

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

ANNUAL AUCE CONVENTION

JUNE 12 & 13, 1976

MINUTES

Stan Strutin, Chairperson
Melody Rudd, Recording Sec.

Holiday Inn, Howe St., Vancouver

Stan Strutin opened the Convention at 9:15 a.m.

Margot Scherk moved)
Ian Mackenzie seconded) That there be no smoking during the
Convention.

Carried

Nancy Wiggs moved)
Heather McNeal seconded) To seat non-union observers.

Carried

Delegates introduced themselves.

Nancy Wiggs moved)
Margot Scherk seconded) Adoption of agenda with amendment -
election of Tabulating Committee be
discussed after Constitutional
Amendments.

Carried

Dianne Longson moved)
Joan Cosar seconded) Adoption of rules of order of convention.

Carried

Nancy Wiggs moved)
Ted Clarke seconded) Adoption of minutes of last convention

Carried

Executive Report - Ted Clarke opened the time up to questions. Karen Kjarsgaard gave a report on the Third Canadian Seminar on Collective Bargaining in Higher Education. She said the seminar was largely faculty with a few senior administrators so that the discussions were not very relevant to staff.

Heather Raven moved)
Nancy Wiggs seconded) To receive Executive Report.

Carried

Financial Report - Melody Rudd went through both auditors report and another report she had made up and asked for questions.

Melody Rudd moved)
Nancy Wiggs seconded) That fiscal year be April 1 to March 31.

Carried (Motion re: Fiscal Year)

Melody Rudd moved)
Nancy Wiggs seconded) To reappoint auditors until next Annual Convention.

Carried

Heather McNeal moved)
Pat Gibson seconded) That the Provincial Executive be instructed to have alternate recommendations for the next Convention regarding the auditors.

Carried

Melody Rudd moved)
Nancy Wiggs seconded) Adoption of Financial Report.

Carried

Discussion on seating alternate delegate from SFU.

Local Reports

Local #1 Report - Ian Mackenzie, Pat Gibson, & Heather McNeal

A few momentous things happened - 7 day strike, picketing 24 hours a day with the upshot that they succeeded in retaining most of the things won in the 1st contract. The main thing they won was wage restructuring so that they have equal pay for work within the bargaining unit but not campus wide. There were a couple of arbitrations. Ian and another member were suspended for 5 days for refusing to do work not in their job description. The arbitrator, Richard Bird ruled to reduce suspension to 1 day and defined job description and job specification. Emerald Murphy won her job classification arbitration case with arbitrator Al Spragg. They are starting an arbitration case dealing with lay-off. When the Hospital Employees Union at VGH went on strike Local 1 had 85 members who were faced with a picket line. Pat Gibson went on to say that 80 AUCE members crossed the picket line and the problem is that some people believe they are essential services and no matter what other people said they were going to go to work. At a membership meeting it was moved and carried that no AUCE member was to cross the picket line, but VGH members did not agree and continued to cross. The issue has not been resolved. Ian continued stating that at the last membership meeting it was decided to have a standing strike committee. They decided to have a steward seminar at work but the University refused to allow all the steward's off work at once and they are considering doing a grievance against the University on this issue. They have adopted a new discipline procedure but it hasn't been used yet. Heather McNeal referring to the HEU strike stated that hopefully Local 1 has learned to be more prepared. Pat Gibson discussed an arbitration case that the union lost dealing with the firing of an employee during the probation period. Ian Mackenzie concluded the report with the arbitration case about Secretary 2B's that were finally sorted out by a joint committee, so that some were reclassified to Sec. 3 and some were moved back to Sec. 2.

Local #2 - Perce Groves

Since the November convention AUCE Local 2 has weathered a short strike, a L.R.B. decision on inclusions in the bargaining unit under Section 34, an appeal of that decision by the University, layoffs, four arbitrations and an arbitration appeal.

On June 3 the campus workers certified under a polyparty agreement, mostly tradesmen, set up picket lines for a little over 24 hours. They are using the strategy of short strike action at key times which has been used effectively by Locals 1 and 2 of AUCE. Probably due to a hard-line approach taken by a membership meeting earlier in the week, no AUCE members crossed the line to work, although some did cross to attend classes without permission. There was strong feeling that the strictest disciplinary action possible

should be taken against scabs, and that power to discipline should rest solely in the local association.

The section 34's were finally ruled on, the University appealed this decision with the final result that about one-half of the employees for whom we originally applied are in our unit. Except for personnel office employees, all those whom the University was claiming on grounds of confidentiality are in the unit, and all the non-management computing centre employees below Grade 13 are included. Hearings on the inclusion of student assistants begin on June 23.

There was a successful arbitration concerning starting times of some employees in the Library. We took to arbitration without success the question of whether Union representatives should be paid by the University for time spent at arbitrations. Although we were successful in obtaining retroactivity for 4 full-time continuing employees who applied for reclassification prior to the signing of the contract (netting them \$1300 each), we were not successful in an arbitration concerning a student assistant who was reclassified after certification into a continuing full-time position.

