

Held at the AUCE Provincial Office - #901-207 W. Hastings St., Vancouver  
Meeting was called to order at 10:30 a.m. Joan Wood - Chairperson

Present: Joan Wood - Pres., Hester Vair - Vice-Pres., Sheila Perret - Sec-Treas., Ginny Gibberd - Trustee, Richard Melanson - #1 rep, Lid Strand - #1 interim rep, Anne Gilbert - #4, Carol McQuarrie - #4, Mary Mabin - #6 rep, Susan Knutson - #6 rep, Bill Burgess - #6 visitor.

Absent: with notice - Suzanne Marria - Union Organiser, Joy Smith - Trustee, Vicki Nunweiler - #5 rep & Trustee, Peter Burton - #5 rep. without notice - Bob Anderman - #2 rep.

1. Agenda - Motion to adopt the agenda.

M/Mary Mabin 2nd/Lid Strand Carried

2. Minutes - Motion to adopt the minutes of the October 20th, 1979 meeting of the AUCE Provincial Executive

M/Hester Vair 2nd/Mary Mabin Carried

3. Secretary-Treasurer's Report:

a) Bank Balances - Chequing Account \$11,395.52  
Term Deposits - 5,000.00  
Plan 24 ~~Strike F~~ 11,837.20 (Strike Fund)

n.b. AUCE #2 has overpaid their per capita tax and an adjustment of \$604.25 is to be reimbursed by AUCE Provincial. The problem arose as a result of miscalculations after the strike because per capita tax was allowed to go in arrears and was due upon signing of the contract.

Therefore, the resulting balance of the C/A is \$10,791.27

b) May Special Assessment funds for the #2 & #6 Strike funds, balance is \$8054.38

c) Correspondence -

Letters sent:

To #2 verifying repayment of \$10,000 loan, for #2 auditors  
Vicki Nunweiler, #5 @ CNC re Affiliation Cttee tapes  
Mick Maguire & C. Bostwick, #4 @ Cap College re Job action Logistics  
Carole Cameron, #1 @ UBC, re joint meeting for AUCE's employees  
Vancouver Women's Health Collective with \$10 donation to help pay  
publicity costs for Occ & Environ Health seminar, Nov 29th

Letters received:

From BCGEU, Jack Adams, re supply of research materials for Afltn Cttee  
CUPE, D.W. Cott, enclosing CUPE publications, research material,  
Constitutions, etc. for Affiliation Committee  
BCGEU, John Fryer, (to SFU 18) re support of SFU 18 resolutions  
at BD Federation of Labour Convention and asking for an  
accounting of funds received by SFU 18  
Farmworkers' Organising Committee - notice of Demonstration at  
Courthouse, November 3rd, enclosing petition  
AUCE #2, Kathryn Wellington, in response to request by S. Perret  
for topics of consideration in job action planning  
Gay Alliance Toward Equality, Rob Joyce, re Human Rights Con-  
ference Protest Rally, Dec 8/79  
Gestetner, regarding receipts for machine account payments  
Vancouver Status of Women, Debra Lewis, re Sexual Harrassment  
Project

con't..

c) Correspondence - con't:

Letters received

From Vancouver-Richmond Assn for the Mentally Retarded, Dennis Probst, asking for union guidelines for consideraton when placing mentally-handicapped men and women in the organised work-force for job training

Retail, Wholesale and Department Store Union, retracting a press release dated Nov 1st/79

News Releases, Bulletins received

From BCGEU

Pacific Tribune

Dave Stupich, NDP M.L.A. re BC Land Commission

Co-Op Radion re Person's Case Documentary

CUPE

INCAR

BCTF Status of Women Committee

Farmworkers' Organising Committee

Gulf & Fraser Fishermen's Credit Union

B.C. Students' Federation

Simon Fraser University

d) Sheila reported on the Women In Jeopardy Conference October 27 where she spoke to the conference on the Sexual Harrassment clause recently negotiated at AUCE #6, and importance of negotiating protection for members sexually harrassed on the job.

e) Financial Misc -

Motion: That Joan Wood be paid her lost wages for work done at the Provincial Office after the Convention, by December 31st, and that Hester, because her time slips are missing, shall, to the best of her recollection, estimate how moany hours she worked at Provincial after the convention, in order that she be paid for the time lost from her job.

M/Carol McQuarrie            2nd/Sheila Perret            Carried

Motion: That Hester Vair and Joan Wood work one day each in the Provincial Office to assist Sheila with the Library, and filing and Newsletter work, and that their lost wages for the day each takes from her regular job, be paid by AUCE Provincial.

