

ASSOCIATION OF
UNIVERSITY AND COLLEGE
EMPLOYEES

PROVINCIAL CONSTITUTION

As amended May 1979, including amendments from the 5th Annual AUCE Provincial Convention of May 1978.

Subject to revision at the 6th Annual AUCE Provincial Convention, June 2 & 3, 1979.

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COLLEGE EMPLOYEES (A.U.C.E.)
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ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

PROVINCIAL CONSTITUTION as amended May, 1979

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Section 1: NAME

This organization shall be known as "The Association of University and College Employees" (AUCE) and shall hereinafter be referred to as "The Provincial Association."

Section 2: OBJECTIVES

The objectives of this Provincial Association shall be:

- A. To bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual orientation, age, marital status, physical disability, previous and current psychiatric or psychotherapeutic treatment, colour, race, religious or political beliefs, national origin, whether or not she/he has children and/or dependents.
- B. To bring about improvement in the working conditions of members and to dedicate its efforts toward maximizing the opportunities for personal growth in the work situation of all members.
- C. To charter Local Associations which will bargain collectively on behalf of Local Association members.
- D. To maintain at all times the principles of local autonomy and democracy within this Provincial Association and its Local Associations.
- E. To improve communications and interaction among members of the university and college community.
- F. To work with other members of the university and college community to create an environment which will better meet the needs of the members and those of the larger community.
- G. To promote friendly relations between labour and government and between labour and industry.

Section 3: JURISDICTION

The Provincial Association shall include but not be limited to jurisdiction over employees of any institution of higher education in British Columbia.

Section 4: MEMBERSHIP

- A. Membership shall be open to full and part-time employees coming under this jurisdiction.
- B. Where a Local Association exists, application for membership must be made to the Local Association.
- C. Where no Local Association has been chartered, employees may join as Headquarters Members of the Provincial Association. The Provincial Association shall assist such members in joining or forming a Local Association as soon as possible thereafter. Applications for Headquarters Membership shall be made to the Provincial Executive. Dues for Headquarters Members shall be equal to the per capita tax as set forth in Section 15A except for unemployed members covered under Sections 4H and 4I.
- D. Any Provincial Association Officer or Local Association Officer, or any person designated by either of them, shall have the authority to accept any application for membership, by affixing her/his signature on the application form in the space so provided, thereby giving such applicant membership status.
- E. Each person signing an application for membership and paying the initiation fee will thereby agree to comply with the aims and principles and policies of the Provincial Association.
- 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.
- G. Any member failing to pay her/his dues including the per capita tax for a period exceeding three months while working within a bargaining unit shall be automatically suspended. The foregoing does not apply to members of a unit until they have signed their first collective agreement and implemented a regular system of dues collection. To be reinstated after suspension, a member must pay an assessment of twenty dollars (\$20.00) or her/his back dues, whichever is less.
- H. When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of ninety (90) days from her/his last per capita tax payment.
- 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 (3) months in arrears. However, if a member makes application for "Honourary Withdrawal" of up to twelve (12) 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.

Section 4: MEMBERSHIP continued

- J. Any member in good standing may transfer from one local to another without being required to re-apply for membership in the union. When a member transfers from one local to another the dues paid to one local remain within that local.
- K. Any member in good standing shall have the right to attend any Provincial Association meeting or convention with voice, but no vote.
- L. In the organization period prior to certification a member will be considered to be in good standing if she/he has paid the \$1.00 initiation fee to the Provincial Association.

Section 5: CHARTERS

- A. The Provincial Association alone is vested with the power to establish Local Associations and to grant charters thereto in all establishments within its jurisdiction.
- B. Charters shall be issued only by the Provincial Officers and shall be signed by the President and Secretary-Treasurer.
- C. The Local Associations shall comply with the Provincial Constitution at all times.

Section 6: LOCAL ASSOCIATION AUTONOMY

A Local Association may secede only under the following conditions:

- 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.
- B. Following approval of secession by a Local Association membership in referendum the Provincial Association shall automatically nullify the Charter of the Local Association and exonerate its members from any further obligations towards the Provincial Association.
- C. In the event that a Local Association decides to secede from the Provincial Association to affiliate to another union or to become an independent body, that Local Association shall have the right to retain its assets and records. If the Local Association votes in like manner to Section 6A to dissolve, the assets and records shall become the property of the Provincial Association.

Section 7: THE PROVINCIAL EXECUTIVE

- A. There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the four Provincial Officers: President, Vice-President, Secretary-Treasurer, Provincial Organizer, plus Chairperson of the Trustees, plus two 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.
- B. i) The Secretary-Treasurer 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 more than 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.
- ii) Notwithstanding Section 7B i), 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. There will be a time limit of 60 days on such appointments which may be renewable at the discretion of the Provincial Executive.
- C. The qualifications for office in the Provincial Association shall be membership in good standing in a chartered Local Association.