A very few matters were solved at the Grievance Committee level: employees of long standing were allowed to join the dental plan; a temporary foyer was added to the library for the winter so that employees in the loans division could work without fur coats. Much time has been spent in trying to convince management that the Grievance Committee cannot/will not renegotiate the contract.

Perhaps the greatest strength we have as we begin preparations for our second contract negotiations is the solidarity shown during the strike of the other workers on campus; certainly our greatest weakness is illustrated by the fact that only after three months had expired after the end of our last president's term were persons nominated who were willing to stand for election to that office.

Local # 3 Report - Steve Geller

We have spent the last year watching the demise of our institution and it's just a stone's throw away from completion. The unions main activity has been self-preservation. There are no lay-offs without union sanction, which is quite unsatisfactory in practice because you participate in the elimination of your own job. It also means that we agreed tacitly that budgetary cut backs would occur and each dept. had input into how it would happen. Some high seniority people agreed to take a portion of the low seniority people's lay-off. The problem is that the administration is so disorganized that there have been 8 proposals in 6 months regarding the budget cuts and with each proposal the union has to respond.

Two arbitration cases about vacation pay were both won. A referendum on bumping was conducted because it was not in the contract. The membership voted to bump only within departments which means that virtually there is no bumping (because depts. are so small). Referendums should be carefully phrased. We discovered in the local press that the Minister of Education through the voice of the major of Nelson has issued a threat - that the contract negotiations must be carried out in a judicious fashion or the budget will be withdrawn. Faculty and staff see this as unfair bargaining and will probably institute formal proceedings with the Labour Board and will probably call for help from the Provincial. NDU may wind up having Selkirk College take over. The Social Credit government do not care about the area because it is a dead riding (strongly NDP). They also don't seem to care about the issue of education in the interior. Contract negotiations start Tuesday with the Board of Governors but maybe we will really be talking to Victoria. Apparently the merger with Selkirk College has already begun so maybe we will be actually talking to Selkirk administrators. NDU is still a private institution and terms to become public have never been spelled out. Staff are really demoralized and it is hard to get them to do any planning for the future.

Local #4 - Karen Kjarsgaard

Elections have been held and almost all the positions have been filled. It seems that people are getting involved and getting active. The faculty called a strike vote in April and gave notice. The union didn't know what they would do but the membership passed a motion of support. The faculty negotiations were tabled and are to resume in August. So that faculty and staff may end up striking together. There has only been 1 grievance and it was a class action dealing with job reclassification. The grievance procedure time limits have been extended. The college tried to lay 2 members off due to technological change. They had forgotten all about the clause in the contract. It now seems that it may be 3 months before they can lay these people off.

Local #5 - Prince George

On May 31st we invited Melody Rudd to attend our staff association membership meeting and voted to affiliate to AUCE. There are presently 44 people signed up out of a possible 68. They would have more but lots of people are on vacation. In negotiations they we offered 2%, faculty was offered nothing and administration were offered a cut back of 10%.

The faculty is certified.

They hope to certify to the Labour Board very soon.

Nancy Wiggs moves) To accept local reports.
Pat Gibson seconds)

Carried

Report on Ad-Hoc Committee on Affiliation - Melody Rudd, Nancy Wiggs
Nancy talked about her impressions of the CCU Western Conference and Executive Meeting. Melody talked about her conversations with various officials from member unions of the CCU. There was also talk about SORWUC and the Public Sector Employees Co-ordinating Committee.

Heather Raven moved) To table discussion until after lunch.
Nancy Wiggs seconded)

Carried

Lunch at 12:30

Convention reconvened

Discussion of the Report on Ad-Hoc Committee on Affiliation con't.

Nancy Wiggs moved) To receive report on Ad-Hoc Committee on
Heather McNeal seconded) Affiliation.

Carried

Margot Scherk moved) To receive report of Committee to Invest-
Nancy Wiggs seconded) igate the Status of Employees at other
Post-Secondary Institutions.

Carried

Rayleen Nash moved) To formally welcome the CNC members to this
Nancy Wiggs seconded) Convention and offer its support.

Carried

Heather Raven moved)
Margot Scherk seconded) To receive Newsletter Committee report.

Carried

Nancy Wiggs moved)
Pat Gibson seconded) To receive report of the Ad-Hoc Committee of Constitutional Amendments.

Carried

Report of Resolutions and Constitutional Amendments Committee - Ted Clarke said they don't have a report.

Melody Rudd moved)
Cathy Pike seconded) To discuss Kitimat resolution now.

Carried

Melody Rudd moved)
Nancy Wiggs seconded) Therefore be it resolved that AUCE send out a press release in support of this struggle (CASAW) and send a donation of \$100 to the workers.

Carried →

Reva Clavier moved)
Rayleen Nash seconded) To refer Kitimat resolution back to Melody Rudd for rewriting and presentation tomorrow.

Ted Clarke moved)
Janis Rutherford seconds) Be it resolved that the Executive of the Provincial Association schedule at mutually convenient times, exchange visits among members of locals at their place of employment.

Ian Mackenzie moved amendment)
Nancy Wiggs seconded) That the Provincial Association encourage exchange visits among members of locals at their place of employment.

Amendment carried

Margot Scherk moved amendment)
Heather McNeal seconded) That the Provincial Association encourage exchange visits among members of locals.

