

AUCE PROVINCIAL EXECUTIVE MEETING - MINUTES - May 10th, 1980

10:00 am at the AUCE Provincial Office, 901-207 W. Hastings Street, Vancouver

Attended the meeting: Lid Strand, Local 1 (UBC) rep
Mary Mabin, Local 6 (TSSU @ SFU) rep
Star Rosenthal, Local 2 rep
Carol McQuarrie, Local 4 rep
Suzanne Marria, Union Organiser
Sheila Perret, Secretary-Treasurer
Hester Vair, Vice-President
Joan Wood, President
Vicki Nunweiler, Local 5 rep

1. Local 1 - Financial Assistance motions:

Moved by Lid Strand That the Provincial Executive allow the
Seconded by Mary Mabin deferral of Per capita tax payments for
CARRIED AUCE Local 1, which is on strike at UBC,
and that the deferral applies until the
end of the strike, with the amount in
arrears payable at the end of the strike.

n.b. it was noted that the strike at Local 1 is a selective strike,
approximately 200 people have been pulled off the jobs in several
key areas of the campus. The people on the picket lines, or working
in the union office instead of doing picket duty, are being paid
their full net wage by the union. The Local has secured loans from
the B.C. Teachers' Credit Union and will be assessing all members
in order to pay back the loans.

Moved by Lid Strand That AUCE Provincial lend Local 1 up to
Seconded by Suzanne Marria \$12,000 in an interest-free loan, to be
paid out as needed and that it become
due upon the signing of the contract.

Moved by Star Rosenthal That this item regarding the \$12,000 loan
Seconded by Carol McQuarrie (be tabled until after the Secretary-
CARRIED Treasurer's report.

Moved by Lid Strand That AUCE Provincial assess all non-
Seconded by Suzanne Marria striking members of AUCE, \$5.00 for
the Local 1 strike fund.

Moved by Sheila Perret To table this discussion until after
Seconded by Suzanne Marria the Secretary-Treasurer's report.
CARRIED

The meeting agreed to defer all financial business concerning the
Local 1 strike (requests for assistance, etc.) until after the
Secretary-Treasurer's Financial Report.

2. Local 2 (SFU) Report -

Members of the local are approaching the membership with proposals
to recall all personal loans made to members during last year's
strike, with the possibility of garnisheeing the wages of those
members whose personal loans are outstanding as of March 31st, 1980.

2. Local 2 report - con't:

Members have applied for 'job-splits' in the Registrar's Office and in the Library; the latter being an extension application for our own President and Vice-President, Joan Wood and Hester Vair, SFU Library Loans employees.

Not all delegates have been elected for the Regular Convention.

3. Local 4 (Capilano College) Report -

The local is going to arbitration over the interpretation of a contract article which provides union rights and union wages for students employed on the Provincial Government's Ministry of Labour Youth Employment Programme (YEP). The College has offered to increase the government-allocated salary by a mere 10% which falls short of the base campus rate by at least \$1.60.

Another grievance is headed for arbitration and it concerns an employee applying for a job opening, qualifying for it according to the job-posting - the College changed the requirements for the job without consulting the union and after posting the vacancy. The grievor is employed elsewhere in the College in a similar position at the same salary.

4. Local 5 (College of New Caledonia) @ Prince George) Report -

The College has offered the union staff development programmes which may lead to increased skills. Time off from work (with pay) will be allowed. Provincial is providing the Local with Carole Cameron of AUCEL Local 1's office, for one week in June. Carole will assist the local in setting up their newly acquired office and will also conduct a Shop Stewards Seminar for the Local's stewardship. The College has granted the Stewards time off with full pay for all stewards attending the workshop.

Moved by Sheila Perret
Seconded by Star Rosenthal
DEFEATED (After a tie vote,
broken by the Chair)

That in case Carole Cameron cannot go to Local 5 because of commitments presented by the Local 1 strike, for any or all of the week planned, that Suzanne Marria take Carole's place and be paid at Carole Cameron's rate of pay in order that Local 5 be serviced.

