

LOCAL FOUR REPORT

Following the 1978 Convention, concern and criticism was expressed by members that the Convention was becoming an arena for political issues which did not directly concern the welfare of our members. The matter of the \$10,000 loan of Provincial funds being voted to another Union as a result of an emergency resolution at the Convention has been debated extensively at this Local, both at the Executive level, in General Meetings and I'm sure was the subject of discussion at many a coffee break. At the January General Membership meeting a delegation from Provincial Executive was seated and the issue of the loan to SORWUC and the relationship between the local and the Provincial Association were discussed. What we feel to be a positive way of dealing with the issue raised concerning the SORWUC loan is reflected in the resolutions Local 4 is presenting at the 1979 Convention.

Our negotiating team was elected in early 1978 and the Union served the legal 3 month notice of intention to negotiate on the dot. Local 4 was ready with its total package at the first negotiating session only to find the College not ready to exchange packages. They commenced negotiating Article by Article meeting twice a week through June, taking July off and at a Special Meeting on September 21 the Contract was presented for ratification. The vote commenced at this meeting and closed three days later. The membership ratified the contract by a vote of 63 to 38. The money package amounted to 5% on the pay grid and a 2% lump sum payment, with a one-year contract. We had therefore settled before the old contract had expired.

During the past year we negotiated and signed a Memorandum of Understanding with the College and the Capilano College Faculty Association to transfer the Native Speakers and the Language Lab Monitors to the Faculty Association where they will be known as Language Associates. This application is presently in the hands of the Labour Relations Board and is expected to be accepted without any problems.

Internal Governance has been in the forefront for some months now. We presently are represented on a Principal's Advisory Committee which a committee report recommends be replaced by a 'senate', representation on which is to be four members from each of faculty, staff, students and administrators. However, the representation is to be on a constituency basis (i.e. staff) rather than a Union representation.

Mention must be made of Local 4's response to the possible withdrawal of services by the Capilano College Faculty Association last November. A Special General Meeting was called for the purpose of hearing the Faculty's position and their appeal for our support. At this meeting a motion was passed to respect their picket lines in the event of a strike. However, the strike was averted and the intent of our motion was not put to the test. I am confident in saying that some very difficult situations would probably have arisen had that picket line gone up.

Local 4 Report (cont'd)

Several waivers were signed this past year. A waiver was given for a project entitled "Volunteers in Transition" which enabled people who lacked the personal development and communications skills to function effectively as volunteers to be placed in the College and work as volunteers in specially selected areas for 3 hours a week for 5 weeks. 7 people took part in the project at Capilano where they also had 4 hours of group counselling per week through the Counselling Division. This was deemed to be a very successful project and I am pleased that this Local had a chance to contribute to its success.

In addition, waivers were given for the Summer Language Bursary Program (these will not be necessary once the Language Associates are in the Faculty Association), Work Study Programs and Young Canada Works Projects. Waivers for projects funded additional to the regular College operating budget are a matter of concern to this Local and we welcome the opportunity of sharing ideas and solutions.

Membership as of March 31, 1978 was
1979

and as of March 31,

A REPLY

As an active member of both the Provincial and Local, I could not believe my eyes when I read Robert Willey's letter from the Cap. Communicator. The first question I asked after reading the letter was "who is Robert Willey." From the information stated in his letter I thought I must have missed someone at the 30 executive meetings and 3 conventions I attended.

Mr. Willey seems to know quite a bit about the Provincial Executive which I was a member of for two years and never seen him at a meeting. Of course that is understandable, I only had to fly 500 miles and give up a weekend to attend meetings. It is a lot harder to attend the meetings when you are so far away and have to fight the traffic from the North Shore. Perhaps I am being a little fascist but I cannot help myself when I read letters such as Mr. Willey's letter of literary genius. In my very basic understanding of writing and reporting I would like to reply to the letter.

In the first paragraph I quote "I don't wish to get involved with the pro's and con's as much as I wish the question asked." To make this statement then say nothing else perhaps would have been fair. The following sentence implies that you should only consider his opinion. If you are not prepared to debate the question then don't ask it.

In Mr. Willey's second paragraph he states that A.U.C.E. has the makings of a powerful force in the development of rights and benefits for workers. Try comparing where A.U.C.E. members stand in relation to other organizations representing college and university employees. If Mr. Willey had attended the meeting last year co-sponsored by the Public Sector Employees Council and AUCE, he would have found that the rights and benefits of our members are fought a lot harder for than those of the bigger unions. In the same paragraph he talks about the distribution of information. Since belonging to Local 5 I have been Spokesperson and chairman of the negotiating team for both our contracts, and information that I requested from the Provincial has always been sent to me, of course I had to ask and didn't expect the Provincial to read my mind or inundate with information about everything and as a result read nothing. Melody, Judy and Sheila have all carried out requests for research for negotiations on our behalf.