Amendment carried

Amendment Resolution Defeated

Ted Clarke Moved)
Janis Rutherford seconded) There be the publication of a bi-monthly cross-local report, consisting of reports and documents pertaining to the activities of individual locals and of the Provincial Executive. This publication would contain more detailed reports than the Provincial Newsletter, and would be intended to enable committees and executives to share their resources and experiences.

Rayleen Nash moved amendment)
Pat Gibson seconded)

There be the distribution bi-monthly of a cross-local package, consisting of reports and documents pertaining to the activities of individual locals and of the Provincial Executive. This package would contain more detailed reports than the Provincial Newsletter, and would be intended to enable committees and executives to share their resources and experiences.

Amended Resolution Carried

Heather McNeal moved)
Pat Gibson seconded)

If two or more locals request the establishment of a cross-local Committee, then the Provincial Association shall help establish such committee. If the cross-local committee is composed of three or more locals, any expenses incurred by this committee will be paid by the Provincial, subject to ratification by the Provincial Executive. If the cross-local committee is composed of only two locals, the expenses shall be shared 50% by the Provincial Association and 50% to be shared on an agreed basis subject to ratification by the locals and Provincial Executive.

Janis Rutherford moved amendment)
Perce Groves seconded)

To add the word "prior" before ratification in the 8th and 13th line.

Amended Resolution Carried

Ted Clarke moved)
Fred Hoeflek seconded)

That the AUCE Provincial Executive establish a joint committee with SORWUC to organize unorganized workers and that this committee report to future conventions.

Janis Rutherford moved amendment)
Doug Row seconded)

That the AUCE Provincial Executive establish a joint committee with SORWUC to organize unorganized workers and this this committee 'draw up a set of guidelines to present to the Provincial Executive' and report to future conventions.

Amendment defeated

Margo Scherk moved)
Nancy Wiggs seconded)

To refer motion back for rewriting.

Motion to refer Defeated

Resolution Carried

Ted Clarke moved)
Nancy Wiggs seconded)

That a referendum on the question of affiliation to the CCU be presented to the AUCE membership. And that attached to this referendum will be articles pro and con affiliation to the CCU.

Bob McAdie moved amendment)
Ted Clarke seconded)

That a referendum on the question of affiliation to the CCU be presented to the AUCE membership. And that 'distributed during the 12 months prior to this referendum' will be articles pro and con affiliation to the CCU.

Chair ruled amendment is out of order. Pat Gibson and Heather McNeal challenge the chair.
Chair is sustained.

Rayleen Nash moved amendment)
Heather McNeal seconded)

To add after CCU 'and other labour centers'.

Chair goes along with this amendment. Kevin Grace and Cathy Pike challenge the chair.
Chair is not sustained.

Will chair entertain an emergency resolution to replace this resolution? Yes.
Members vote in favour of emergency resolution.

Nancy Wiggs moved)
Heather Raven seconds)

That the convention be asked to suspend rules of order so that the chair can be asked to step down and that the Vice-President be asked to chair this convention.

Defeated (vote had to be unanimous)

Rayleen Nash moved)
Heather Raven seconded)

That the question of affiliation to CCU and other alternative bodies be presented to the AUCE membership over the next 12 months and that articles pro and con such affiliation be published in the newsletter and be it further resolved that at the next Provincial Convention there be further debate about such affiliation.

Carried

Motion to Adjourn Carried

Sunday June 13th 9:25

Stan Strutin stepped down from chair and Margot Scherk took over.

Pat Gibson moved)	That the Provincial Association will cooperate and work with womens' organizations or unions in joint work which may be useful to the membership of AUCE.
Nancy Wiggs seconded)	

Karen Kjarsgaard moved)	To refer motion for rewriting.
Pat Gibson seconded)	

Carried

Ted Clarke moved)	That past, present and future resolutions passed at AUCE Provincial Conventions be gathered into a booklet entitled - AUCE Provincial Policies and Procedures.
Nancy Wiggs seconded)	

Rayleen Nash moved amendment)	that booklet be looseleaf
Ted Clarke seconded)	

Amendment Carried

Amended Resolution Carried

Heather McNeal moved)	The Provincial Association be responsible for providing research and documentation for the locals in the following areas:
Jerry Anderson seconded)	

- a. Federal and Provincial legislation or developments, particularly in the fields of labour, women, and education, or any other developments that may affect the membership of the Provincial;
- b. The activities of other unions which may be of interest to the locals;
- c. Labour Relations Board rulings;
- d. "Anti-Inflation" Board rulings;
- e. A summary of arbitration cases that may be useful to the locals;
- f. General research pertaining to women that may be useful to the locals;
- g. Statistical information on such subjects as labour, economics, and women, and on other matters that may be useful to locals, especially in contract negotiations;

- h. Any other general research that the Provincial feels may be relevant to the membership

Kevin Grace moved amendment)
Nancy Wiggs seconded) to remove ditto marks around anti-inflation

Amendment Carried

Maureen Gitta moved)
Nancy Wiggs seconded) To refer resolution to later today.