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

In the event that Carole Cameron cannot attend Local 5, then the Provincial Executive is authorised to make alternative arrangements to ensure that the Local is serviced.

Further report appended to the minutes

5. Moved by Suzanne Marria
Seconded by Lid Strand

That the Provincial pay lost wages for at least 6 of the Local 5 Shop Stewards for 1/2 a day in order that they may attend a Shop Steward Seminar.

6. AGENDA

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

That the Agenda be adopted with the proposed time limits on items.

7. Moved by Hester Vair
Seconded by Lid Strand
CARRIED

That the Minutes of April 19th, 1980,
be accepted, as corrected.

8. Moved by Sheila Perret
Seconded by Lid Strand
CARRIED

That the minutes of the March 29th, 1980
meeting of the Provincial Executive, be
referred to the next meeting of the
Provincial Executive.

9. Financial Report notes
Sheila Perret reported on the bank balances:
Chequing Account \$ 5334.18
Plan 24 Strike Fund 14211.72
Share Savings 8926.96
Term Deposit 5000.00

A general account of expenses followed, Sheila reported major payables due:

Rent - 175
Travel - 1800
Phone - 200
Salaries 2800
Pr/Stat 950 (envelopes for referendum and office, generally)
Paper, ink 780
Newsletter 700 (Affiliation newsletter as directed by convention)
Eqpt 160
#5 trip 600 (Carole Cameron's salary, over-time, airfare)
Postage 200
Misc 800 (including lost wages for Shop Steward Seminar participants)
TOTAL 9165 Payable and anticipated upcoming expenses

Since Local 1 will not be paying their per capita tax for the duration of the strike (at this time we can count on not receiving 1 month's per capita tax at a minimum) we will have to dip into the existing strike funds in order to meet the Provincial's Financial Commitments. #1 PCT = approx 60% Prov income. We cannot afford as much as \$10,000 loan for Local 1 at this time. We could decide to lend less.

Motion:

Moved by Lid Strand
Seconded by Mary Mabin

That we table the motion on the \$12,000 loan
to the next Provincial Executive meeting.

Moved by Sheila Perret
Seconded by Lid Strand
CARRIED

That the Provincial Table Officers meet with
Local 1 reps, Local 1 Treasurer, representatives
from the Local 1 Strike Committee, and
representatives from the Local 1 Contract
Committee, in order that the Provincial and
the Local's financial situations be clearly
understood by reps from both groups, and
that a written report from that meeting be
made at the next Provincial Executive meeting.

Moved by Suzanne Marria
Seconded by Lid Strand
CARRIED

That the Provincial pay the costs of lost wages
for up to four people from Local 2 to meet with
Local 1 reps, as soon as possible and at Local
1's convenience, the wages will be paid for up
to the equivalent of one (1) day's wages for the
Local 2 reps, so that both parties may discuss
strike experiences & strategy. 4/...

