

- 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 as per 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.

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.

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

ANNUAL AUCE CONVENTION

JUNE 12 & 13, 1976

MINUTES

Stan Strutin, Chairperson  
Melody Rudd, Recording Sec.

Holiday Inn, Howe St., Vancouver

Stan Strutin opened the Convention at 9:15 a.m.

Margot Scherk moved )  
Ian Mackenzie seconded ) That there be no smoking during the  
Convention.

Carried

Nancy Wiggs moved )  
Heather McNeal seconded ) To seat non-union observers.

Carried

Delegates introduced themselves.

Nancy Wiggs moved )  
Margot Scherk seconded ) Adoption of agenda with amendment -  
election of Tabulating Committee be  
discussed after Constitutional  
Amendments.

Carried

Dianne Longson moved )  
Joan Cosar seconded ) Adoption of rules of order of convention.

Carried

Nancy Wiggs moved )  
Ted Clarke seconded ) Adoption of minutes of last convention

Carried

Executive Report - Ted Clarke opened the time up to questions. Karen Kjarsgaard gave a report on the Third Canadian Seminar on Collective Bargaining in Higher Education. She said the seminar was largely faculty with a few senior administrators so that the discussions were not very relevant to staff.

Heather Raven moved )  
Nancy Wiggs seconded ) To receive Executive Report.

Carried

Financial Report - Melody Rudd went through both auditors report and another report she had made up and asked for questions.

Melody Rudd moved )  
Nancy Wiggs seconded ) That fiscal year be April 1 to March 31.

Carried (Motion re: Fiscal Year)

Melody Rudd moved )  
 Nancy Wiggs seconded ) To reappoint auditors until next Annual Convention.

Carried

Heather McNeal moved )  
 Pat Gibson seconded ) That the Provincial Executive be instructed to have alternate recommendations for the next Convention regarding the auditors.

Carried

Melody Rudd moved )  
 Nancy Wiggs seconded ) Adoption of Financial Report.

Carried

Discussion on seating alternate delegate from SFU.

Local Reports

Local #1 Report - Ian Mackenzie, Pat Gibson, & Heather McNeal

A few momentous things happened - 7 day strike, picketing 24 hours a day with the upshot that they succeeded in retaining most of the things won in the 1st contract. The main thing they won was wage restructuring so that they have equal pay for work within the bargaining unit but not campus wide. There were a couple of arbitrations. Ian and another member were suspended for 5 days for refusing to do work not in their job description. The arbitrator, Richard Bird ruled to reduce suspension to 1 day and defined job description and job specification. Emerald Murphy won her job classification arbitration case with arbitrator Al Spragg. They are starting an arbitration case dealing with lay-off. When the Hospital Employees Union at VGH went on strike Local 1 had 85 members who were faced with a picket line. Pat Gibson went on to say that 80 AUCE members crossed the picket line and the problem is that some people believe they are essential services and no matter what other people said they were going to go to work. At a membership meeting it was moved and carried that no AUCE member was to cross the picket line, but VGH members did not agree and continued to cross. The issue has not been resolved. Ian continued stating that at the last membership meeting it was decided to have a standing strike committee. They decided to have a steward seminar at work but the University refused to allow all the steward<sub>s</sub> off work at once and they are considering doing a grievance against the University on this issue. They have adopted a new discipline procedure but it hasn't been used yet. Heather McNeal referring to the HEU strike stated that hopefully Local 1 has learned to be more prepared. Pat Gibson discussed an arbitration case that the union lost dealing with the firing of an employee during the probation period. Ian Mackenzie concluded the report with the arbitration case about Secretary 2B's that were finally sorted out by a joint committee, so that some were reclassified to Sec. 3 and some were moved back to Sec. 2.

Local #2 - Perce Groves

Since the November convention AUCE Local 2 has weathered a short strike, a L.R.B. decision on inclusions in the bargaining unit under Section 34, an appeal of that decision by the University, layoffs, four arbitrations and an arbitration appeal.