Chair rules this out of order.
Pat Gibson and Nancy Wiggs challenge the chair. Chair is sustained.

Amended Resolution Carried

Ian Mackenzie moved)
Nancy Wiggs seconded) The Provincial encourage locals of the Association to form local wage and "price" control committees, and that these committees meet jointly as a provincial committee.

Further that the Provincial in cooperation with these committees actively oppose this legislation in cooperation with the rest of the trade union movement and other interested groups.

Further that the Provincial Executive be instructed to report to the locals within two months of this Convention as to the progress of this activity.

Pat Georgeson moved amendment)
Doug Row seconded) To change within two months to 'bi-monthly'.

Amendment carried

Bob McAdie moved amendment)
Heather Raven seconded) To add 'work' after Provincial in the second paragraph.

Chair ruled this amendment out of order.

Karen Kjarsgaard moved amendment)
Rayleen Nash seconded) To change 'actively oppose' to 'attempt to change'

Chair ruled this amendment out of order. Kevin Grace and Pat Gibson challenged the chair. Chair is sustained.

Amended Resolution Carried.

Karen Kjarsgaard and Lynn Kroetlinger requested to register their negative vote.

Dianne Longson moved)
Joan Cosar seconded)

The Provincial Association will actively initiate the organization of new locals of AUCE, and further, the Provincial Executive will within two months of this convention inform the locals as to the progress of this activity.

Pat Georgeson moved amendment)
Karen Kjarsgaard seconded)

to change 'within two months' to 'bi-monthly'

Amendment Carried

Amended Resolution Carried

Maureen Gitta moved)
Margie Walley seconded)

The Provincial Association will actively, in cooperation with any other unions or organizations, aid in the organization of unorganized workers, in particular clerical workers. Further that the Provincial Executive inform the locals within two months of this Convention as to the Progress of this activity.

Pat Georgeson moved amendment)
Margie Walley seconded)

To change 'within two months' to 'bi-monthly'

Amendment Carried

Karen Kjarsgaard moved)
Kevin Grace seconded)

To refer in order that limits may be placed upon this motion.

Motion to refer Defeated

Perce Groves moved amendment)
Jerry Anderson seconded)

To insert 'democratic' between other and unions in line two.

Amendment Defeated

Amended Resolution Carried

Nancy Wiggs moved)
Heather McNeal seconded)

There be the publication of a bi-monthly provincial newsletter for the membership of the Association.

Carried

Pat Gibson moved)
Joan Cosar seconded)

That the Executive of the Provincial be instructed to find a location for the provincial office, and that the office be shared space with another local if agreeable to the local; in the event that this is impossible then the Provincial Executive will find a separate office for the Provincial Association.

Heather Raven moved amendment)
Reva Clavier seconded)

Period after office and the rest deleted.

Amendment Defeated

Resolution Defeated

Nancy Wiggs moved)
Pat Gibson seconded)

That this Convention suspend the rules of order so that a constitutional amendment dealing with the per capita tax can be written up and resolutions and constitutional amendments dealing with the role of the full-time provincial rep. can be dealt with together after the other ones.

Carried (unanimously)

Resolutions 15, 16, 17, & 19 and Constitutional Amendments Section 7B be postponed until motion on the per capita tax is ready.

Heather Raven moved)
Pat Georgeson seconded)

To withdrawn Resolution No.18 - That the full-time provincial worker be instructed to collect and organize information on: (1) salaries; (2) leave of absence/sabbaticals; (3) modified work week; (4) parent leave; (5) sick leave; (6) use of temporary employees; (7) joint labour/management control of organization; (8) inforced retirement; (9) safe and desirabile working conditions (10) sex discrimination in the work place; (11) alienation of the worker from the union.

Carried (Withdrawn)

Ian Mackenzie moved)
Nancy Wiggs seconded)

The Provincial shall assume responsibility for the preparations for the next Annual Convention, any Special Conventions, and any cross-local or Provincial committee meetings.

Doug Row moved amendment)
Bob McAdie seconded)

To delete 'cross-local or'

Amendment Carried

Amended Resolution Carried

Bob McAdie moved)
Nancy Wiggs seconded)

That the AUCE Provincial Association issue a press release which condemns all present or future government legislation which removes or curtails the right to strike.

Ian Mackenzie moved amendment)
Heather McNeal seconded)

To add 's' to 'release'

Amendment Carried

Amended Resolution Carried

Karen Kjarsgaard, Lynn Kroetlinger, and Kevin Grace request to register their vote as negative.

Nancy Wiggs moved)
Ted Clarke seconded)

Section 2 A) Add "sexual orientation" after "sex"

Carried

Nancy Wiggs moved)
Ted Clarke seconded)

Section 4 K) Delete "at the discretion of the chair".

Carried

Jerry Anderson moved)
Francis Wasserlein seconded)

Section 7 A) Change the 'three' to 'four' Provincial Officers and add 'Provincial Organizer'.

Carried

Nancy Wiggs moved)
Jerry Anderson seconded)

Section 7 A) Change the 'four' to 'five' Provincial Officers and add 'Chairperson of the Tabulating Committee'.