9. con't: (motions concerning financial assistance for AUCE Local 1, on strike) -
Moved by Lid Strand That the motion concerning the \$5 (five dollar)
Seconded by Mary Mabin Special Assessment, be deferred until the next
CARRIED Provincial Executive meeting.
- Moved by Lid Strand That the Financial Report be accepted.
Seconded by Mary Mabin
CARRIED
10. Moved by Suzanne Marria That Sheila Perret photo-copy the BC Civil
Seconded by Lid Strand Liberties Association publication list and
CARRIED distribute it to the Locals.
11. Moved by Sheila Perret That a letter of support be sent on behalf of
Seconded by Mary Mabin AUCE Provincial, to the three women fired
CARRIED from the Pratt-Witney Aircraft Plant.
(the women allege that they were fired because
of political activity; the company's reason
for the 'lay-off' was work shortage and
employee surplus. The women disputed the
company's claim because each was followed in
her hire by the employment of another 200
people and after the company assured the
employees that their jobs were secure for at
least 7 or 8 years because of the contracts
the industry had to supply aircraft and parts.
12. Moved by Lid Strand That the Federal Guide to Stats Canada
Seconded by Mary Mabin publications be purchased.
CARRIED
13. Moved by Suzanne Marria That a phone call be made and a letter sent
Seconded by Lid Strand to the B.C. Minister of Labour, in support
CARRIED of the Labour Advocacy Research Association's
demand that Domestic and Farm Workers be
included in labour standards legislation.
14. Moved by Sheila Perret That Provincial purchase for the library, the
Seconded by Mary Mabin Stats Canada Review subscription, at the cost
CARRIED of \$35.00 per year, for one year.
15. Discussion on Office 'coverage' during Sheila's holiday:
All the machines broke down. Had to rent replacements to cover for machines
that had to be taken out of the office for repairs.
SP should have left more than 4 cheques pre-signed for emergency expenses.
Things generally took longer to do only because of lack of familiarity with
the office and office procedure.
Were not able to get the Library materials, i.e. periodicals sorted and file
cards up-dated. Not enough time to tackle the pile of newspaper clippings.
Most of the time was taken up with getting the referendum ballot on the
first question of affiliation, out to the membership... sad lack of volunteers.
Manual that SP prepared was helpful, included all instructions on equipment
operation, phone numbers, requests for work to be done, what to do if
disaster strikes (run).

16. Moved by Sheila Perret That Local Reports be accepted.
Seconded by Lid Strand
CARRIED

17. Referendum on Affiliation - progress report
Ballots will be counted at 7:30 pm on Tuesday May 20th.
Local 1's mail room is out on strike so some members have not received their ballots and those who have voted and put their ballots in the mail have no way of knowing if the ballots will qualify for the closing dead-line.
Locals had untold difficulties providing the Provincial with TWO (2) sets of labels for the ballots, This resulted in unnecessary delays in getting the work done.
A meeting of the Trustees has been called in order that problems may be at a minimum for the next ballot: May 26th at 7:30 pm.
The work of writing the ballot, stuffing, sticking and collating, sorting, took volunteers approximately 2 weeks of evenings, and week-ends in addition to Ginny spending two days off, and Hester and Star and Mary working on the ballot when they were working at the office during the day.

Moved by Mary Mabin That if the results of the first referendum
Seconded by Lid Strand indicate that the second ballot should be
CARRIED sent out, the second ballot shall go out no
later than June 5th, 1980.

Moved by Sheila Perret That the first work-party for the possible
Seconded by Suzanne Marria second referendum ballot on affiliation, be
CARRIED held at 7:30 pm on May 22nd (Thursday) and
that Hester, who has offered to do so, will
draft work-party lists of committed
volunteers for the second ballot work-parties.

18. Regular Convention - June 14 & 15, 1980

Moved by Suzanne Marria That the Convention dates be changed from
Seconded by Lid Strand June 14 & 15, to June 21 & 22, 1980.
CARRIED

Convention business, ie. election of delegates, etc at the Locals:
Local 1 - not on the agendas because of the strike. They will have difficulty electing interested delegates & probably won't have their full complement.

Local 2 - have not elected their full complement of delegates and are conducting another election to fill vacant seats. Resolution concerning formation of a cross-local committee to deal with possible merger or affiliation negotiations, depending on outcome of affiliation ballot, has been received.

Local 4 - has elected some delegates. Have proposed resolution concerning re-call of SORWUC \$10,000 loan.

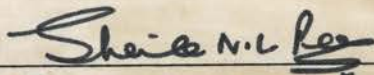
Local 5 - not ready yet. Meeting scheduled to elect delegates and propose resolutions and constitutional amendments.

Local 6 - very busy with mediation preparation and have scheduled a G/M to discuss resolutions and elect delegates.

Provincial - not had enough time yet to finalise resolutions and constitutional amendments, Need to discuss possible members who can be nominated for Provincial Executive Table Officer positions.

