

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

8th ANNUAL PROVINCIAL CONVENTION

FIRST SESSION - June 13th & 14th, 1981

Held at Capilano College, North Vancouver, B.C.

MINUTES

Saturday, June 13th, 1981

Lid Strand, Chairperson (President)
Sheila Perret, Recording Secretary (Secretary-Treasurer)

Lid Strand called the Convention to order at 9:30 a.m.

Robert McKee, delegate from AUCE Local 4, asked the Chair to declare the convention quorate - so declared.

Delegates introduced themselves:

Lid Strand, President
Lauma Avens, Local 5
Tom Hedekar, Local 5 Provincial Rep
Dianne Kauffman, Local 5 Delegate
Star Rosenthal, Local 2 Provincial Rep
Roger Perkins, Local 2 Provincial Rep
Sheila Rowswell, Local 1 Provincial Rep
Cobie Wennes, Local 1 Delegate
Helen Glavina, Local 1 Delegate
Suzan Zagar, Local 1 Provincial Rep
Marcel Dionne, Local 1 Delegate
Kitti Cheema, Local 1 Delegate
Carole Cameron, Local 1 Delegate
Nancy Wiggs, Local 1 Delegate
Joan Treleaven, Local 1 Delegate
Murray Adams, Local 1 Delegate
Pat House, Local 1 Delegate
Richard Melanson, Local 1 Delegate
Bob Wiseman, Local 6 Delegate
Peter Lane, Local 6 Delegate
Laura Doliner, Local 6 Delegate
Michele Valiquette, Local 6 Delegate
David Erickson, Local 6 Delegate
Alan Mabin, Local 6 Delegate
Bob McAdie, Local 2 Delegate
Bob Anderman, Local 2 Delegate
Steve Halford, Local 2 Delegate
Hester Vair, Local 2 Delegate
Anne Sullivan, Local 2 Delegate
Lynne Taylor, Local 2 Delegate
Carol Knight, Local 2 Delegate
Ann Fribance, Local 2 Delegate

Delegate introduction - continued
Jackie Hritzuk, Local 5 Delegate
Sara Carroll, Local 2 Delegate
Wally Hritzuk, Local 5 Delegate
Mike McPherson, Local 5 Delegate
Elaine McPherson, Local 5 Delegate
Brian Holling, Local 4 Delegate
Mick Maguire, Local 4 Delegate
Robert McKee, Local 4 Delegate
Bill Little, Local 4 Delegate
Rosemarie Reid, Local 4 Provincial Rep
Sheila Browne, Local 4 Provincial Rep
Robert Willey, Local 4 Delegate
Mary Mabin, Local 6 Provincial Rep
Jack Gegenberg, Local 6 Provincial Rep
Sheila Blace, Provincial Trustee
Sheila Perret, Provincial Secretary-Treasurer

The Chair was asked by Robert McKee, Delegate for Local 4, to confirm the affiliation to the Confederation of Canadian Unions by AUCE Local 5 - so confirmed.

Delegates were asked to address motions, resolutions and constitutional amendments through the Chair.

Robert McKee questioned the number of delegates representing Local 5 and noted that, according to the membership figures, there was one delegate too many. The numbers were confirmed and Jackie Hritzuk stepped down as a delegate and assumed 'Alternate Delegate' status for AUCE Local 5.

MOTION

Sheila Perret Moved
Mick Maguire Seconded

CARRIED

THAT TOM BEARDSLEY, REPRESENTING THE COLLEGE INSTITUTE EDUCATORS' ASSOCIATION, BE SEATED.

MOTION

Sheila Perret Moved
Lauma Avens Seconded

CARRIED

THAT MIKE MILLER AND CATHERINE LUDGATE OF THE BC STUDENTS' FEDERATION BE SEATED.

MOTION

Helen Glavina Moved
no seconder

THAT A REPRESENTATIVE OF 'IN STRUGGLE!' BE SEATED.

FAILED

Chair called for nominations for Provincial Trustees:

Peter Lane nominated, Mary Mabin seconded - Michele Pujol
Jack Gegenberg nominated, Lynne Taylor seconded - Richard Melanson
Sheila Perret nominated, Lauma Avens seconded - Kyra Guest (declined)

The Chair announced members who will take turns assuming the duties of
Chairing the Convention, in rotating order - Lauma Avens
Star Rosenthal
Jack Gegenberg
Sheila Perret

MOTION

Bob Wiseman Moved
Murray Adams Seconded
DEFEATED

THAT THERE BE NO SMOKING IN THE CONVENTION HALL.

There was a request for a roll call vote:

	Opposed	In Favour
Lauma Avens	X	
Tom Hedekar		X
Dianne Kauffman		X
Star Rosenthal	X	
Roger Perkins		X
Sheila Rowswell		X
Cobie Wennes		X
Helen Galvina		X
Suzan Zagar		X
Marcel Dionne		X
Kitti Cheema	X	
Carole Cameron		X
Nancy Wiggs		X
Joan Treleaven		X
Murray Adams		X
Pat House		X
Dave Erickson		X
Laura Doliner		X
Michele Valiquette		X
Alan Mabin		X
Bob McAdie		X
Bob Anderman		X
Steve Halford	X	
Hester Vair		X
Ann Sullivan	X	
Richard Melanson		X
Carol Knight	X	
Ann Fribance		X

Roll Call vote on 'No Smoking' continued:
Opposed

	Opposed	In Favour	Abstentions
Peter Lane		X	X
Bob Wiseman			
Brian Holling	X		
Bill Little		X	
Mick Maguire	X		
Robert McKee	X		
Robert Willey	X		
Wally Hritzuk		X	
Elaine McPherson		X	
Mike McPherson		X	
Rosemarie Reid	X		
Sheila Browne	X		
Mary Mabin		X	
Jack Gegenberg		X	
Sheila Perret		X	
Sheila Blace		X	

RESULTS: 31 in Favour of the motion for No Smoking; 14 Opposed; 1 Abstention
MOTION CARRIED - No Smoking in the Convention Hall

MOTION

Bob Wiseman Moved
Bob McAdie Seconded

THAT THE RULES OF ORDER GOVERNING CONVENTION BE ADOPTED.

AMENDMENT

Robert McKee Moved
Bill Little Seconded
CARRIED

THAT THE CONVENTION SHALL ALLOW EMERGENCY RESOLUTIONS AND CONSTITUTIONAL AMENDMENTS REGARDING IMPORTANT AND URGENT MATTERS, TO BE HEARD IF APPROVED FOR CONSIDERATION BY A 50% + 1 VOTE OF THE DELEGATES, INSTEAD OF THE CURRENT 2/3'S MAJORITY REQUIRED.

MAIN MOTION CARRIED AS AMENDED

n.b. 'delegates' in the above motion refer to 50% + 1 of the delegates 'present' as opposed to 'registered'.

MOTION

Jack Gegenberg Moved
Bill Little Seconded

THAT THE AGENDA BE ADOPTED.

AMENDMENT

Bob Wiseman Moved
Nancy Wiggs Seconded

THAT THE AGENDA BE AMENDED SUCH THAT WE DEAL THE FOLLOWING ITEMS FIRST AND IN THE FOLLOWING ORDER:

1. The Constitutional Amendment from Local 6 regarding the proposed amendment to Section 19

Proposed amendment to the Agenda continued:

2. Local 5's report
3. Resolution from Local 6 regarding Local 5
4. Local 1's Report
5. Local 6's motion to deal with Local 1

AMENDMENT (sub-amendment)
Robert McKee Moved
Mick Maguire Seconded
CARRIED

THAT THE EMERGENCY CONSTITUTIONAL AMENDMENT DELIVERED TO PROVINCIAL FROM LOCAL 4 REGARDING LOCAL 5 BE INCLUDED AND THAT ANY RESOLUTIONS OR CONSTITUTIONAL AMENDMENTS OF THIS URGENT AND IMPORTANT MATTER BE HEARD.

AMENDMENT (sub-amendment)
Jack Gegenberg Moved
Lauma Avens Seconded
DEFEATED

THAT THE FIRST ITEM BE RESOLUTION #4 FROM THE PROVINCIAL EXECUTIVE, AND NOT THE EMERGENCY CONSTITUTIONAL AMENDMENT FROM LOCAL 6.

VOTE ON THE MAIN AMENDMENT - CARRIED

Discussion on the main motion as amended - CARRIED

EMERGENCY CONSTITUTIONAL AMENDMENT #2
Nancy Wiggs Moved
Bill Little Seconded

ADD TO THE END OF SECTION 19 - DISCIPLINE

F. THE PROVINCIAL ASSOCIATION SHALL HAVE THE RIGHT TO DISCIPLINE ANY LOCAL ASSOCIATION FOR A VIOLATION OF THE PROVINCIAL CONSTITUTION, LOCAL ASSOCIATION BY-LAWS, OR DECISIONS OF THE PROVINCIAL ASSOCIATION AT CONVENTION OR THROUGH REFERENDA, ONLY AFTER A FAIR HEARING AND A MAJORITY VOTE AT THE PROVINCIAL CONVENTION. A HEARING SHALL BE CALLED BY THE PROVINCIAL EXECUTIVE UPON REQUEST BY THE MEMBERSHIP THROUGH A MEMBERSHIP MEETING OF A LEAST TWO LOCAL ASSOCIATIONS. IF A HEARING IS CALLED FOR MORE THAN THREE (3) MONTHS BEFORE AN ANNUAL CONVENTION IS DUE TO MEET, A SPECIAL CONVENTION MAY BE CONVENED TO HEAR THE CHARGES AGAINST THE LOCAL ASSOCIATION ACCUSED. THE ACCUSED LOCAL ASSOCIATION SHALL BE PRESENTED WITH THE CHARGES IN WRITING AT LEAST TEN (10) DAYS PRIOR TO THE HEARING AND SHALL HAVE THE RIGHT TO HAVE COUNSEL. THE ACCUSED SHALL ALSO BE ADVISED IN WRITING AT LEAST TEN (10) DAYS PRIOR TO THE HEARING OF THEIR RIGHT TO COUNSEL AND RIGHTS OF APPEAL.

Emergency Constitutional Amendment #2 (from Local 6) continued

- add to S.19 ...
- G. THE PROVINCIAL CONVENTION, 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 local association;
 - 2. Suspend the local association from participating in any or all union activities for a period of time to be determined by the Convention;
 - 3. Revoke the Charger of the local association.

 - H. THE ACCUSED LOCAL ASSOCIATION SHALL HAVE THE RIGHT TO APPEAL THE DECISION OF THE CONVENTION TO THE MEMBERSHIP OF THE PROVINCIAL ASSOCIATION. THE APPEAL SHALL BE CONDUCTED BY REFERENDUM VOTE. THE ARGUMENTS OF EACH PARTY TO THE HEARING SHALL BE CIRCULATED TO EACH MEMBER OF THE PROVINCIAL ASSOCIATION WITH A REFERENDUM BALLOT, RATIFYING OR REJECTING THE DECISION OF CONVENTION.

 - I. ANY LOCAL ASSOCIATION WHICH HAS ITS CHARTER REVOKED UNDER THIS DISCIPLINE PROCEDURE SHALL RETAIN ITS ASSETS AND RECORDS IF IT AFFILIATES TO ANOTHER UNION, OR BECOMES AN INDEPENDENT BODY. IF THE LOCAL ASSOCIATION SHOULD BE DISSOLVED WITHIN THREE (3) MONTHS, THE CHARTER BEING REVOKED, THE ASSETS AND RECORDS SHALL BECOME THE PROPERTY OF THE PROVINCIAL ASSOCIATION.

MOTION

Rober
Brian Holting seconded
DEFEATED

THAT THIS MOTION BE REFERRED TO A COMMITTEE OF DELEGATES FROM LOCAL 6, and LOCAL 4 IN ORDER TO ATTEMPT TO RESOLVE THE DIFFERENCES AND IT THEN MAY BE POSSIBLE TO COME UP WITH ONE RESOLUTION.

AMENDMENT

Nancy Wiggs Moved
Bill Little Seconded
CARRIED

THAT THE SEVENTH LINE OF THE AMENDMENT TO S. 19, TO READ -
'A MEETING OF AT LEAST ONE LOCAL ASSOCIATION,' NOT TWO

AMENDMENT

Mary Mabin Moved
Alan Mabin Seconded
CARRIED

THAT THE FOLLOWING BE ADDED TO THE END: "HOWEVER, THE DECISION OF THE CONVENTION SHALL STAND UNLESS AND UNTIL REVERSED OR APPEALED.

Emergency Constitutional Amendment #2 - con't

MOTION
Nancy Wiggs Moved
Mick Maguire Seconded
CARRIED

THAT THERE BE A TEN (10) MINUTE BREAK.

After the break discussion resumed briefly on the ECA #2, and the question was called, on the amendment (see end of page 7)

THE AMENDMENT CARRIED.

MOTION
Dave Erickson Moved
Bob Wiseman Seconded
CARRIED

THAT JANET HALL FROM THE CANADIAN ASSOCIATION OF INDUSTRIAL, MECHANICAL AND ALLIED WORKERS' UNION (CAIMAW) BE SEATED.

Discussion resumed on the proposed amendment to Section 19 of the Constitution:

AMENDMENT
Richard Melanson Moved
Lauma Avens Seconded

THAT THE LAST TWO PARTS OF PART G, #2 & #3, BE DELETED AND REPLACED WITH " FINE THE LOCAL".

Bob Wiseman raised a point of order, questioning the orderliness of the Melanson amendment, the Chair ruled the motion in order.

Bob Wiseman challenged the Chair.
Jack Gegenberg assumed the Chair.
Bob and Lid argued their positions.
Convention voted - CHALLENGE SUSTAINED, so the motion (amendment) was out of order.

AMENDMENT
Lynne Taylor Moved
Sara Carroll Seconded
DEFEATED

THAT THE THIRD SENTENCE BE AMENDED TO READ: "IF A HEARING IS CALLED FOR MORE THAN THREE MONTHS BEFORE AN ANNUAL CONVENTION IS DUE TO MEET, A SPECIAL CONVENTION SHALL BE CONVENED TO ..."