On June 3 the campus workers certified under a polyparty agreement, mostly tradesmen, set up picket lines for a little over 24 hours. They are using the strategy of short strike action at key times which has been used effectively by Locals 1 and 2 of AUCE. Probably due to a hard-line approach taken by a membership meeting earlier in the week, no AUCE members crossed the line to work, although some did cross to attend classes without permission. There was strong feeling that the strictest disciplinary action possible

should be taken against scabs, and that power to discipline should rest solely in the local association.

The section 34's were finally ruled on, the University appealed this decision with the final result that about one-half of the employees for whom we originally applied are in our unit. Except for personnel office employees, all those whom the University was claiming on grounds of confidentiality are in the unit, and all the non-management computing centre employees below Grade 13 are included. Hearings on the inclusion of student assistants begin on June 23.

There was a successful arbitration concerning starting times of some employees in the Library. We took to arbitration without success the question of whether Union representatives should be paid by the University for time spent at arbitrations. Although we were successful in obtaining retroactivity for 4 full-time continuing employees who applied for reclassification prior to the signing of the contract (netting them \$1300 each), we were not successful in an arbitration concerning a student assistant who was reclassified after certification into a continuing full-time position.

A very few matters were solved at the Grievance Committee level: employees of long standing were allowed to join the dental plan; a temporary foyer was added to the library for the winter so that employees in the loans division could work without fur coats. Much time has been spent in trying to convince management that the Grievance Committee cannot/will not renegotiate the contract.

Perhaps the greatest strength we have as we begin preparations for our second contract negotiations is the solidarity shown during the strike of the other workers on campus; certainly our greatest weakness is illustrated by the fact that only after three months had expired after the end of our last president's term were persons nominated who were willing to stand for election to that office.

#### Local # 3 Report - Steve Geller

We have spent the last year watching the demise of our institution and it's just a stone's throw away from completion. The unions main activity has been self-preservation. There are no lay-offs without union sanction, which is quite unsatisfactory in practice because you participate in the elimination of your own job. It also means that we agreed tacitly that budgetary cut backs would occur and each dept. had input into how it would happen. Some high seniority people agreed to take a portion of the low seniority people's lay-off. The problem is that the administration is so disorganized that there have been 8 proposals in 6 months regarding the budget cuts and with each proposal the union has to respond.

Two arbitration cases about vacation pay were both won. A referendum on bumping was conducted because it was not in the contract. The membership voted to bump only within departments which means that virtually there is no bumping (because depts. are so small). Referendums should be carefully phrased. We discovered in the local press that the Minister of Education through the voice of the major of Nelson has issued a threat - that the contract negotiations must be carried out in a judicious fashion or the budget will be withdrawn. Faculty and staff see this as unfair bargaining and will probably institute formal proceedings with the Labour Board and will probably call for help from the Provincial. NDU may wind up having Selkirk College take over. The Social Credit government do not care about the area because it is a dead riding (strongly NDP). They also don't seem to care about the issue of education in the interior. Contract negotiations start Tuesday with the Board of Governors but maybe we will really be talking to Victoria. Apparently the merger with Selkirk College has already begun so maybe we will be actually talking to Selkirk administrators. NDU is still a private institution and terms to become public have never been spelled out. Staff are really demoralized and it is hard to get them to do any planning for the future.

Local #4 - Karen Kjarsgaard

Elections have been held and almost all the positions have been filled. It seems that people are getting involved and getting active. The faculty called a strike vote in April and gave notice. The union didn't know what they would do but the membership passed a motion of support. The faculty negotiations were tabled and are to resume in August. So that faculty and staff may end up striking together. There has only been 1 grievance and it was a class action dealing with job reclassification. The grievance procedure time limits have been extended. The college tried to lay 2 members off due to technological change. They had forgotten all about the clause in the contract. It now seems that it may be 3 months before they can lay these people off.

Local #5 - Prince George

On May 31st we invited Melody Rudd to attend our staff association membership meeting and voted to affiliate to AUCE. There are presently 44 people signed up out of a possible 68. They would have more but lots of people are on vacation. In negotiations they we offered 2%, faculty was offered nothing and administration were offered a cut back of 10%. The faculty is certified. They hope to certify to the Labour Board very soon.

