

AUCE NEWS

Special

9th Annual Convention

JUNE 1982

Edition

Friends:

In accordance with the Rules of Order Governing the AUCE Convention, here are the Resolutions and Constitutional Amendments* proposed for consideration at the 9th ANNUAL AUCE PROVINCIAL CONVENTION, to be held at the Indian Centre of Vancouver, 1607 East Hastings Street, Vancouver B.C. Please give careful thought to these proposals - we hope to have good discussions at the Convention. All AUCE members are encouraged to attend the Convention.

* Resolutions and Constitutional Amendments received according to the procedures outlined in the Constitution and Rules of Order - as well as Emergency Resolutions and Constitutional Amendments received by June 15th.

----- NOMINATIONS OPEN -----

Nominations are now open for the positions of PROVINCIAL PRESIDENT, VICE PRESIDENT, SECRETARY TREASURER, UNION ORGANISER, UNION COORDINATOR & PROVINCIAL TRUSTEES (The Chair of the Trustees serves on the Provincial Executive.) Nominations will close at the end of Convention. The nominees for each position must accept in person or submit acceptance of nomination in writing. All members are encouraged to run for Provincial Office.

----- PROPOSED 1982-83 PROVINCIAL BUDGET -----

	(a)	(b)	(c)	(d)	(e)
	79-80 Act.	80-81 Budg.	80-81 Act.	81-82 Budg.	82-83 Prop.
<u>INCOME</u>					
PER CAPITA TAX	51011	78940	74156	88428	82000
COPIER REVENUE	480	700	111	300	50
INTEREST	47	74	116	100	200
APPLICATION FEES	--	--	6	?	?
LABOUR CANADA GRANTS	--	--	392	2000	--
LOAN REPAYMENT	--	--	4101	3800	1000
<u>TOTALS:</u>	<u>51538</u>	<u>79714</u>	<u>78882</u>	<u>94628</u>	<u>83250</u>
<u>EXPENSES</u>					
BANK CHARGES	382	500	147	175	100
DONATIONS	2214	1500	1350	1500	1000
LEGAL/ACCOUNTING FEES	1000	600	3362	3400	3500
LIBRARY	783	800	1518	1000	750
MEETINGS/CONVENTIONS	1444	1400	2261	2000	1500
OFFICE	2078	2000	1233	1500	1000
POSTAGE	465	?	3913	2000	4000
OFFICE EQUIPMENT	2741	2300	1165	2500	1200
OFFICE RENT	2100	2300	2526	2700	3200
PLAN 24 STRIKE FUND	6376	9867	9270	11053	10250
PRINTING/STATIONARY	4000	7500	17142	7000	7500
SALARIES/RELATED EXPEN.	23515	42690	27789	43000	35000
TELEPHONE/TELEGRAMME	1412	1500	2915	2400	2000
TRAVEL/ACCOMMODATION	4538	7000	7527	7700	5000
LABOUR EDUCATION	--	--	392	3000	1000
<u>TOTALS:</u>	<u>52994</u>	<u>79957</u>	<u>82510</u>	<u>90928</u>	<u>77000</u>
<u>Excess Income:</u>	--	--	--	3500	6250
<u>Excess Expenses:</u>	1456	243	3628	--	--

NOTE: Final figures on actual 1981-82 revenue and expenditures will be available at Convention. The Proposed 1982-83 budget is what the Provincial Executive projects as anticipated income and expenses for the coming year.

RESOLUTIONS FOR 1982 AUCE PROVINCIAL CONVENTION

Resolution # One: Submitted by the Provincial Executive

Whereas the Socred Government's so-called "Compensation Stabilisation Program" is a concerted attack on employees in B.C., and

Whereas the gains unions have made are threatened by high levels of unemployment, wage and spending controls, company attempts to wrest wage concessions, and

Whereas wage and spending restraints especially hit women through blocking catch up settlements, equalisation of base rates, and increased layoffs in the public sector,

Therefore be it resolved that:

AUCE goes on record as being totally opposed to the Compensation Stabilisation Program;

AUCE strongly supports and will work towards an independent labour opposition movement in B.C.