MAIN MOTION AS AMENDED: A ROLL CALL VOTE WAS REQUESTED, THE CHAIR AGREED -

<u>Local 1</u>	In Favour	Opposed	Abstained
Murray Adams		X	
Carole Cameron		X	
Kitti Cheema		X	
Helen Glavina		X	
Pat House		X	
Marcel Dionne		X	
Joan Treleaven		X	
Cobie Wennes		X	(8) ...
Richard Melanson		X	
Nancy Wiggs		X	

Roll Call Vote on Emergency Constitutional Amendment #2 re Section 19 - con't

<u>Local 2</u>	<u>In Favour</u>	<u>Opposed</u>
Bob Anderman		X
Sara Carroll	X	
Anne Fribance	X	
Steve Halford	X	
Carol Knight	X	
Bob McAdie	X	
Lynne Taylor	X	
Hester Vair	X	

<u>Local 4</u>		
Brian Holling		X
Bill Little		X
Mick Maguire		X
Robert Maguire		X
Robert Willey		X

<u>Local 5</u>		
Wally Hritzuk		X
Elaine McPherson		X
Mike McPherson		X

<u>Local 6</u>		
Laura Doliner	X	
Dave Erickson	X	
Peter Lane	X	
Alan Mabin	X	
Michele Valiquette	X	
Bob Wiseman	X	

<u>Provincial Executive</u>		
Lauma Avens		X
Sheila Blace		X
Sheila Perret		X
Sheila Rowswell	X	
Star Rosenthal	X	
Roger Perkins	X	
Rosemarie Reid		X
Tom Hedekar		X
Dianne Kauffman		X
Jack Gegenberg		X
Mary Mabin	X	

MOTION FAILED 16 in favour 29 opposed

MOTION
Mick Maguire Moved
Bill Little Seconded

THAT THE EMERGENCY CONSTITUTIONAL AMENDMENT FROM LOCAL 4
BE HEARD NOW.

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Re motion to hear ECA from Local 4 at this time.
The vote was called, 21 in favour, 21 opposed, there was general confusion and the chair called for a roll call vote to ascertain support for hearing the ECA from Local 4:

<u>Local 1</u>	In Favour	Opposed	Abstentions
Murray Adams	X		
Carole Cameron	X		
Kitti Cheema	X		
Marcel Dionne	X		
Helen Glavina	X		
Pat House	X		
Richard Melanson		X	
Joan Treleaven	X		
Cobie Wennes	X		
Nancy Wiggs	X		
 <u>Local 2</u>			
Bob Anderman		X	
Sara Carroll	X		
Ann Fribance	X		
Steve Halford	X		
Carol Knight		X	
Lynne Taylor		X	
Ann Sullivan		X	
Hester Vair		X	
 <u>Local 4</u>			
Brian Holling	X		
Bill Little	X		
Mick Maguire	X		
Robert McKee	X		
Bob Wiseman	X		
 <u>Local 5</u>			
Wally Hritzuk		X	
Elaine McPherson		X	
Mike McPherson		X	
 <u>Local 6</u>			
Laura Doliner		X	
Dave Erickson		X	
Peter Lane		X	
Alan Mabin			X
Michele Valiquette		X	
Bob Wiseman		X	
 <u>Provincial Executive</u>			
Lauma Avens		X	
Sheila Perret		X	
Sheila Blace		X	
Suzan Zagar		X	
Sheila Rowswell		X	

Continued - Roll Call Vote re ECA from Local 4

<u>Provincial Executive ...</u>	<u>In Favour</u>	<u>Opposed</u>	<u>Abstentions</u>
Roger Perkins	X		
Rosemarie Reid	X		
Sheila Browne	X		
Tom Hedekar		X	
Dianne Kauffman		X	
Jack Gegenberg		X	
Mary Mabin		X	

Vote: 21 in Favour, 23 Opposed, 1 Abstention

MOTION DEFEATED

Mick Maguire took the floor and announced that the Local 4 membership had directed their delegates to not participate in what they considered to be a Confederation of Canadian Unions convention; he informed the Convention that they were leaving and the Local 4 Provincial Representatives and Local 4 Convention Delegates left.

MOTION

Bob Wiseman Moved
Lauma Avens Seconded
CARRIED

THAT CHARAN GILL OF THE CANADIAN FARMWORKERS' UNION BE SEATED AND INTRODUCED AS A GUEST SPEAKER.

<u>Roll Call Vote:</u>	<u>In Favour</u>	<u>Opposed</u>	<u>Abstentions</u>
Murray Adams		X	
Carole Cameron		X	
Kitti Cheema		X	
Marcel Dionne		X	
Helen Glavina	X		
Pat House		X	
Richard Melanson		X	
Joan Treleaven		X	
Cobie Wennes		X	
Nancy Wiggs			X
Bob Anderman		X	
Sara Carrol	X		
Ann Fribance		X	
Steve Halford	X		
Carol Knight	X		
Bob McAdie	X		
Ann Sullivan	X		
Lynne Taylor	X		
Hester Vair	X		
Wally Hritzuk			X
Elaine McPherson	X		
Mike McPherson	X		

Roll Call Vote to consider the speaker Charan Gill from CFU - con't

Laura Doliner	X
Dave Erickson	X
Peter Lane	X
Alan Mabin	X
Michele Valiquette	X
Bob Wiseman	X
Lauma Avens	X
Sheila Perret	X
Sheila Blace	X
Suzan Zagar	X
Sheila Rowswell	X
Star Rosenthal	X
Roger Perkins	X
Tom Hedekar	X
Dianne Kauffman	X
Jack Gegenberg	X
Mary Mabin	X

THE MOTION TO SEAT CHARAN GILL OF THE CANADIAN FARMWORKERS UNION AND TO INTRODUCE HIM AS A GUEST SPEAKER CARRIED - 26 IN FAVOUR, 11 OPPOSED, 2 ABSTENTIONS.

Charan Gill spoke about the Farmworkers' organising drive in the Fraser Valley, and about the organising drive at certain nurseries in the Fraser Valley; at the time Country Farms Foods was being struck by CFU members fighting for a first contract - since Countryfarm also owns the Naam Restaurant on West 4th Avenue in Vancouver many Vancouver supporters of the CFU have been supporting the strike by picketing..

MOTION

Star Rosenthal Moved
Sheila Perret Seconded
CARRIED

THAT WE CONSIDER RESOLUTION #5 REGARDING SUPPORT FOR THE CANADIAN FARMWORKERS' UNION VIS A VIS THE EMPLOYEE STANDARDS ACT.

RESOLUTION #5

Sheila Perret Moved
Failed for lack of a seconder

WHEREAS THE PROVINCIAL LEGISLATURE HAS PASSED NEW EMPLOYEE STANDARDS LEGISLATION;
AND WHEREAS ONE OF THE STATED OBJECTIVES OF THIS LEGISLATION WAS TO GIVE PROTECTION TO FARM WORKERS AND OTHER WORKERS;
AND WHEREAS THE REGULATIONS DRAWN UP TO ENFORCE THIS LEGISLATION SPECIFICALLY EXCLUDE FARM WORKERS FROM MANY OF THE PROTECTIONS AFFORDED BY THIS LEGISLATION;

BE IT RESOLVED THAT AUCE PROVINCIAL CALL UPON THE PROVINCIAL GOVERNMENT TO REVISE THE REGULATIONS OF THE EMPLOYEE STANDARDS ACT TO AFFORD FULL COVERAGES AND PROTECTION TO FARM WORKERS;

AND BE IT FURTHER RESOLVED THAT AUCE PROVINCIAL DEMAND THAT THE PROVINCIAL AND FEDERAL GOVERNMENTS REVISE ALL EXISTING EMPLOYMENT-RELATED LEGISLATION TO PROVIDE FULL EMPLOYMENT PROTECTION FOR ALL WORKERS IN CANADA.

MOTION

Sheila Perret Moved
Jack Gegenberg Seconded
CARRIED

THAT WE DEAL WITH RESOLUTION #6 REGARDING SUPPORT FOR THE
CANADIAN FARMWORKERS UNION, NOW.

RESOLUTION #6

Star Rosenthal Moved
Lauma Avens Seconded

WHEREAS FARM WORKERS ARE AMONG THE MOST EXPLOITED, UNDERPAID
WORKERS IN CANADA;
AND WHEREAS IT HAS BEEN SHOWN TIME AND TIME AGAIN THAT THE
ONLY WAY FOR EXPLOITED WORKERS TO WIN GOOD WAGES AND WORKING
CONDITIONS IS TO ORGANISE;
AND WHEREAS THE CANADIAN FARMWORKERS UNION IS CURRENTLY
INVOLVED IN TWO STRIKES TO WIN FIRST CONTRACTS;

BE IT RESOLVED THAT AUCE ACTIVELY SUPPORT THE CANADIAN
FARMWORKERS UNION IN THEIR STRUGGLE TO WIN GOOD WAGES AND
WORKING CONDITIONS;

AND BE IT FURTHER RESOLVED THAT WE SUPPORT THE CANADIAN
FARMWORKERS' UNION BY ENCOURAGING OUR MEMBERS TO JOIN THEIR
PICKET LINES AND BE ENCOURAGING OTHERS IN THE COMMUNITY TO
DO THE SAME;

AND BE IT FURTHER RESOLVED THAT WE SHOW OUR STRONG SUPPORT
BY DONATING \$500.00 (FIVE HUNDRED DOLLARS) TO THE CANADIAN
FARMWORKERS' UNION AND THAT WE ENCOURAGE EACH OF OUR LOCALS
TO ALSO MAKE DONATIONS TO SUPPORT THE CANADIAN FARMWORKERS'
UNION.

AMENDMENT

Kitti Cheema Moved
Suzan Zagar Seconded

THAT THE FOLLOWING BE ADDED: AND BE IT FURTHER RESOLVED
THAT THIS AUCE PROVINCIAL CONVENTION SUPPORT ALL FARMWORKERS'
UNIONS AND SUPPORT THE RIGHT OF THE FARMWORKER TO JOIN THE
TRADE UNION OF THEIR CHOICE AND THAT SIMILAR DONATIONS BE
MADE TO ALL FARMWORKERS' UNIONS.

THE CHAIR RULED THIS AMENDMENT OUT OF ORDER.

MAIN RESOLUTION CARRIED

MOTION

Kitti Cheema Moved
Suzan Zagar Seconded
DEFEATED

THAT A MEMBER OF THE RANK AND FILE BE ALLOWED TO COME TO
CONVENTION TO TELL THE ' OTHER SIDE OF THE STORY'.

MOTION

Star Rosenthal Moved
Jack Gegenberg Seconded
CARRIED

THAT CONVENTION SHALL SEND A REPRESENTATIVE TO THE "STRIKERS' CABARET BENEFIT DANCE" THIS EVENING TO PERSONALLY DELIVER THE \$500.00 DONATION.

MOTION

Nancy Wiggs Moved
Bob Wiseman Seconded
CARRIED

THAT AN EMERGENCY CONSTITUTIONAL AMENDMENT CONCERNING SECTION 19 OF THE CONSTITUTION (DISCIPLINE) BE HEARD BY CONVENTION.

EMERGENCY CONSTITUTIONAL AMENDMENT

Nancy Wiggs Moved
Bob Wiseman Seconded

THAT SECTION 19: DISCIPLINE OF THE AUCE PROVINCIAL CONSTITUTION BE AMENDED SUCH THAT THE FOLLOWING BE ADDED:

THE PROVINCIAL ASSOCIATION HAS THE RIGHT TO DISCIPLINE LOCAL ASSOCIATIONS FOR VIOLATION(S) OF (1) THE CONSTITUTION, (2) LOCAL ASSOCIATION BY-LAWS, OR (3) DECISIONS OF THE PROVINCIAL ASSOCIATION AT CONVENTION.

ANY INDIVIDUAL MEMBER, GROUP OF MEMBERS, OR LOCAL OF THE PROVINCIAL ASSOCIATION MAY BRING CHARGES IN WRITING TO THE PROVINCIAL EXECUTIVE AGAINST A LOCAL ASSOCIATION. THE PROVINCIAL EXECUTIVE SHALL SCHEDULE A HEARING WITH 10 DAYS WRITTEN NOTICE TO THE ACCUSED LOCAL ASSOCIATION'S LOCAL EXECUTIVE. THE LOCAL ASSOCIATION SHALL HAVE THE RIGHT TO COUNSEL.

SHOULD THE CHARGES PROVE FOUNDED, THE PROVINCIAL EXECUTIVE MAY REPRIMAND AND/OR FINE THE ACCUSED LOCAL ASSOCIATION WITH THE RIGHT OF APPEAL BY EITHER THE ACCUSOR OR THE ACCUSED TO THE NEXT REGULAR CONVENTION. IF THE PROVINCIAL EXECUTIVE DETERMINES THAT THE APPROPRIATE REMEDY SHOULD BE BY SUSPENSION OR BY EXPULSION, THE MATTER SHALL BE REFERRED TO A SPECIAL CONVENTION CONVENED FOR THE SOLE PURPOSE OF HEARING THE MATTER, UNLESS A REGULAR CONVENTION FALLS WITHIN NINETY (90) CALENDAR DAYS IN WHICH EVENT THE HEARING OF THE MATTER SHALL BE THE FIRST ORDER OF BUSINESS.

THE ACCUSED LOCAL ASSOCIATION OR THE ACCUSOR SHALL HAVE THE RIGHT OF APPEAL OF THE DECISION OF THE CONVENTION TO THE MEMBERSHIP OF THE PROVINCIAL ASSOCIATION. THE APPEAL SHALL BE CONDUCTED BY REFERENDUM VOTE. THE ARGUMENTS OF EACH PARTY TO THE HEARING SHALL BE CIRCULATED TO EACH MEMBER OF THE PROVINCIAL ASSOCIATION WITH A REFERENDUM BALLOT, RATIFYING OR REJECTING THE DECISION OF THE CONVENTION, HOWEVER, THE DECISION OF THE CONVENTION SHALL STAND UNTIL AND UNLESS OVERTURNED BY THE REFERENDUM.

EMERGENCY CONSTITUTIONAL AMENDMENT RE SECTION 19 - con't ...

ANY LOCAL ASSOCIATION WHICH HAS ITS CHARTER REVOKED UNDER THIS DISCIPLINE PROCEDURE SHALL RETAIN IT ASSETS AND RECORDS IF IT AFFILIATES TO ANOTHER UNION, OR BECOMES AN INDEPENDENT BODY. IF THE LOCAL ASSOCIATION SHOULD BE DISSOLVED WITHIN THREE (3) MONTHS OF THE CHARTER BEING REVOKED, THE ASSETS AND RECORDS SHALL BECOME THE PROPERTY OF THE PROVINCIAL ASSOCIATION."

MOTION

Star Rosenthal Moved
Lauma Avens Seconded
DEFEATED

THAT THIS ITEM BE REFERRED TO A CROSS-LOCAL COMMITTEE TO REFER BACK TO THE NEXT CONVENTION.

AMENDMENT

Alan Mabin Moved
Marcel Dionne Seconded
CARRIED

THAT THE WORDS IN PARAGRAPH 2, " INDIVIDUAL MEMBERS OR GROUPS OF MEMBERS OR", BE STRUCK OUT.

AMENDMENT

Alan Mabin Moved
Marcel Dionne Seconded
CARRIED

THAT THE WORDS, "AND OR FINE", ON THE SECOND LINE IN PARAGRAPH 3 BE DELETED.

The mover and seconder, Wiggs/Wiseman, agreed to incorporate the suggested addition to the 4th line of the 4th paragraph, "to the Provincial Executive", with the indulgence of the Chair and no opposition from the Convention.