M/Sheila Perret            2nd/Mary Mabin            Carried

4. Local Reports:

Local 1-Richard Melanson reported that the Dues increase referendum passed, \$9.00 for full-time workers and \$4.75 for Part-timers @ UBC There is scheduled a two-hour contract meeting for the membership to discuss and ratify proposals on job classification, pension policy.

Local 2 - Hester Vair reported that an impending re-call on Bob Anderman is underway with frequent membership meetings for both accused and accusers to speak on charges resulting from article in SFSS Peak newspaper regarding affiliation and Local 2 workers. President Peter Threlfall has resigned his job and his executive position in order to take a post with the Human Rights Branch of the BC Human Rights Commission. Vice-President Kathryn Wellington is assuming Presidential responsibilities until a new President is elected.

## 4. Local Reports:

## Local 2 - con't

Treasurer has resigned. Contract research has started for next set of negotiations; present contract expires March 31st, 1980. Lots of Library employees are being laid off, those with seniority included. LRB will soon hear 'grandfathers' complaint lodged under Section 7 of the BC LABour Code regarding discriminatory assessments allegations during strike time employment. Leo McGrady is appearing on behalf of #2.

Local 4 - reported by Carol McQuarrie and Anne Gilbert. A promotion and hiring grievance is being pursued through arbitration. On November the 6th, 130 of a possible 168 membership voted 77% in favour of strike. Arrangements for picket duty and other job action logistics are being planned by a well-organised strike committee composed of all 12 shop stewards and one rep from each department. College wants to reduce to \$4.50 from \$6.08 the pay for employees also taking 6 or more credit hours of courses at Capilano College. Faculty Union (Capilano College Faculty Association - 'Fac-Ass') has voted overwhelmingly in support of AUCE #4, as has the Student Union - evidenced by a letter of support. A full discussion by the Provincial Executive ensued concerning Provincial's support for the Local (on tapes in the Provincial Office), resulting motions, after an initial request by #4 Treasurer and Provincial rep Anne Gilbert for a \$10,000 interest-free loan. Also considered before making the final decision: Contracts at Locals 1 and 2 expire within the next 3 months, Local 6 has no contract yet and is still negotiating with the same tough administration that forced #2 to take action for 5 months.

## Motions:

1. Whereas AUCE #4 has taken an LRB supervised strike vote which passed 77% in favour of strike action (168 eligible voters - 130 cast ballots) and  
 whereas, the mediation procedures will likely be finalised this November 20th and that job action may occur as early as Wednesday November 21st,  
 and,  
 whereas the security of knowing that the local is able financially, to conduct an orderly and effective strike <sup>that this knowledge</sup> and would promote solidarity among the active membership, estimated to be 126 persons and whereas the Executive of the Local Association has instructed the Provincial Representatives to request a ten thousand (\$10,000) dollar interest-free loan from the Provincial Association, and this money shall be available to Local 4 in the event of a strike and which loan would be immediately due and payable upon settlement of the dispute between AUCE #4 and Capilano College Technical and Vocational Institute.  
 As a representative on the Provincial Executive from AUCE #4 I move that the Provincial Association provide AUCE #4 <sup>with</sup> a ten thousand dollar (\$10,000) interest-free loan due and payable to the Provincial Association upon the settlement of the contract negotiations for the contract which expired September 30th, 1979.  
 Moved by: Anne Gilbert      Seconded by: Carol McQuarrie      Failed

## 4. Local Reports - con't:

## Local 4 - con't

2. The Provincial Executive fully supports the struggle of AUCE #4 and in the event of job action by the Local Association and in the event of a lock-out by the Capilano College administration, the Provincial Association of University and College Employees shall lend on an interest-free basis six thousand dollars (\$6,000) which shall be due and payable upon settlement of the Collective Agreement which expired 30th September 1979.  
Moved by: Carol McQuarrie      Seconded by: Ginny Gibberd      Carried
3. In the event of further need by AUCE #4 the Provincial Executive will make every effort to lend a further four thousand dollars (\$4,000) interest-free to AUCE #4 and such amount shall be due and payable upon settlement of the Collective Agreement which expired 30th Sept.'79  
Moved by: Carol McQuarrie      Seconded by: Ginny Gibberd      Carried
4. Regarding a further request from AUCE #4 for the additional \$4,000, representatives from Local 4 shall meet with the Provincial Table Officers to discuss the need for the loan in light of the Provincial Association's current financial status; the Provincial Table Officers shall then decide whether or not to grant the loan.  
Moved by: Hester Vair      Seconded by: Sheila Perret      Carried

Local 5 was not represented so no report was received either verbally or written. Contact Peter Burton or Vicki Nunweiler @ 562-2131 for news on #5 affairs.