Section 8: NOMINATION & ELECTION OF PROVINCIAL EXECUTIVE OFFICERS

- A. Each Provincial Officer of the Provincial Executive shall be elected by the members of the Provincial Association by referendum, the highest number of votes for each position to be sufficient to elect such officer. In the case where one person only is nominated for a certain position, her/his name shall go on the ballot with a 'yes' or 'no' beside it, a majority of 'yes' shall be necessary to elect such person. No member may be allowed to stand for election in more than one office on the referendum ballot.
- B. At least 90 days before the Annual Convention, the Provincial Executive shall issue a call for nominations to fill the Provincial Executive positions. Further candidates may be nominated at the Convention. If a nominee is not present at the Convention, her/his written consent must be given to the Secretary-Treasurer at the time of nomination. No member shall nominate more than one candidate for each office. Nomination for full-time paid positions will not be accepted by the Convention for any member completing her/his second term in a full-time paid position.
- C. Statements of all eligible candidates for Provincial elections shall be distributed to all Local Associations who will make them available to the members prior to and during the voting.
- D. Procedures for Conducting a Referendum

The Trustees will be responsible for the ballot and the conducting of the referendum under the following guidelines.

Eligibility

1. Only those members in good standing as per Section 4 articles G, H, I and L may vote.

Conducting the Vote

2. The Provincial Trustees shall for the list of members in good standing use the lists submitted by the locals with their latest per capita tax payments as well as the latest lists of the Headquarters members from the Provincial Secretary-Treasurer for the ballot vote.

Anyone whose per capita tax is in arrears but not exceeding 3 months, or has become unemployed but not exceeding 90 days from her/his last per capita tax payment, or if she/he is in the organization period prior to certification, a ballot will be sent upon request to the Provincial Trustees from the Local Association or the individual. To verify eligibility, the Provincial Secretary-Treasurer will make available the necessary files to the Provincial Trustees.

The locals, upon request by the Provincial Trustees will supply a duplicate (two sets) set of labels of their members for the mailing of the ballot as per their latest list submitted with their per capita tax to the Provincial Association. The Trustees shall send ballots only to names on the check-off lists if that list does not correspond with names on the labels.

Three envelopes will be used. The largest envelope will be addressed to the voting member. In this large envelope will be the ballot stating the date it must be returned to the Trustee of the Local, and will always have a space for abstentions. Any statements will also be included in this envelope. A small envelope without any markings will be included so that the marked ballot can be inserted sealed. A return-address medium sized envelope with the voting member's label on the back of the envelope will also be included.

This is to be used by the voting member to put the sealed unmarked envelope containing the marked ballot into. The return envelope is then sealed and signed by the member and returned to the Local's Trustee or the Provincial Secretary-Treasurer (in the case of Headquarters members). When the Provincial Trustees have the referendum ready, they will send the addressed and sealed envelopes to the Local Association Trustee who will be responsible for the distribution, collection and checking against the membership lists the returned ballots. All valid unused and destroyed ballots will be sent to the Provincial Trustees with the registration lists in care of the Provincial Executive. This must be done by registered mail, insured express or personal delivery and within seven (7) days of the completion of voting. The ballots will remain sealed until the Provincial Trustees meet. Each candidate will be allowed one scrutineer at any ballot count, or if a referendum is on a question other than election, each local will be eligible to send two (2) people to the ballot count if they wish.

3. Any referendum of the Provincial Association, whether for election, or any other reason, shall be conducted in accordance with this section of the Constitution.

E. Results of the balloting will be circulated to Local Associations by the Provincial Trustees within seven (7) days of the results of the counting. Any protest alleging 'unfair ballot' or other irregularity must be presented in writing to one of the Provincial Executive officers within fourteen (14) days of the mailing from Provincial Headquarters of the results of the ballot in the Provincial Newsletter. Upon receipt of such notice, the Provincial Executive shall meet and if the protest is upheld another ballot shall be conducted.

Section 9: DUTIES OF THE PROVINCIAL EXECUTIVE

- A. The Provincial Executive shall have the entire management of the Provincial Association between Conventions and shall be held responsible for efficient management of same.
- B. The Provincial Executive shall meet at the call of the President or twenty-five percent (25%) of the members thereof, but in no case shall meetings be held less than quarterly. A majority of the members of the Provincial Executive shall constitute a quorum for the transaction of business at Provincial Executive meetings.

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Section 10: DUTIES OF PROVINCIAL EXECUTIVE OFFICERS

- A. The President shall preside at all Provincial Executive Meetings and Conventions, except at the discretion of the meeting or convention and shall be the executive head of the Provincial Association. The President shall be charged with the responsibility of carrying out the decisions of the Provincial Association and the Provincial Executive. The President shall be a member, ex-officio, of all committees of the Provincial Association and shall be responsible for coordination between the committees and the Provincial Executive.
- B. The Vice-President shall assist the President and assume the authority and duties of the President in the event of her/his absence, resignation or recall.
- C. The Secretary-Treasurer shall be responsible for keeping a full and proper record of all monies received and expended and for maintaining accurately and properly such book-keeping system as shall be set up under the instructions of the Provincial Executive. The Secretary-Treasurer shall maintain all records, documents and correspondence of the Provincial Association. The Secretary-Treasurer shall submit a detailed financial report to each regular meeting of the Provincial Executive and to all Conventions.
- D. All cheques issued by the Provincial Association or authorized by the Provincial Executive shall require the signature of the Secretary-Treasurer and one of the Vice-President or President.
- E. No agreements shall be entered into by a Provincial Officer which change any terms or provision of an existing labour agreement unless approval has been granted for such action by the membership of the bargaining unit concerned.