AMENDMENT

Star Rosenthal Moved
Nancy Wiggs Seconded
CARRIED

THAT THE FOLLOWING BE ADDED TO THE END OF THE FIRST PARAGRAPH, AT THE END OF ITEM (3):
"OR THROUGH REFERENDA."

AMENDMENT

Star Rosenthal Moved
Lynne Taylor Seconded
CARRIED

THAT THE FOLLOWING BE ADDED TO THE NEXT TO LAST SENTENCE:
"THE PROVINCIAL EXECUTIVE SHALL SCHEDULE A HEARING WITH TEN (10) DAYS' WRITTEN NOTICE TO THE ACCUSED LOCAL ASSOCIATION'S EXECUTIVE AND COPIES OF THE CHARGES SHALL BE SENT TO THE ACCUSED LOCAL ASSOCIATION'S EXECUTIVE".

AMENDMENT

Star Rosenthal Moved
Lynne Taylor Seconded
DEFEATED

THAT THE FOLLOWING WORDS BE DELETED FROM THE LAST SENTENCE
OF THE THIRD PARAGRAPH:
" ... IN WHICH EVENT THE HEARING OF THE MATTER SHALL BE THE
FIRST ORDER OF BUSINESS."

AMENDMENT

Alan Mabin Moved
Bob Wiseman Seconded
CARRIED

THAT THE FOLLOWING BE ADDED TO THE END OF PARAGRAPH THREE:
"AFTER SUCH A HEARING, THE CONVENTION SHALL HAVE THE POWER
TO SUSPEND OR EXPELL THE LOCAL ASSOCIATION"
and replace
"DETERMINES" FOR "RECOMMENDS"
and replace
"HEARING" FOR "DECIDING"

AMENDMENT

Lauma Avens Moved
Elaine McPherson Seconded
RULED OUT OF ORDER

THAT THE FOLLOWING BE ADDED:
"IF THE PROVINCIAL EXECUTIVE RECOMMENDS THAT THE
APPROPRIATE REMEDY SHOULD BE SUSPENSION OR EXPULSION,
THE MATTER MAY BE APPEALED TO A SPECIAL CONVENTION ..."

The motion was ruled out of order, challenged by Lauma Avens; the
Chair and the challenging delegate each explained their positions;
the Convention voted - the Chair was sustained.

THE CONSTITUTIONAL AMENDMENT CARRIED WITH THE AMENDMENTS

MOTION

Bob Wiseman Moved
Jack Gegenberg Seconded
DEFEATED

THAT THIS CONSTITUTIONAL AMENDMENT GO TO REFERENDUM.

SECTION 19: DISCIPLINE

F. NOW READS:

THE PROVINCIAL ASSOCIATION HAS THE RIGHT TO DISCIPLINE LOCAL
ASSOCIATIONS FOR VIOLATION(S) OF (1) THE CONSTITUTION,
(2) LOCAL ASSOCIATION BY-LAWS, OR (3) DECISIONS OF THE
PROVINCIAL ASSOCIATION AT CONVENTION OR THROUGH REFERENDA.

ANY LOCAL OF THE PROVINCIAL ASSOCIATION MAY BRING CHARGES
IN WRITING TO THE PROVINCIAL EXECUTIVE AGAINST A LOCAL
ASSOCIATION. THE PROVINCIAL EXECUTIVE SHALL SCHEDULE A

HEARING WITH 10 DAYS WRITTEN NOTICE TO THE ACCUSED LOCAL ASSOCIATION'S EXECUTIVE AND COPIES OF THE CHARGES SHALL BE SENT TO THE ACCUSED LOCAL ASSOCIATION'S EXECUTIVE. AFTER SUCH A HEARING, THE CONVENTION SHALL HAVE THE POWER TO SUSPEND OR EXPELL THE LOCAL ASSOCIATION.

SHOULD THE CHARGES PROVE FOUNDED, THE PROVINCIAL EXECUTIVE MAY REPRIMAND THE ACCUSED LOCAL ASSOCIATION WITH THE RIGHT OF APPEAL BY EITHER THE ACCUSOR OR THE ACCUSED TO THE NEXT REGULAR CONVENTION. IF THE PROVINCIAL EXECUTIVE RECOMMENDS THAT THE APPROPRIATE REMEDY SHOULD BY SUSPENSION OR BY EXPULSION, THE MATTER SHALL BE REFERRED TO A SPECIAL CONVENTION CONVENED FOR THE SOLE PURPOSE OF DECIDING THE MATTER, UNLESS A REGULAR CONVENTION FALLS WITHIN NINETY (90) CALENDAR DAYS, IN WHICH EVENT THE HEARING OF THE MATTER SHALL BE THE FIRST ORDER OF BUSINESS.

THE ACCUSED LOCAL ASSOCIATION OR THE ACCUSOR SHALL HAVE THE RIGHT OF APPEAL OF THE DECISION OF THE CONVENTION TO THE MEMBERSHIP OF THE PROVINCIAL ASSOCIATION. THE APPEAL SHALL BE CONDUCTED BY REFERENDUM VOTE. THE ARGUMENTS OF EACH PARTY TO THE HEARING SHALL BE CIRCULATED TO EACH MEMBER OF THE PROVINCIAL ASSOCIATION WITH A REFERENDUM BALLOT, RATIFYING OR REJECTING THE DECISION OF THE CONVENTION. HOWEVER, THE DECISION OF THE CONVENTION SHALL STAND UNTIL AND UNLESS OVERTURNED BY THE REFERENDUM.

MOTION

Alan Mabin Moved

Bob McAdie Seconded

CARRIED

THAT THE CONVENTION WELCOMES ROGER CROWTHER AS A GUEST WHO WILL ADDRESS THE CONVENTION ON BEHALF OF THE CANADIAN ASSOCIATION OF INDUSTRIAL, MECHANICAL AND ALLIED WORKERS' UNION.

Roger spoke to the Convention about the Canadian Kenworth strike that was supported by AUCE and many other unions over the past year - the issue was equal pay for work of equal value and the union managed to achieve parity wages for the women office workers and the other employees, mostly men, who worked on trucks (building, electrical, etc.). A comparison was drawn by some delegates between the successful fight waged by CAIMAW and the unsuccessful (largely) strike waged by the Vancouver and district civic workers (Canadian Union of Public Employees-CUPE members) who were also fighting for wage parity for inside & outside workers.

LOCAL 5 REPORT

The Convention was addressed by Wally Hritzuk, delegate, on behalf of AUCE Local 5 and the following is a brief outline of the points he raised and the items discussed by the Convention:

- five employees have been laid off at the College of New Caledonia, and four of the five have be very active in the union by serving on

LOCAL 5 REPORT - continued

- the Negotiations and Job Action Committees.
- some employees who have resigned have not been replaced and their work is being 'dumped' on other employees
 - there have been a number of faculty lay-offs, including active members of the faculty union
 - to date there has been no ruling from the BC Labour Relations Board on the legality of the strike conducted this past March. (The Labour Minister had ordered the members back to work, an act that was condemned by AUCE #5 - he also declared the strike illegal!) /to the appeal
 - the Local decided to affiliate to the Confederation of Canadian Unions, contrary to the vote taken by the AUCE membership as a whole, to join the CLC; he stated that AUCE Local 5 had received much support from CCU affiliates during the strike.

EMERGENCY RESOLUTION "Y"

Jack Gegenberg Moved
Nancy Wiggs Seconded
CARRIED

THAT CONVENTION DEAL WITH THIS RESOLUTION.

Elaine McPherson Moved
Wally Hritzuk Seconded

WHEREAS THE PROVINCIAL ASSOCIATION HAS VOTED IN A REFERENDUM TO SEEK DIRECT AFFILIATION TO THE CLC, AS AUCE
WHEREAS LOCAL 5 OF AUCE IN PRINCE GEORGE DID NOT GET ANY SUPPORT DURING ITS STRIKE, FROM THE PRINCE GEORGE AND DISTRICT LABOUR COUNCIL WHICH REPRESENTS THE CLC IN THE AREA
WHEREAS THIS POSES REAL QUESTIONS AS TO THE CONSIDERATION THE CLC IS GIVING TO AUCE'S APPLICATION FOR AFFILIATION
AND WHEREAS THIS ATTITUDE OF THE PG & D LABOUR COUNCIL FLIES IN THE FACE OF ALL PRINCIPLES OF LABOUR SOLIDARITY
BE IT RESOLVED THAT THIS CONVENTION CONDEMNS THE ATTITUDE AND ACTIONS OF THE PRINCE GEORGE AND DISTRICT LABOUR COUNCIL
BE IT RESOLVED THAT THE AUCE PROVINCIAL EXECUTIVE SEND A LETTER TO THE PG & D LABOUR COUNCIL WITH A COPY TO THE CLC EXECUTIVE ASKING FOR EXPLANATIONS AND APOLOGIES
AND BE IT RESOLVED THAT A LETTER BE SENT TO THE CLC EXECUTIVE TO REITERATE THE QUESTION ON THEIR INTENTION VIS À VIS THE AUCE APPLICATION FOR AFFILIATION.

MOTION
Roger Perkins Moved
Alan Mabin Seconded
CARRIED

THAT THE LAST 'BE IT RESOLVED' BE A SEPARATE MOTION.

EMERGENCY RESOLUTION "Y" - continued ...

MOTION

Murray Adams Moved
Suzan Zagar Seconded
DEFEATED

THAT THE LAST "BE IT RESOLVED" BE REMOVED FROM THE MOTION.

The Chair ruled that the Resolution would be 'split' in order that each 'Be it Resolved That' be considered separately.

DISCUSSION ON "BE IT RESOLVED #1" -

BE IT RESOLVED THAT THIS CONVENTION CONDEMNS THE ATTITUDE AND ACTIONS OF THE PRINCE GEORGE AND DISTRICT LABOUR COUNCIL

AMENDMENT

Mary Mabin Moved
Jack Gegenberg Seconded
CARRIED

THAT THE FOLLOWING BE ADDED TO THE END OF THE FIRST "BE IT RESOLVED":

" ... DURING THE AUCE LOCAL 5 STRIKE IN PRINCE GEORGE."

DISCUSSION ON "BE IT RESOLVED #2" - no objections

CARRIED (Moved & Seconded by McPherson/Hritzuk - see pg. 17)

VOTE ON "BE IT RESOLVED #'s 1 & 2"

CARRIED AS AMENDED

DISCUSSION ON "BE IT RESOLVED #3":

A Delegate, Star Rosenthal asked the Chair to determine the orderliness of this section of the Resolution.

The Chair ruled this section in order.

Star Rosenthal challenged the Chair.

Jack Gegenberg assumed the Chairperson's duties for this item.

Lid and Star explained their positions.

The Chair asked the Convention to vote either in favour of Sustaining the Chair or Upholding the challenge.

THE CHALLENGE WAS UPHOLD BY CONVENTION; THIS SECTION OF THE RESOLUTION WAS DISALLOWED, WHICH MEANS IT IS NOW OF ORDER; THE CHAIR SUGGESTED THAT AN ITEM OF THIS NATURE BE REFERRED TO THE END OF THE LOBBY SUB-COMMITTEE REPORT.

General discussion on the affiliation situation at Local 5 continued, and the following points were raised:

- Marcel Dionne asked the Local 5 delegation whether or not the Provincial Executive's advice had been sought before the motion to join the CCU was entertained by the Local - Wally Hritzuk replied that it had not

Discussion re Local 5 continued -

- other delegates asked why the Provincial wasn't informed of the decision until some days after the affiliation application had been ACCEPTED by the CCU and the response was that 'it had happened quite quickly and that the local did not try to keep it a secret'.
- another member questioned the affiliation at this time since the Local 5 speaker had reported that the support from the CCU was unconditional anyway
- the Secretary-Treasurer, Sheila Perret, reported a telephone incident that had taken place when David McIntyre of the BC Federation of Labour had called the Provincial Office - McIntyre 'ordered SP to order Local 5 to take down the lines' (at the CNC satellite at the Provincial jail) because he claimed that the warders had locked the prisoners in their cells because a shift change was scheduled and the next shift of warders was not able to cross the picket line and go to work; McIntyre informed S. Perret that that if AUCE did not get those lines down, then "you can go fill your boots on that one, and never again expect any kind of support from the Fed in the future ...!"
- Bob McAdie, delegate from Local 2, expressed his support for Local 5's successful wage settlement of a compounded 29% over two years and he stated that he felt congratulations were in order for the local.

MOTION

Bob McAdie Moved

Bob Wiseman Seconded

CARRIED

TO RECEIVE THE LOCAL 5 REPORT.

MOTION

Bob Wiseman Moved

Dianne Kauffman Seconded

CARRIED

THAT WE WELCOME TOM BEARDSLEY OF THE COLLEGE & INSTITUTE EDUCATORS' ASSOCIATION OF B.C. (CIEA) AS A GUEST SPEAKER AND OBSERVER.

In brief, Mr. Beardsley spoke about CIEA:

- there are 24 colleges and institutes in B.C., of which 12 are in CIEA
- colleges and institutes are going to be facing major budget problems in the coming year as there will be book (library) and general acquisition cuts.
- Provincial and general government cuts will result in no extra hiring and certainly no staff/faculty replacements for the coming year.
- Douglas College faculty recently won a 12% wage settlement and achieved good language to protect sessional instructors in the event of lay-offs and tech change
- at Fraser Valley College, where the Staff and the Faculty form one union, they are affiliated to CIEA but are not full members, a situation which, according to the CIEA constitution, can remain the same for a maximum of one year, after which the union will have to decide on whether or not to join officially

MOTION

Alan Mabin Moved

Helen Glavina Seconded

CARRIED

THAT CONVENTION ADJOURN UNTIL 9:30 SUNDAY, AS
IT IS NOW 5:30 p.m.

AUCE LOCAL #5 - ANNUAL REPORT - Submitted by Judy Attewell, President - 1980/81

The past year has been a very busy one. Preparations for negotiations began very early in the summer of last year, since our contract expired Oct. 31/80. The negotiation team met with management at the bargaining table in September to begin a very protracted series of negotiations. During this period, the majority of our General Membership meetings dealt primarily with the subject of negotiations and were extremely well attended. Negotiations dragged on past Christmas and by mid-February, a tentative settlement was reached and on Feb. 18th, rejected by 93% of the membership. A strike vote was taken on Feb. 21st with notice being served to the college, who subsequently called for a mediator from Jack Heinrich's Mediation Services branch. This caused an intervention in our legal right to strike because during the B.C. Winter Games, the college played an important supporting role by feeding over 2500 visiting athletes and housing 600. Local 5 felt that Jack Heinrich's appointment of a mediator was totally improper due to their receiving a phone call saying the college had applied for a mediator. Since one had not been appointed at that time, plans went ahead for a strike commencing at 2:30 p.m. February 24th. A mediator was appointed and was unable to be in Prince George until March 4th (the B.C. Winter Games commenced March 5th). The L.R.B. hearings adjourned and immediately Local 5 was issued a Cease and Desist Order. However, we have never received in writing a "Back to Work" order; but Local 5 did so in good faith. A 1 1/2 day session with the mediator followed and resulted in his booking out. Still no contract settlement! Management regressed in their offers instead of negotiating in good faith. Rotating strikes were begun and kept up for two weeks. As no negotiations had transpired during that period of time, we re-introduced the college to our picket lines. After 3 1/2 days of picketing, the College Board ordered its negotiating team back to the bargaining table. A tentative agreement was reached and on April 6th the members of Local 5 ratified a new contract. During our strike, we were supported by both faculty and students.