Defeated

Nancy Wiggs moved)
Ted Clarke seconded)

To replace Section 8D with 'Procedures for Conducting a Referendum'

Carried

Dianne Longson moved)
Jerry Anderson)

Section 8 E) To amend 2nd sentence to read ' Any protest alleging 'unfair ballot' or other irregularity must be presented in writing to one of the table officers within 14 days of publication of the results of the ballot in the provincial newsletter.

Heather McNeat moved amendment)
Nancy Wiggs seconded)

To delete 'publication' and insert 'the mailing from Provincial Headquarters', and add 'Provincial' before 'table officers'.

Amendment incorporated.

Reva Clavier moved amendment)
Nancy Wiggs seconded)

To change 'table' to 'executive'.

Amendment Carried

Amended Amendment Carried

Steve Geller moved)
Heather Raven seconded)

To adjourn for lunch.

Carried

Francis Wasserlein moved)
Margie Walley seconded)

Section 10 A) To amend the 1st sentence to read 'The president shall preside at all Provincial Executive Meetings and Conventions, except at the discretion of the meeting or convention.

Carried

Nancy Wiggs moved)
Jerry Anderson seconded)

Section 10 C) To amend the 2nd sentence to read "The Secretary-Treasurer shall submit a detailed financial report to each regular meeting of the Provincial Executive and to all Conventions.

Carried

Nancy Wiggs moved)
Maureen Gitta seconded)

Section 11 D) To add 'If a Local representative on the Provincial Executive is absent from three (3) consecutive meetings of the Provincial Executive without reasonable excuse, their Local must be notified in writing by the Provincial Executive.

Kevin Grace moved amendment)
Pat Georgeson seconded)

To delete 'without reasonable excuse'.

Amendment Carried

Amended Amendment Carried

Nancy Wiggs moved)
Francis Wasserlein seconded)

Motion to Withdraw - Section 11 B)
To read 'If a local representative to the Provincial Executive fails to attend three(3) consecutive Provincial Executive meetings without reasonable excuse, a letter shall be sent advising the Local concerned.'

Carried (withdrawn)

Ian Mackenzie moved)
Nancy Wiggs seconded)

Section 12 A & B be deleted and replaced with the following: 'In the event of a vacancy for any reason in any of the Provincial Executive offices elected at large, the following shall occur;

i) If the vacancy occurs within four months of the next Annual Convention, the Provincial Executive shall be responsible for ensuring that the duties of the office be carried out. If the vacancy is in the office of the President, the Vice-President shall assume the position of same.

ii) If the vacancy occurs four months or longer before the next Annual Convention, the Provincial Executive shall publish notice of the same in the Provincial Newsletter. It shall call for nominations to fill the position, and publish the date upon which the nominations shall be closed. Such date shall be at least two weeks after the notice of vacancy is published. A referendum ballot shall then be conducted as per Section 8 D.

Carried

Nancy Wiggs moved)
Francis Wasserlein seconded)

Section 13 B) To delete and replace with 'Ad hoc committees may be formed by the Provincial Executive or by resolution of any Convention.'

Carried

Chair ruled Amendment 13 C) out of order.

Francis Wasserlein moved)	Section 14 B be amended to delete the words "...President or..." in the first sentence. That a new sentence be inserted immediately after the first sentence, to read: "Special Conventions shall be for the sole purpose of discussing a specific urgent situation."
Nancy Wiggs seconded)	

Carried

Chair opened nominations for tabulating committee. Doug Row, Pat Gibson and Ada Ho declared by acclamation.

Bob McAdie moved)	To seat Jody Conway & Len Ash
Francis Wasserlein seconded)	

Chair opened floor to discuss Teaching Assistants regarding our union.

Pat Georgeson moved)	That Provincial Executive sent up a committee to investigate the T.A. situation. That this committee report to the Local Associations within 2 months.
Nancy Wiggs seconded)	

Carried

Ian Mackenzie moved)	This Convention support in principle the chartering of the T.A.'s at SFU as a Local of AUCE.
Nancy Wiggs seconded)	

Carried

Ian Mackenzie moved)	Section 14 C) To delete last sentence.
Francis Wasserlein seconded)	

Pat Gibson moved)	For a role call vote.
Bob McAdie seconded)	

Carried

Melody Rudd	No	Ross Klatte	No	Cathy Pike	No
Reva Clavier	No	Heather Raven	No	Bob McAdie	No
Anne Moody	No	Tony Kazoleas	No	Pat Georgeson	No
Doug Row	No	Maureen Gitta	No	Heather McNeal	No
Margie Walley	No	Joan Cosar	No	Dianne Longson	No
Kevin Grace	Yes	Jerry Anderson	Abs.	Francis Wasserlein	Yes
Judy Todhunter	Yes	Nancy Wiggs	Yes	Pat Gibson	Abs.
Ian Mackenize	yes	Fred Hoeflök	Abs.	Ted Clarke	No
Karen Kjarsgaard	No	Lynn Kroetlinger	No	Perce Groves	No
Ada Ho	No	Stan Strutin	No.		

Defeated

Nancy Wiggs moved)
Pat Gibson seconded)

Section 14 C) To add No.5 'Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a local association.'