Section 11: RECALL OF PROVINCIAL EXECUTIVE

- A. The membership of the Provincial Association has the right to recall any Provincial Officer at any time. In order to initiate recall procedures, a petition signed by twenty-five percent (25%) of the Provincial Association must be sent to the Provincial Secretary-Treasurer by registered mail. The Provincial Trustees shall have ballots printed and circulated to the Local Associations for a referendum ballot within thirty (30) days of the receipt of said petition by the Secretary-Treasurer. The referendum ballot shall be conducted by Local Association Trustees within seven (7) days of the receipt of the ballots. A majority of the ballots cast shall be necessary to recall the officer.
- B. Any Provincial Officer not attending three (3) consecutive Provincial Executive meetings without reasonable excuse, shall have her/his position declared vacant.
- C. A chartered Local Association's representatives on the Provincial Executive may be recalled by a majority of the votes cast in a referendum vote of the Local Association membership involved. After notice of motion has been duly given, and the approval for a referendum has been obtained by a majority vote at a Local Association meeting, the vote to recall shall be held not earlier than seven (7) days nor later than twenty-one (21) days. Any vacancy in a chartered Local Association's representation on the Provincial Executive as a result of recall shall be filled within two (2) months.
- D. If a local representative on the Provincial Executive is absent from three (3) consecutive meetings of the Provincial Executive, their Local must be notified in writing by the Provincial Executive.

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Section 12: VACANCIES IN PROVINCIAL EXECUTIVE POSITIONS

- A. 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 (4) 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(4) 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 (2) weeks after the notice of vacancy is published. A referendum ballot shall then be conducted as per Section 8 D.
- B. Any Provincial Officer who for any reason ceases to hold office, shall forthwith upon termination of her/his position as officer, turn over to the Provincial Executive all records, documents, books, funds, assets and all other property of the Provincial Association.

Section 13: PROVINCIAL COMMITTEES

- A. Standing committees may be proposed by a Provincial Association member subject to the approval of the Annual Convention.
- B. Ad hoc committees may be formed by the Provincial Executive or by resolution of any Convention.
- 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 committee shall elect one of its members to serve as chairperson and to serve on the Provincial Executive. 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 conventions, 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.
- D. A majority of a committee shall constitute a quorum for the transaction of business of that committee.

Section 14: CONVENTIONS

- A. The annual convention of this Provincial Association shall be held normally in the spring. The date thereof shall be announced at least ninety (90) days in advance of the date so set. It shall be the responsibility of the Provincial Executive to make arrangements for the annual convention.
- B. Notwithstanding the foregoing, Special Conventions may be called by the Provincial Executive on two(2) weeks notice. Special Conventions shall be for the sole purposes of discussing a specific urgent situation. The President or Provincial Executive must call a Special Convention upon receipt of a petition of twenty-five percent (25%) of the membership of the Provincial Association.
- C. Delegates:
 1. Any member in good standing is eligible to be a delegate to the Annual Convention or Special Conventions. Delegates shall be elected by Local Associations on the following basis: 1-50 members: 2 delegates; 1 delegate for each additional 50 members or majority fraction thereof up to 200 members. Thereafter, 1 delegate for each 100 members or majority fraction thereof. No more than 10 delegates shall be allowed from each Local Association, except where application is made by the Local Association for additional representation and such request is granted by the Provincial Executive, subject to the approval of the Convention.
 2. Local Associations shall elect alternates to provide for the inability of any of the delegates to attend.
 3. Delegates and alternates will be elected in accordance with Local Association By-laws.
 4. Members of the Provincial Executive shall automatically be delegates to conventions in addition to the delegates elected by the Local Association as in Section 14 C 1.
 5. Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a local association.

- D. There shall be a committee known as the Resolutions and Constitution Committee which shall consist of no less than four (4) elected delegates to the Annual Convention. Each local Association shall be entitled to have one of its delegates be a member of the Resolutions and Constitution Committee. If the Provincial Association is composed of less than four Local Associations, the Provincial Executive shall appoint additional members of the Committee to bring its total membership to four. The Committee shall elect one of its members to serve as chairperson. The Resolutions and Constitution Committee shall print all proposed resolutions and constitutional amendments and submit them to the Provincial Association conventions. Resolutions to the Provincial Annual Convention must be received by the Provincial Secretary-Treasurer at least twenty-eight (28) days prior to the convention date. Emergency resolutions can be accepted from the floor of the Convention.
- E. A majority of the registered delegates to a convention shall be necessary to form a quorum for the transaction of business.
- F. The rules of order shall be presented for approval by a majority of delegates present as the first order of business in the official agenda.