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In the fifth paragraph, I can only interpret it as that each local should be able to control the convention. I have yet to see S.F.U. and U.B.C. even attempt to push ammendments through a convention. I think that this is a credit to the integrity of their membership and I would feel insulted if someone wrote such a fact about our Local.

In paragraph six he mentions about local workshops. At Local 5 we have had one workshop for Stewards and we are in the process of making a request for another. Again I guess the key is we ask for these and I believe that this resolution was originally suggested by our local and supported by S.F.U. and U.B.C.

In reference to paid resource people, in our local, we have had seven people come to our local on request, most of which were Provincial Executive Members, others from U.B.C., S.F.U. and Cap College.

In paragraph nine and ten in reference to "Job Action". What are they telling us? I guess most people assume that most responsible people realize that they must follow their legal contracts and the laws of the land but I guess others must be constantly reminded like a parent with a small child. I ask the question does your supervisor have to tell you each day what your hours for the next are? I am quite sure that with normal intellegence that even you can answer that question.

Paragraph eleven shows once again the research that Robert Willey put into his article. If you had been involved in the discussions and difficulties in the certification of Local 6 you understand the need for two locals. The needs of the two groups with the exception of basic needs are quite different and the priorities and interests are quite different. In most institutions; faculty and staff are represented by two different organizations because of these differences. This is why we have electrical unions, plumbing unions, truckers unions, etc.. The purpose of unions and associations is not to close down institutions but to fairly represent the members of the bargaining units.

The question of S.O.R.W.U.C. has always been a sensitive one and all locals have from time to time had questions in reference to funds expended

on this issue. Our local has asked questions at executive meetings, conventions, and requested representatives attend our executive meetings to explain the use of our funds. We have always received the answers to our question and never has information been withheld from us. Everything has always been above board and proper motions made and passed at executive meetings or conventions. To state that there has been manipulation of funds is not only derogatory but also slanderous and unfounded.

Loans to locals have been passed at meetings when I have been in attendance as a matter of fact our local received a \$2,000.00 interest free loan. I have never heard of a request for funds for what ever reason, ever being turned down for any reason. The only request made was for the definition of the terms of the various loans.

In conclusion I can only say that anyone who would write such an article with so much misinformation contained in it is subject to suspect. I would ask that the members of your local investigate these facts very closely. Mr. Willey's comments do not represent the feelings of our local, nor do they fairly represent the work and efforts of our executive or the membership of A.U.C.E.

I have not always been pleased with everything that Provincial has done but our local has always been involved and tried to change things where we felt it should be changed. Our local has always been involved, and has always participated because we know its worth it.

Mr. Willey's dye was cast by himself and I sincerely hope that his dye is not the dye cast for your local. The next time you want information, ask, if you don't get the answers then change it. For someone who has made no effort to be part of our organization and has never even attended a Provincial Executive Meeting I find his credibility poor.

I would gladly challenge Mr. Willey to debate the issue on the floor of his general meeting. And I ask, who is ineffectual, the Provincial Executive or Mr. Willey?

Stuart A. Berry
A.U.C.E. Member

BUCE PROVINCIAL

OPEN LETTER

18th January 1979

TO: The General Membership of A.U.C.E. Local 4
FROM: A.U.C.E. Provincial Executive

Since its inception the Provincial Association has spent much time defining 'itself'. Each annual convention and each new executive demands an emphasis on the functioning of the Provincial. The first two conventions dealt almost entirely with constitutional amendments, and the last two conventions have tried to pin down the job(s) of the full-time representative, the Secretary-Treasurer. To date no A.U.C.E Locals have been entirely or even largely satisfied with the Provincial. And at least the last three Provincial Executives have held marathon meetings to try and figure out what exactly it is that Provincial should be doing. With a monthly budget of approximately four thousand dollars how can the Provincial provide four thousand dollars worth of service to the locals? The question has not been answered to anyone's satisfaction.

For these and other reasons the article by Robert Willey in the Cap Communicator has been greeted with considerable concern by the Provincial Executive. Not only is much of what he says true, but the article spearheads many of the problems that the Provincial Executive is and has been working on. The time allotted to the Provincial Executive at this meeting is not adequate in order to deal with all the points raised in Robert Willey's article. We hope to discuss what appear to us as the most pressing problems. We also hope to have some time at the end of this presentation so Local 4 members may make comments or question anything that is said at this meeting.