18. Regular Convention - con't:
Moved by Suzanne Marria
Seconded by Vicki Nunweiler
CARRIED
- That in order to give the Locals and the Provincial additional time for election of delegates and submission of resolutions and Constitutional Amendments, the cut-off date for resolutions & Constitutional Amendments be changed from 16th May to 24th May, at 5 pm (Saturday), and that this change shall be announced by phone to the Locals.
- * n.b. Local reports are still due by May 30th, 1980, at the latest, for inclusion in the dockets.
19. Moved by Suzanne Marria
Seconded by Hester Vair
CARRIED
- The Provincial Executive's next meetings shall be: May 23rd to decide on Resolutions and Constitutional Amendments for the Convention, and May 24th to consider the Local 1 strike situation and the referred motions concerning financial assistance to the Local.
20. Constitution printing for Convention:
There was a consensus that sufficient constitutions be printed for the Convention Delegates and Alternates, Local Executives and two for each Shop Area of the Locals (by Press Gang).
21. The June Meeting of the Provincial Executive shall now be June 13th (evening) and June 14th, at 10 a.m.

The meeting ADJOURNED at 5:00 p.m.



- MINUTES

Sheila Perret, Secretary-Treasurer

AUCE LOCAL 5 REPORT
TO THE AUCE PROVINCIAL EXECUTIVE

MAY 10th, 1980
Vicki Nunweiler

The political atmosphere seems to be getting warmer at Local 5. We are approaching the expiry date of our contract and so it seems others are aware of this as well. John Calvert and Maurice Gagner of CUPE called shortly after April's Convention and asked if they could meet with our executive to ask any questions about CUPE or just to have a general discussion. Local 5's answer was to the tune of Don't Call Us We'll Call You!

Faculty vs Management

Ugly dilemma! Management is definitely putting on the squeeze, however Faculty are not budging. Lack of funds to pay for legal fees have created a problem, so faculty have called for volunteers to assist in paying the legal fees. Faculty members have donated \$100 from their paychecks. The big fight is still for Technological Change and arbitration is on its way in but things are being kept on the hush. Mr. Macaffrey had received a vote of non-confidence by faculty to be followed by a vote of confidence by the Board. A local 5 rep attended the board meeting and was asked Local 5's feelings on the whole issue. We decided to stay neutral at that time.

Membership Meeting

Local 5 had its membership meeting on May 7, 1980 to hand out ballots and to have a general discussion on the up and coming contract negotiations. About 30 members showed up at the meeting with a good show from the shops. The emphasis seemed to be on wages and the concern seemed to be whether we would have the support from the membership as a whole if a strike vote had to be taken. Local 5 was also introduced to the new Assistant Principal and Information's Officer, a former news director of CKPG in Prince George. Some concern was brought up about the Steward's Meeting at U.B.C. and some members were wondering if instead the workshop could not be tied in when Carol Cameron comes up and a request of Provincial for lost wages for 6 stewards for 1/2 day???

Negotiating Committee

We held our first negotiating committee meeting on May 9, 1980. It was noted that there was room for more organizing and how to resolve some of the problems we were incurring. A few of the articles we tackled were Temporary employees, Classification, Student Placement just to mention a few. The end result, lots and lots of work for the negotiating committee over the next few months and any help would be gratefully appreciated.

After the meeting a general discussion evolved around how the Executive should be having more input in the form of motions rather than the decision making falling on one person's head which has resulted in some conflict among members.

Staff Development is being promoted by the College and our membership feels it's a good candidate for our contract.

Grievances

Two so far this spring. One resolved at the first step. This was a grievance involving Health and Safety. The second is a little more complex involving job description, wages, reimbursement, etc. Open for discussion.

Other problems at Local 5 consist of Communication vs Isolation reviewing Sweden's Resolution to this problem. Turnover of staff seems to be quite high over the last few months. WE WOULD LIKE TO RESOLVE THIS. PROBLEMS SUDDENLY SEEM TO BE ENDLESS AT THIS POINT. OUR MOTTO FOR NEGOTIATIONS: NOT GREED; JUST NEED!!