Section 15: REVENUE AND FINANCES

- A. The revenue of the Provincial Association shall be derived from a per capita tax of two dollars (\$2.00) per full/time members per month, excluding those members unemployed as dealt with in Sections 4G, 4H and 4I of this Provincial Constitution. Other than full/time members shall pay a per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association membership.
- B. Twenty-five cents (\$0.25) of the per capita tax shall be deposited in the strike fund.
- C. Should an emergency arise and the Provincial Executive decide that an assessment of the Provincial Association is necessary, a referendum ballot of the Provincial Association members will be taken. Reasons for, and the duration of the proposed assessment will be distributed with the ballots. A majority of ballots cast in favour of said assessment shall be considered approval.
- D. Per capita tax shall be forwarded to the Provincial Secretary-Treasurer on a regular basis each month and deposited in the name of the Provincial Association. Up to date records of membership lists shall be submitted to the Provincial Executive.
- E. Provincial Auditor: There shall be one Auditor who shall not be an employee of the Provincial Association and shall be a Chartered Accountant or a Certified General Accountant. The auditor shall be appointed by the Provincial Executive subject to the approval of the convention. After approval by the Provincial Convention, the Auditor may not be dismissed except with the approval of the Provincial Convention, but in the event that such Auditor shall resign or due to death, illness or other incapacity be unable to carry on her/his duties, the Provincial Executive is authorized to appoint a new Auditor until the following Annual Convention.
- F. Any member of the Provincial Association working on the legitimate business of the Provincial Association with the approval of the Provincial Executive shall be paid at her/his regular job rate for any time lost from her/his job.
- G. i) Each year the proposed budget for the Provincial Association of AUCE will be approved at the Annual Convention.
ii) At least two weeks before the Annual Convention, the budget will be distributed in the Provincial Newsletter as part of a Convention issue to each member of the local associations for consideration.

Section 16: STRIKES AND LOCKOUTS

- A. A certified bargaining unit shall not strike without the approval of the membership in the unit. Provincial strike benefits will be determined by the Provincial Executive in consultation with any Local Association on strike.

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Section 17: DISCIPLINE

- A. The Local Associations have the right to discipline any member for a violation of the Provincial Constitution, Local Association By-Laws, or decisions of Local Association meetings or conventions, only after a fair hearing and a majority vote at the Local Association meeting. The accused shall be presented with the charges in writing at least seven (7) days prior to the hearing and shall have the right to have a member of the Local Association act as her/his counsel.
- B. 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. 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 monies earned by the member during the strike will be imposed. 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.
 3. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.
 4. Suspension of a member from participating in any or all union activities.
- C. The accused will have the right to appeal to the next Provincial Convention and shall have the right to choose a member of the Provincial Association to act as her/his counsel. However, the decision of the Local Association shall stand unless and until reversed on appeal.
- D. 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 monies earned by the member during the strike will be imposed.
- E. The Provincial Convention shall have the power to discipline Provincial Officers and impose any and all of the penalties listed in Section 17B.

- A. Except as otherwise provided for in this Constitution, Bourinot's Rules of Order shall govern the conduct of all Conventions, Provincial Executive meetings, Local Association meetings and the Local Association Executive meetings.
- B. Amendments may be made to this Constitution by a majority vote of the registered delegates at any Provincial Association convention.
- C. If 50% plus 1 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 ballots shall be mailed within thirty (30) days of the final day of the Convention.

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Note: Section 19: LOCAL ASSOCIATION BY-LAWS is not included at this time. It will be included in the amended edition after Convention.

**ASSOCIATION OF UNIVERSITY
AND COLLEGE
EMPLOYEES**

POLICIES AND PROCEDURES

**FOR DELEGATES TO THE AUCE PROVINCIAL CONVENTION 1979
(SUBJECT TO REVISION AT CONVENTION)**

MAY 1979

AUCE PROVINCIAL POLICIES AND PROCEDURES

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CONVENTION DATES

First Annual Convention - September 1974
Second Annual Convention - June 1975
Special Convention - November 1975
Third Annual Convention - June 1976
Fourth Annual Convention - June 1977
Fifth Annual Convention - May 1978
Sixth Annual Convention - June 1979

AUCE PROVINCIAL POLICIES & PROCEDURES

The Provincial Trustees shall maintain and update the Provincial Constitution and Provincial Policies and Provincial Policies and Procedures Manual.

May 1978.

That past, present and future resolutions passed at AUCE Provincial Conventions be gathered into a looseleaf booklet entitled - AUCE Provincial Policies and Procedures.

June 1976

DUTIES OF THE PROVINCIAL EXECUTIVESHOP STEWARD SEMINARS

That AUCE organize shop steward seminars on a local level.
May 1978.

B.C. SYSTEMS CORPORATION

That the AUCE Provincial Association will work in conjunction with AUCE Locals to ensure that the expansion plans of the B.C. Systems Corporation do not undermine the security, benefits and wages of AUCE workers, and be it further resolved that the AUCE Provincial Association reaffirm the right of college and university employees to initiate and effectively carry out job action where and when necessary.
May 1978.

NEWSLETTER

That the Provincial Union Organizer be responsible for preparing the Provincial Newsletter as well as present duties.
May 1978.

STUDENT WORK PROGRAMS

Be it resolved that a priority of AUCE Provincial be to oppose any attempts to undermine the job security of AUCE members through the imposing of student work programs by the provincial and federal governments: Be it further resolved that AUCE Provincial work with other campus unions and the B.C. Students Federation to develop a consistent policy to respond to student work projects in order to ensure that the job security of AUCE and other campus workers is not undermined and that adequate fundings are provided for students. And be it further resolved that in conjunction with so affected other unions, AUCE call for an informational seminar in the fall.
May 1978.

