



association of university and college employees

# MEMBERSHIP MEETING

## THURS. SEPT. 15, 1983

### irc 5 ——— 12:30 - 2:30

#### AGENDA

1. Adoption of the agenda. ✓ *seat Francis Wasserlane & let her speak a.s.a.p. on women against Budget & Operation Solidarity.*
  2. Adoption of the minutes. ✓
  3. Business arising from the minutes. ✓
  4. Nominations: ✓
    - Provincial Council Reps. ✓
    - Contract Committee: Division Reps. ✓
    - Grievance Committee. — *Kitty Byrne* ✓
    - Communications Committee. — *Jan Taggart*
    - Membership Secretary. ✓
    - Tech. Change Committee. ✓
  5. By-law amendments and other motions (see last two newsletters) ✓
  6. Wording of the secession referendum
  7. Secretary-Treasurer's report.
  8. Executive report (incl. reports on Operation Solidarity)
  9. Grievance Committee report.
  10. Health and Safety Committee report.
  11. Other business.
- Solidarity Committee on next agenda*  
*strike committee →*







MEMBERSHIP MEETING  
MINUTES

September 15, 1983

CHAIRPERSON: Marcel Dionne

Minutes taken by: Fairleigh Wettig

1. Motion: that the agenda be altered to introduce a guest speaker, Ms. Frances Wasserlein and that she be placed as item 1 a) on the agenda.

Moved by: Richard Melanson  
CARRIED.

Seconded by: Joy Korman

Motion: That the agenda as amended be adopted.

Moved by: Ann Hutchison

Seconded by: Judy Wright

1a) Women Against the Budget

Frances Wasserlein stated that WAB was formed shortly after the July 7th budget was introduced. The first meeting was called by the Vancouver Status of Women and had an attendance of about 250 women. Since that time weekly meetings have been held at First United Church on Thursday evenings from 7:30 - 9:45pm. Onsite child care is available to all who wish to attend. WAB is broad based and currently involves 45 - 50 women's groups. There are various subcommittees within WAB such as the leafletting ctte., media ctte., research ctte., publicity etc. There is truly a place for everyone and all individuals are most encouraged to participate.

To comment on the various coalitions is a tricky business. There is the Solidarity Coalition which is regionally and provincially based. There is Operation Solidarity which is the trade union component which was started by the FED. There is the Lower Mainland Solidarity Coalition which is an amalgamation of the Lower Mainland Budget Coalition and the Regional Solidarity Coalition which is composed of groups and concerned individuals. Everyone is welcome to participate.

As to the legislation, some of the dynamic bills that cause the greatest concern are the changes to the Employment Standards Act, Bill 3, Colleges & University's Act, the Public Education Bill, Bill 27, Cuts in Health Care and Social services etc.. Employment Standards use to enforce the payment of minimum wage under the terms of the proposed changes those protections will no longer be enforceable and it will be the unorganized people who will most directly be affected. Bill 3 if passed in its present form would permit employees to be fired without cause. If certain changes that have been proposed are implemented, employers would have to demonstrate lack of funds as cause for dismissal. The Education Bill dictates that control of school budgets, curriculum, programs offered and not offered now rests solely with the Education Minister. There have been severe cuts in Family Support Group Workers and Special Teachers for the school system. Bill 27 makes it impossible to file a sexual harassment complaint under the changes to the Human Rights legislation.

Health Care in B.C. will see some real changes. The minister now has the right to obtain personal medical information on citizens thought to be over using the system. There will no longer be privacy of one's health history. The three tiered system of payment could theoretically allow Doctors to opt out of the medical plans, thereby diminishing the quality of good medical care in the province. Also the gov't has proposed to implement a doctor/populous ratio in an attempt to cut down on medical costs.

In summary it is important to remind people that the petition campaign is very important - we need all the signatures possible. The Fed posters are very much on the mark when they state "Restraint is no excuse for repression".







The By-law amendment was defeated.

By-law Amendment: As printed in the minutes circulated re: the addition of Section (G 13) to the By-laws titled OMBUDS-COMMITTEE.

Fairleigh Wettig motivated the need for such a committee and stated that the office staff saw the necessity for staying accountable to the membership. The motion resulted from the recognition that it is possible that the officers of the Union do make mistakes from time to time and that the by-laws have no forum for discussion of infractions other than the major infractions covered under sections I or O. She also stated that since the idea surfaced, the office staff had decided to broaden the terms of reference to allow officers to discuss dissatisfaction with individual members that present problems to other members. Fairleigh went further to change the wording of the motion as follows: (the proposed changes are italicized)

NOTICE OF MOTION:

Moved and seconded by the Union Office Staff

THAT THE FOLLOWING SECTION (G 13) BE ADDED TO THE BY-LAWS OF AUCE LOCAL ONE:

13. OMBUDS COMMITTEE

If any Local Association member wishes to discuss his/her dissatisfaction with *the actions of a member or* the representation provided by an officer or steward of the Local Association, such a complaint shall be referred to the Local Association's Ombuds Committee for investigation.

