

AUCE PROVINCIAL EXECUTIVE MEETING

May 14, 1977 1:00 - 5:00 Provincial Office 1113 - 207 West Hastings

Present: Melody Rudd (2), Lid Strand (1), Jean Peters (1), Linda Cowan (2),  
Dorothy Thompson (2), Stan Strutin (3), John Renforth (4), Frank  
Dwyer (5), Stu Berry (5), Michele Pujol (6)

Absent: Danny Palmer (2), Susanne Lester (2)

- 1) Linda Cowan chaired the meeting.
- 2) Agenda was adopted with additions.  
Old Business - Cross-Local Package, Newspaper Clipping Service  
New Business - NDP Convention, Local #5 By-Law Amendment, Vacation for S/T,  
Next Meeting.
- 3) Secretary/Treasurer Report

Motion: To adopt minutes of last meeting.  
Melody moves Lid seconds carried

Correspondence

Letters to BC Colleges and unions in the PSEC and CAIMAW inviting them to  
AUCE Convention  
Letter from Northern Lights College, Mary Ann Parent Chairperson of BCGEU  
Local 63 thanking us for sending newsletters  
Letter to Mary Ann Parent asking for exchange of contracts and newsletters  
Letter from PSEC re: Council meeting on May 30th  
Letter to AUCE Locals asking for Local report at Convention  
Letter from Local #2 listing delegates  
Letter to Bob Burgis sending information re: AUCE  
Letter of resignation from Pat Georgeson

Motion: To adopt correspondence as read  
Melody moves Dorothy seconds carried

Motion: To adopt financial report.  
Melody moves Frank seconds carried

Motion: That any penalty for dues in arrears be suspended until after the  
Convention.  
Frank moves Lid seconds carried

4) Local Reports

Local #1 - New Executive - Pat Gibson - President, Neil Boucher - Vice-President,  
Jerry Andersen - Treasurer, Jay Hirabayashi - Union Organizer, Adrien Kiernan -  
Trustee, Nancy Wiggs - Trustee  
the AIB has refused the 24 month pay back period and the membership have voted  
to press for this period  
the University prefers to go for 18 months but they have actually budgeted the  
money to be paid back in this year's budget  
the contract committee have not negotiated for a month  
they have new proposals but they are not yet ratified by the membership  
there will be a referendum vote on percentage increase versus across the board  
It may be that the allowable AIB increase is 8% and not 6%  
the grievance committee has only 2 members right now  
there are 8 cases under arbitration

Local #1 cont.

Morley Fox has been agreed upon for all 8 arbitrations during the first arbitration case he had quite a serious heart attack The Provincial Delegates were not elected until April and so they have not met to discuss resolutions - so there are none University is still trying to change the grievance procedure

Local #2 - in negotiations the modified work week clause has been signed and they are discussing shift change

the University has asked the Union to agree in principle to no increase in wages as we are 'overpaid by 15%' and to 3 bonuses over an 18 month period with an amount that accumulates to about \$150

the arbitration case asking for a 2 year leave of absence was lost

Local #3 - AIB rolled them back to 8% from about 10% (\$1000 across the board) however there is nothing to pay back as they were only receiving 8%

The Dental Plan is now paid 60% by the University

the President of NDU has been really fair to the AUCE employees

the cafeteria has been closed down and 8 people laid-off

all management and faculty have received severance notice

AUCE members still go to work on June 1st but they don't know who they'll be working for

there are about 32 or 33 left

the Board of Governors still wants a 4 year degree granting institution but the Government doesn't, so they are still negotiating

a Pension Plan has been negotiated for employees who have been there for 10 years or are over 45 years old - 2 weeks pay for each year up to 7 months pay no lay-offs in maintenance

Board of Governors is trying to make sure that AUCE members retain their jobs the AUCE contract expires June 30

the Provincial Cabinet will be meeting in Nelson on June 1 and 2

Local #4 - negotiations is the same story as SFU - merit increases

there are great gulfs between the College and Union positions

College wants to start negotiations all over again

College has recently lost 6 grievances - the contract keeps getting in the way

College has applied for mediation and will probably get Ed Sims

the Union is asking for nothing beyond the AIB - 8%

the College is offering a bonus of 3% and 3% and 6% in a 3 year contract

in 1980 we would have the same wage scale

there will be a new College president August 1st

the College has said they will offer the Union a deal if the Union will dump all grievances

full time positions are disappearing

student programs are doing work in the bargaining unit

there was a grievance where 2 people were laid-off through technological

change - settlement was through LRB - they received retro pay for 10 months and severance pay for 2 months

Faculty supervisors are often a problem because they have such poor management style

AUCE Convention will be at Cap. College

there was a Stewards Seminar last Saturday - it was very exciting, opened up a lot of dialogue - now on the road to getting more communication among the stewards

last week in June there will be a picnic - probably

Local #5 - negotiations are continuing on a friendly basis

College makes a lot of stupid mistakes

#### Local #5 Report cont.

lot of controversy over Cap. College Contract as the labour advisor (Gordon Storey) is quite familiar with it  
College wants to do contracting out and doesn't want a closed shop  
College wants to recognize only 3 stewards  
They want a free hand to do whatever they want with temporary, part/time, and casual employees - no benefits, coffee breaks, etc.  
College wants to extend the normal work day from 7:00 a.m. to 10:00 p.m.  
there will be a long negotiating session in June - 3 full days  
leaving cost items until the end  
hope to sign contract by the end of June  
job descriptions are being written for the first time in consultation with staff  
there are actually lots of good changes as to how the College treats staff  
Local #5 needs lots of help with training stewards