The first thing is the confusion surrounding the functioning of A.U.C.E. Provincial. As set up in the Provincial Constitution, the Convention is the highest decision-making body. The Provincial

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Executive is entrusted with carrying out the wishes of the Convention as made clear through the Constitution and the resolutions passed. Representatives on these two important bodies has been a compromise between 'representation by population' and equal representation per local. Equality is given to the smaller locals with two representatives each serving on the Provincial Executive. The convention has given preference to the middle local, actually Local 2. Local 1 is under-represented in terms of numbers, and Locals 4, 5, & 6 have (and Local 3 had), much fewer delegates to Convention than Local 1 or Local 2. The question has always been a difficult one. If a local 5 had, for example, 5 delegates, then Local 5 would have six times the voting power as delegates of Local 1. Or, as we have it now, Locals 1 and 2, if the delegates choose to 'block' can carry or fail any decision to be made. The question is how can A.U.C.E. members best be represented? How can each local benefit from the Provincial? At earlier conventions, our representation method was heavily discussed. As a clear answer failed to emerge, the discussion was put aside but not buried, merely waiting for any member or local to come up with a more workable system. The main thing of course is that A.U.C.E. members who do get together at the Provincial level, work together to ensure that the needs of all locals are met as best as possible.

Interaction between the locals and the Provincial has always been a problem. On the one hand, all of us want a powerful Provincial Association that can win arbitration cases, get the best contracts in the province, beat anti-worker legislation, eliminate sex discrimination, improve the job descriptions of workers, in short...create a workers' paradise in British Columbia. On the other hand, we want complete autonomy in our locals, with no, absolutely not one, suggestion of interference by another body and that includes the Provincial. As all Provincial Executive members are from locals themselves, the idea of local autonomy, has consistently won, hands down. Executive members are sometimes willing to suggest a particular strategy that has proven successful in their local, but no-one wants the Provincial Executive telling a local what that local should and shouldn't do.

The question of money has always been of major concern to the Provincial Association. For most of us, the Provincial seems rich. The

The Provincial Executive is constantly in the position of trying to 'have their cake and eat it', too. By this we mean that the Provincial Executive wants to give any money, requested by either local, to the local, and still have enough money left over for the next local's request. To date, the usual solution has been one of loans to the locals in need and as a request is made. In this regard, no local request has been flatly refused -- although it seems that every local has been angered and/or worried that the Provincial will not 'come through'. Most of the money spent has been as the result of motions moved at conventions and approved by conventions. As this is the Provincial Association's highest decision-making body, a change in the constitution would have to occur, before money matters would necessitate handling by a different procedure, for instance a referendum vote.

The real question to be raised is the appropriateness of Local 4 remaining a member of the Provincial Association. On at least a surface level, it would seem that Local 4 can benefit from the Provincial much more than can the other locals. Between January and November of 1978, Local 1 contributed in excess of twenty-seven thousand dollars in dues to the Provincial Association, and Local 4 contributed approximately twenty-three hundred dollars in like dues. Through the Provincial Association, Local 4 can have access to much more money than could possibly be raised in the Local. Also, Local 4, because of its size does not have a full-time representative and could make better use of the Provincial Secretary-Treasurer. Locals 1 and 2, with their own full-time reps, are much less inclined to go beyond the local resources for assistance. Also, Local 4 is on the Lower Mainland, and could make good use of the Provincial Office, whereas, the other smaller locals (Local 5 and previously in that category, Local 3) do not reap the potential benefit in the same way. This however has not happened. Local 4 has rarely asked for any assistance from the Provincial Association, and has rarely participated at the Provincial level. The way our union is set up, a lack of participation means that the local's concerns are not raised at the Provincial Executive and at the committee meetings. The local learns little of what the other locals have to offer in terms of their successes and failures, as they do not hear about them and the local knows little about the research and other resources that the Provincial

does have to offer. In short, without participation, there is very little to be gained by belonging to the Provincial Association. Many of the issues raised in Robert Willey's article seem political in nature. Do we as a union participate in strictly our own union's (narrow?) concerns? Or do we try to broaden our scope? On the Provincial level at least, our union has tried to be more encompassing of social and/or political issues. To date, any issue, that any member or 'constituency' brings to convention has been debated, with the result that motions pertaining to the B.C. Government's Essential Services Disputes Act (bill), the Service, Office and Retail Workers' Union of Canada (S.O.R.W.U.C.), Renaissance Canada, International Women's Day activities, the United Fishermen's and Allied Workers Union (U.F.A.W.U.), illegal acts committed by the R.C.M.P., etc., have been discussed and resolutions have been passed. It has been the feeling of most Provincial Executives that the Provincial Association, especially, is the arena for these discussions.

As we are all aware, there are only two routes a local can follow when there is major disagreement with A.U.C.E. Provincial policy. Either the local can participate and attempt to effect change of the 'offending' policy, OR the local can ~~succeed~~ from the Provincial Association. For a local as small as is Local 4, the realistic thing to do seems to be to disassociate. The money presently going to the Provincial Association might well be better used within the Local. As members of the Provincial Association Executive, we would urge A.U.C.E. Local 4 to remain with A.U.C.E. and become more involved at the Provincial level. Our concerns as workers in post-secondary educational institutions in British Columbia are common to us all; we should work together to find suitable solutions to these concerns.