SEMINARS

That the Provincial Executive hold a Contract Seminar, a Grievance Seminar, and an Organizational Seminar at least once a year and that provision be made for four(4) representatives from each local to be paid for time lost from work to attend these seminars. Locals may send other representatives paid for by the local.
June 1977.

LABOUR STUDIES COURSES

That the Provincial Executive identify pertinent courses on Labour Relations, encourages AUCE members to attend such courses and pay one/half of the tuition for these courses for persons approved by the local executive and that persons who have taken these courses serve as resource people to their own and other locals whenever possible.
June 1977.

COLLEGE EMPLOYEES

That AUCE Provincial Association look into the feasibility of a conference of unions and staff associations representing employees at colleges and universities in B.C. to meet and discuss our common interests and problems.
June 1977.

PUBLIC SECTOR EMPLOYEES COUNCIL

That AUCE continue to participate in the Public Sector Employees Council.
That the Provincial Executive elect representatives to serve on this Council.
June 1977.

NEWSPAPER CLIPPINGS

The Provincial Association shall organize a newspaper clipping service run by colunteers and send copies of such clippings to the locals.
June 1977.

CONVENTIONS

The Provincial shall assume responsibility for the preparations for the next Annual Convention, any Special Conventions, and any Provincial committee meetings.
June 1976.

RESEARCH

The Provincial Association will be responsible for providing research and documentation for the locals in the following areas:

- 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 Relation 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.

June 1976.

WOMEN'S ORGANIZATIONS

That AUCE participate in the festivities of International Women's Day each year
May 1978.

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.
June 1976.

B.C. MINISTRY OF EDUCATION

That a person be appointed to research and follow all actions and publications of the B.C. Minister of Education and report back to the Provincial Executive on any relevant material to AUCE.
September 1974

PROVINCIAL LEGISLATION

That the Provincial Executive be charged with the responsibility of keeping track of Provincial Labour legislation.
September 1974.

PROVINCIAL COMMITTEES

TEACHING ASSISTANTS

That the Provincial Executive set up a committee to investigate the T.A. situation. That this committee report to the Local Associations within 2 months.

That this Convention support in principle the chartering of the T.A.s at SFU as a local of AUCE.

June 1976.

WAGE AND PRICE CONTROL

The Provincial shall 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 bi-monthly as to the progress of this activity.

June 1976.

CROSS LOCAL COMMITTEES

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 prior 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 prior ratification by the locals and Provincial Executive.

June 1976.

SORWUC

Recommendations for AUCE/SORWUC Committee

1. That the AUCE/SORWUC Committee should include the Provincial full-time person and at least one representative from all locals of AUCE.
2. That activities of this committee be reported in the Provincial Newsletter.
3. That AUCE members continue to work with SORWUC members to organize unorganized workers and promote union democracy.
4. That this committee discuss the possibilities of merger, affiliation or other formal joint structures with SORWUC such that AUCE members may have more direct input and control in the organization of unorganized workers by this committee.
5. That the AUCE/SORWUC Committee be authorized to organize a joint stewards seminar and other joint educational activities.

June 1977.

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

June 1976.

Constitutional Amendments

Whereas the events of this Convention have indicated that certain sections of the Provincial Constitution are not adequate or sufficiently specific to deal with some of the issues facing the Provincial Association, Therefore be it resolved that an ad-hoc committee be struck at this Convention which would be charged with studying constitutional amendments to overcome these difficulties. This committee would work under the direction of and in conjunction with the Provincial Executive. The committee would study the constitution as a whole but concentrate especially on the following sections:

1. Section 14-D Resolutions and Constitution Committee - possible amendment to make this committee function year-round, not just immediately prior and during the Annual Convention.
2. Amendments to all parts of the Constitution regarding Annual Conventions to include Special Conventions.
3. Possible amendment of Section 7-B to include part-time as well as full-time paid officers. This committee's purpose would be to ensure that all proposed amendments to the Provincial Constitution be as fully discussed at the local level memberships as possible well in advance of subsequent conventions.

That this ad-hoc committee consist of at least 1 member from each local.
November 1975.

Women in the Workforce

The seminar on Women in the Workforce recommends to the Provincial Convention that they strike an Ad Hoc Committee composed of representatives of all locals which will be charged with setting up seminars for all AUCE members on the question of women in the workforce, and also to set up a conference to be open to members of other unions and unorganized workers wishing to join unions, in order to discuss the question of women in the workforce and to share our experience with them.

June 1975.

Provincial Council

That the Provincial Convention strike a committee to study the concept of a Provincial Council, to 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. This committee is also to study the constitution and its effects on creating this structure.

June 1975.

Salaried Positions

That AUCE strike a committee to draw up the terms of reference and duties for any salaried positions of the Provincial Association and report to the Provincial Executive within one month of the Convention.

June 1975.

Job Evaluation

That a committee of the Provincial Association be struck to advise and assist the Locals on implementation of job evaluation and job classification programs.