Carried

Francis Wasserlein moved)
Nancy Wiggs seconded)

Section 15 D) To delete 'on request' from the last sentence.

Carried

Nancy Wiggs moved)
Judy Todhunter seconded)

Section 17 B) To delete and replace with - The Local Association, after such hearing, shall, if the accused is found guilty, have the right to impose any or all of the following penalties:

1. Reprimand the member;
2. Fine the member up to a maximum of \$100.
3. In the case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all or part of the monies earned by the member during the strike will be imposed.
4. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.

Reva Clavier moved)
Nancy Wiggs seconded)

To deal with amendment in parts.

Carried

Joan Fosar moved)
Nancy Wiggs seconded)

That we finish at least all resolutions and amendments before we adjourn.

Carried

Nancy Wiggs moved)
Heather McNeal seconded) 2. Fine the member up to a maximum of \$100.

Defeated

Nancy Wiggs moved)
Margie Walley seconded) 3. In the case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all or part of the monies earned by the member during the strike will be imposed.

Heather Raven moved)
Reva Clavier seconded) To delete 'or part of' in the 4th line.

Carried

Tony Kazoleas Moved)
Pat Georgeson seconded) To add 'Furthermore in the event that a Local Association votes that no member shall cross a given picket line, any member who so crosses shall be subject to the above fine.'

Carried

Nancy Wiggs moved)
Ted Clarke seconded) To add a new part 4. 'Suspension of a member from participating in any or all union activities.'

Carried

Ian Mackenzie moved)
Nancy Wiggs seconded) To withdraw 'Expel member from the local association.'

Defeated

Ian Mackenzie moved)
Nancy Wiggs seconded) To suspend rules of order to discuss motion to withdraw.

Defeated

Nancy Wiggs moved)
Pat Georgeson seconded) To add a new part 5. 'Expel the member from the local association.'

Defeated

Cathy Pike, Pat Georgeson, and Doug Row requested their abstention to be recorded. Heather Raven, Perce Groves, Tony Kazoleas and Ada Ho requested their positive vote to be recorded.

Amended Amendment Carried

Nancy Wiggs moved)
Ian Mackenzie seconded)

Section 17 D) To delete and replace with 'In the case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all or part of the monies earned by a member during the strike will be imposed.

Francis Wasserlein moved)
Tony Kazoleas seconded)

To delete 'or part of' in 5th line.

Carriéd

Amended Amendment Carried

Kevin Grace moved)
Joan Cosar seconded)

Section 18 To add part C) 'If 33% of the delegates present at a Convention so demand, any motion passed at the Convention shall be subject to ratification or rejection by the membership of the Provincial Association in a referendum ballot. Until the results of the referendum are announced, the motion as carried shall stand. Referendum ballot shall be mailed within 30 days of the final day of the Convention.

Heather Raven moved)
Heather McNeal seconded)

To amend % to 51.

Chair rules this is in order. Nancy Wiggs and Kevin Grace challenge the chair.
Chair is sustained.

Amendment Carried

Kevin Grace moved)
Nancy Wiggs seconded)

To amend % to 50 plus 1.

Amendment Carried

Amended Amendment Carried

Ian Mackenize moved)
Francis Wasserlein seconded)

Section 19 P2 be amended so as to delete the last sentence and replace it by: "Notwithstanding the above, the provincial executive shall approve the By-Laws of any new local association at the time of said By-Laws.

Nancy Wiggs moved)
Ian Mackenzie seconded)

To add before the replacing sentence -
'The Provincial Executive shall only have
the right to veto an amendment to by-laws
which are in conflict with both the
spirit and the letter of the constitution.
The local association shall send copies of
any by-laws and amendments to the
Provincial Executive.

Amendment Carried

Amended Amendment Carried

Nancy Wiggs moved)
Francis Wasserlein seconded)

To reconsider motion - that we finish all
(at least) resolutions and amendments
before we adjourn.

Carried

Doug Row moved)
Tony Kazoleas)

That before adjournment we deal with the
emergency resolution on the CASAW strikers.

Carried

Melody Rudd moved)
Ann Moody seconded)

That the delegates at the 4th annual
AUCE Convention support the demands of
CASAW workers that
1) the Contract be re-opened
2) there be no reprisals by the company
against the strikers

And further that \$300 be sent to the CASAW
office in Kitimat to help pay legal expenses.

And further that this motion be reported to
the press and sent via telegram to the
CASAW membership meeting this afternoon
as soon as possible.

Fred Hoeflek moved)
Nancy Wiggs seconded)

For a role call vote.

Carried

- Melody Rudd Yes
- Reva Clavier yes
- Ann Moody Yes
- Doug Row Yes
- Margie Walley Yes
- Dianne Longson Yes
- Nancy Wiggs Yes
- Fred Hoeflek Yes
- Lynn Kroetlinger No
- Stan Strutin Yes

- Ross Klatte Yes
- Heather Raven Yes
- Tony Kazoleas Yes
- Maureen Gitta Yes
- Joan Cosar Yes
- Jerry Anderson Yes
- Pat Gibson Yes
- Ted Clarke No
- Perce Groves Yes
- Steve Geller Yes

- Cathy Pike Yes
- Bob McAdie Yes
- Pat Georgeson Yes
- Heather McNeal Yes
- Kevin Grace No
- Francis Wasserlein Yes
- Ian Mackenzie Yes
- Karen Kjarsgaard Abs.
- Ada Ho Yes

Pat Georgeson moved
Bob McAdie seconded

)
)

That Convention be reconvened in 2 weeks on a Sunday and that NDU delegates choose how they wish to participate.