AUCE supports a fightback program which would include:

- 1) a coalition of all public sector unions which could mount a coordinated response both educationally and in action.
- 2) formal liason between this union coalition and women's groups, parent groups, and community organisations.
- 3) organisation of information picket lines wherever public services are under the ax.
- 4) organisation of community rallies across B.C. to link wage controls to cuts in hospitals, schools, social and community services. Such rallies could build momentum for:
- 5) major demonstrations in Vancouver or Victoria.
- 6) when necessary, the organisation of a twenty-four hour work stoppage across B.C.

And further that, AUCE will actively support any other union during contract negotiations for wages and benefits exceeding the limit, during informational picket lines, demonstrations, and any job-action which opposes wage controls, in an attempt to gain liveable, fair wages and working conditions for all members.

Resolution # Two: Submitted by the Provincial Executive

Whereas women across Canada in 1981 received only 70% of the average man's salary, and

Whereas unions across B.C. have taken up and won equal pay for work of equal value over the last year, through the demand for equalisation of the base rates,

Therefore be it resolved that AUCE affirms our support for equalisation of base rates as the first step in winning equal pay for work of equal value, and that in the coming year Provincial and Local Executives undertake to research, organise membership education, and draft contract clauses aimed to win equalisation of base rates of pay across the workplace, as contracts expire.

Resolution # Three: Submitted by the Provincial Executive

Be it resolved that AUCE Provincial discontinue its policy of Lobbying CLC affiliates to support our entry to the CLC.

Resolution # Four: Submitted by the Provincial Executive

Be it resolved that AUCE Provincial remain independent.

continued on next page.....

RESOLUTIONS continued

Resolution # Five: Submitted by Local One

Whereas the Compensation Stabilisation Program of the Provincial Government undercuts the working conditions and job security of our members; and

Whereas this program is an unfair attack on the ability of Public Sector Workers to bargain collectively for fair wages and reasonable benefits and working conditions; and

Whereas this program is being revised everytime spokespersons for the Provincial Government open their mouths;

Therefore be it resolved that AUCE Provincial condemn the Compensation Stabilisation Program of the Provincial Government and call upon the Government to withdraw it;

Be it further resolved that AUCE Provincial join with other groups to oppose this program;

Be it further resolved that AUCE Provincial support any union that defies this program;

And be it further resolved that AUCE Provincial support any collective action that may be undertaken by the B.C. Federation of Labour and/or the B.C. Council of the Canadian Confederation of Unions to oppose this program.

Resolution # Six: Submitted by Local Six

Whereas the South African state oppresses and exploits the majority of that countries population through apartheid - a vicious system of institutionalised racism; and

Whereas the South African state enforces apartheid through wide reaching security laws under whcih virtually any form of political or trade union activity can be defined as "terrorism", under whcih individuals can be detained indefinitely without being charged or can be placed under severely restrictive banning orders;

And, Whereas the South African state has responded to the increasing strength and militancy of the trade union movement in South Africa, and to the challenge to apartheid posed by the trade union movement with increased repression and harassment, with the detention and banning of workers and trade union leaders; and

Whereas the extent to which the South African state is prepared to go to crush the trade union movement is demonstrated by the recent death in detention of Neil Aggett, Transvaal Secretary of the African Food and Canning Workers' Union;

Therefore be it resolved:

That AUCE affirms its solidarity with workers in South Africa and fully supports those engaged in the struggle for a united, non-racial and democratic trade union movement in South Africa;

That AUCE condemn the South African state's policy of apartheid and demands the immediate release of detainees and the immediate lifting of all banning orders; and

Be it further resolved that AUCE calls upon the Canadian Government and Canadian financial institutions to express their opposition to apartheid by withdrawing all investment in South Africa and ceasing all dealings with the South African regime.

