

## AUCE PROVINCIAL EXECUTIVE MEETING

November 20, 1976      1:00 - 5:00      Provincial Office #1113 - 207 W. Hastings

Present: Judy Wright (1), Percilla Groves (2), Dorris Anderson (3), Ron Driedger (3), Lynne Kroetlinger (4), Donna Wilcox (5), Dora Jasperse (5), Glen Ash (6), Michele Pujol (6), Pat Georgeson (2), Danny Palmer (2), Melody Rudd (2), Susanne Lester (2).

Absent: Kevin Grace

- 1) Pat Georgeson chaired the meeting.
- 2) Agenda was adopted as amended. The amendments were additions to New Business - AUCE Convention, B.C. Fed. Convention and Newspaper Clipping Service.
- 3) Secretary/Treasurer Report

Motion: To adopt minutes of October 16th executive meeting.  
Melody moves      Perce seconds      carried

Correspondence - Letter from SFU extending leave of absence for Melody until Aug.31/77  
Letter to SFU payroll re: benefits for Melody  
Letter from SFU payroll re: benefits for Melody  
Letter from BCGEU re: salary schedules for BCIT, Douglas College, and Okanagan College  
Letter from United Bank Workers re: loan

Motion: That correspondence be adopted as read.  
Melody moves      Susanne seconds      carried

Motion: That financial report be adopted.  
Melody moves      Linda seconds      carried

For the next March audit, our auditor will write down the costs exactly so that this can be reported to the next convention.

### 4) Local Reports

Local 1 - they expect to be rolled back on last year's contract  
they are presently negotiating and have asked for a mediator - Jack Waterstone  
the first meeting with the mediator is next week  
they are busy re-organizing UBC to get new membership lists and to make sure that people know that AUCE exists  
lot of reclassification grievances  
lot of pending arbitration cases  
University is trying to get rid of various jobs and so the technological change clause is getting a lot of use in grievances

Local 2 - they retruned to work on October 25th after being out for 7 weeks  
everything at work was a mess  
University is restricting overtime  
hardly anyone got other permanent jobs during the strike  
contract expires Nov. 22  
planning a steward seminar for mid-December  
the seminar will start at 1:00 in the afternoon and go til 7:00 in the evening and the Union will reimberse stewards for loss of pay  
an arbitration case was just won regarding reclassification retroactive to before the contract

Local 2 - There is a mass grievance re: breach of the agreement during the honoring  
 con't. of a bona fide picket line - contract items such as vacation, seniority and  
 sick leave were suspended.  
 they are appealing the UIC decision not to give benefits during the strike  
 they are also appealing an order by the Labour Relations Board re: research  
 assistants  
 negotiations are slow - partly it has been hard to get demands together  
 because of the strike - they have not had vote for wage proposal and  
 benefits yet  
 University is saying that the modified work week is a privilege and not a  
 right  
 also having trouble getting pay for negotiating committee.

Local 3 - A new executive was elected at the October general meeting, and various  
 committees have been organized since then. The executive:  
 President - Shirley Bonney Treasurer - Ron Driedger  
 Vice-President - Warren Willows Trustees - Laurie Proctor  
 Secretary - Esme Underhill Joan Rich  
 A referendum ballot, conducted later in October; approved the raising of  
 our local dues by \$1.00/month to \$5.50/month for full-time employees and  
 \$3.00/month for part-time employees.  
 Our third contract was signed during October, giving us a \$1,000 across the  
 board increase (subject to AIB approval). The equivalent of an 8% salary  
 increase has already been paid. Increased holidays and a 70-30 split for  
 dental premiums were added benefits.  
 And what of the future? NDU, our employer, will give way to a "successor"  
 sometime next year, probably before this third contract expires, so we  
 may--or may not--be negotiating with a different outfit next time around.  
 The faculty have already received termination notices. This is management  
 "playing it safe", since FANDU's contract requires a seven-month notice.  
 With us, the employer need give only 10 working days' notice, but in the  
 case of the university closing, we can all probably expect to get more than  
 that, depending on the university's knowledge of what's happening and its  
 sense of obligation (probably, by then, pretty strong) to its employees.  
 Right now, nobody, so far as we can tell, knows exactly what's going to  
 happen.

Local 4 - There are 5 grievances going on - 1) reclassifications waiting to go before  
 the LRB 2) assistant registrar's position has been wiped out and this has  
 to go before the LRB 3) a hiring procedure grievance - a casual with sen-  
 iority did not get a job, she grieved it and won but there are difficulties t  
 that are now before the Board 4) grievance regarding casuals accumulating  
 time 5) a modified work week grievance  
 There is a new steward system - 4 physical areas with floating stewards.  
 There is a steward meeting on Tuesday to get things going and discuss the  
 job of a steward.  
 The contract has been up since the end of August and negotiations are slow.  
 Faculty are still negotiating and have been all summer but they will be through  
 soon.  
 Language lab assistants are in Local 4 and the Faculty want to get them in  
 their contract but the College will not agree.  
 There is still an acting principal at the College.

**Local 5 - Received certification on October 26th.**

The bargaining unit includes all employees not primarily involved in teaching. So negotiations will start next week to work on exclusions.

The college has hired an outside consultant - Gordon Storey - to help with negotiations.

The B.C. Post Secondary Employees Council is paying his salary with the College paying expenses.

The draft contract is being done this weekend. AUCE is getting a professional draftsman to look over it and will try to get the College to pay half his fee.

**Local 6 - They have not yet got the list of employees from the University.**

Four leaflets have been printed and these are gradually being distributed to all departments.