Carried

Pat Georgeson moved
Francis Wasserlein seconded

)
)

To reconvene at Capilano College at 9:00 on June 27th.

Carried

Motion to Adjourn - Carried

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES
ANNUAL AUCE CONVENTION

Sunday June 27th, 1976.
Capilano College

Margot Scherk reconvened the Convention at 9:18 a.m.

Chairperson asked for changes in the agenda. None.

Pat Gibson moved)
Nancy Wiggs seconded)

That the Provincial Association will co-operate and work with women's organizations or unions in areas where their interests are in common with those of the Provincial Association.

Carried

Nancy Wiggs moved)
Margie Walley seconded)

Be it resolved that a referendum ballot be held to decide whether a Secretary-Treasurer or a Union Organizer could be a full-time paid position.

Chair rules to read remaining resolutions because they should be considered together.

Cathy Pike moved)
Nancy Wiggs seconded)

To refer discussion of Resolution on referendum to end of resolutions.

CARRIED

Nancy Wiggs moved)
Heather Raven seconded)

To withdraw Resolution No.16 - Therefore be it resolved that a referendum vote be conducted among AUCE members as soon as possible.
AND
Be it resolved that the referendum ballot state the following:
Question No.1 (Place an X beside either a) or b))
The full-time paid officer of the Provincial Association shall be
a) Secretary-Treasurer ____
b) Union Organizer ____

Question No.2 (Place an X beside one of the three following alternatives. The alternative with the largest number of votes will be put into practice by the Provincial Executive.)

- 1) That there be no paid Provincial representative.
That the distribution of the Strike Fund be the Provincial Executive's main role.
That the per capita tax remain the same.
That 75¢ go to the Strike Fund and 25¢ to the current account (as presently

constituted the Strike Fund is 25¢ of the per capita tax.)
That the annual convention be a one day educational seminar.

- 2) That the paid officer be full time for 6 months of the year to prepare for Convention - 4 months before Convention and 2 months after.
That this person work out of his/her home.
That the amount and distribution of the per capita tax remain the same.
That the Provincial Executive and Convention continue as they are.
That the paid officer's salary will be their regular job rate plus benefits.
- 3) That the paid officer be full time representative of the Provincial Association.
That a Provincial Office be set up downtown.
That the per capita tax be doubled to \$2.00 per member per month.
That the duties of the full-time paid officer be expanded to include -
 - 1) improving communication among the locals - a monthly newsletter, a file on grievances handled by the locals, attending some local meetings
 - 2) organizing - organizing unorganized workers, especially women workers, responding to the needs of workers in undemocratic unions
 - 3) maintaining an office - a library, a union file, a newspaper file, an answering service
 - 4) carrying out duties as assigned by the executive and the convention.
 That the Provincial Executive and Convention continue as they are.
That the paid officer's salary will be their regular job rate plus benefits.

Resolution Withdrawn

Margie Walley moved)	Resolution #17
Nancy Wiggs seconded)	

Resolution #17

Be it resolved that the following be adopted as a job description for a Provincial Organizer:

- i. The organizer will be responsible for the coordination and production of the bi-monthly provincial newsletter, under the direction of the Provincial executive and/or any Provincial newsleeter committee.
- ii. The organizer will primarily be responsible for the research that the Provincial Association requires, and for publishing the bi-monthly research report for all locals.
- iii. The organizer will be responsible for the coordination and production of the bi-monthly cross-local report under the direction of the Provincial executive and/or any Provincial cross-local report committee.
- iv. The organizer will be responsible for the preparation and coordination, if requested, of any Provincial conventions, cross-local committee meetings, Provincial Committee meetings, or any other meetings held under the auspices of the Provincial Association.
- v. The organizer will be responsible for the maintenance and running of a Provincial Office, and ensure that the office is open and available to Association members at certain regular times to be designated by either the convention or the Provincial Executive.

- vi. The organizer will be responsible for any administrative or clerical duties assigned to her/him by the Provincial Association and in particular, aiding the Secretary-Treasurer with the administration of her/his duties.
- vii. With the understanding that the above points comprise the primary responsibilities of the Organizer, the Organizer shall also be responsible for any additional duties assigned to her/him by the Provincial Association.
- viii. Notwithstanding the above, the priorities and direction of day to day work of the organizer shall be the responsibilities of the Provincial Executive between convention.

Pat Georgeson moved amendment)
 Nancy Wiggs seconded)

That 'full time rep.' replace
 the word 'organizer'.

Carried

Pat Georgeson moved amendment)
 Nancy Wiggs seconded)

That there be a 'period' after
 Provincial Association and the
 rest be deleted in section vi.

Carried

Pat Georgeson moved amendment)
 Bob McAdie seconded)

To strike all of vii.