----- NOTES -----

Amendments to the Provincial Constitution

Amendment # One: Proposed by the Provincial Executive

Amend 2 F:

Within the community the union shall work for the establishment of political and social equality, for free accessible education facilities, for recreation and cultural development, for community health services and against price and rent controls.

To read:

Within the community the union shall work for the establishment of political, social and sexual equality, for equal pay for work of equal value, for free accessible education facilities, for free accessible childcare facilities, for adequate and fully paid parental leave, for recreational and cultural development, for community health services, for adequate and affordable housing and against price increases.

Amendment # Two: Proposed by the Provincial Executive

Amend 4 F:

The initiation fee of this Provincial Association shall be one dollar (\$1.00) for each person wishing to become a member except in the case where laws or regulations require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead and in place of the constitutional requirements.

To Read:

The initiation fee of this Provincial Association shall be one dollar (\$1.00) for each person wishing to become a member except in the case where laws or regulations require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead and in place of the constitutional requirements. The initiation fee collected by a chartered Local Association shall remain with that Association. A copy of the application fee shall be sent to the Provincial Office.

Amendment # Three: Proposed by the Provincial Executive

Section 4: MEMBERSHIP

Amend 4 L (In the Organisation period)

To read: 4 M (No change in wording)

Insert new 4 L:

To read:

Childcare shall be provided, or if unavailable, childcare expenses shall be reimbursed, for any member in good standing who attends any Provincial meeting or Convention.

Amendment # Four: Proposed by Local Six

Amend 2 D:

To maintain at all times the principles of local autonomy and democracy within this Provincial Association and its Local Associations.

To read:

To maintain at all times the principles of local autonomy and democracy so as to strengthen this Provincial Association, the Local Associations and the relations among them.

continued on next page....

AMENDMENTS continued

Amendment # Five: Submitted by Local Six

Amend 6 A:

Upon receipt of a petition of twenty-five percent (25%) of the membership of the Local Association involved, the Provincial Executive shall conduct a full inquiry and a referendum vote of the Local Association concerned. The Provincial Executive shall circulate notice of referendum outlining the matters in dispute one (1) month prior to the referendum. The vote shall be by secret ballot. A majority of the Local Association membership shall approve the motion for secession before it will be considered passed.

To read:

Petitions for Local secession shall be signed no earlier than 215 days after the previous Annual Convention and must be submitted no later than 245 days after the same Convention.

Upon receipt of a petition of twenty-five percent (25%) of the membership of the Local Association, the Provincial Executive shall organise a Commission of Inquiry consisting of one (1) member nominated by each Local Executive, including the Local involved. The Commission shall conduct a full inquiry which shall include both a written questionnaire distributed to all members of the Local as well as attendance at a Special Membership meeting to hear arguments. All costs of such inquiry shall be borne by the Provincial Association.

At the first Annual Provincial Convention after secession proceedings have begun, reports must be given by the petitioning Local and by the Commission of inquiry. Opportunity will be given for a full discussion of these reports by the Convention. Should the Local fail to report, secession proceedings are automatically cancelled. Should the Commission fail to report its findings, however incomplete, secession proceedings will advance automatically to a referendum vote of the Local Association involved.

Should the Convention decide by a majority vote that the inquiry is complete, a referendum vote of the Local Association involved must be completed within thirty (30) days of the close of Convention. If the inquiry is found to be incomplete, the Convention shall give direction to the Executive as to the method of completion. Any additional inquiry must be completed within thirty (30) days and a referendum held within sixty (60) days of the close of Convention.

The Provincial Executive shall circulate to the Local membership, with a secret referendum ballot, an outline of the matters in issue as revealed by the inquiry, and shall provide a reasonable time for return of ballots. A majority of the Local Association membership shall approve the referendum for secession before it will be considered passed.

At any point up until the referendum ballot is circulated, a two-thirds (2/3) vote against secession taken at any General Membership meeting of the Local Association concerned shall cancel the petition.

A Local Association shall not petition for secession within twelve months of an unsuccessful secession referendum or cancelation of secession proceedings.