On March 30th, after consideration, the AUCE Local 5 membership voted unanimously to affiliate with the Confederation of Canadian Unions. Both faculty and students put pressure on the College Board members to settle the strike. Local 5 issued a strike bulletin with the home and business telephone numbers of all the Board members and the flood began. We were joined on the picket lines by various CCU affiliated unions - Pulp, Paper & Woodworkers of Canada; Canadian Association of Smelter & Allied Workers (Kitimat & Yellowknife); as well as members of the Telecommunications Workers Union. We were also supported by the B. C. Council of the CCU at their meeting on the weekend prior to our strike. A motion in support of our demands and condemning Jack Heinrich, Minister of Labour, for interference in our rights, was passed unanimously, and issued to the media. The B. C. Council further passed a motion inviting Local 5 to consider affiliating to the CCU.

Since then, we have been busy with elections of executive positions and stewards due to resignations. We have several grievances in the works and preparations of material for Provincial Convention.

Submitted by AUCE Local #5

SUNDAY, JUNE 14, 1981 - first page of day two of the convention

The Chair opened the Convention at 9:05 a.m. by calling for nominations for Provincial Table Officer positions:

Nominated for:

President

Peter Lane nominated Bob Wiseman
Jack Gegenberg nominated Bob McAdie

Vice-President

Mary Mabin nominated Jack Gegenberg

Secretary-Treasurer

Peter Lane nominated Star Rosenthal
Mary Mabin nominated Bob Wiseman

Organiser

Star Rosenthal nominated Sheila Perret
Mary Mabin nominated Bob Wiseman

Co-ordinator

Jack Gegenberg nominated Lauma Avens
Bob Wiseman nominated Sheila Perret

Trustees (3 positions)

Carole Cameron nominated Sheila Rowswell
Jack Gegenberg nominated Ann Sullivan
Joan Treleaven nominated Sheila Blace
Star Rosenthal nominated Steve Halford
Alan Mabin nominated Dave Erickson
Ann Sullivan nominated Bill Goodacre

EMERGENCY RESOLUTION NUMBER 6

Mary Mabin Moved
Dave Erickson Seconded

WHEREAS THE PROVINCIAL CONVENTION INSTRUCTED THE PROVINCIAL EXECUTIVE TO CONDUCT REFERENDA ON AFFILIATION;

AND WHEREAS THE DECISIONS OF THESE REFERENDA WERE TO REJECT AFFILIATION TO THE CCU AND TO LOBBY THE CLC TO ADMIT AUCE INTACT AS AN AFFILIATE;

AND WHEREAS THE RESULTS OF THESE REFERENDA ARE BINDING ON ALL AUCE LOCALS;

AND WHEREAS THE DECISION BY LOCAL 5 TO AFFILIATE TO THE CCU IS IN DIRECT VIOLATION OF THE AUCE PROVINCIAL POLICY ON AFFILIATION;

EMERGENCY RESOLUTION NUMBER 5 - continued

THEREFORE BE IT RESOLVED THAT IN ORDER THAT LOCAL 5 MAY CONTINUE TO PARTICIPATE IN AUCE PROVINCIAL THAT THIS CONVENTION URGES LOCAL 5 TO WITHDRAW FROM THE CCU;

AND BE IT FURTHER RESOLVED THAT SHOULD LOCAL 5 DECIDE TO REMAIN AFFILIATED TO THE CCU, DISCIPLINARY PROCEEDINGS BE INSTITUTED AGAINST THE LOCAL ACCORDING TO AMENDMENTS PROPOSED TO SECTION 19 OF THE PROVINCIAL CONSTITUTION, TWO MONTHS AFTER CONVENTION.

AMENDMENT

Jack Gegenberg Moved
Mike McPherson Seconded
CARRIED

THAT THE LAST SECTION OF THE RESOLUTION, "AND BE IT FURTHER RESOLVED THAT SHOULD AUCE LOCAL 5 TWO MONTHS AFTER CONVENTION.", BE ELIMINATED.

AMENDMENT

Richard Melanson
Bob Anderman

THAT THIS CONVENTION URGES LOCAL 5 TO WITHDRAW FROM THE CONFEDERATION OF CANADIAN UNIONS FOR 6 MONTHS IN ORDER TO PERMIT AUCE PROVINCIAL TO CARRY ON THE PROCESS OF LOBBYING THE CLC, AFTER WHICH POINT, IF THE CLC HAS NOT MADE A FAVOURABLE DECISION, LOCAL 5 SHALL BE ABLE TO RE-JOIN THE CCU IF IT SO WISHES.

DEFEATED

MOTION

Jack Gegenberg Moved
Marcel Dionne Seconded
CARRIED

THAT THERE SHALL BE A BREAK FOR 5 MINUTES.

AMENDMENT

Bob Wiseman Moved
Nancy Wiggs Seconded
DEFEATED

THAT THE FOLLOWING BE ADDED:
"AND BE IT FURTHER RESOLVED THAT THIS CONVENTION URGES LOCAL 5 TO WITHDRAW FROM THE CCU.

MAIN RESOLUTION - ROLL CALL VOTE

continued on the next page ...

(22) ...

Emergency Resolution #6 - con't

ROLL CALL VOTE

IN FAVOUR:

Local 1 - Murray Adams, Carole Cameron, Marcel Dionne, Helen Glavina,
Pat House, Joan Treleaven, Nancy Wiggs
Local 2 - Ann Fribance, Carol Knight
Local 4 - absent
Local 5 - none in favour
Local 6 - Laura Doliner, Dave Ericksen, Alan Mabin, Michelle
Valiquette, Bob Wiseman
Provincial Executive - Suzan Zagar, Star Rosenthal, Roger Perkins,
Mary Mabin

OPPOSED:

Local 1 - Kitti Cheema, Richard Melanson
Local 2 - Bob Anderman, Sara Carroll, Steve Halford, Bob McAdie,
Ann Sullivan, Lynne Taylor, Hester Vair
Local 4 - absent
Local 5 - Wally Hritzuk, Elaine McPherson, Mike McPherson
Local 6 - Peter Lane
Provincial Executive - Lauma Avens, Sheila Perret, Sheila Blace,
Tom Hedekar, Dianne Kauffman, Jack Gegenberg

ABSTENTIONS:

Sheila Rowswell (Provincial Rep #1)

VOTE - 18 in favour/19 opposed/1 abstention DEFEATED

LOCAL 1 REPORT (UBC) - Given by Suzan Zagar

See Appendix 22 a, 22 b, 22 c, 22 d, 22 e, & 22 f for the complete report submitted by Local 1 to Convention. The written report was supplemented by some points made by S. Zagar regarding the decision made by that Local to withhold the previous year's \$1.25 increase portion of the per capita tax. General discussion followed and Emergency Resolution #5 (see below) and several motions resulted:

MOTION

Alan Mabin Moved
Bob McAdie Seconded
CARRIED

THAT WE RECEIVE THE LOCAL 1 REPORT.

MOTION

Alan Mabin Moved
Mary Mabin Seconded
CARRIED

THAT CONVENTION CONSIDER EMERGENCY RESOLUTION #5
SUBMITTED BY AUCE LOCAL 6.

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - LOCAL ONE - ANNUAL REPORT
IS TIME RUNNING OUT FOR AUCE?? (AGAIN!!)

It has been a rather confused and turmofled year at Local 1. In June 1980, we signed a 2-year contract with the University, our membership having voted to accept a general wage increase of 10 and 9.5% over 2 years, after a month of selective strike action. No other significant gains were obtained in this set of negotiations, other than very strong wording in an article providing job security for our members serving salaried positions in the union. Strategical errors in strike action became evident - selective strike action did nothing to instill a strong sense of participation in our membership, the vast majority not being affected by the strike. Only 200-300 out of approximately 1400 members regularly showed up at union meetings to make the all-important decisions governing the strike. A pivotal meeting of over 900 members at the end of May ended strike action, and we went back to work. There was no mistaking the colour to be of our new contract: it has a black cover, with white lettering. The single consolation of an additional year's respite, provided by a 2-year contract, has been quickly shattered: already, we are going about 5% behind the current rate of inflation; the recurring problems of our totally inadequate pay-grade/ classification system can no longer be ignored, and a growing dispute of marketability vs. "equal pay for work of equal value" currently rages; a trend towards the rapid attrition of our bargaining unit is becoming frustrating, as more and more of our positions are either eliminated outright, or as our higher-level positions are replaced with professional, management-level staff. Membership dissatisfaction is becoming keen: at our May monthly general meeting, a significantly higher than usual number of members turned out and voted to strike a strategy committee to negotiate a wage reopener.....

The trauma of the brief, bitter strike action was felt immediately. We began by battling a strike bill in the area of \$40,000. The Executive was aware of a need for a dues increase, and began to discuss ways of getting both a dues increase and a special assessment to retire strike-related debts passed by the membership. The ongoing affiliation referendum was not out of sight in the background. By August, we were faced with an additional financial burden due to a barely-passed increase in the Provincial per capita tax requirements, although Local 1 had in fact rejected the increase. By September, the Executive knew that the Provincial Executive did not intend to delay the effective date of the per capita increase, although they knew the financial instability of several locals; the Local 1 Executive however, prioritized the stability of the local, and pushed the dues increase and the special assessment to the membership, informing the Provincial Executive that we could only afford to pay the old per capita rate until such time as the dues increase referendum passed. The referendum was conducted in November, having been delayed due to a lack of time at our October membership meeting to discuss the issue of a dues increase, and a series of precedents relating to the amount of vacation pay the union owed the University for picketers. On December 16, the referendum was counted, and both the dues increase (\$9 to \$12) and the special assessment passed. The dues increase was implemented in January 1981, at which point we began paying the full amount of the new per capita rate.

The fall season was busy. The Executive began a project of planning badly needed revisions to our local bylaws to take to the membership. The first bylaw change, which made the two local representatives to the Provincial voting members of the local Executive, was passed at our December meeting. A Benefits Committee, struck as a result of a letter of agreement signed in negotiations, began the task of obtaining an improved benefits package for our membership.

continued.....

October brought announced budget cutbacks, and 1.7% of the University's salary budget, campus-wide, was to be pared away. Numerous positions in our bargaining unit have already been eliminated, and the trend of replacing our higher paid positions with professionals still continues. It somehow feels like such unjust and unfair punishment for such a mediocre wage settlement. It not only looks like the University Administration is attempting to whittle away our wage gains, but it would appear that the University is (at least!) very true to their word: we were nicely informed in 1980 negotiations that for every 1% obtained over 9% offered in a wage settlement, at least 12 AUCE positions must go....So ended 1980.....

So began 1981 with some heartwarming improvements. The Local 1 union office was moved to the Armory building on campus, as per an agreement with the University. We are right next door to the new CUPE Teaching Assistant's local, and the rent is a nominal fee of \$1.00 per year, which will mean a considerable savings in rent. In February a bylaw amendment was passed changing the pay of our three salaried officers to a single rate of Pay Group 4, Step 6 (the former rate was the same as the officer's previous job). A step up for equal pay!! A further bylaw amendment deleted a 2-year limitation on the term of office in a salaried position. A similar move was taken by the 1980 convention for the Provincial salaried officer position.

Still looming in the air was an \$8000. debt to the Provincial due to the unpaid portion of the increased per capita tax from August to December 1980. To pay off this debt would have required yet another special assessment, which was unlikely to pass. It was hoped that the Provincial Executive would waive this debt, however, the Provincial Executive maintained a position of offering a loan. At our February meeting, the membership voted not to pay the \$8000. owing, a position which has recently been reiterated to the Local 1 Delegation to the 1981 Convention.

What does the future hold? Many things will be happening...our Strategy Committee has already had its first meeting to plan a course of action for obtaining a wage re-opener. CUPE 116 is still negotiating, and we can't rule out the possibility of a future strike. We should shortly be getting together our 1982 Contract Committee. Cutbacks will continue. Inflation will continue. Our Bargaining unit will become smaller and smaller. And then, and then, and then.....

Submitted by Suzan Zadar
Local #1 - Provincial Representative

The fall season was busy. The Executive began a project of planning badly needed revisions to our local bylaws to take to the membership. The first bylaw change which made the two local representatives to the Provincial voting members of the local Executive, was passed at our December meeting. A Benefits Committee struck as a result of a letter of agreement signed in negotiations, began the task of obtaining an improved benefits package for our membership.
.....continued.....

The following pages were submitted by Local 1's Provincial Rep Suzan Zagar to supplement Local 1's annual report and are reprints from various issues of the Local's newsletter On Campus.

The Per Capita Tax Affair

Last August, as a Provincial body, we voted to substantially increase our Per Capita Tax per member from \$2.00 a month to \$3.25 a month. The Per Capita Tax is that amount of money deducted from a member's monthly dues which goes to the Provincial. Per Capita Tax for full-time members was \$2.00 a month as indicated above, and, the average monthly total remitted to the Provincial from this Local was (and is to date) \$2800.00.

With the new increase our monthly remittance to the Provincial should have increased to approximately \$4300.00 a month. But, there was a catch. Our financial situation prevented us from even considering the possibility of fulfilling our new commitments. More often than not, our monthly expenses exceeded our revenue. The strike and its related expenses had depleted our strike fund and we had just completed a successful referendum to retire a major portion of our outstanding loan with the BCTCU. Our liabilities far outpaced our reserves.

What was confronting us was the necessity of holding two future referenda. The first would be to retire the remaining strike-related expenses and to reimburse the University for the holiday time lost by our picketers for the month of May 1980. The second referendum would be concerned with a dues increase which was needed to cover the new Per Capita Tax, the increasing office expenditures, the building up of our Strike Fund, the increased office staff wages for April 1981, etc.

Against this backdrop, the Executive passed the following motions at its September 9th meeting:

That the Executive oppose the Provincial's apparent decision to make the Per Capita Tax retroactive to August and that should a dues increase be approved by the membership then Local 1 will pay the increased Per Capita Tax from that point in time.