The Executive is meeting regularly.

Sixty-five people are signed up.

Motion: That the full-time provincial rep. work with the T.A.'s when they request assistance.

Glen moves Perce seconds carried

**5) Old Business****Provincial Office**

rent is \$70 per month for room 1113 and \$35 per month for half of room 1115

the files are in order with an index

the full-time rep. is presently looking for a good deal on a gestetner

**Cross-Local Package**

Each local was given a binder with cross-local information in it

all locals except Local 5 have contributed information

information required is - newsletters, arbitrations, short summary of grievances, summary of membership meetings and other relevant material.

**Research**

Pat went to the Labour Board and has a list of publications we should think about buying.

Motion: That the table officers be responsible to do a report on research for the next meeting.

Melody moves Susanne seconds carried

**Public Sector Employee Council REPORT**

Susanne and Melody attended the first meeting of this council on Nov. 8th.

These are the motions that were passed -

The objectives of the Coordinating Council shall be:

1. To provide a united voice to speak on all matters of mutual concern for all federal, provincial, municipal and crown corporation and other employees in the B.C. public sector.
2. To coordinate the efforts of the participating unions or other employee organizations in promoting the interests of their members.
3. To undertake a program of public education to promote, advance and protect the rights of public employees.
4. To plan joint membership meetings, rallies and other joint actions on behalf of public service employees.
5. To raise the public perception of the vital social role of public employment.

6. To provide a forum for the sharing of information of mutual interest and concern.

The Coordinating Council shall consist of two representatives per participating organization to be selected by that organization. Organizations with 10,000 members and over will be entitled to two additional representatives on the council.

Wherever possible, all decisions of the Coordinating Council will be on a consensus basis. Membership in the council is voluntary with the right of any union or other employee organization to withdraw freely at any time.

A steering Committee shall be selected to act as an overall coordinating body which shall be responsible for calling meetings of the council and making recommendations to the council as to the scheduling of conferences, rallies, etc.

The Steering Committee shall consist of one representative each of organizations with 10,000 members or more, plus three representatives to be chosen by the other participating unions.

The Steering Committee may from time to time issue statements on matters which are of concern to all public sector employees. Moreover, the Steering Committee may make statements and issue news releases concerning issues which affect a member union in particular, only with the consent of the union so affected.

The interim Steering Committee recommends that for the present, the Coordinating Council be funded through a contribution from each participating union equivalent to 5¢ per member. (NOTE: This is not a monthly per capita).

The Coordinating Council is not empowered to make decisions which bind any union or employee organization to participation in this council and is not intended to be a mini-Federation.

Motion: That Melody and Susanne continue to attend meetings of the PSEC and report back to the executive.

Perce moves Linda seconds carried

Motion: That we pay the 5¢ per member assessment to the PSEC.

Melody moves Danny seconds carried

### Organizing

Cranbrook - Francis Wasserlein went to talk to the 8 employees at the East Kootenay College. They are very interested in organizing but want to wait until the new year to decide whether or not to join AUCE.

The Banks - SORMUC is busy organizing the banks. At this point 15 banks have applied for union certification and the LRB will probably hold the hearing in February. The main work now is trying to organize data centers.

Motion: That Melody continue to place high priority on helping SORMUC organize the banks.

Perce moves Glen seconds carried

Motion: That Melody go to Victoria for 2 days to leaflet banks and visit U. of Victoria and Camosun College and the Dept. of Education and the Queen's Printer.

Melody moves Susanne seconds carried

### Newsletter

Next newsletter is scheduled for January.

Proposed articles are - PSEC report, B.C. Fed. Convention report, Local #5 report, Shop Steward Article, What the Provincial Does.

Perce moves Linda seconds carried

**Constitution and AUCE Policies and Procedures**

The Constitution is done and the Policies and Procedures will be done soon.

Library - to be discussed along with research

**Cross Local Committees**

Reps. from the Contract committees of Locals 1, 2 and 4 meet informally last Friday to discuss common problems. A similar meeting for reps. from Grievance Committees is being planned.

Provincial Steward Seminar is to be put on next agenda.

Stockholm Peace Appeal - is over.

**Assertiveness Training Workshop**

is being held tomorrow and will be reported on at the next meeting.

**6) New Business**

Motion: That AUCE Provincial Executive approve an unconditional, interest-free loan to SORNUC Local #2 of \$2000 and that it be decided at Convention whether or not to make this loan a donation.

Melody moves Perce Seconds carried

**Convention**

Motion: That the 1977 AUCE Annual Convention be held June 18th and 19th.

Pat moves Donna seconds carried

Melody is to book Capilano College Room ND 101 and do a financial report on the cost of past and future conventions and phone the Coach House and the Holiday Inn.

There will be an executive meeting on May 14th at which all resolutions and constitutional amendments to be presented to the convention shall be brought.

Newspaper Clipping Service - Phone Local 1. Judy thinks it is to be discontinued.  
to

**B.C. Fed Convention -**

Melody, Pat and Danny attended parts of this convention. There were close to 1000 delegates. The whole thing was just a huge operation and seemed much too big to have any serious debate. The main issue was a leadership struggle. On the one side Len Guy and George Johnston thought it was important to criticize the NDP if need be and to respect the picket lines of independent unions and on the other side Ray Koobe, Jack Moore and John F Fryer were against these things. All of Wednesday was spent just on voting.

Discussion of the direction of the Provincial  
Tabled until next meeting.

Next Meeting - January 15th 1:00