Local 6 - a written reported was submitted and expanded on by Mary Mabin of TSSU:

1. Negotiations have been progressing very slowly. The article under discussion for several weeks has been job descriptions, and the university has been unwilling to move significantly.
2. Organising has met strong resistance, as a result of a growing conservative, and anti-union sentiment on campus.
3. Local 6's official opposition, the "Ad Hoc Group" of concerned TAs continues to distribute material, write letters etc. Recently they approached Simon Fraser Student Society to request funding. Although this was not approved, the Student Forum seriously entertained the idea, which was supported by several members. Forum does have an official policy of support for Local 6, but this may be challenged in the next few months.

We feel that a concerted effort needs to be made, by all unions on campus, to educate student across campus - both graduates, who form our potential bargaining unit, and undergraduates.

5/...

5/...

## 4. Local Reports - con't:

## Local 6 - con't

Local 6 finds itself in a very vulnerable position now. It is three years since the organising drive began, 11 months since we were certified, and we are still negotiating our first contract. We are faced with an anti-union sentiment on campus, and decertification is a real threat. Although we have asked our membership to pay voluntary dues, pending signing a contract, few are willing to do so, and we have no mechanism to force them to do so. The result is that our financial situation is bad.

AUCE Provincial has already invested a considerable sum in Local 6, both in grants and in loans, and we feel there is presently a danger of that money being altogether lost. We hope to conclude our first contract in three to four months. We represent a bargaining unit of about 500 part-time employees, and when we begin to collect dues, should pay per capita tax of approximately \$6 000 per year, and be in a position to begin repayment of loans and debts.

Now, however, in order to assist us in reaching a contract, and in retaining our current membership, and signing up new members, we request that the Provincial assist us financially with the following amounts:

- One GTA 1 salary for 4 months (\$2315) to pay a negotiator.
- One GTA 1 salary for 4 months to pay an organiser.

Motion: That AUCE Provincial make an interest-free loan to the Teaching Support Staff Union, of \$2,315 in order to pay a member to negotiate and organise, and this amount is repayable upon the signing of the #6 agreement with SFU.  
M/Mary Mabin 2nd/Lid Strand Carried

Motion: To defer additional request for an interest-free loan to the December Provincial Executive meeting, (the amount to be used to pay a second union member to work on organising and negotiating).  
M/Sheila Perret 2nd/Mary Mabin Carried

## 7. S.O.R.W.U.C. Report - Jackie Ainsworth, Pat Barter, Charlene Avery Girard, Honey Maser, Jean Rands, Sandra Currie met with the AUCE Provincial Executive.

Pat Barter will be working in the 901 Library one day per month and she, along with Hester and Sheila, will sort out the books, magazines and periodicals and make some kind of catalogue that can be easily understood by anyone who would want to do research.

Regarding the copier, in the next couple of days, the United Bank Workers' Section of SORWUC will be making a \$100 payment which will be assisted in part by the sale of the SORWUC book, An Account to Settle - just published this week!

The unit at the Goldenwood Sawmill, at Lake Cowichan on Vancouver Island is on strike; management has replaced striking workers with relatives who are being paid, in one instance twice the salary of one office worker who did the book-keeping, but, the relative is doing half the work done by the previous union member.

SORWUC is interested in organising the office workers in the lumber industry, an issue that has not been undertaken by the International Woodworkers of America.

SORWUC continues to sign up day care centres, 4 were organised this

## 7. SORWUC - con't:

summer, the units are small and only 35 day care workers make up the total organised BUT it is important to remember that SORWUC is organising an industry that has been traditionally neglected by other trade unions.

Muckamuck strikers continue to picket the Davie Street restaurant and management refuses to get back to the bargaining table. An unfair labour practise has been filed with the BC Labour Relations Board citing the employer as failing to bargain in good faith, a demand to have management discontinue their practise of posting libelous material about the union in the restaurant window; SORWUC has asked for damages to be awarded to recompense the detrimental effects of managements' tactics vis a vis SORWUC reputation as a union currently attempting to organise the unorganised. The BC Federation of Labour has not issued a 'Hot' Declaration and it seems unlikely that this will happen. A picket party is being held on Sunday afternoon so the picketers can meet each other; the Pacific Life Community is conducting a picket-line self-defense work-shop at the party.