Carried

Cathy Pike moved amendment)
 Nancy Wiggs seconded)

To add a section - That the
 full time rep. shall aid in the
 organization of the locals.

Carried

Amended Resolution Carried

Ian Mackenzie moved)
 Nancy Wiggs seconded)

If 2/3 of a quorum of the Provincial
 Executive so approve, any local of
 the Association may request the
 services of the paid provincial off-
 icer/organizer for a period of up
 to 10 working days during the period
 between Annual Conventions. It is
 understood that the work and
 activity of the Provincial will not
 be unduly hindered by such request.

Pat Gibson moved amendment)
Nancy Wiggs seconded) To replace 'officer/organizer'
with 'provincial full time rep.'

Carried

Bob McAdie moved amendment)
Nancy Wiggs seconded) To replace 'may request' with
'may be granted'.

Carried

Amended Resolution Carried

Nancy Wiggs moved)
Fred Hoeflok seconded) Resolution #22

Resolution #22

That a referendum be conducted among the membership on the question of changing Section 15 Part A and B

Section 15: REVENUE AND FINANCES

- A. The Revenue of the Provincial Association shall be derived from a per capita tax of \$2.00 per member per month, excluding those members unemployed as dealt with in Sections 4G, 4H, and 4I of this Provincial Constitution. The amount of the per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association membership.
- B. 25¢ of the per capita tax shall be deposited in the strike fund.

Bob McAdie moved amendment)
Nancy Wiggs seconded) That 50¢ be deposited in strike fund.

Defeated

Cathy Pike moved amendment)
Nancy Wiggs seconded) To replace 'on the question of
changing section ...' with 'on the
question of a dues increase to
finance the full time rep.'

Chair rules this amendment is out of order.

Resolution (with no amendments) Carried

Nancy Wiggs moved (again))
Pat Gibson seconded) Be it resolved that a referendum
ballot be held to decide whether a
Secretary-Treasurer or a Union
Organizer should be a full time paid
position.

Nancy Wiggs moved amendment)
Pat Georgeson seconded)

That a referendum be held to change the full time person from Secretary Treasurer to Union Organizer.

Chair rules this amendment out of order.

Karen Kjarsgaard moved amendment)
Ted Clarke seconded)

To add - 'That this be the question; Should the full time paid position:
1) continue to be held by the S/T
2) be occupied by the U.O. (not the S/T)'

Carried

Amended Resolution Carried

Pat Gibson moved)
Ian Mackenzie seconded)

Amendment Section 7Bi

Ian Mackenzie moved)
Nancy Wiggs seconded)

To refer to Local 1 for rewording

Carried

Margie Walley moved)
Ian Mackenzie seconded)

Section 7B ii) to read:
Notwithstanding Section 7B i), that local associations may request the Provincial Executive to pay lost time wages on occasion for the short-term appointment of resource persons who take a short-term leave of absence from their job in an AUCE bargaining unit to perform such duties as may be required by a local association and/or the Provincial Association. That there be a time limit of 60 days on such appointments which may be renewable at the discretion of the Provincial Executive.

Carried

Melody Rudd moved)
Nancy Wiggs seconded)

That Auce supports the formation of the Public Service Unions Coordinating Committee.

Carried

Pat Gibson moved)
Nancy Wiggs seconded)

That the Secretary-Treasurer (in cooperation with the Provincial Organizer if such a position is approved) be required to present at the beginning of the spring annual convention a budget for the Provincial Association for the following fiscal year to be voted on at the end of the spring annual convention.

Car ried

Melody Rudd moved)
Pat Georgeson seconded)

That the Provincial Executive investigate the possibility of sharing downtown office space with SORWUC and implement this possibility if such implementation will further the goals of the Provincial as defined by this Convention and contingent on a membership approved dues increase.

Carried

Chair opened nominations for table officers

President: Pat Georgeson

Vice-President: Dan Palmer, Fred Hoeflok

Secretary/Treasurer: Melody Rudd

Union Organizer:

(Nominations believed to be closed.)

Pat Georgeson moved)
Heather Raven seconded)

To reopen nominations.

Chair ruled motion unconstitutional.
Heather Raven challenged chair. Nancy Wiggs seconded.
Chair sustained.

Ian Mackenzie moved)
Cathy Pike seconded) To close nominations.

Carried

Ian Mackenzie moved)
Margie Walley seconded) Section 7B i) to read:

Section 7B i) The _____ shall be the sole paid officer of the Provincial Association. She/he may be paid either full-time or part-time for the entire year or for a fraction of thereof as determined by the Annual Convention. She/he may not run for two consecutive terms. The salary and benefits shall remain at the same rate as if she/he continued in his/her normal job as a member of the Local Association bargaining unit. During a strike or lock-out of the entire Provincial Association, the paid officer shall not receive more than the strike benefits received by the other members. There shall be no other paid officers of the Provincial Association unless proposed at a Provincial Convention and approved by the Provincial Association membership in referendum. (The blanks to be filled in after the referendum.)

Carried

Pat Georgeson moved)
Nancy Wiggs seconded) To adjourn convention.

Carried