Nancy Wiggs moves ) To accept local reports.  
Pat Gibson seconds )

Carried

Report on Ad-Hoc Committee on Affiliation - Melody Rudd, Nancy Wiggs

Nancy talked about her impressions of the CCU Western Conference and Executive Meeting. Melody talked about her conversations with various officials from member unions of the CCU. There was also talk about SORWUC and the Public Sector Employees Co-ordinating Committee.

Heather Raven moved ) To table discussion until after lunch.  
Nancy Wiggs seconded )

Carried

Lunch at 12:30

Convention reconvened

Discussion of the Report on Ad-Hoc Committee on Affiliation con't.

Nancy Wiggs moved ) To receive report on Ad-Hoc Committee on  
Heather McNeal seconded ) Affiliation.

Carried

Margot Scherk moved ) To receive report of Committee to Invest-  
Nancy Wiggs seconded ) igate the Status of Employees at other  
Post-Secondary Institutions.

Carried

Rayleen Nash moved ) To formally welcome the CNC members to this  
Nancy Wiggs seconded ) Convention and offer its support.

Carried



Heather Raven moved )  
Margot Scherk seconded ) To receive Newsletter Committee report.

Carried

Nancy Wiggs moved )  
Pat Gibson seconded ) To receive report of the Ad-Hoc  
Committee of Constitutional Amendments.

Carried

Report of Resolutions and Constitutional Amendments Committee - Ted Clarke said they don't have a report.

Melody Rudd moved )  
Cathy Pike seconded ) To discuss Kitimat resolution now.

Carried

Melody Rudd moved )  
Nancy Wiggs seconded ) Therefore be it resolved that AUCE send  
out a press release in support of this  
struggle (CASAW) and send a donation of  
\$100 to the workers.

Reva Clavier moved )  
Rayleen Nash seconded ) To refer Kitimat resolution back to Melody  
Rudd for rewriting and presentation tomorrow.

Carried →

Ted Clarke moved )  
Janis Rutherford seconds ) Be it resolved that the Executive of the  
Provincial Association schedule at  
mutually convenient times, exchange visits  
among members of locals at their place  
of employment.

Ian Mackenzie moved amendment )  
Nancy Wiggs seconded ) That the Provincial Association encourage  
exchange visits among members of locals  
at their place of employment.

Amendment carried

Margot Scherk moved amendment )  
Heather McNeal seconded ) That the Provincial Association encourage  
exchange visits among members of locals.

Amendment carried

Amendemented Resolution Defeated

Ted Clarke Moved )  
Janis Rutherford seconded ) There be the publication of a bi-monthly  
cross-local report, consisting of reports  
and documents pertaining to the activities  
of individual locals and of the Provincial  
Executive. This publication would contain  
more detailed reports than the Provincial  
Newsletter, and would be intended to enable  
committees and executives to share their  
resources and experiences.

Rayleen Nash moved amendment )  
Pat Gibson seconded )

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

Amended Resolution Carried

Heather McNeal moved )  
Pat Gibson seconded )

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 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 ratification by the locals and Provincial Executive.

Janis Rutherford moved amendment )  
Perce Groves seconded )

To add the word "prior" before ratification in the 8th and 13th line.

Amended Resolution Carried

Ted Clarke moved )  
Fred Hoeflek seconded )

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

Janis Rutherford moved amendment )  
Doug Row seconded )

That the AUCE Provincial Executive establish a joint committee with SORWUC to organize unorganized workers and this this committee 'draw up a set of guidelines to present to the Provincial Executive' and report to future conventions.

Amendment defeated

Margo Scherk moved )  
Nancy Wiggs seconded )

To refer motion back for rewriting.

Motion to refer Defeated

Resolution Carried

Ted Clarke moved )  
Nancy Wiggs seconded )

That a referendum on the question of affiliation to the CCU be presented to the AUCE membership. And that attached to this referendum will be articles pro and con affiliation to the CCU.