AUGE PROVINCIAL

18th January, 1979

OPEN LETTER

TO: Robert Willey

FROM: The Executive of A.U.C.E. Provincial

This in response to your letter which appeared in the Cap Communicator. The question you raise as to the appropriateness of Local 4 remaining in A.U.C.E. is the central issue and therefore the first item to be dealt with. A.U.C.E. was established to fill a need of university and college employees to be represented by a labour union. The most important issue has to be proper representation in the protection of members and in the winning of contracts. If these functions can best be served by A.U.C.E. #4 ~~succeeding~~ from Provincial then that is what should be done. It is not the intention of A.U.C.E. to hold locals to perpetuity and we are sure that you will find Section 6 of the A.U.C.E Provincial Constitution to be both simple and democratic. It is a decision that the local has to make. We hope that it is not made in haste or in anger. The issue you raise about representation at conventions is one that was raised at the June 1976 convention. At that time it was moved by Local 1 delegates that the last sentence of Section 14, C/1 be deleted. This sentence limits the representation from any one local to a maximum of 10 delegates. Local 1 felt that they should have been allowed more delegates because they had more members. The other locals strongly opposed this and the amendment was soundly defeated: 21 No votes, 5 Yes votes and 3 Abstentions. The method of representation that we use is basically a compromise between equal representation by locals and complete representation by population. It should be pointed out that our constitution allows for Local 4 to have 6 delegates at convention (and alternates), although only 2 were present full time and 1 member was present part time at the last convention. It is very true that the U.B.C. and S.F.U. locals could, if they combined their votes, 'rule' the conventions. But, it is also true that Local 2, Local 4, and Local 5, if they combined their votes could do the same. The fact is that these alliances have not occurred.

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In response to your question about shop steward seminars: No, none have yet taken place this year. However a motion was passed in our December meeting, authorising Sheila to proceed with setting them up. As to the question of resource people being sent out-of-town to other locals, this is to be done when requested. No requests have been made, so, the questions of who and when have not yet come up.

The resolutions about the Essential Services Disputes Act and the B.C. Systems Corporation are inseparably linked because the problem with the B.C. Systems Corporation was that it was, at that time, included under the Essential Services Disputes Act. Now we are all 'Essential Servants'. Nothing was done since the convention and your criticism is well taken. By passing these resolutions we have at least gone on record as being in opposition. We are now in the process of setting up a seminar for any member of all locals, in order to have one of our lawyers explain the ramifications of this legislation.

As to your question on resource materials, the answer is, Yes! We have lots of material and Sheila would be more than pleased to supply the information available on Cost Of Living Allowance (C.O.L.A.), retirement, benefits and pension plans. She is only a phone call away.

You suggest that the resolution that "re-affirms the right for College and University employees to initiate job action where necessary" is an attempt to encourage locals to conduct illegal strikes. That is not true. The phrase quoted was part of the resolution that opposed the expansion plans of the B.C. Systems Corporation. The convention was opposed to the strike limiting legislation of the Essential Services Disputes Act as it applied to our workers.

As your paragraph on the two S.F.U. locals (2&6) asks no questions, we find it hard to come up with a response... Local 2 and Local 6 represent different types of workers in particular occupations; the needs of Teaching Assistants cannot be properly represented by the contract of the existing support staff local.

Further, it is not true that the convention resolved that no member can hold office for more than one term: the limit is two terms and that only applies to full-time paid positions. It was felt that it is dangerous for our union to be run by career unionists. Someone who takes a leave of absence from their job is more likely to be sensitive to the needs of their fellow workers. Nancy Wiggs, on behalf of the Executive, has already responded to your concerns about the loan made to S.O.R.W.U.C. by the convention in a previous letter to Local 4.

One question not answered however is why your local did not get strike fund loans. Our records show that \$2000.00 was made available to you but it was never used. We are not aware of any such requests for strike funds that have been refused (for any local, for that matter). If you know of any time that money was refused, please be specific and we will investigate further. As far as can be determined, it has never been the policy of the Provincial Executive to refuse strike funds to any of our locals.

We, the executive admit, that although your article was initially disturbing, it did raise some valid points. These criticisms have not gone unheeded. It is the hope of the Executive of A.U.C.E. Provincial, that you and the rest of our brothers and sisters at Capilano College will remain within A.U.C.E. and help to correct our shortcomings.

In Solidarity,

The Executive of A.U.C.E. Provincial
for 1978-1979.

cc. The Membership of A.U.C.E. Local 4