepare in order to provide labels for each new ballot. The Provincial Trustees have been looking at various ways to solve this constitutional and practical problem and an emergency Constitutional Amendment will be ready for the Convention.

There is also the ongoing problem of familiarising new and inexperienced Provincial Trustees and Local Trustees with the 'ropes' of preparing a referendum ballot. For the repeat ballot of the first question on Affiliation vs Independence, a very successful cross-local trustees meeting was held. It is hoped that in the future, cross-local Trustee meetings, which shall include Local 5-ers, will be held before every referendum ballot so that all Trustees can exchange information and problems they may have with up-dating membership lists, providing the Provincial with TWO sets of labels for the ballot envelopes, and for exchanging ideas on the distribution and collection of ballots.



The repeat referendum ballot on the first question of Affiliation, was, for all the added expense and time, a good 'learning tool'. The main reason the protest of Ballot #1 on Affiliation was upheld, was because of problems presented by the Local 1 (UBC) strike. The possibilities for conducting a referendum ballot while a Local is on strike are not provided for in the Constitution. Neither is there a clear-cut solution for carrying out a repeat ballot in the case of an upheld protest, i.e. repeat the referendum for only that local concerned (which would be prejudicial to the other locals, etc), or re-canvass the entire Provincial Association (which takes more time and money).

There is also the grey area between the Local Trustees' responsibility to distribute the ballot at the Local level, and, the Provincial Trustees responsibility to ensure it is received by the Local, with adequate time provided for distribution, sufficient voting time, and sufficient time to allow for ballots to be returned through the Post or through the Local inter-office mail systems. The Provincial Executive has prepared a Constitutional Amendment for the Convention, which proposes to deal with an alternative voting method for the membership of a Local that is on strike or locked-out.

One of the main problems encountered in preparing for a referendum ballot was the extreme lack of volunteers. It is a frustrating task 'guilting' people into contributing a couple of hours stuffing envelopes at the Provincial Office downtown. Unfortunately, because of the lack of volunteers, very few members spent very many hours preparing the ballots. We wonder where the other 2,796 members of AUCE Provincial are hiding out!

The AUCE Provincial Trustees would welcome any advice from the Convention Delegates regarding increased membership involvement in the referendum ballot work.

Another area addressed by the Trustees has been the up-dating of the Provincial Constitution. We were also responsible for suggesting some of the changes that are proposed in the form of Constitutional Amendments. One really crucial area that needs extra attention by the Trustees is the up-dating of the Local By-Laws. It is the responsibility of the Local Association to submit any By-Law Amendments to the Provincial Association BEFORE they are implemented at the Local level. In some senses this is an impractical method of dealing with changes; we have yet to devise a fast, practical method of getting the Local to submit those amendments, have the Provincial Trustees review them in order to see that there are no conflicts with the Provincial Constitution, and then have them approved at the Provincial Executive Meetings.

In all, it has been a year of challenges. We hope to leave the new Trustees with a clear sense of their responsibilities and we will propose a meeting with them in order to discuss the job and to suggest ways in which their duties can be easily assumed. - signed, Your Trusty Trustees:

Joy Smith, Vicki Nunweiler and Virginia Gibberd - Prov Trustees  
Sheila Browne, Ada Ho, and Michele Pujol - Alternate Trustees.