Bob McAdie moved amendment )  
Ted Clarke seconded )

That a referendum on the question of affiliation to the CCU be presented to the AUCE membership. And that 'distributed during the 12 months prior to this referendum' will be articles pro and con affiliation to the CCU.

Chair ruled amendment is out of order. Pat Gibson and Heather McNeal challenge the chair. Chair is sustained.

Rayleen Nash moved amendment )  
Heather McNeal seconded )

To add after CCU 'and other labour centers'.

Chair goes along with this amendment. Kevin Grace and Cathy Pike challenge the chair. Chair is not sustained.

Will chair entertain an emergency resolution to replace this resolution? Yes. Members vote in favour of emergency resolution.

Nancy Wiggs moved )  
Heather Raven seconds )

That the convention be asked to suspend rules of order so that the chair can be asked to step down and that the Vice-President be asked to chair this convention.

Defeated (vote had to be unanimous)

Rayleen Nash moved )  
Heather Raven seconded )

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.

Carried

Motion to Adjourn Carried

Sunday June 13th 9:25

Stan Strutin stepped down from chair and Margot Scherk took over.

Pat Gibson moved )  
Nancy Wiggs seconded )

That the Provincial Association will cooperate and work with womens' organizations or unions in joint work which may be useful to the membership of AUCE.

Karen Kjarsgaard moved )  
Pat Gibson seconded )

To refer motion for rewriting.

Carried

Ted Clarke moved )  
Nancy Wiggs seconded )

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

Rayleen Nash moved amendment )  
Ted Clarke seconded )

that booklet be looseleaf

Amendment Carried

Amended Resolution Carried

Heather McNeal moved )  
Jerry Anderson seconded )

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 Relations 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.

Kevin Grace moved amendment ) to remove ditto marks around anti-inflation  
Nancy Wiggs seconded )

Amendment Carried

Maureen Gitta moved ) To refer resolution to later today.  
Nancy Wiggs seconded )

Chair rules this out of order.  
Pat Gibson and Nancy Wiggs challenge the chair. Chair is sustained.

Amended Resolution Carried

Ian Mackenzie moved ) The Provincial encourage locals of the  
Nancy Wiggs seconded ) 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 within  
two months of this Convention as to the  
progress of this activity.

Pat Georgeson moved amendment ) To change within two months to 'bi-monthly'.  
Doug Row seconded )

Amendment carried

Bob McAdie moved amendment ) To add 'work' after Provincial in the  
Heather Raven seconded ) second paragraph.

Chair ruled this amendment out of order.

Karen Kjarsgaard moved amendment ) To change 'actively oppose' to 'attempt  
Rayleen Nash seconded ) to change'

Chair ruled this amendment out of order. Kevin Grace and Pat Gibson challenged the chair.  
Chair is sustained.

Amended Resolution Carried.

Karen Kjarsgaard and Lynn Kroetlinger requested to register their negative vote.

Dianne Longson moved )  
Joan Cosar seconded )

The Provincial Association will actively initiate the organization of new locals of AUCE, and further, the Provincial Executive will within two months of this convention inform the locals as to the progress of this activity.

Pat Georgeson moved amendment )  
Karen Kjarsgaard seconded )

to change 'within two months' to 'bi-monthly'

Amendment Carried

Amended Resolution Carried

Maureen Gitta moved )  
Margie Walley seconded )

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.

Pat Georgeson moved amendment )  
Margie Walley seconded )

To change 'within two months' to 'bi-monthly'

Amendment Carried

Karen Kjarsgaard moved )  
Kevin Grace seconded )

To refer in order that limits may be placed upon this motion.

Motion to refer Defeated

Perce Groves moved amendment )  
Jerry Anderson seconded )

To insert 'democratic' between other and unions in line two.

Amendment Defeated

Amended Resolution Carried

Nancy Wiggs moved )  
Heather McNeal seconded )

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

Carried

Pat Gibson moved )  
Joan Cosar seconded )

That the Executive of the Provincial be instructed to find a location for the provincial office, and that the office be shared space with another local if agreeable to the local; in the event that this is impossible then the Provincial Executive will find a separate office for the Provincial Association.