September 1974.

PROVINCIAL FULL-TIME REPRESENTATIVE

That the Provincial Secretary-Treasurer attend Executive meetings of the Local Associations on a regular basis with the permission of the local.

June 1977.

Job Description - Secretary-Treasurer

Be it resolved that the following be adopted as a job description for a Provincial full-time representative.

1. The full-time rep. will be responsible for the co-ordination and production of the bi-monthly newsletter, under the direction of the Provincial Executive and/or any Provincial Newsletter Committee.
2. The full-time rep. will primarily be responsible for the research that the Provincial Association requires, and for publishing the bi-monthly research report for all locals.
3. The full-time rep. 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.
4. The full-time rep. will be responsible for the preparation and coordination, if requested, of any Provincial conventions, cross-local committee meetings, Provincial Committee meetings, and any other meetings held under the auspices of the Provincial Executive.
5. The full-time rep. 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.
6. The full-time rep. will be responsible for any administrative or clerical duties assigned to her/him by the Provincial Association.
7. That the full-time rep. shall aid in the organization of the locals.
8. Notwithstanding the above, the priorities and direction of day-to-day work of the organizer shall be the responsibility of the Provincial Executive between conventions.

June 1976.

Service of Locals

If 2/3 of a quorum of the Provincial Executive so approve, any local of the Association may be granted the services of the full-time rep. 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.

June 1976.

Referendum

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.

That this be the question;

Should the full time paid position:

- 1) Continue to be held by the Secretary/Treasurer
- 2) be occupied by the Union Organizer (not the Secretary/Treasurer)

June 1976.

PROVINCIAL FULL-TIME REPRESENTATIVE - continuedSalary

That the salary of the Secretary/Treasurer would be the same as her/his regular job rate, plus benefits.

June 1976.

Referendum

That a referendum be conducted recommending that the Secretary-Treasurer be a full-time paid position on the Provincial Executive.

November 1975.

FINANCESLocal Seminars

That when requested and when necessary, the Provincial will pay expenses for resource people to travel to out-of-town AUCE locals to conduct 'portable' seminars for AUCE Locals.

May 1978.

Financial Reports

That the Executive of the Provincial Association make available to the Locals complete financial reports including budgets, projections (if any), and all motions pertaining to the running of the Association, and be it further resolved that this distribution to the Local executives be the duty of the Provincial representatives.

Increasing the Per Capita Tax

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.

Budget

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.

June 1976.

Fiscal Year

That the Fiscal Year be April 1 to March 31.

June 1976.

Auditor

That we accept the decision of the chair to appoint an auditor.

September 1974.

Fiscal Year

That the Provincial Executive be authorized to establish a fiscal year and work in consultation with the Locals to establish the same fiscal year.

September 1974.

ORGANIZING

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.

June 1976.

The Provincial Association will actively initiate the organization of new locals of AUCE, and further, the Provincial Executive will bi-monthly inform the locals as to the progress of this activity.

June 1976.

That the Provincial Association encourage and assist locals to organize new bargaining units where feasible and desirable, but that locals must be in consultation with the Provincial Association and its executive.

November 1975.

Be it resolved that AUCE support, in theory and in practice, the organization of non-organized workers who are covered by the jurisdiction outlined in Section 3 of the Provincial Constitution.

November 1975.

The Provincial Association of AUCE shall provide information and encouragement to any group of workers who are considering joining a Union or of organizing an independent Union and who request such information and assistance. Such requests must be in writing to the Provincial Executive.

June 1975.

NEWSLETTER

That the Provincial Union Organizer be responsible for preparing the Provincial Newsletter as well as present duties.

May 1978.

That Provincial Newsletter will be published after every Provincial Executive meeting and will contain a report on the decisions of that Executive meeting, the Local Reports presented at the meeting, as well as other articles.

June 1977.

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

June 1976.

Be it resolved that a standing Newsletter Committee of AUCE be struck to publish a Provincial Newsletter four times yearly on behalf of the Provincial Executive. The Secretary/Treasurer chair the Committee and that each local delegate one representative to serve on this committee.

November 1975.

That the Provincial Council be in charge of publishing a Provincial Newsletter which shall be put out every other month, and the first issue of which shall appear no later than two months after the present convention.

June 1975.

VARIOUSWage and Price Controls

Whereas Bill C73 provides wage controls and no real price and profit controls. And whereas all working people must work together if this legislation is to be defeated. Therefore be it resolved that the AUCE Provincial Association protest Bill C73 and any provincial parallel legislations and support locals in similar action.

November 1975.

Tabulating Committee

That two alternates be elected to the Tabulating Committee.

September 1974.

Short Term Leave of Absence

That local association 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. That there be a time limit of 60 days on such appointments, which may be renewable at the Executive's discretion.

November 1976.

That the salary of the person on leave will be the same as their job rate, plus the cost of the employee's share of her/his benefits.

June 1975.

Provincial Office

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.

June 1976.

Local requests to see candidates

That in order that as many members as possible have an opportunity to evaluate the candidates for provincial office before the referendum election is held, those candidates nominated shall be required to attend 1 meeting of each local association which requests their presence within a reasonable time before the referendum is held. The Provincial Association shall pay for any costs incurred, including time lost from work for candidates.