EMERGENCY RESOLUTIONS FOR THE PROVINCIAL CONVENTION

Emergency Resolution # One: Submitted by the Provincial Executive

That we approve the concept of a Provincial Council and that the Provincial Executive study proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to refer back to the Locals before the next Provincial Convention and to present these proposals to the Next Provincial Convention. The Executive is also to study the Constitution and its effects on creating this structure. The Provincial Executive will encourage the participation of members in this study.

Emergency Resolution # Two: Submitted by the Provincial Executive

That the Provincial Newsletter shall consist of a bi-monthly compilation of Local Newsletters.

Emergency Resolution # Three: Submitted by the Provincial Executive

Whereas the Provincial Executive is becoming a bureaucracy; and
Whereas the only way to halt and/or reverse this process is to reduce the duties and expenses of the organisation;

Be it resolved that the Provincial shall:

- a) let all periodical subscriptions expire,
- b) not purchase any additional office equipment, except to replace existing equipment.

----- NOTES -----

EMERGENCY CONSTITUTIONAL AMENDMENTS FOR THE PROVINCIAL CONVENTION

(Submitted by June 15, 1982)

Emergency Constitutional Amendment # One: Submitted by the Provincial Executive

Amend 17 D:

Local Associations shall remit to the Provincial Secretary Treasurer, by the twentieth (20th) day of each month, the per capita tax paid by members during the previous month. All per capita tax forwarded to the Provincial Secretary Treasurer shall be deposited in the name of the Provincial Association. Up-to-date records of the membership lists of the Local Associations shall be submitted at the same time as the Provincial per capita tax.

To read:

Local Associations shall remit to the Provincial Secretary Treasurer by the twentieth (20th) day of each month, the per capita tax paid by members during the previous month. All per capita tax forwarded to the Provincial Secretary Treasurer shall be deposited in the name of the Provincial Association. Up-to-date records of the membership of the Local Association shall be submitted at the same time as the Provincial per capita tax.

No Local Association shall, without reasonable cause, be more than three months in arrears in remittance of per capita tax.

Emergency Constitutional Amendment # Two: Submitted by the Provincial Executive

That the Following Constitutional Amendments be made so as to eliminate the position of Provincial Co-ordinator:

Amend 7 A:

There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the six (6) Provincial Table Officers: President, Vice President, Secretary Treasurer, Provincial Organiser, Provincial Coordinator, Chairperson of the Trustees, plus two (2) Provincial Executive Members or duly elected alternates elected in accordance with Local Association By-Laws by and from each chartered Local Association of the Provincial Association.

To read:

There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the *five (5)* Provincial Table Officers: President, Vice President, Secretary Treasurer, Provincial Organiser, *Provincial Trustee**, plus two (2) Provincial Executive Members or duly elected alternates elected in accordance with Local Association By-Laws and from each chartered Local Association of the Provincial Association.

**Other proposed changes will delete the Provincial Trustees Committee.*

EMERGENCY CONSTITUTIONAL AMENDMENTS continued

Amend 7 B i a:

The Secretary Treasurer and the Provincial Coordinator shall be the two (2) salaried Provincial Officers. There shall be no other paid officers unless proposed at a Provincial Convention and approved by the Provincial membership in Referendum.

To read:

The Secretary Treasurer shall be the salaried Provincial Officer. There shall be no other paid officers unless proposed at a Provincial Convention and approved by the Provincial membership in referendum.

Delete 11 D: (renumber subsequent Sections of the Constitution)

The Provincial Coordinator shall be at least responsible for co-ordinating the Newsletter Committee and cross-local education.

Amend 14 D:

There shall be a committee known as the Provincial Newsletter Committee. The Committee shall be chaired by the Provincial Coordinator and shall be responsible for the publication of the Provincial Newsletter, Bulletins and assisting the Trustees in distributing the Provincial Constitution and Provincial Policies and Procedures Manual.

To read:

There shall be a committee known as the Provincial Newsletter Committee. The Committee shall be responsible for the publication of the Provincial Newsletter, Bulletins and assisting the Trustee in distributing the Provincial Constitution and Provincial Policies and Procedures Manual.