Previous to the motion our Provincial representatives had informed the Executive that the Provincial expected that the Per Capita Tax would be retroactive to August. It was the feeling of the Executive that by the time we had presented the request for a dues increase to the membership that the retroactive Per Capita Tax owing to the Provincial would hover between \$6,000. and \$8,000. To repay that would probably necessitate another referendum.

Our primary concern was to have the strike debt retired and to have the dues increase passed -- if such a result was in the cards. Armed with those crucial successes, we could then turn our attention to the issue of the Per Capita Tax retroactivity. During this period in September and October it was the hope of the Executive that the Provincial, due to our financial situation, would agree to waiving our paying of the retroactive amount. As the debate continued during these months, the Executive maintained this position -- but we did indicate to our Provincial representatives that at the very least we would take the retroactivity issue to the membership in the form of a referendum. It was our perception that we did not want to torpedo the first two referenda by raising the spectre of a further vote. A constant underlying theme was

continued.....

APPENDIX (25.0)

The following pages were submitted by Local 1's Provincial Rep Susan Zagar

the possibility that the membership might reject a dues increase. If that occurred then we could not consider paying the increased Per Capita Tax - It was even possible that we might have to forego the payment of our old Per Capita Tax rate when our financial commitments to the Local so dictated.

Impressions to the contrary, the early stages of the debate were not couched in anti-Provincial terminology, although on occasion we did issue the occasional storm warnings about the Provincial's future. The Provincial Executive was to have attended our October 7th Executive meeting, but that meeting was delayed to the 28th. At the meeting of October 7th, Susan Zagar, one of our Provincial reps, reported that it was her perception that the Provincial would only go so far as to extend an interest-free loan to the Local to repay the retroactive Per Capita Tax. Unfortunately, the Provincial Executive did not make it to the October 28th meeting at the scheduled time and the quorum was lost. An informal discussion ensued as well as an exchange of financial information. Those Executive members present reaffirmed the motion of September 9th while the Provincial indicated that they would not waive the Per Capita Tax retroactivity for the August to October 1980 period. The discussion also touched upon some of the anti-Provincial sentiment that existed at our Local.

Delays were encountered in the preparation of the referenda. One was our inability to have the issue of the dues increase discussed at the October meeting - there just wasn't sufficient time. We also stumbled upon a series of precedents in regards to holiday pay for the picketers which to us meant that the amount we owed to the University plummeted from approximately \$12,000. to a sum in the area of \$5,000. Ensuing discussions consumed a substantial portion of time. By the time you have this article, the ballots for the aforementioned referenda will probably have been sent to and returned by our members.

On October 28th, Sheila Perret, the Provincial Secretary-Treasurer, wrote to us and informed us that the following motions had been passed:

That because AUCE Local 1 incurred extraordinary strike expenses this summer, which have made it difficult for the Local to meet the Constitutional obligation of the \$1.25 per capita tax increase since the effective month of August 1980, the Provincial shall lend the Local the amount equal to the per capita tax increase portion of the monthly remittance, for August, September and October 1980.

The repayment schedule for Local 1's current per capita tax loan, shall be fixed by the Provincial Table Officers after consultation with the Local 1 Executive and that the arrears portion of the per capita tax increase shall be fully repaid by June 30, 1981.

At our November Executive meeting, the Executive decided to answer the letter from Sheila - which we did at the end of the month. In that correspondence with the Provincial we welcomed them to attend our December 16th Executive meeting and we indicated that our two referenda would be counted. With those results our discussions with the Provincial on the issues in question would be more meaningful. In late November we were informed by one of our Provincial reps that the Provincial had made the decision that at some point in the future it might be necessary to suspend AUCE Local 1's voting privileges at the Provincial.

What had initially been discussed in September was still kicking around in the form of a motion by December. Through a series of misunderstandings and due to the Provincial's handling of the affiliation ballots, a feeling of "mistrust" developed. A cursory glance by the Provincial at our past financial statements

continued.....

and an appreciation of our tactical position due to the debts and the necessity of a dues increase would have gone a long way to reducing some of the tensions. For our part, our unwillingness as an Executive to live up to our commitments to the Provincial - at least in principle by agreeing to repay the retroactive Per Capita Tax - muddied the waters. We pointed out to our reps a probable scenario which would develop if the \$5.00 assessment was passed by the other Locals (which it has). We said that we would end up accepting the cheque from the Provincial and promptly returning it as payment to cover our Per Capita Tax arrears.

If the dues increase does pass then our discussion with the Provincial on December 16th will be simplified somewhat - our concern will be the retroactivity issue. If the increase does not pass then we have opened a can of worms. It is possible that our future participation in the Provincial will have to be examined. The underlying theme of the debate over the past few months has indeed been the future of the Provincial.

Ray Galbraith
Secretary-Treasurer

At the local Executive meeting on September 29th, our Provincial rep advised us that the increased per capita tax was due retroactively to August. The Executive then took the position that we would continue to pay the per capita tax at the old rate of \$2.00 per full time member until we had a dues referendum in our own local, at which point we would begin to pay the increased per capita tax rate. We also stated that at that time we would let our membership decide on the question of the outstanding arrears.

The Provincial did not accept the position of our Executive. They offered to extend this local an interest free loan to repay any retroactive per capita tax until we had a dues increase, at which point we would have to repay the loan. We advised our provincial rep to tell the Provincial we were not refusing to pay the money, it was simply a case of our local not having the funds available. We stated our financial position was not sound after the strike. We asked the Provincial Executive to attend our next Executive meeting.

At our December 15th Executive meeting our provincial rep advised us that the Provincial wanted us to either accept a loan from them to be applied to the arrears OR to pay a portion of the outstanding arrears. She advised that the Provincial would withdraw the voting privileges of this local when the total arrears amounted to three months regular per capita tax payments. They felt this would be reached in either January or early February.

The Executive decided that we would send the following action to the Provincial, "THAT THE EXECUTIVE TELL THE PROVINCIAL THAT AS OF WHEN WE RECEIVE THE DUES INCREASE THAT WE WILL BEGIN PAYING THE INCREASED PER CAPITA TAX AND THAT WE WILL TAKE THE ISSUE OF RETROACTIVITY TO THE MEMBERSHIP FOR A DECISION." We wanted the Provincial to reconsider their position and to consider the fact that this local was unable to pay the increased tax, that we were incurring a debt due to their demand for retroactivity when there should not have been one. We had only refused to pay because we did not have the money at the time. Later in this meeting, members of the Provincial Executive arrived and had a discussion on the entire matter. We stated that our members had a right to state whether they wished to pay the arrears. The Provincial stated that the question of retroactivity does not retroactively pass on past practice. We advised the Provincial that if they were aware of our own financial difficulties, they should have been willing to forgive the arrears. The Provincial stated that the other WTR locals had passed a \$2.00 assessment for payment to our local's strike fund, that the Provincial had offered an interest free loan for the arrears and that the Provincial (P-1) did not allow for the forgiving of the payment of the per capita tax.

EXECUTIVE REPORT

TO PAY OR NOT TO PAY

In July of 1980, the AUCE Provincial sent a ballot to all AUCE members in order to obtain a proposed increase in the per capita tax that each local pays to the provincial. This was a result of an amendment that was proposed at the AUCE convention last June which had the effect of raising the per capita tax from \$2.00 per full time member per month to \$3.25 per full time member per month.

The AUCE Provincial Dispatch Number 12, dated August 11, 1980, announced that the proposed per capita tax increase had passed and that the increased dues would be effective as of August. The vote for the increased per capita tax was YES 273, NO 241, ABSTENTIONS 57, SPOILED BALLOTS 21.

At the Local 1 Executive meeting on September 9th, our Provincial rep advised us that the increased per capita tax was due retroactively to August. The Executive then took the position that we would continue to pay the per capita tax at the old rate of \$2.00 per full time member until we held a dues referendum in our own Local, at which point we would begin to pay the increased per capita tax rate. We also stated that at that time we would let our membership decide on the question of the outstanding arrears.

The Provincial did not accept the position of our Executive. They offered to extend this local an interest free loan to repay any retroactive per capita tax until we had a dues increase, at which point we would have to repay the loan. We advised our provincial rep to tell the Provincial we were not refusing to pay the money, it was simply a case of our local not having the funds available. We stated our financial position was not sound after the strike. We asked the Provincial Executive to attend our next Executive meeting.

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... continued ...

At our meeting of January 20th the Executive of AUCE Local 1 passed the motion which will follow. We have not paid the increased per capita tax from August to December 1980 as we did not have the money. In order to pay the increased per capita from August on, we would have had to lay-off one of our own staff. There would have been no other way to raise the money. The Executive felt this Local's responsibilities were to our own members first. We told the Provincial we would begin to pay the increased tax when we had a dues increase. Starting in January, the increased provincial per capita tax will be paid. The Provincial states we owe arrears from August to December 1980. They amount to approximately \$6,000.00. We are not in a position to pay the arrears at this time without another referendum to raise the money from our members. The Executive is not prepared to do this unless the following motion is defeated and we are instructed to do so by you, the membership of Local 1.

NOTICE OF MOTION

THAT AUCE Local 1 not pay to the Provincial Association the outstanding arrears in the per capita tax for the period August 1980 to December 1980.

To: The Membership of AUCE Local 1

THE CONTINUING STORY OF THE PER CAPITA TAX AFFAIR!!

At a recent meeting, the Local 1 Executive passed a motion to recommend to you that the unpaid portion of the increased Provincial Per Capita tax (about \$6,000) not be paid. As your Provincial Representative, I urge you to endorse this recommendation, and further urge you to request of the Provincial Executive that they forgive the amount owing. This recommendation should not only be endorsed in light of the financial difficulties this Local has been through (to pay it would require yet another special assessment!), but also in view of the principles involved in the debate, and the very reasons why we exist in the Provincial!

I cannot feel that the Provincial Executive has been entirely responsive to the concerns of this Local, as they might have been, nor sympathetic to the kind of realistic assistance that we actually need from them as members of the Provincial Association.

I must believe that the Provincial Association's vote to increase the Per Capita tax requirements from \$2.00 to \$3.25 included their good faith that such an increase would not be implemented by a means which would jeopardize the existence and functions of the Locals. My objections and concerns were heard by members of the Provincial Executive as to August 1980 as the effective date of the Per Capita tax increase, without due consideration of the financial capabilities of the locals, two of which were still sinking in heavily burdened strike debts, with no guarantee that such debts would soon be overcome. Rather than responding to Local 1's ability to pay, the Provincial Executive's stand, a rather untimely insistence that this Local accept a loan for the arrears portion of the Per Capita tax, only threatened to further jeopardize this Local financially and emotionally, and at worst, could have ultimately forced the lay-off of one of our salaried officers - a price much, much too high to pay for our existence in the Provincial! To give your Executive credit, a commitment was made to continue paying the old Per Capita rate of \$2.00, with a further commitment to begin paying the full \$3.25 upon authorization of a Local dues increase - it was the best that could have been done! Efforts and priorities centered around obtaining the much needed local dues increase and special assessment to cover strike debts, without which, the Provincial had been warned, our further participation in the Provincial would be seriously in question! If one cannot afford to pay the price, one cannot belong!

This debate arises partly from the fact that the Provincial constitution provides no means to allow the Provincial Executive to forgive payment of Per Capita tax under extenuating circumstances. Certainly, there ought to be some allowance for non-payment when a local is/has been on strike, or is in serious financial jeopardy, and our delegates to this year's convention must undertake the task of amending the constitution to accommodate this. It has become evident that the lack of such an allowance is beginning to, and will continue to threaten a Local's right to belong to the Provincial. It is also important that the Provincial Association share in the financial difficulties of the Locals - what affects one Local ultimately affects the entire Provincial Association.

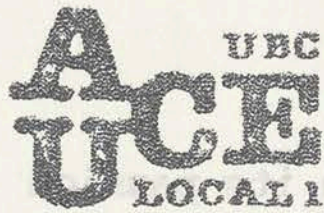
It is unrealistic of the Provincial Executive to demand and expect every dollar of Per Capita tax owed, while turning a blind eye to a Local's impending financial disaster. The Provincial must be a willing absorber and buffer of Local financial difficulties, particularly as the Provincial itself is never threatened with the possibility of a strike (only the locals are!). It is also important that we continue to support other locals financially in the form of special assessments, just as they have recently done for us.

In spite of any principles involved, it is clear, especially for the two largest locals capable of self-sufficiency, that the survival of the Local must come before existence in the Provincial structure - an inevitable reality if a Local cannot turn to the Provincial for the purpose for which it was set up, that is, to provide assistance, support and service to all members of the Provincial Association.

This Local alone will provide the Provincial Association with over \$50,000 this year, yet I cannot believe that the price of belonging to the Provincial need be high! We should be pleased that part of this money goes to assist the smaller locals for services financially out of bounds. By the very nature of the Provincial structure, our participation can go a long way to support our own existence as we, at conventions, exercise our right to determine how funds will be used, and what services we will receive. Without putting a "price" on a monetary contribution, I believe that we can in fact receive "something" for our participation in the Provincial. If there is no reason for our participation, then it must be reconsidered! If one receives only much needed and welcome support, financial or moral, then any monetary contribution is a small price to pay! Receiving grief, hassles, and misunderstanding is a grave defeat of any Local's existence within the Provincial.

As a member of the Provincial Executive, I believe there is every honest attempt to govern the Provincial Association harmoniously and in good faith to the varied services needed by individual locals. I trust the Provincial Executive will respond in good faith to any request made by this membership at our February meeting regarding this debate. The reasons for the existence of the Provincial Association always have been and always will be unity, strength, and a common ground for mutual support!

IN SOLIDARITY! Suzan Zagar, Provincial Representative, AUCE Local 1



association of university and college employees

January 26, 1981

AUCE Provincial
901 - 207 West Hastings Street
Vancouver, B.C. V6O 1J8

Attention: Provincial Executive

Dear Brothers and Sisters:

Even those of us ready to admire the reasons for A.U.C.E. Provincial's existence and even those of us willing to agree that you are necessary for our own survival, have cause to reconsider AUCE Provincial's priorities of principle and power.

Knowing the emotional and financial difficulties of AUCE Local 1, your latest manoeuver goes far beyond the respectable astuteness of strategy. I am referring to your latest approach involving back payment of approximately \$6,000. in per capita tax payments. By clearly putting power before principle I believe you have risked your reason for existence, which I believed was that your office was a source of help in cases of difficulty.

As for this local, I hope the danger of disunity is eclipsed until the next Provincial Convention. The voices of merging or affiliating to another union will for awhile, be drowned in grieving and self preservation, until the next attempt is made. Far more necessary at this time is the need to either shelve or shove the whole affiliation issue onto the back burner. I believe that the prime objective of the Provincial leadership at this time should be to cement its supporters and go back to the union's original approach. This approach is to respond to the needs of its locals.