6. SFU 18 Defense Committee report given by Bill Burgess - A second trial held resulted in a stay of charges, and by Staff Sergeant Staryk of the Ad Hoc Labour Liaison Committee opinion, the charges were stayed in order to 'avoid trade union reps', such as Lloyd Ingram and John Fryer, getting up in a court room and speaking. The second day of the next trial charges of obstructing police were dropped at the conclusion of the Crown's case because the Crown Prosecutor stated that video-tape evidence, which was to be shown to the court, would contradict the first police witness, so the Prosecutor asked for permission to drop the charges. The charges against the next person were stayed. Judy Cavanaugh's trial is to commence this next week.
- Six or seven BC Federation of Labour affiliates have submitted resolutions calling for BCFed support of the demands to have the charges dropped, and for the BCFed to hold a press conference on the matter at the BCFed Convention.. There is some hope that the BCFed Convention will hold a campaign to protest the charges. Twelve of the 18 charged are members of trade unions, 10 of those unions are affiliates to the BCFed.
- Margeurite Jackson has resigned from the case after declaring a conflict of interest. Her services were being paid for by the BCGEU. SFU 18 will be meeting with John Fryer to ensure that BCGEU will continue to pick up the bills for the replacement lawyer. It seems that Fryer had indicated to Jackson his wish for her to remain with the case. To further explain a reason for the 'conflict of interest', the Crown Prosecutor apparently told Margeurite Jackson that the Crown would be willing/wanting to drop the charges but that there were others they would like to charge. She apparently asked him who the others would include and the response was 'John Fryer'. Stuart Rush will remain on the case.
- The Provincial Executive was encouraged to participate in the rally at the BCFed Convention, if such a demonstration occurs.
- The SFU 18 has been warned that the BCFed Executive Council Report contains a rather heavy attack on AUCE which may require a response from AUCE & perhaps the SFU 18 depending on the nature of the comments.

8. Labour Education Seminars - referred to the Provincial Table Officers who will confirm with #5 to start the seminars with that local before Christmas. Also, to be arranged are the resource people who will conduct the seminar, as well as the dates for the other 3 week-ends. Table Officers meet on Tuesday, November 20th @ 5:30 p.m.
9. \$5.00 Special Assessment disbursement - will be according to the membership of both Locals 2 & 6 at the date of the commencement of the referendum, May 9th. Employee numbers as of May 1st will be counted and the funds will be divided on a per capita basis.
- 10.a) Library Holdings - (report by Hester and Sheila)  
 Motion that this item be tabled to the December meeting of the Provincial Executive.  
 M/ Sheila Perret 2nd/Lid Strand Carried  
 Hester and Sheila will work on this on the day Hester is able to take a leave from her job to work in the AUCE Provincial Office, See item 3. e) of these minutes (pg. 2)
- b) Lost Wages report - ( Hester and Sheila, again!)  
 Motion to table to the December meeting.  
 M/ Lid Strand 2nd/Mary Mabin Carried
- c) Newsletter - ~~work-nights~~  
 Motion: That Friday night and Saturday, November 23rd & 24th be newsletter work-nights.  
 M/Lid Strand 2nd/Susan Knutson Carried
- d) By-Laws amendments for AUCE #4 at Capilano College.  
 Motion to refer #4 By-Law amendments to Trustee Chairperson, Joy Smith for final recommendations before approval by the Provincial Executive.  
 M/Carol McQuarrie 2nd/Anne Gilbert Carried  
 (Motion to accept the by-laws failed, re office worker and some language)
- e) Initiation forms - new ones are being designed to replace flimsy former edition, hopefully a card-type. Table Officers will review samples and choose so that sufficient supply will be printed for the new year. Stewards are short-supplied at the locals.
- f) Library - Hester will put out a call for volunteers in the next Provincial Bulletin
- 11.a) Fund raising Marathon  
 Sheila spoke about possibilities for raising strike funds as well as drawing some publicity to the fact that AUCE is attempting to affiliate to the CLC. One idea is a pledge by sponsor walk to the CLC office in Burnaby, with stops along the way at affiliated union offices, AUCE offices, non-affiliates, the CCU, etc. It will be discussed again!
- b) SORWUC has published 'An Account to Settle', it's selling for \$3.25 and is being used to launch the next organising drive of the United Bank Workers. The book is about the struggles and victories experienced by UBW in the bank organising drives, the mistakes that have been made and the positive aspects of the last organising drive as well, are included.

## 11. New Business - con't:

- c) CUPE Contract Conference - John Calvert, BC Division CUPE Researcher has extended an invitation to this conference, which will be held on December 7 & 8. December 8's agenda includes presentation and workshops on Post-Secondary Institution Contracts. Sheila will have details for those wishing to attend.

12. December meeting will be held at 10:00 a.m. on the 15th of the month.

## 13. Motion to adjourn.

M/Sheila Perret            2nd/Anne Gilbert            Carried

The meeting adjourned at 5:15 p.m.