#### Local #6 - starting a new drive

the LRB ruled we couldn't have signatures older than 3 months  
so there must be a new sign-up campaign each semester  
last time we only got about half of the signatures needed  
we must organize against the cut backs that are going on  
dominate attitude is that we are not workers, we are students -  
University is doing us a favour by employing us, it is part of our education  
no wage increase for T.A.'s this year  
There is presently a Cut Backs Committee at SFU - supposed to look at where you can cut back money - no students or staff are on this committee

#### 5) Old Business

BCGEU meeting to discuss government grant programs - Representatives from CUPE, AUCE, VMREU and BCGEU attended this meeting. It was decided to try and develop a common policy and lobby the government. As a result of this meeting the S/T sent letters to the Locals outlining the various government programs and asking for local policy.

#### Copier Report

The Nashua 1220 was bought from the dealer - Copy-Static as well as three counters.

#### Public Sector Employees Council

Steering Committee meeting April 18 - It was decided that Paul Urmson (HEU) and Melody Rudd would draft a brief on Wage Controls in the Public Sector, and that Peter Dent and Cliff Andstein (BCGEU) would draft a policy statement on the Dept. of Labour Youth Employment Program.

#### Maternity Leave

Local #1, #2 and the Provincial are working together on the Maternity Leave problem. Expenses are to be shared 50% by the Provincial and 25% by each local. A public meeting is planned for May 25th at the Plaza 500. The S/T is to get an estimate of expenses for the next Executive meeting.

#### AIB Meeting

Attended by Locals #1, #2 and #4. Judy Wright discussed some of the problems Local #1 ran into while dealing with the AIB. There was some discussion of a protest but it was decided to work through the PSEC if a rally is planned.

#### Convention

Motion: That the Executive report as compiled be submitted to the Provincial Convention.

Frank moves Stan seconds carried

Convention cont.

### Resolutions

Whereas AUCE locals have been experiencing lay-off through attrition.

Whereas jobs are filled with temporary employees or not at all such that many departments are short staffed.

Whereas the Administrations are always willing to take part in the various government job programs which do not provide the employee with the security, benefits and wages of the AUCE contracts.

Whereas AUCE strives to protect and enhance the rights of as many workers as possible.

Therefore be it resolved that AUCE Provincial will work in conjunction with the AUCE Locals to ensure that the government work programs do not undermine the security, benefits and wages of AUCE workers.

Lid moves Michele seconds carried

Whereas AUCE's organizing possibilities as strictly constituted are limited.

Whereas AUCE wishes to remain a union of employees at institutions of higher education

Whereas AUCE is presently experiencing serious difficulty and is under attack from both government and administrations.

Therefore be it resolved that the priority of the AUCE Association will be to strengthen the Locals and that AUCE will organize only within the strict definition of the constitution.

Linda moves Stu seconds carried

Whereas AUCE has a large number of college and university employees in its union.

Therefore be it resolved that AUCE Provincial Association look into the feasibility of a conference of colleges and universities in BC to meet and discuss our common interests and problems.

Stu moves Frank seconds carried

Whereas the full/time representative can better sid in improving communication among and between locals, and can acquire a better understanding of the research needed by being familiar with these locals.

Therefore be it resolved that at the request of the locals the full-time representative shall spend 1 or 2 days at each local every second month.

Dorothy moves Frank seconds carried

Whereas unions in the Public Sector Employees Council share many of the same concerns and interests as AUCE.

Whereas unions do not affiliate to the PSEC but merely participate in the activities that obtain their membership's approval.

Therefore be it resolved that AUCE continue to participate in the PSEC.

And be it further resolved that the Provincial Executive elect representatives to serve on this Council

Lid moves Melody seconds carried

Whereas SORWUC has taken on the important task of organizing bank employees and is in need of funds to pay legal fees.

Whereas AUCE is committed to the principle of organizing unorganized workers.

Whereas AUCE will benefit from the organization of clerical workers in the private sector.

Therefore be it resolved that the unconditional, interest-free loan of \$2000 to SORWUC be approved at this Convention.

Lid moves Melody seconds carried

Whereas SORWUC Local #2, the United Bank Workers have elected a full/time office person and decided that they can only afford to pay her \$500 per month.

Whereas AUCE Local #1 recommended to the Provincial that \$200 per month be paid to the United Bank Workers to supplement the salary of their full-time worker.

Whereas the Provincial Executive feels that this donation is vitally important to the Bank Workers organizing drive.

Therefore be it resolved that a donation of \$200 per month to the United Bank Workers be continued until the next Convention.

Melody moves Lid seconds Failed

Colleges and Universities Conference

S/T will get in touch with the other unions involved.

#### 6) New Business

Motion: Amendment to Local #5 By-Laws Article No. VIII Vacancies in Local Association Table Officer Positions  
part 2. to be replaced with

The President may appoint a replacement or instruct the Trustees to call a local by-election when an office becomes vacant. By-elections shall be held by secret ballot vote at any Local Association membership meeting where the membership has received two weeks written notice.

Stu moves Frank seconds carried

Motion: S/T take 3 days vacation May 17, 18 and 19.

Melody moves Linda seconds carried

Motion: That Melody and Lid spend some time at the NDP Convention and report back.

Melody moves Lid seconds carried

Next Meeting - Friday June 17th evening