To point this out is not to cast doubt at your leadership ability, but merely to make you recognize that the membership of all the locals is the reason for your existence. I believe the Provincial needs to undertake a deeper examination of their obligations, rather than coming up, with what I believe to be, a hasty decision concerning the per capita tax question. In this instance, by trying to present your role of leader, you have left this local with a taste of dictatorship, or a bad case of misunderstanding. One must face facts - the best way to keep the locals belief in the Provincial is to keep the locals faithful to its purpose.

... continued ...

If the Provincial insists on annihilating the locals with its passion for supreme control, you will not only lose hundreds of members committed to your survival, but you will strip your office of any vestige of credibility.

Fraternally,

Marcel Dionne
President
AUCE Local 1

cc: all AUCE Locals
AUCE Local 1 Newsletter

AUCE PROVINCIAL

-- IN RESPONSE --

February 1st, 1981

Marcel Dionne
President
AUCE Local One
#202 - 6383 Memorial Road
The University of British Columbia
Vancouver B.C. V6T 1W5

Dear Marcel:

I have received your letter of January 26th, and I feel that I must respond to it as forcefully as possible. Your letter makes it quite clear that there is a fundamental difference between the way that you and I view the relationship between the Local and the Provincial Association.

You are quite right when you state that the Provincial Association exists to give aid to the Locals in times of difficulty. You are also correct when you also state that the Provincial Association must respond to the needs of the entire AUCE membership at all the Locals. And this has always been my prime concern.

However, the Provincial Association has other important tasks as well.

The Provincial acts as a voice for its membership on matters of Provincial and National concern, it acts as a resource body for the use of the Locals and of the membership, it acts as a forum for discussion and relaying of information between the Locals and it acts as a coordinating body in issues that affect more than one Local.

AUCE is also structured in such a way that the Provincial Association provides assistance to its Locals as requested. This is to ensure that the Provincial Association does not intrude into the internal affairs of its Locals.

The Provincial Association does not have the power to "annihilate" its locals and I, for one, would not use this power even if we had it. At all times we try to act sensitively to the needs of our locals.

We would never act to impose a particular view of what AUCE should be on any local. AUCE is a union that has always encouraged and fostered Local Autonomy - and that is the way it should be. I think we all agree that a strong AUCE is built through having strong active Locals.

...continued...

AUCE Provincial President, February 1st, 1981, page 2

I must disagree with you when you state that we have put "power before principle" on the issue of how to handle the approximately \$6,000 in outstanding dues. I must also disagree with you when you claim that we have made a "hasty decision" on this matter. I feel that the Provincial Executive has acted in a consistent, sensitive and principled manner on this matter.

Here is a brief chronological outline of the events that have led to this impasse.

In June 1980, the delegates at the last AUCE Provincial Convention recommended to the AUCE membership that the Provincial Per Capita Dues be increased from \$2.00 to \$3.25 for those members working full time. The referendum ballot was conducted during July and August and the membership voted to approve the increase. The dues increase became effective in AUGUST. There was no provision in the ballot to permit one or more Locals to phase the increase in. All of the Locals, except Local One, began remitting the increase - effective AUGUST.

At the time the dues increase was approved, all Locals were contacted and asked if there would be any difficulty in remitting the increased amount. At that time, no Local said that they would have any difficulty.

As it became apparent that Local One was in severe financial and emotional difficulties due to the recently ended strike at the Local, the Provincial Executive offered Local One a loan of the increased portion of the Provincial Per Capita.

The Provincial Table Officers, as authorised by the Provincial Executive, met with the Local Executive twice to discuss this matter. Both times we stated that we were aware of the financial situation at Local One, that we wished to do what ever we could to assist the Local and that we were willing to turn the outstanding dues into an interest free loan - repayment of which could be negotiated between the Local and the Provincial Association.

We feel that we proposed a reasonable solution to this impasse which takes both the financial needs of the Local and of the Provincial Association as a whole into account.

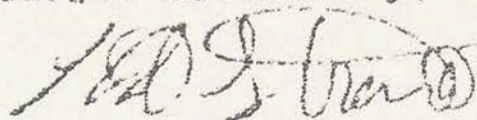
At the same time, the Provincial Association acted to assist Local One financially. A referendum vote of the entire membership, except for those at Local One, was held to approve a special assessment of each member to help defray the costs of the Local One strike. The special assessment passed and Local One will receive approximately \$6,000.

Marcel, I agree that the prime objective of the Provincial Leadership must be to respond to the needs of the AUCE Locals - and I believe that on this and other matters we have continually tried to do so. It is a point of major concern to me that our intentions in this issue have been misunderstood by so many at Local One.

At all times, we have acted in a manner that would benefit both the membership of AUCE Local One and the membership of AUCE as a whole. We recognise that AUCE needs a strong and confident Local One. I am sure that we all want Local One to regain its strength and confidence - and we will do whatever we can to assist in the process of strengthening Local One.

The present difficulties between the Provincial Association and Local One must be resolved as quickly as possible so that we can work together effectively on the many issues that affect all of us in AUCE.

Yours in Solidarity,



Lid Strand
Provincial President

cc: all AUCE Locals
AUCE Local One Newsletter

EMERGENCY RESOLUTION #5

Alan Mabin Moved
Mary Mabin Seconded

WHEREAS THE 1980 AUCE CONVENTION APPROVED A PER CAPITA TAX INCREASE FROM \$2.00 TO \$3.25 PER MEMBER PER MONTH, AND SUBMITTED THE INCREASE TO A REFERENDUM OF THE MEMBERSHIP OF AUCE FOR APPROVAL;

AND WHEREAS THE RESULT OF THIS REFERENDUM WAS THAT THE PER CAPITA TAX INCREASE WAS APPROVED BY THE MEMBERSHIP;

AND WHEREAS THE DECISION OF THE PROVINCIAL EXECUTIVE TO IMPLEMENT THE INCREASE EFFECTIVE AUGUST 1980 WAS MADE IN CONSULTATION WITH ALL LOCALS, AND BASED ON PAST PRACTICE;

AND WHEREAS THE RESULTS OF THE REFERENDA ARE BINDING ON ALL LOCALS;

AND WHEREAS THE DECISION OF LOCAL 1 NOT TO PAY THE PER CAPITA TAX INCREASE FOR FOUR (4) MONTHS IS IN DIRECT VIOLATION OF THE DECISION BY AUCE TO INCREASE THE PER CAPITA TAX;

THEREFORE BE IT RESOLVED THAT IN ORDER THAT LOCAL 1 MAY CONTINUE TO PARTICIPATE IN AUCE PROVINCIAL, CONVENTION URGES LOCAL 1 TO MAKE A COMMITMENT TO PAY THE OUTSTANDING PER CAPITA TAX TO AUCE;

AND BE IT FURTHER RESOLVED THAT SHOULD LOCAL 1 CONTINUE TO REFUSE TO PAY THEIR OUTSTANDING PER CAPITA TAX AT ANY TIME, DISCIPLINARY PROCEEDINGS (ed. are to) BE INSTITUTED AGAINST THE LOCAL ACCORDING TO AMENDMENTS PROPOSED TO SECTION 19 OF THE PROVINCIAL CONSTITUTION, TWO MONTHS AFTER THE CONVENTION.

AMENDMENT

Mary Mabin Moved
Dave Ericksen Seconded
CARRIED

THAT THE LAST SECTION, "AND BE IT FURTHER RESOLVED THAT SHOULD LOCAL 1 CONTINUE TO REFUSE AFTER THE CONVENTION.", BE DELETED.

AMENDMENT

Mary Mabin Moved
Laura Doliner Seconded
CARRIED

THAT THE FOLLOWING WORDS BE DELETED FROM THE RESOLUTION:
"... IN ORDER THAT LOCAL 1 MAY CONTINUE TO PARTICIPATE IN AUCE PROVINCIAL."

Continuation of items arising from Local 1 Report:

MOTION

Alan Mabin Moved
Sheila Perret Seconded
CARRIED

THAT CONVENTION REFER THE ITEM OF LOCAL 1'S PER CAPITA TAX ARREARS TO A COMMITTEE OF LOCAL 6 AND LOCAL 1 MEMBER DELEGATES TO BRING BACK A REPORT DISCUSSING THE MATTER; THE PROPOSED AMENDED RESOLUTION (see pg. 23) IS REFERRED TO THE COMMITTEE AND THE POINT ON THE AGENDA WHEN THE COMMITTEE WILL REPORT BACK WILL BE AFTER CONVENTION HAS DEALT WITH THE RELATED CONSTITUTIONAL AMENDMENTS; THE COMMITTEE WILL MAKE PROPOSALS.

ADOPTION OF THE MINUTES OF THE 7th ANNUAL CONVENTION

MOTION

Jack Gegenberg Moved
Mike McPherson Seconded

THAT THE MINUTES OF THE 7th ANNUAL CONVENTION, HELD ON JUNE 21 & 22, 1980, AT CAPILANO COLLEGE, NORTH VANCOUVER, BE ADOPTED WITH THE CORRECTION ON PAGE THREE REPLACING SHELLEY McEWEN WITH SHELLEY TEGGART-McGINNIS.

CARRIED

PRESIDENT'S REPORT

MOTION

Nancy Wiggs Moved
Wally Hritzuk Seconded
CARRIED

THAT THE PRESIDENT'S REPORT SUBMITTED BY LID STRAND (see Appendix 24 a - 24 c) BE ACCEPTED.

CO-ORDINATOR'S REPORT

MOTION

Jack Gegenberg Moved
Wally Hritzuk Seconded
CARRIED

THAT THE CO-ORDINATOR'S REPORT, SUBMITTED BY LAUMA AVENS (see Appendix 24 d) BE ACCEPTED.

TRUSTEE'S REPORT

MOTION

Wally Hritzuk Moved
Jack Gegenberg Seconded
CARRIED

THAT THE TRUSTEE'S REPORT, SUBMITTED BY SHEILA BLACE, (see Appendix 24 e) BE ACCEPTED.

PRESIDENT'S REPORT

There are three issues facing AUCE over the next year.

- 1) Educational Cut-backs
- 2) Relations between the Provincial Association and its locals.
- 3) Affiliation.

None of these issues will be easy to deal with. All will force us to make tough decisions and all will affect the kind of union that we will become.

Educational cutbacks is the most critical issue facing us. These ongoing cutbacks threaten our very jobs and the institutions that we work at. Post Secondary Education in Canada has been underfunded for the last five years. This constant underfunding has led to increased class size, fewer courses being offered and reduction in staff and faculty positions due to attrition.

This year the situation has become critical. VCC Langara has been told to eliminate 100 sections from its academic offerings over the winter. North West College is being forced to eliminate up to three quarters of their university transfer courses. Okanagan College must cut back on their vocational courses - at a time when the minister of Labour is calling for major increases in vocational training. All Post Secondary Institutions are being affected.

The Provincial Government is implementing policies that will lead to indexing of tuition fees in Community Colleges.

At the same time the Federal Government is proposing to cut its funding of Post Secondary Education by one half.

Over the last year the Provincial Executive has been working with The BC Students' Federation and the College Institutes Educators' Association to develop joint policies to oppose these cut backs. A resolution to affirm the five point declaration jointly drawn up between our three organizations is coming to the convention. We must continue to work with these and other groups to oppose these major threats to our education system.

The second major issue facing AUCE is relations between the Provincial Association and the locals.

Strains have developed between the Provincial Association and Local One and Local Five. These disagreements could lead to a fragmentation of AUCE and eliminate AUCE's ability to represent its membership.

When the Provincial Membership voted to increase the Provincial Per Capita from \$2 to \$3.25 per month for full time members, the Provincial Executive, after discussing the issue decided to implement the increase effective in the month that the results became official.

(S. 95) X10M399A
President's Report Cont....

All Locals were informed of this decision and all locals except Local One began to remit the increased amount effective the month of August. Due to the severe financial hardship that Local One was facing (they had just ended a one month strike) it was decided to allow the increased amount to go into arrears and become an interest free loan to be repayed by June 1981.

The Local refused this offer and when they increased their local dues they remitted the increased portion of the dues effective the month their dues were increased. The five month portion of the dues between August and February was not paid and the membership has refused to pay.

One of the fundamental obligations of membership in an organisation is the paying of membership fees. It is important in AUCE as well. If the Provincial Association is to perform the obligations that the membership at convention or by referendum places on it, it must have the revenue to fulfill these obligations. If a local can opt out and refuse to pay provincial dues then how can any local expect the provincial to be able to fulfill its obligations? Any organisation that is so decentralised will become completely ineffectual.

A major priority of the Provincial Association was deciding how to affiliate. After four, exhausting and time consuming referendum ballots, accompanied by full discussion and debate, the membership of AUCE decided to affiliate to the Canadian Labour Congress intact as AUCE. The Provincial Executive was instructed to try to implement this decision by lobbying the CLC to accept us.

It was understood, and accepted, that this decision would be made by the membership as a whole and that the provincial association as a whole would affiliate.

Contrary to this decision Local Five has joined the Canadian Confederation of Unions. You cannot belong to both organisations at the same time.

This decision to defy a Provincial Policy has placed both the Local and the Provincial Association in a difficult position. We may be forced to request that Local Five leave AUCE if they continue to defy such a fundamental Provincial Policy.

AUCE as a whole must decide if they wish to have a Provincial Association strong enough to co-ordinate Provincial Education, assist the locals and to work with other groups to protect AUCE jobs. Do we really want to be a collection of independent, autonomous locals that do everything for themselves and rarely anything as a whole association?

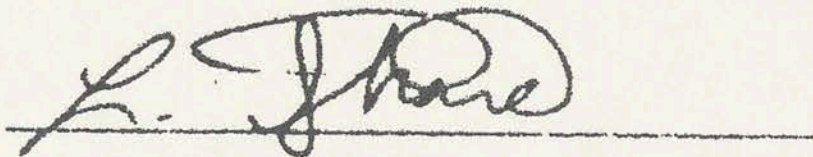
I found my year as AUCE Provincial President to be interesting, exciting, invigorating, draining, frustrating and very educational. Much was done. Much could not be done because there was too much to do and too few to do it.

Ultimately it was frustrating. So much time was spent working on the perpetual affiliation ballots that important things could not be done and when the affiliation debate ended the ongoing dispute with Local One over per capita and Local Five over its decision to join the CCU used all the energy that was left.

President's Report

If these disputes could be resolved there is so much that can be done. If we could pull together, and I think that we can, we could use our resources to build a strong effective union.

Local Five showed us that a strong committed membership can win good contracts. With Locals One, Two and Four negotiating contracts next year we must pull together so that we can show the kind of strength that AUCE has.

A handwritten signature in cursive script, appearing to read "Lid Strand", is written over a horizontal line.

Lid Strand, President

PROVINCIAL COORDINATOR'S REPORT - Launa Avens

Dear Sisters and Brothers:

As Provincial Coordinator, holding office since November/80, it has been my responsibility to ensure that a regular Provincial Newsletter be published.