November 1975.

Cross Local Package

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.

June 1976.

Affiliation

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.

RESOLUTIONS OF SUPPORTChoice on Abortion

Whereas AUCE believes that abortion is a matter of personal choice for the woman involved, and that such a choice is an unalienable right of womanhood; Whereas this right is presently being threatened by a campaign on the part of the "anti-choice" movement to end the availability of therapeutic abortions at Vancouver General Hospital; Whereas this right is threatened by a campaign by the same anti-abortion movement to stack federal nominations meetings of most political parties to ensure an anti-abortion majority in Parliament;

Be it resolved that AUCE strongly opposes such crusades and urges all locals to join active vocal campaigns to combat them;

Be it further resolved that AUCE endorses the Concerned Citizens for Choice on Abortion in their mobilisation to ensure continued availability of therapeutic abortions at Vancouver General Hospital;

Be it further resolved that AUCE encourages its members to solicit memberships into Vancouver General Hospital to help preserve the right of women to a free choice on abortion.

May 1978.

Social Services Users

Be it resolved that AUCE Provincial condemns the proposed provincial government policy of "user pay" for family counselling, special needs daycare, infant development programs and all on-going social work intervention.

May 1978.

Fleck Workers

Whereas the 130 women workers at Fleck Manufacturing in Ontario are fighting for their first contract; Whereas the company refuses to offer more than 10 cents more than the minimum wage and refuses to provide decent working conditions - preferring to spend its money paying strike-breaking scabs; Whereas the RCMP has attacked workers on picket lines and state injunctions prevent sympathy strikes; Whereas the Fleck workers are fighting for the right to strike and organize and these rights are under attack all across the country;

Be it resolved that AUCE support the Fleck workers by sending this resolution and a \$100 donation to them;

Be it further resolved that AUCE mobilize support for this struggle among its membership by providing information on it through the AUCE Provincial News.

May 1978.

United Fishermen and Allied Workers (UFAWU)

Be it resolved that AUCE denounce the unwarranted attack by the Combines Investigation Branch on the UFAWU, and be it further resolved that we demand that the Solicitor General Jean Jacques Blais, and Consumer and Corporate Affairs Minister Warren Allmand, drop all charges against the Union and its members; that the harassment of the UFAWU by the Combines Investigation Branch cease immediately; and that any investigations of the fishing industry be held in public, and be it further resolved that we demand collective bargaining rights for fishermen under the B.C. Labour Code and/or the Federal Labour Code.

May 1978.

That Provincial donate \$100 to United Fishermen and Allied Workers' Union.
May 1978.

RESOLUTIONS OF SUPPORT - continuedEducational Cutbacks

Be it resolved that AUCE actively participates in the development of anti-cutbacks campaigns in conjunction with all segments of the campus communities.

May 1978.

Commonwealth Plywood Workers (Quebec)

Be it resolved that AUCE stand in solidarity with the Commonwealth Plywood workers by sending this resolution and a \$100 donation to them and be it further resolved that AUCE mobilize support for this struggle among its membership by providing information on the struggle through the AUCE Provincial News.

May 1978.

Quebec

Be it resolved that this convention recognises the right of the people of Quebec to determine their own future.

May 1978.

Be it resolved that this convention recognises that working class solidarity between other Canadians and Quebecois can only be attained if the People of Quebec determine their own future.

May 1978.

Be it resolved that this convention opposes all forms of economic and military pressure that may be exerted on the people of Quebec.

May 1978.

Sexual Orientation

Be it resolved that the AUCE Provincial Association condemn the anti-gay crusades of Renaissance Canada and Anita Bryant which seek to deny homosexual men and women democratic human rights; be it further resolved that the AUCE Provincial Association affirms its view that sexual orientation should not be a consideration in hiring, advancement or any other condition of employment of men and women working in educational institutions; and be it further resolved that the AUCE Provincial Association forward a copy of this resolution to the Gay Alliance Toward Equality of Vancouver in support of the organized opposition to the upcoming visit of Anita Bryant.

May 1978.

Faculties Federation

That AUCE Provincial extend a message of support and solidarity to the Colleges and Faculties Federation of B.C. in their opposition to Bill 82 and their fight to maintain the right to bargain effectively for fair working conditions for the faculty teaching in B.C. colleges.

May 1978.

Public Sector Workers

That AUCE continue to oppose any attempt by the Provincial Government to limit the ability of the Public Sector unions to maintain reasonable wages, rights, benefits and working conditions.

May 1978.

RESOLUTIONS OF SUPPORT - continuedPublic Sector Workers

That AUCE oppose the Provincial Government's Essential Services bill.
May 1978.

That the Provincial Association of University and College Employees oppose any attempt by the Provincial Government to limit the ability of Public Sector unions to maintain reasonable wages, rights, benefits and working conditions; that the Provincial Association call upon the B.C. Federation of Labour and the Public Sector Employees Council to support the Alberta workers in their protest against the Alberta "Public Service Employees Relations Act" and that we further urge these groups to oppose the passage of any similar legislation in B.C.
June 1977.