Heather Raven moved amendment )  
Reva Clavier seconded )

Period after office and the rest deleted.

Amendment Defeated

Resolution Defeated

Nancy Wiggs moved )  
Pat Gibson seconded )

That this Convention suspend the rules of order so that a constitutional amendment dealing with the per capita tax can be written up and resolutions and constitutional amendments dealing with the role of the full-time provincial rep. can be dealt with together after the other ones.

Carried (unanimously)

Resolutions 15, 16, 17, & 19 and Constitutional Amendments Section 7B be postponed until motion on the per capita tax is ready.

Heather Raven moved )  
Pat Georgeson seconded )

To withdrawn Resolution No.18 - That the full-time provincial worker be instructed to collect and organize information on: (1) salaries; (2) leave of absence/sabbaticals; (3) modified work week; (4) parent leave; (5) sick leave; (6) use of temporary employees; (7) joint labour/management control of organization; (8) inforced retirement; (9) safe and desireable working conditions (10) sex discrimination in the work place; (11) alienation of the worker from the union.

Carried (Withdrawn)

Ian Mackenzie moved )  
Nancy Wiggs seconded )

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

Doug Row moved amendment )  
Bob McAdie seconded )

To delete 'cross-local or'

Amendment Carried

Amended Resolution Carried

Bob McAdie moved )  
Nancy Wiggs seconded ) That the AUCE Provincial Association  
issue a press release which condemns all  
present or future government legislation  
which removes or curtails the right to  
strike.

Ian Mackenzie moved amendment )  
Heather McNeal seconded ) To add 's' to 'release'

Amendment Carried

Amended Resolution Carried

Karen Kjarsgaard, Lynn Kroetlinger, and Kevin Grace request to register their vote  
as negative.

Nancy Wiggs moved )  
Ted Clarke seconded ) Section 2 A) Add "sexual orientation"  
after "sex"

Carried

Nancy Wiggs moved )  
Ted Clarke seconded ) Section 4 K) Delete "at the discretion of  
the chair".

Carried

Jerry Anderson moved )  
Francis Wasserlein seconded ) Section 7 A) Change the 'three' to 'four'  
Provincial Officers and add 'Provincial  
Organizer".

Carried

Nancy Wiggs moved )  
Jerry Anderson seconded ) Section 7 A) Change the 'four' to 'five'  
Provincial Officers and add 'Chairperson of  
the Tabulating Committee'.

Defeated

Nancy Wiggs moved )  
Ted Clarke seconded ) To replace Section 8D with 'Procedures for  
Conducting a Referendum'

Carried



Dianne Longson moved )  
 Jerry Anderson )

Section 8 E) To amend 2nd sentence to read ' Any protest alleging 'unfair ballot' or other irregularity must be presented in writing to one of the table officers within 14 days of publication of the results of the ballot in the provincial newsletter.

Heather McNeal moved amendment )  
 Nancy Wiggs seconded )

To delete 'publication' and insert 'the mailing from Provincial Headquarters', and add 'Provincial' before 'table officers'.

Amendment incorporated.

Reva Clavier moved amendment )  
 Nancy Wiggs seconded )

To change 'table' to 'executive'.

Amendment Carried

Amended Amendment Carried

Steve Geller moved )  
 Heather Raven seconded )

To adjourn for lunch.

Carried

Francis Wasserlein moved )  
 Margie Walley seconded )

Section 10 A) To amend the 1st sentence to read 'The president shall preside at all Provincial Executive Meetings and Conventions, except at the discretion of the meeting or convention.

Carried

Nancy Wiggs moved )  
 Jerry Anderson seconded )

Section 10 C) To amend the 2nd sentence to read "The Secretary-Treasurer shall submit a detailed financial report to each regular meeting of the Provincial Executive and to all Conventions.