The Provincial Executive, particularly Lid Strand and Sheila Perret, very clearly recognizing the need for membership education and the dissemination of cross Local information have been very supportive and hard working helping to ensure that the Newsletter was published.

Being a member of the Local 5 Executive and Negotiating Team, the month of February through to April proved to be quite hectic as we were forced by our employer into strike action to obtain a decent contract. During this time, I was unable to either attend Provincial meetings or publish a newsletter.

There must be little question that we need a regular Provincial newsletter to keep us all informed of Provincial business, the news of our sister Locals as well as other political and Trade Union news.

It is my opinion that the work of obtaining material, writing articles, editing and layout is a massive job that cannot be properly done by an individual during his/her spare time after a 35-hour work week - certainly not if we want our newsletter to be an effective one.

The newsletter must contain relevant information and must fulfill an educational role for our membership.

During this convention, we shall be facing the issue of having a second full-time person for the Provincial with the major duty of the position being the publishing of the newsletter.

All Locals should seriously consider this issue since a regular newsletter from the Provincial containing all current news from each Local by each Local may indeed cut down the cost of publishing individual local newsletters.

June 8, 1981

AUCE PROVINCIAL EXECUTIVE - Trustee's Report, by Sheila Blace

The first time I was ever in the AUCE Provincial office was last September when I began working a few hours a week, either before or after my short shift in the Music Department at Capilano College. So began my dashing for buses to and from Hastings & Cambie St. in Vancouver.

What I knew about Unions at that point wouldn't fill half a page. I had thought the Provincial to be an ominous bunch of domineering big-wigs - in other words "the enemy". To my surprise I found that it was a body made up of members from each local, who worked hard and long hours including at least one whole weekend each month and many evenings for the benefit of all the locals.

Since becoming a Provincial Trustee I have spent many hours phoning for volunteers out of the 2800 members for a few hours of their time to help out with ballot work during the referendum and other times, and I found it very frustrating as it seemed only the faithful few regulars would donate an hour or whatever time they could. Just imagine if every member donated only 1 hour once a year what a lot of fantastic help they could give!!!

The office is a bee-hive of activity right now getting ready for the Convention. I never dreamed the amount of work that has to be done to get the show on the road.

I appreciate the experience I have gained as a Provincial Trustee and the knowledge I have acquired when I have looked after the office when the Secretary-Treasurer had to be away. It really kept hustling.

To wind up I would ask you to remember that the Provincial is a group of people just like you and me. It is here to help you if you need it, and please, say YES when I call you for an hour or two of your time.

Sheila Blace
PROVINCIAL TRUSTEE.
1981

SECRETARY-TREASURER'S REPORTS

MOTION

Wally Hritzuk Moved
Mike McPherson Seconded
CARRIED

THAT THE SECRETARY-TREASURER'S REPORTS BE DEFERRED UNTIL
AFTER LUNCH.

PROVINCIAL COMMITTEE REPORTS

SUB-COMMITTEE ON AFFILIATION LOBBYING (CLC) - Given by Star Rosenthal

n.b. Star made the following explanation in addition to the written report which follows

- the discussions referred to occurred before Local 5's affiliation to the CCU
- "concerns" of the CLC members were regarding our democratic 'processes'
- Local 5's decision to join the CCU cast some doubt on our own future by some members of CLC affiliates
- supporting our bid for affiliation to the CLC is a serious question for some trade union members - 'we must therefore have a very serious commitment to the course of lobbying'.

Report of the AUCE Provincial Executive Sub-Committee on Lobbying the CLC

At the last AUCE Provincial Convention, a resolution was passed which gave the AUCE Provincial Executive a mandate "to negotiate the terms of any affiliation/merger with another union and/or labour body that the AUCE membership votes to enter into" and to report back on such negotiations to the membership. Subsequently, the membership voted to lobby the CLC to gain admittance intact as AUCE. Accordingly, the AUCE Provincial Executive met shortly after this referendum decision and struck a sub-committee to carry out the initial stages of the lobby of the CLC.

Lobbying was defined as a process consisting of several stages. The sub-committee's task was to lay the groundwork of the lobby attempt by contacting members of CLC-affiliated unions with a view to confirming and building support for AUCE's entry into the CLC. These members could then be asked to sponsor resolutions in their locals, unions, and labour council, on AUCE's affiliation to the CLC. The next step would be for the AUCE Provincial Executive to initiate more formal discussions with CLC-affiliated organisations. With the support of both individual union members and organisations, the next stage would be to attempt to have resolutions passed in our favour at the B.C. Federation of Labour Convention and from there to the CLC Convention. This would be done by having sympathetic members of CLC affiliates (previously identified by the lobby sub-committee) move (ed. motions) and speak in favour of these resolutions, and by having AUCE members present to meet and mingle with convention delegates, leaflet and speak to convention, if possible. If a resolution to admit AUCE were passed by a CLC convention, the AUCE Provincial Executive would then meet with the CLC National Executive to work out the financial and constitutional terms of affiliation, to be brought back to the AUCE membership for discussion and vote.

The Sub-Committee commenced its work in February of this year. We have met on an informal basis with members, both rank-and-file and executive, of various other unions.

Report of the AUCE Provincial Executive Sub-Committee on Lobbying
the CLC - con't ...

This includes members of:

Campbell River District Labour Council
Canadian Brotherhood of Railroad and Transport Workers (2 locals)
Canadian Union of Public Employees (various locals in the
Lower Mainland and the Interior)
Canadian Pulpworkers' Union, Lower Mainland Locals
International Longshoremen and Warehousemen's Union, Van-
couver Local
International Woodworkers of America, various locals in B.C.
Letter Carriers' Union of Canada, Lower Mainland and the
Fraser Valley
Newspaper Guild, Vancouver & New Westminster area
New Westminster and District Labour Council
Office and Technical Employees' Union, Local 378
Prince George and District Labour Council
Public Service Alliance of Canada. Local 70049
Retail, Wholesale & Department Store Union, Lower Mainland
Sheetmetal Workers' Union, Lower Mainland Locals
Telephone Workers' Union, Lower Mainland area
United Fishermen and Allied Workers' Union, Lower Mainland
Vancouver and District Trades and Labour Council

We have also spoken with, or plan to speak with, members of other unions considering affiliation to the CLC, such as the Canadian Farmworkers' Union, Hospital Employees' Union, etc., to find out their problems, and how they are dealing with them.

However, this process of lobbying of members of CLC affiliates was just getting off the ground when the issue of Local 5 affiliating to the CCU became apparent. In our discussions with the CLC members, before Local 5 affiliated to the CCU, some had asked us whether AUCE was serious about wanting to get into the CLC. They were reluctant to commit themselves to going out on a limb to support AUCE (which from some union members meant going against the leadership in rather undemocratic unions), unless they could feel relatively certain that AUCE wasn't going to change its mind suddenly and leave them dangling. These brothers and sisters were prepared to support us, but not unnaturally didn't want to put themselves in jeopardy for nothing. Given these fears, expressed by some members, and out of our own uneasiness about putting our friends into awkward positions in their own unions, when the situation with Local 5 and the CCU arose, lobbying efforts were suspended until this internal AUCE issue could be resolved, and AUCE could present a united face to our potential allies in the CLC.

Direct approaches to the CLC Executive have been made by the AUCE Provincial Executive, but are not considered part of the sub-committee's activities.

MOTION

Mary Mabin Moved
Bob Wiseman Seconded

THAT THE CONVENTION RE-AFFIRM IT INTENTION TO LOBBY
THE CLC TO ADMIT AUCE INTACT.

Business arising from the Affiliation Sub-Committee Report continues -
Discussion continues on Mabin/Wiseman motion re lobbying the CLC ...

AMENDMENT

Bob Wiseman Moved
Lid Strand Seconded

THAT THE FOLLOWING BE ADDED (substance of Emergency Resolution
Number 4) SUCH THAT THE MOTION WILL INCLUDE:

BE IT FURTHER RESOLVED THAT A COMMITTEE BE STRUCK FROM
CONVENTION DELEGATES FROM EACH LOCAL TO WORK WITH THE
PROVINCIAL EXECUTIVE IN LOBBYING THE CLC AND ITS
AFFILIATES,

AND BE IT FURTHER RESOLVED THAT THE AUTHORITY OF THIS
COMMITTEE BE RESTRICTED TO INFORMAL CONTACTS - AND THAT
ONLY THE PROVINCIAL EXECUTIVE SHALL HAVE THE AUTHORITY
TO ENTER FORMAL MEETINGS OR NEGOTIATIONS REGARDING
AFFILIATION.

SUB-AMENDMENT

Dave Ericksen Moved
Bob Anderman Seconded

THAT THE WORDS "WITH THE PROVINCIAL EXECUTIVE" BE
REPLACED BY "UNDER THE AUSPICES OF THE PROVINCIAL
LOBBY SUB-COMMITTEE", AND THAT THE WORDS "FROM
EACH LOCAL" BE ELIMINATED FROM THE SECOND-TO-LAST
SECTION.

MOTION

Lid Strand Moved
Bob Wiseman Seconded
CARRIED

THAT THE TWO PROPOSALS IN THE SUB-AMENDMENT (Ericksen/
Anderman) BE DEALT WITH SEPARATELY.

Ericksen/Anderman re eliminating "from each local"
VOTE - CARRIED

Ericksen/Anderman re changing the wording as cited in "sub-amendment",
above, such that the wording shall now be:

"BE IT FURTHER RESOLVED THAT A COMMITTEE BE STRUCK
FROM CONVENTION DELEGATES TO WORK UNDER THE AUSPICES
OF THE PROVINCIAL EXECUTIVE SUB-COMMITTEE ON
LOBBYING, TO LOBBY THE CLC AND ITS AFFILIATES."

CARRIED.

VOTE ON AMENDED AMENDMENT such that the wording will now be:

"BE IT FURTHER RESOLVED THAT A COMMITTEE BE STRUCK FROM
CONVENTION DELEGATES TO WORK UNDER THE AUSPICES OF THE
PROVINCIAL EXECUTIVE SUB-COMMITTEE ON LOBBYING, TO
LOBBY THE CLC AND ITS AFFILIATES,

con't on next page

Amended amendment - con't

AND BE IT FURTHER RESOLVED THAT THE AUTHORITY OF THIS COMMITTEE SHALL BE RESTRICTED TO INFORMAL CONTACTS, AND THAT ONLY THE PROVINCIAL EXECUTIVE SHALL HAVE THE AUTHORITY TO ENTER FORMAL MEETINGS OR NEGOTIATIONS REGARDING AFFILIATION

VOTE ON AMENDED AMENDMENT - 17 in favour; 16 opposed, 5 abstentions
CARRIED

Discussion continued on original motion with approved amendments incorporated, such that the wording will now be:

BE IT RESOLVED THAT CONVENTION RE-AFFIRM ITS INTENTION TO LOBBY THE CLC TO ADMIT AUCE INTACT, AND

BE IT FURTHER RESOLVED THAT A COMMITTEE BE STRUCK FROM CONVENTION DELEGATES TO WORK UNDER THE AUSPICES OF THE PROVINCIAL EXECUTIVE SUB-COMMITTEE ON LOBBYING, TO LOBBY THE CLC AND ITS AFFILIATES, AND

BE IT FURTHER RESOLVED THAT THE AUTHORITY OF THIS COMMITTEE BE RESTRICTED TO INFORMAL CONTACTS AND THAT ONLY THE PROVINCIAL EXECUTIVE SHALL HAVE THE AUTHORITY TO ENTER FORMAL MEETINGS OR NEGOTIATIONS REGARDING AFFILIATION.

The Chair granted multiple requests from the floor for a roll-call vote:

IN FAVOUR:

Local 1: Murray Adams, Carole Cameron, Kitti Cheema, Marcel Dionne,
Helen Glavina, Pat House, Joan Treleaven, Nancy Wiggs.
Local 2: Bob Anderman, Sara Carroll, Ann Fribance, Carol Knight,
Ann Sullivan.
Local 4: absent
Local 5: none
Local 6: Laura Doliner, Dave Ericksen, Alan Mabin, Michele Valiquette,
Bob Wiseman.
Provincial Executive: Suzan Zagar, Roger Perkins, Mary Mabin

OPPOSED:

Local 1: Richard Melanson
Local 2: Steve Halford, Bob McAdie, Lynne Taylor, Hester Vair.
Local 4: absent
Local 5: Wally Hritzuk, Elaine McPherson.
Local 6: none
Provincial Executive: Lauma Avens, Sheila Perret, Sheila Blace, Star
Rosenthal, Tom Hedekar, Dianne Kauffman.

ABSTENTIONS:

Local 1: none
Local 2: none
Local 4: absent
Local 5: Mike McPherson.
Local 6: Peter Lane.
Provincial Executive: Lid Strand, Sheila Rowsell

VOTE: 21 in Favour; 13 Opposed; 4 Abstentions
CARRIED

MOTION

Nancy Wiggs Moved
Sheila Perret Seconded

CARRIED

THAT WE WELCOME CATHERINE LUDGATE AND MIKE MILLER AS
OUR GUESTS FROM THE B.C. STUDENTS' FEDERATION.

MOTION

Bob McAdie Moved
Wally Hritzuk Seconded

DEFEATED

THAT THE MOTION REGARDING RE-AFFIRMING OUR INTENTION
TO LOBBY THE CANADIAN LABOUR CONGRESS TO ADMIT AUCE
INTACT (see page 28, ed.) BE SENT TO REFERENDUM.

MOTION

Bob Wiseman Moved
Helen Glavina Seconded

CARRIED

THAT CONVENTION WELCOMES PHILIPPE ORTIZ AS OUR GUEST
WHO WILL ADDRESS THE CONVENTION FOR NO LONGER THAN
FIVE MINUTES ON THE SITUATION IN EL SALVADOR.

The address by Mr. Ortiz was delayed until after the Secretary-Treasurer's Report.

SECRETARY-TREASURER'S REPORT given by Sheila Perret

An outline of the past year's activities was made, and the report stressed the responsibilities of the position for the benefit of any member who was thinking of running for the position. Since the Organiser, Vice-President and two Trustee positions were never filled the work load of the rest of the Provincial Executive and ultimately the Secretary-Treasurer were clarified; the shortage of officers "left the Provincial in the difficult position of being responsible for the membership's mandates to carry out several objectives, yet without sufficient resources to accomplish the goals as effectively as they could have been". (see 1981 docket for activities synopsis). Great attention was paid in the report to the fact that a lack of full-time personnel in the office resulted in an overwhelming amount of overtime incurred by the Secretary-Treasurer and a lengthy debate ensued over the merits of overtime vs part-time assistance, or even full-time assistance in terms of a second paid officer. S. Perret stressed in her report that it was unfair to strap one person with the responsibilities of managing and running the office and she strongly recommended that Convention approve the paid Coordinator-ship status proposed by the Provincial Executive. The report led into a discussion of the union's finances and an explanation of the audit. It was noted that the 'Accounts Payable' included a portion of the sum actually calculated earned as overtime, and S. Perret noted that she and the Provincial Executive had come to an agreement as to how that overtime would be compensated, i.e. at straight time, rather than at time-and-a-half, or double-time. Questions arose from the floor as to the Constitutionality of paying overtime, and the legality of by-passing the paid member's collective agreement, which serves as the basis for her employment with the union, according to past AUCE local & provincial practise, vis à vis overtime compensation, i.e. straight time or ?

