

2 A) To bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual orientation, age, marital status, color, race, religious or political beliefs, national origin, or whether or not she/he has children.

4 K) Any member in good standing shall have the right to attend any Provincial Association meeting or convention with voice, but no vote.

7 A) There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the four Provincial Officers: President, Vice-President, Secretary-Treasurer, Provincial Organizer, plus two provincial executive members or duly elected alternates elected in accordance with Local Association By-laws, by and from each chartered Local Association of the Provincial Association.

8 D) (Same as published in Provincial Newsletter No.4)

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

10 A) The President shall preside at all Provincial Executive Meetings and Conventions, except at the discretion of the meeting or convention and shall be the executive head of the Provincial Association. The President shall be charged with the responsibility of carrying out the decisions of the Provincial Association and the Provincial Executive. The President shall be a member, ex-officio, of all committees of the Provincial Association and shall be responsible for coordination between the committees and the Provincial Executive.

10 C) The Secretary-Treasurer shall be responsible for keeping a full and proper record of all monies received and expended and for maintaining accurately and properly such bookkeeping system as shall be set up under the instructions of the Provincial Executive. The Secretary-Treasurer shall maintain all records, documents and correspondence of the Provincial Association. The Secretary-Treasurer shall submit a detailed financial report to each regular meeting of the Provincial Executive and to all Conventions.

11 D) If a local representative on the Provincial Executive is absent from three (3) consecutive meetings of the Provincial Executive, their Local must be notified in writing by the Provincial Executive.

12 In the event of a vacancy for any reason in any of the Provincial Executive offices elected at large, the following shall occur:

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

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

AMENDMENTS con't

13 B) Ad hoc committees may be formed by the Provincial Executive or by resolution of any Convention.

14 B) Notwithstanding the foregoing, Special Conventions may be called by the Provincial Executive on two (2) weeks notice. Special Conventions shall be for the sole purposes of discussing a specific urgent situation. The President or Provincial Executive must call a Special Convention upon receipt of a petition of twenty-five percent (25%) of the membership of the Provincial Association.

14 C) 5. Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a local association.

15 D) Per capita tax shall be forwarded to the Provincial Secretary-Treasurer on a regular basis each month and deposited in the name of the Provincial Association. Up to date records of membership lists shall be submitted to the Provincial Executive.

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

1. Reprimand the member;
2. In the case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all the monies earned by the member during the strike will be imposed. Furthermore in the event that a Local Association votes that no member shall cross a given picket line, any member who so crosses shall be subject to the above fine.
3. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.
4. Suspension of a member from participating in any or all union activities.

17 D) In case of a member who is found guilty of collusion with the employer during a legal strike of the local association, a fine of all monies earned by a member during the strike will be imposed.

18 C) If 50% plus 1 of the delegates present at a Convention so demand, any motion passed at the Convention shall be subject to ratification or rejection by the membership of the Provincial Association in a referendum ballot. Until the results of the referendum are announced the motion as carried shall stand. Referendum ballot shall be mailed within 30 days of the final day of the Convention.

19 P2 Any of these by-laws may be amended by a majority vote at a Local Association membership meeting provided that notice of motion of the amendments or changes has been posted at least seven (7) days prior to the vote. The local association shall send copies of any by-laws and amendments to the Provincial Executive. The Provincial Executive shall only have the right to veto an amendment to by-laws which is in conflict with both the spirit and letter of the constitution. Notwithstanding the above, the provincial executive shall approve the by-laws of any new local association at the time of said by-laws.

RESOLUTIONS PASSED AT AUCE CONVENTION

JUNE 12 & 13, 1976

That Fiscal Year be April 1 to March 31.

To reappoint auditors until next Annual Convention.

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

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

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

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

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

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

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

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

The Provincial encourage locals of the Association to form local wage and 'price' control committees, and that these committees meet jointly as a provincial committee. Further that the Provincial in cooperation with these committees actively oppose this legislation in cooperation with the rest of the trade union movement and other interested groups.

Further that the Provincial Executive be instructed to report to the locals bi-monthly as to the progress of this activity.

RESOLUTIONS con't

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

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

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

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

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

That the delegates at the 4th annual AUCE Convention support the demands of CASAW workers that

- 1) the Contract be re-opened
 - 2) There be no reprisals by the company against the strikers
- And further that \$300 be sent to the CASAW office in Kitimat to help pay legal expenses.
And further that this motion be reported to the press and sent via telegram to the CASAW membership meeting this afternoon as soon as possible.

Resolutions con't (June 27th)

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

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

- i. The full-time rep. will be responsible for the coordination and production of the bi-monthly provincial newsletter, under the direction of the Provincial Executive and/or any Provincial newsletter committee.
- ii. The full-time rep. will primarily be responsible for the research that the Provincial Association requires, and for publishing the bi-monthly research report for all locals.
- iii. The full-time rep. will be responsible for the coordination and production of the bi-monthly cross-local report under the direction of the Provincial Executive and / or any Provincial cross-local report committee.
- iv. The full-time rep. will be responsible for the preparation and coordination, if requested, of any Provincial conventions, cross-local committee meetings, Provincial Committee meetings, or any other meetings held under the auspices of the Provincial Association.
- v. The full-time rep. will be responsible for the maintenance and running of a Provincial office, and ensure that the office is open and available to Association members at certain regular times to be designated by either the convention or the Provincial Executive.
- vi. The full-time rep. will be responsible for any administrative or clerical duties assigned to her/him by the Provincial Association.
- vii. That the full-time rep. shall aid in the organization of the locals.
- viii. Notwithstanding the above, the priorities and direction of day to day work of the organizer shall be the responsibility of the Provincial Executive between conventions.

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

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

Section 15: REVENUE AND FINANCES

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

Resolutions con't

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

That this be the question:

Should the full time paid position:

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

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

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

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

Constitutional Amendments

Section 7B

- i. The _____ shall be the sole paid officer of the Provincial Association. She/he may be paid either full-time or part-time for the entire year or for a fraction of thereof as determined by the Annual Convention. She/he may not run for two consecutive terms. The salary and benefits shall remain at the same rate as if she/he continued in his/her normal job as a member of the Local Association bargaining unit. During a strike or lock-out of the entire Provincial Association, the paid officer shall not receive more than the strike benefits received by the other members. There shall be no other paid officers of the Provincial Association unless proposed at a Provincial Convention and approved by the Provincial Association membership in referendum. (The blanks to be filled in after the referendum.)
- ii. Notwithstanding Section 7B i., local associations may request the Provincial Executive to pay lost time wages on occasion for the short-term appointment of resource persons who take a short-term leave of absence from their job in an AUCE bargaining unit to perform such duties as may be required by a local association and/or the Provincial Association. There will be a time limit of 60 days on such appointments which may be renewable at the discretion of the Provincial Executive.