Carried

Nancy Wiggs moved )  
 Maureen Gitta seconded )

Section 11 D) To add 'If a Local representative on the Provincial Executive is absent from three (3) consecutive meetings of the Provincial Executive without reasonable excuse, their Local must be notified in writing by the Provincial Executive.

Kevin Grace moved amendment )  
Pat Georgeson seconded )

To delete 'without reasonable excuse'.

Amendment Carried

Amended Amendment Carried

Nancy Wiggs moved )  
Francis Wasserlein seconded )

Motion to Withdraw - Section 11 B)  
To read 'If a local representative to the Provincial Executive fails to attend three(3) consecutive Provincial Executive meetings without reasonable excuse, a letter shall be sent advising the Local concerned.'

Carried (withdrawn)

Ian Mackenzie moved )  
Nancy Wiggs seconded )

Section 12 A & B be deleted and replaced with the following: '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 as per Section 8 D.

Carried

Nancy Wiggs moved )  
Francis Wasserlein seconded )

Section 13 B) To delete and replace with 'Ad hoc committees may be formed by the Provincial Executive or by resolution of any Convention.'

Carried

Chair ruled Amendment 13 C) out of order.

Francis Wasserlein moved )  
 Nancy Wiggs seconded )

Section 14 B be amended to delete the words "...President or..." in the first sentence. That a new sentence be inserted immediately after the first sentence, to read: "Special Conventions shall be for the sole purpose of discussing a specific urgent situation."

Carried

Chair opened nominations for tabulating committee. Doug Row, Pat Gibson and Ada Ho declared by acclamation.

Bob McAdie moved )  
 Francis Wasserlein seconded )

To seat Jody Conway & Len Ash

Chair opened floor to discuss Teaching Assistants regarding our union.

Pat Georgeson moved )  
 Nancy Wiggs seconded )

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

Carried

Ian Mackenzie moved )  
 Nancy Wiggs seconded )

This Convention support in principle the chartering of the T.A.'s at SFU as a local of AUCE.

Carried

Ian Mackenzie moved )  
 Francis Wasserlein seconded )

Section 14 C) To delete last sentence.

Pat Gibson moved )  
 Bob McAdie seconded )

For a role call vote.

Carried

Melody Rudd No  
 Reva Clavier No  
 Anne Moody No  
 Doug Row No  
 Margie Walley No  
 Kevin Grace Yes  
 Judy Todhunter Yes  
 Ian Mackenzie yes  
 Karen Kjarsgaard No  
 Ada Ho No

Ross Klatte No  
 Heather Raven No  
 Tony Kazoleas No  
 Maureen Gitta No  
 Joan Cosar No  
 Jerry Anderson Abs.  
 Nancy Wiggs Yes  
 Fred Hoeflik Abs.  
 Lynn Kroetlinger No  
 Stan Strutin No.

Cathy Pike No  
 Bob McAdie No  
 Pat Georgeson No  
 Heather McNeal No  
 Dianne Longson No  
 Francis Wasserlein Yes  
 Pat Gibson Abs.  
 Ted Clarke No  
 Perce Groves No

Defeated

Nancy Wiggs moved )  
Pat Gibson seconded )

Section 14 C) To add No.5 'Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a local association.'

Carried

Francis Wasserlein moved )  
Nancy Wiggs seconded )

Section 15 D) To delete 'on request' from the last sentence.

Carried

Nancy Wiggs moved )  
Judy Todhunter seconded )

Section 17 B) To delete and replace with - 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. Fine the member up to a maximum of \$100.
3. 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 or part of the monies earned by the member during the strike will be imposed.
4. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.

Reva Clavier moved )  
Nancy Wiggs seconded )

To deal with amendment in parts.

Carried

Joan Fosar moved )  
Nancy Wiggs seconded )

That we finish at least all resolutions and amendments before we adjourn.

Carried

Nancy Wiggs moved )  
Heather McNeal seconded )

2. Fine the member up to a maximum of \$100.

Defeated

Nancy Wiggs moved )  
Margie Walley seconded )

3. 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 or part of the monies earned by the member during the strike will be imposed.

Heather Raven moved )  
Reva Clavier seconded )

To delete 'or part of' in the 4th line.