Immigrant Rights

That the Annual Convention of AUCE demands a complete withdrawal of the Bill (C-24) - on the rights of immigrants; that this position be communicated to the Federal Government and to the Committee Against Bill C-24 in B.C.
June 1977.

Pipeline Moratorium

That the Annual Convention of AUCE call for a ten (10) year moratorium on the construction of ALL pipelines through or near native lands where land claims have not been settled - including the MacKenzie Valley, the South Yukon (the Alcan route), central and eastern N.W.T. (the Polar as Route), the route of the Kitimat pipeline, and that the government (s) involved negotiate land claims responsibly to the satisfaction of the native people involved;
that we demand that the Federal Government stop all consideration and deliberations on these pipelines and establish a "Berger style" inquiry into the whole of the national energy policy of Canada;
that we communicate this resolution directly to the Federal and Provincial governments, and we communicate this resolution and our feelings of solidarity directly to the Dene, Inuit Tapirisat, the Council of Yukon Indians, the B.C. Working Group for a Moratorium, the Kitimat Oil Coalition, and the Thompson Inquiry on the Kitimat Pipeline.
June 1977.

Teaching Assistants

That AUCE support and aid the organization of teaching assistants at U.B.C. as a Local of AUCE if they so desire.
May 1978.

That this Convention support in principle the chartering of T.A's at SFU as a local of AUCE.
June 1976.

Right to Strike

That the AUCE Provincial Association issue press releases which condemn all present or future government legislation which removes or curtails the rights to strike.
June 1976.

RESOLUTIONS OF SUPPORT - continuedInterior Public University

Be it resolved that AUCE supports the formation of the Public Service Unions Coordinating Committee.

June 1976.

Child Care

That a priority of AUCE Provincial Association will be to continue the struggle for better maternity and child care benefits.

June 1977.

Whereas our union represents a great many people of child-bearing age, and whereas we believe that child rearing should be a social activity and not the total responsibility of working parents, and whereas children have the rights to a rich and varied social environment in which to grow, and whereas children benefit from the labour of working parents, therefore be it resolved that AUCE supports and encourages efforts to obtain quality, freely-available child care and urges its locals to negotiate contract provisions with this aim.

November 1976.

CASAW

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.

June 1976.

DATED RESOLUTIONSStudent Work Projects

And be it further resolved that in conjunction with so affected other unions, AUCE call for an informational seminar in the fall.

May 1978.

Civil Liberties

That the Provincial Association of AUCE protest the illegal invasions of privacy and erosion of civil liberties, and call for the prosecution of these illegal acts committed by the RCMP, security forces, and government agents and agencies.

May 1978.

SORWUC

That AUCE Provincial make a \$10,000 long-term interest-free loan to SORWUC.

May 1978.

Teaching Assistants

That the Provincial Association of AUCE provide funding for an organizer paid at the regular T.A. salary rate, who is familiar with the issues related to organizing T.A.'s, for a 7 weeks period ending August 12, to assist our efforts until the end of the semester. Be it clearly understood that this request is for a special short-term funded support commitment from the Provincial Association, which should not jeopardize any other long-term organizing commitments it may wish to undertake.

June 1977.

Conventions

That the 5th Annual Convention be held in May.

June 1977.

United Bank Workers

That the Provincial Convention confirm the decision of the Provincial Executive to donate \$200 per month towards the salary of the full time office person of the United Bank Workers and that this remain in force until the next Convention. That the previous motion shall be subject to ratification or rejection by the Provincial Association membership in a referendum vote. (It was rejected).

June 1977.

Auditor

To reappoint auditors until the next Annual Convention.

June 1976.

That the Provincial Executive be instructed to have alternate recommendations for the next Convention regarding auditors.

June 1976.

Affiliation

That the Provincial Executive be instructed to:

- 1) Investigate the question of affiliation with other Labour Organizations or Unions
- 2) Investigate affiliation on a Local, Provincial and National basis.
- 3) Report their findings and recommendations at the next Annual Convention.

November 1975.

DATED RESOLUTIONS - continuedStatus of other Employees

Be it resolved that the Provincial Executive of AUCE investigate the status of employees at other post secondary institutions and to make a report at the next Provincial Convention.
November 1975.

Educational Program

That a committee of the Provincial Executive be struck to implement an educational program serving the various needs of the Locals of AUCE and that these services are to be available to the Locals. These services would be available to the Locals no later than the fall.
June 1975.

Provincial Worker

That this Convention instructs the Provincial Council to make provisions to elect from amongst themselves a person to work for the Provincial July 1, 1975 until the Fall Convention. That this person would work under the direction of the Council in three main areas: communication between the Locals, including editing the Newsletter; service to the Locals, the smaller having priority over the larger, and service during negotiations having priority over other times; assist and coordinate efforts by Locals to prepare for the Fall Convention.
June 1975.

Per Capita Tax

That subject to the approval of the Convention, the AUCE Provincial Executive waive the per capita tax to AUCE Local 2 until the implementation of a dues check-off.
June 1975.

Provincial Executive

That at this convention the two representatives from each Local form a Council to act as an interim Provincial Executive until the Fall Convention.
June 1975.

Local Reps.

That each Local elect two reps. before the end of October.
September 1974.