The Ombuds Committee shall be comprised of:

- one member of the Local Association Grievance Committee and
- one member of the Local Association elected at large and
- one full-time paid officer of the Local Association.

The committee members shall be elected and serve for a period of one year.

Such complaints shall be processed in the following manner and the accused shall have the opportunity to advocate his/her case at all stages of the procedure:

- a. The member preferring the complaint shall outline it in writing to the Ombuds Committee with a copy to the *accused*.
- b. Within ten (10) days the accused will respond in writing to the complaint with a copy to the Ombuds Committee.
- c. The Ombuds Committee will investigate and attempt to resolve the complaint within two (2) weeks.
- d. Failing resolution at Step (c), the complaint shall be presented by the Ombuds Committee at the next scheduled Executive meeting for resolution.
- e. If the Executive determines that the nature of the complaint warrants that formal charges be laid under Sections I (Recall) or O (Discipline), the matter shall follow the procedures outlined in those sections. If the complaint is not of a nature addressed by either Section I or O of the Local Association By-laws and cannot be resolved by the Executive, the matter shall be referred to the next scheduled (2)hour membership meeting for a determination by majority vote.

In the event that charges are preferred against any member of the Ombuds Committee, the membership shall elect an interim replacement for that member to serve on the Committee. The replacement member shall be recruited within the framework of the Ombuds Committee as follows: a member from the Grievance Committee charged shall be replaced by another Grievance Committee member; a member-at-large charged shall be replaced by a member-at-large; a full-time paid officer shall be replaced by a full-time paid officer.



Moved by: Ted Byrne

Seconded by: Judy Smith

That since the by-law amendment has been broadened to include disciplining members, the motion be reprinted in the newsletter for further consideration and tabled until the next two hour membership meeting.

CARRIED

RESOLUTIONS ON THE BUDGET AND LEGISLATION - as this motion involves eight resolutions, the chairperson, Marcel Dionne suggested that instead of voting on the resolution package as a whole, that we vote on each of the resolutions separately.

Having already endorsed Operation Solidarity of the BC Federation of Labour, and feeling that participation in broader coalitions would also be appropriate, we would like to move the following resolutions as a general statement of AUCE Local 1's opposition to the legislation:

1. That AUCE Local 1 endorse the Solidarity Coalition, and will send two delegates to meetings of that Coalition. Further, that AUCE donate \$250 to the Lower Mainland Solidarity Coalition.  
CARRIED.

2. That AUCE Local 1 send two representatives to participate in Women Against the Budget, and will actively take part in organizing, and publicizing events and actions undertaken by Women Against the Budget. Moved that we amend to include \$100 donation.

Moved by: Joan Treleaven

Seconded by: Carol Baisley

CARRIED AS AMENDED.

3. That AUCE Local 1 shall participate in the UBC Campus Community Alliance, a cross-campus anti-budget coalition. Moved that we amend to include \$100 donation.

Moved by: Fairleigh Wettig

Seconded by: Suzan Zagar

CARRIED AS AMENDED.

4. That AUCE Local 1 shall form a committee to coordinate our involvement in Operation Solidarity and other groups opposed to the legislation. This committee shall also be charged with keeping our membership informed of all developments concerning the legislation and actions taken against it, with writing letters, press releases, etc., with lobbying our MLAs, and with forming a local phone committee.

CARRIED

5. That AUCE Local 1 shall give full support to any person or group who is discriminated against as a result of this legislation.

Moved that we insert the words "within the confines of the Local by-laws" after the word shall.

Moved by: Carol Baisley

Seconded by : J. Treleaven

CARRIED AS AMENDED



5.

6. That AUCE Local 1 recognizes any picket line set up by any other union, laid off workers, or community group which opposes any of the budget legislation as a bona fide picket line.

Moved that the words "until the LRB rules on the dispute" be added to the end of the motion. DEFEATED Moved by: M. DIONNE  
Seconded: J. Treleavr

Motion CARRIED as originally printed.

7. That the AUCE Local 1 executive shall call an immediate special membership meeting when any member of the local is discriminated against as a result of this legislation, at which meeting we will consider further job action.

Moved that the word "job" be ommitted from the motion.  
Moved by: J. Treleaven  
Seconded by : Ted Byrne

Motion CARRIED as amended.

8. Our ultimate goal is to have all of the offensive legislation removed.

CARRIED.

MEETING ADJOURNED 2:25pm.