Carried

Tony Kazoleas Moved )  
Pat Georgeson seconded )

To add '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.'

Carried

Nancy Wiggs moved )  
Ted Clarke seconded )

To add a new part 4. 'Suspension of a member from participating in any or all union activities.'

Carried

Ian Mackenzie moved )  
Nancy Wiggs seconded )

To withdraw 'Expel member from the local association.'

Defeated

Ian Mackenzie moved )  
Nancy Wiggs seconded )

To suspend rules of order to discuss motion to withdraw.

Defeated

Nancy Wiggs moved )  
Pat Georgeson seconded )

To add a new part 5. 'Expel the member from the local association.'

Defeated

Cathy Pike, Pat Georgeson, and Doug Row requested their abstension to be recorded. Heather Raven, Perce Groves, Tony Kazoleas and Ada Ho requested their positive vote to be recorded.

Amended Amendment Carried

Nancy Wiggs moved )  
Ian Mackenzie seconded )

Section 17 D) To delete and replace with '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 or part of the monies earned by a member during the strike will be imposed.

Francis Wasserlein moved )  
Tony Kazoleas seconded )

To delete 'or part of' in 5th line.

Carried

Amended Amendment Carried

Kevin Grace moved )  
Joan Cosar seconded )

Section 18 To add part C) 'If 33% 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.

Heather Raven moved )  
Heather McNeal seconded )

To amend % to 51.

Chair rules this is in order. Nancy Wiggs and Kevin Grace challenge the chair. Chair is sustained.

Amendment Carried

Kevin Grace moved )  
Nancy Wiggs seconded )

To amend % to 50 plus 1.

Amendment Carried

Amended Amendment Carried

Ian Mackenize moved )  
Francis Wasserlein seconded )

Section 19 P2 be amended so as to delete the last sentence and replace it by: "Notwithstanding the above, the provincial executive shall approve the By-Laws of any new local association at the time of said By-Laws.

Nancy Wiggs moved )  
Ian Mackenzie seconded )

To add before the replacing sentence -  
'The Provincial Executive shall only have  
the right to veto an amendment to by-laws  
which are in conflict with both the  
spirit and the letter of the constitution.  
The local association shall send copies of  
any by-laws and amendments to the  
Provincial Executive.

Amendment Carried

Amended Amendment Carried

Nancy Wiggs moved )  
Francis Wasserlein seconded )

To reconsider motion - that we finish all  
(at least) resolutions and amendments  
before we adjourn.

Carried

Doug Row moved )  
Tony Kazoleas )

That before adjournment we deal with the  
emergency resolution on the CASAW strikers.

Carried

Melody Rudd moved )  
Ann Moody seconded )

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.

Fred Hoeflek moved )  
Nancy Wiggs seconded )

For a role call vote.

Carried

Melody Rudd Yes  
Reva Clavier yes  
Ann Moody Yes  
Doug Row Yes  
Margie Walley Yes  
Dianne Longson Yes  
Nancy Wiggs Yes  
Fred Hoeflek Yes  
Lynn Kroetlinger No  
Stan Strutin Yes

Ross Klatte Yes  
Heather Raven Yes  
Tony Kazoleas Yes  
Maureen Gitta Yes  
Joan Cosar Yes  
Jerry Anderson Yes  
Pat Gibson Yes  
Ted Clarke No  
Perce Groves Yes  
Steve Geller Yes

Cathy Pike Yes  
Bob McAdie Yes  
Pat Georgeson Yes  
Heather McNeal Yes  
Kevin Grace No  
Francis Wasserlein Yes  
Ian Mackenzie Yes  
Karen Kjarsgaard Abs.  
Ada Ho Yes

Pat Georgeson moved )  
Bob McAdie seconded )

That Convention be reconvened in 2 weeks on a Sunday and that NDU delegates choose how they wish to participate.

Carried

Pat Georgeson moved )  
Francis Wasserlein seconded )

To reconvene at Capilano College at 9:00 on June 27th.

Carried

Motion to Adjourn - Carried