Amend all other section of the Constitution that makes reference to more than one salaried Provincial Officer to refer to only one Salaried Officer.

Emergency Constitutional Amendment # Three: Submitted by the Provincial Executive

That the following Constitutional Amendments be made so as to replace the Provincial Trustees Committee with one Provincial Trustee elected at large.

Amend Section 9: Provincial Referendums and Voting Procedures:

Change all references to Provincial Trustees to Provincial Trustee.

Amend Section 12 A:

Change phrase "The Provincial Trustees shall have..." to "The Provincial Trustee shall have..."

Delete Section 14 C:

There shall be a committee of three (3) known as the Provincial Trustees Nominated and elected at the Annual Convention by secret ballot vote of those delegates present. The chairperson of this committee shall be elected by Provincial Referendum and shall serve on the Provincial Executive. The candidates for the position of Chairperson of the Trustees shall be the three (3) Trustees nominated and elected at the Convention. The Trustees shall maintain and update the Provincial Constitution and Provincial Policies and Procedures manual. It shall be the responsibility of the Trustees to conduct all voting for the Provincial Association including those votes at the Annual Convention, at Special Conventions and between Convention, and particularly referendum votes of the Provincial Association membership. The Trustees shall keep written records of the results of each election or referendum. These records shall be open to any member of the Provincial Association upon request. The Trustees shall be responsible for checking the credentials of those entering the Provincial Association Convention to ensure that those attending are delegates, members in good standing of the Provincial Association who are attending as observers, or invited guests.

EMERGENCY CONSTITUTIONAL AMENDMENTS continued

Emergency Constitutional Amendment # Four: Submitted by the Provincial Executive

Amend 4 H:

When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of one hundred and fifty (150) days from her/his last per capita.

To read:

When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of one hundred and fifty (150) days from her/his last per capita. After the one hundred and fifty (150) days, membership shall lapse. Upon resumption of employment, the member shall be reinstated upon resumption of payment of per capita tax.

Emergency Constitutional Amendment # Five: Submitted by the Provincial Executive

Amend 4 I:

Members not employed in an AUCE bargaining unit may retain active membership rights by paying not less than the per capita tax each month. Membership will only lapse if the per capita tax is more than three months in arrears. However if a member makes application for "Honourary Withdrawal" of up to twelve months, she/he can be reinstated as an active member upon resumption of payment of per capita tax. The foregoing does not apply to members of a unit pending certification.

To read:

Headquarters Members may retain active membership rights by paying not less than the per capita tax each month. Membership will only lapse if the per capita tax is more than three (3) months in arrears. To be reinstated, the member must pay an assessment of \$20.00 or her/his back dues, whichever is less, unless the member is unemployed in which case Section 4 H shall apply. The foregoing does not apply to members of a chartered Local.

----- NOTES -----

Change all references to Provincial Trustees to Provincial Trustees and Executive Committee in the Provincial Constitution. Amend Section 15 A: Change phrase "The Provincial Trustees shall have..." to "The Provincial Trustees and Executive Committee shall have..." Delete Section 15 C: There shall be a committee of three (3) known as the Provincial Trustees and Executive Committee. The chairperson of this committee shall be elected by the Provincial Trustees and shall serve on the Provincial Executive. The candidates for the position of Chairperson of the Trustees shall be the three (3) Trustees nominated and elected at the Convention. The Trustees shall maintain and enforce the Provincial Constitution and Provincial Bylaws and Procedures. It shall be the responsibility of the Trustees to conduct all voting for the Provincial Association including that vote at the annual Convention as Special Conventions and between Conventions, and particularly relations with the Provincial Association membership. The Trustees shall keep written records of the results of each election or referendum. These records shall be open to any member of the Provincial Association upon request. The Trustees shall be responsible for checking the credentials of those electing the Provincial Association Convention to ensure that those attending are delegates. Members in good standing of the Provincial Association who are attending as observers or invited guests.