SECRETARY-TREASURER'S REPORT - con't

Business Arising from the report -

Questions were asked of the Secretary-Treasurer regarding the general finances of the union; more specifically people were interested in the lagging situation of the per capita tax income and the effect this time lag had on the 12.5% appropriation to the Strike Fund. Provincial's income was based on the former \$2.00 per full-time member per month for half the fiscal year, Local 1 did not pay the full amounts until 1981, and the \$3.25 per capita tax was approved by the membership through referendum, and effected in August. The point was made that since the Provincial continually had to 'dip' into the Strike fund in order to meet operating expenses the Constitutional obligations were not being met as regards to the proper appropriation. In short the Provincial Executive was directed to attend to the Strike Fund in the coming year and to get after the locals that were delinquent in paying their dues.

MOTION

Carole Cameron Moved

Nancy Wiggs Seconded

CARRIED

THAT ALL APPROVED OVERTIME FOR SHEILA PERRET AND ANYONE ELSE BE PAID AT TIME-AND-A-HALF AND DOUBLE-TIME AS PROVIDED FOR BY THE COLLECTIVE AGREEMENT FOR THE PAST YEAR.

Delegate (#6) Alan Mabin asked for a ruling from the Chair about the constitutional provisions for overtime, stating that the constitution mentions only Full-time and Part-time. The Chair ruled that Full-time shall include overtime as the AUCE contracts provide, and it is generally understood that paid officers work under the same conditions as provided for in the collective agreements in force at their 'home' locals.

MOTION

Tom Hedekar Moved

Steve Halford Seconded

CARRIED

THAT THE AUDITOR'S REPORT BE RECEIVED. (see appendix/AUDIT on following pages 30 a, 30 b, & 30 c)

After a short break, Convention returned to hear Philippe Ortiz speak on El Salvador:

- Mr. Ortiz is a member of ANDES, a teachers' 'federation' in El Salvador
- his visit to Canada is being sponsored in part by the B.C. Teachers' Federation
- he is asking for moral and financial support for the El Salvadoreans who have fought the U.S.-supported military dictatorship which has supposedly been replaced by the "alternative" junta since 1979
- incidents of murder include the gunning down of students and teachers in their school rooms
- the federation of support groups is called the Democratic Revolutionary Front (FDR) a connection of students, union members, church groups, etc

Ellis, Foster & Company
Chartered Accountants

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VANCOUVER, B.C. V6G 1A8

BALANCE SHEET - GENERAL FUND
MARCH 31, 1981
ASSETS

1980	1981	
2,100.2	2,548.7	CASH
8,927	2,887	General fund
1,183	8.9	Special assessment & court
11,210	5,444.6	Labour Canada fund
11,210	5,444.6	
8,528.11	8,528.11	ACCOUNTS RECEIVABLE
20,583	20,583	LOANS RECEIVABLE (Note 2)
242,577	233,967	

TO THE MEMBERS OF
THE ASSOCIATION OF UNIVERSITY AND
COLLEGE EMPLOYEES - PROVINCIAL

We have examined the balance sheets of The Association of University and College Employees - Provincial as at March 31, 1981 and the statement of revenue and expenditure - general fund for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests and other procedures as we considered necessary in the circumstances.

In our opinion these financial statements present fairly the financial position of the association as at March 31, 1981 and the results of its operations for the year then ended in accordance with accounting principles applied as described in Note 1 on a basis consistent with that of the preceding year.

Vancouver, B. C.
May 19, 1981

Ellis, Foster & Company
CHARTERED ACCOUNTANTS

14,870	13,414	
(22,121)	(22,121)	
13,414	(8,707)	
242,577	233,967	

Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - PROVINCIAL

BALANCE SHEET - GENERAL FUND

EXHIBIT A

MARCH 31, 1981

ASSETS

	<u>1981</u>	<u>Comparative 1980</u>
CASH		
General fund	\$ 2,487	\$ 1,000
Special assessment account	5,887	8,927
Labour Canada fund	<u>839</u>	<u>1,189</u>
	9,213	11,116
ACCOUNTS RECEIVABLE	11,268	11,278
LOANS RECEIVABLE (Note 5)	<u>6,482</u>	<u>20,583</u>
	<u>\$33,963</u>	<u>\$42,977</u>

LIABILITIES

ACCOUNTS PAYABLE AND ACCRUED LIABILITIES	\$ 7,335	\$ 4,334
DUE TO STRIKE FUND	27,785	15,143
SPECIAL ASSESSMENT PAYABLE TO LOCAL 1 (1980-Locals 2 & 6)	5,887	8,927
DEFERRED REVENUE - LABOUR CANADA FUND	<u>839</u>	<u>1,159</u>
	<u>41,846</u>	<u>29,563</u>

UNEXPENDED (DEFICIENCY OF) GENERAL FUNDS

BALANCE, beginning of year	13,414	14,870
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURE - Exhibit C	<u>(21,297)</u>	<u>(1,456)</u>
BALANCE, end of year	<u>(7,883)</u>	<u>13,414</u>
	<u>\$33,963</u>	<u>\$42,977</u>

APPROVED BY THE PROVINCIAL EXECUTIVE

Member

Member

The accompanying notes form an integral part of these financial statements

Edlin, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - PROVINCIAL

BALANCE SHEET - STRIKE FUND

EXHIBIT B

MARCH 31, 1981

ASSETS

	1981	Comparative 1980
CASH	\$16,938	\$20,687
DUE FROM GENERAL FUND	<u>27,785</u>	<u>15,143</u>
	<u>\$44,723</u>	<u>\$35,830</u>

UNEXPENDED STRIKE FUNDS

BALANCE, beginning of year	\$35,830	\$27,730
APPROPRIATION FROM GENERAL FUND	9,270	6,376
BANK INTEREST	1,623	1,714
DISBURSEMENTS	<u>(2,000)</u>	<u> </u>
BALANCE, end of year	<u>\$44,723</u>	<u>\$35,830</u>

APPROVED BY THE PROVINCIAL EXECUTIVE

<p>_____ Member</p>	<p>_____ Member</p>
-------------------------	-------------------------

The accompanying notes form an integral part of these financial statements.

Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - PROVINCIAL

STATEMENT OF REVENUE AND EXPENDITURE - GENERAL FUND

EXHIBIT C

YEAR ENDED MARCH 31, 1981

	<u>1981</u>	<u>Comparative 1980</u>
REVENUE		
Per capita tax (Note 2)	\$ 74,156	\$51,011
Copying service	111	480
Interest	116	47
	<u>74,383</u>	<u>51,538</u>
EXPENDITURE		
Bad debts	10,000	
Bank charges and interest	147	328
Donations	1,350	2,214
Library	1,518	783
Meetings and conferences	2,261	1,444
Office	5,146	2,543
Office equipment	1,165	2,741
Office rent	2,526	2,100
Printing and stationery	17,142	4,000
Professional fees	3,362	1,000
Salaries and benefits	31,351	23,515
Telephone and telegraph	2,915	1,412
Travel and accommodation	7,527	4,538
	<u>86,410</u>	<u>46,618</u>
EXCESS OF REVENUE OVER EXPENDITURE (EXPENDITURE OVER REVENUE), BEFORE APPROPRIATION	<u>(12,027)</u>	4,920
APPROPRIATION TO STRIKE FUND (Note 3)	<u>(9,270)</u>	<u>(6,376)</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURE - Exhibit A	<u>\$ (21,297)</u>	<u>\$ (1,456)</u>

Elliott, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES - PROVINCIAL

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 1981

NOTE 1: Accounting Policies

Fixed assets are not capitalized but are recorded as expenditures in the year they are acquired.

NOTE 2: Revenue

The revenue of the Association is derived from a per capita tax of 2.00 per full-time member per month which was increased to \$3.25 effective August 1980, and twenty-five percent of dues collected for other than full-time members.

NOTE 3: Appropriation to Strike Fund

The appropriation to the Strike Fund is twelve and one half percent of the per capita tax.

NOTE 4: Statement of Changes in Financial Position

This statement has not been provided as it would provide no meaningful information to the members.

NOTE 5: Loans Receivable

Service Office & Retail Workers' Union of Canada	
- no terms of repayment	\$10,000
- A.U.C.E. Local 6	<u>6,482</u>
	16,482
Less allowance for doubtful accounts	<u>10,000</u>
	<u>\$ 6,482</u>

These loans are unsecured and bear no interest.

Speaker on El Salvador - con't

RESOLUTION NUMBER EIGHT - submitted to Convention by the Provincial Executive

Roger Perkins Moved
Michele Pujol Seconded

WHEREAS THE SALVADOREAN PEOPLE - STUDENTS, TEACHERS, PEASANTS, CHURCH GROUPS, WORKERS AND ENTIRE FAMILIES, FOR OVER 50 YEARS, HAVE BEEN FIGHTING THE MILITARY DICTATORSHIP IN EL SALVADOR, AND

WHEREAS THE JUNTA, AN "ALTERNATIVE" SINCE 1979, TO MILITARY DICTATORSHIP IS RESPONSIBLE FOR RAIDING HOMES AND SCHOOLS, AND SUBJECTS THE PEOPLE TO CONSTANT THREATS OF TORTURE AND ASSASSINATION, AND

WHEREAS, ACCORDING TO THE EL SALVADOR HUMAN RIGHTS COMMISSION, MORE THAN 13,914 PEOPLE HAVE BEEN KILLED IN POLITICAL VIOLENCE IN THE LAST YEAR ALONE, AND

WHEREAS THE PEOPLE OF EL SALVADOR ARE ENGAGED IN A REVOLUTION FOR BASIC LIFE NECESSITIES SUCH AS FOOD, SHELTER, CLOTHING, EDUCATION AND THE RIGHT TO SELF-DETERMINATION, AND

WHEREAS THE UNITED STATES IS SUPPORTING THE MILITARY REGIME BY PROVIDING ARMS TO THE JUNTA AND BY TRAINING SALVADOREAN TROOPS, AND

WHEREAS WITHOUT U.S. MILITARY AND ECONOMIC AID THE JUNTA WOULD NOT FUNCTION, AND

WHEREAS CANADA AND 73 OTHER UNITED NATIONS COUNTRIES HAVE PUBLICLY CONDEMNED THE HUMAN RIGHTS VIOLATIONS IN EL SALVADOR, AND

WHEREAS IT IS A.U.C.E. POLICY TO ACTIVELY FIGHT TO OVERCOME INJUSTICES SUCH AS CONDITIONS OF INEQUALITY,

BE IT RESOLVED THAT A.U.C.E. PROVINCIAL CONDEMN THE REAGAN (USA) ADMINISTRATION'S AID AND SUPPORT FOR THE EL SALVADOR RULING JUNTA, AND

BE IT FURTHER RESOLVED THAT A.U.C.E. PROVINCIAL CONDEMN IN PARTICULAR THE U.S. MILITARY AID TO THE EL SALVADOREAN JUNTA.

AMENDMENT

Michele Pujol Moved
Sheila Perret Seconded

THAT THE RESOLUTION BE AMENDED SUCH THAT THE FIRST "BE IT RESOLVED" BE:

'BE IT RESOLVED THAT A.U.C.E. PROVINCIAL SUPPORTS THE STRUGGLE OF THE EL SALVADOREAN PEOPLE", and
AND THAT THE FOLLOWING BE ADDED TO THE END OF THE RESOLUTION:

"AND BE IT FURTHER RESOLVED THAT A DONATION OF \$250.00 BE SENT TO THE FDR TO HELP THE EL SALVADOREAN PEOPLE IN THEIR STRUGGLE".

AMENDMENT CARRIED

RESOLUTION NUMBER 8 Re El Salvador - con't

AMENDMENT

Kitti Cheema Moved
Sheila Perret Seconded

THAT THE FOLLOWING BE ADDED TO THE RESOLUTION:

"AND BE IT FURTHER RESOLVED THAT CONVENTION DENOUNCES THE CANADIAN GOVERNMENT FOR THEIR STAND IN PRACTICE IN SUPPORT OF THE REAGAN ADMINISTRATION AGAINST THE SALVADOREAN PEOPLE.

AMENDMENT CARRIED

The Resolution, as amended, now reads as follows:

BE IT RESOLVED THAT A.U.C.E. PROVINCIAL SUPPORTS THE STRUGGLE OF THE EL SALVADOREAN PEOPLE, AND

BE IT FURTHER RESOLVED THAT A.U.C.E. PROVINCIAL CONDEMNS THE REAGAN (USA) ADMINISTRATION'S AID AND SUPPORT FOR THE EL SALVADOR RULING JUNTA, AND

BE IT FURTHER RESOLVED THAT A.U.C.E. PROVINCIAL CONDEMNS IN PARTICULAR THE U.S. MILITARY AID TO THE EL SALVADOREAN JUNTA, AND

BE IT FURTHER RESOLVED THAT A DONATION OF \$250.00 BE SENT TO THE FDR TO HELP THE SALVADOREAN PEOPLE IN THEIR STRUGGLE, AND

BE IT FURTHER RESOLVED THAT CONVENTION DENOUNCES THE CANADIAN GOVERNMENT FOR THEIR STAND IN PRACTICE IN SUPPORT OF THE REAGAN ADMINISTRATION AGAINST THE SALVADOREAN PEOPLE.

It was late, the business was not complete (5:40 p.m.) and it was apparent that convention had to be re-convened since neither local reports nor the budget had been dealt with.

MOTION

Bob Wiseman Moved
Sheila Perret Seconded
CARRIED

THAT THE 8TH ANNUAL AUCE CONVENTION RE-CONVENE ON THE 27th & 23th OF JUNE.

The Chair reminded Convention that Locals ought to elect delegates and alternates to replace those members at this session who cannot attend at the end of the month.

Convention will re-convene at 9:00 a.m. on Saturday, June 27th, 1981, at a location to be arranged by the Provincial Office.

MOTION

Sheila Perret Moved
Steve Halford Seconded
CARRIED

THAT FOR THE PURPOSES OF HEARING THE MATTER OF THE LOCAL 5 DISCIPLINE CHARGE APPEAL BROUGHT TO CONVENTION BY MARLENE BIVENS, THAT LOCAL 5 & THE MEMBER PROVIDE THE PROVINCIAL OFFICE WITH ALL THE INFORMATION ABOUT THE CHARGES WITHIN SEVEN (7) DAYS.

Convention adjourned at 6:00 p.m.

:snlp