

MINUTES

MEMBERSHIP MEETING - Thursday, August 14, 1980

IRC 2

12:30 - 2:30 pm.

Ray Galbraith called the meeting to order with an announcement that a meeting on the Nicaraguan situation was to be held at the Britannia Community Centre on August 23rd. Ray said that the section on the resignation of the President had to be removed from the agenda because the appropriate Committee had been unable to complete its report. Furthermore, he said that a motion would be in order to defer the closing of nominations for the President. He explained that such was the case as the last membership meeting had deferred a motion of support for the Executive in requesting the resignation of the President.

Neil Boucher took exception to this interpretation and stated that it was important that this meeting elect a President and possibly a Vice-President. Further discussion, if any, was to take place under the adoption of the agenda.

Ray then announced that the Grievance Committee would present a motion in regards to the departmental changes in Education - that it would be an emergency motion sending the matter to arbitration.

Ray explained that a chairperson would have to be elected from the floor according to Bourinot's Rules of Order. Such an election occurs when the Union has neither a President nor a Vice-President. Neil Boucher was elected by acclamation.

1. Adoption of agenda:

Moved by Kitty Cheema
Seconded by Lid Strand

THAT OTHER BUSINESS BE MOVED TO 6(B) TO DEAL WITH A MOTION IN REGARDS TO THE KU KLUX KLAN.

Moved and seconded by
the Executive

THAT THE ITEM ON THE RESIGNATION OF THE PRESIDENT BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING.

Moved by Carole Cameron
Seconded by Helen Glavina

THAT THE AGENDA AS AMENDED BE ADOPTED.

The motion was CARRIED.

2. Adoption of minutes:

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE APRIL 9, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE APRIL 29, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

Moved by Ray Galbraith
Seconded by Lid Strand

THAT THE MINUTES OF THE MAY 6, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

It should be noted that where Marcel Dionne either moved or seconded any motions that he handed over the chairing role to Ray Galbraith. Nancy Wiggs felt the Executive should explain meeting procedures to the membership.

The motion was CARRIED.

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE MAY 13, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE MAY 29, 1980 MEMBERSHIP MEETING BE ADOPTED AS CIRCULATED.

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE JUNE 19, 1980 MEMBERSHIP MEETING
BE ADOPTED AS CIRCULATED.

Moved by Ray Galbraith
Seconded by Lid Strand
The motion was CARRIED.

THAT THE MINUTES OF THE JULY 24, 1980 MEMBERSHIP MEETING BE
DEFERRED UNTIL THE SEPTEMBER MEMBERSHIP MEETING FOR ADOPTION.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. Opening Nominations:

Trustee (1): No nomination was forthcoming. Nominations were to remain open until the
September membership meeting.

Closing Nominations:

Local Reps to the Cross-Local Health and Safety Committee (3) - Shirley Irving was
elected by acclamation. Nominations were to be re-opened in September.

Provincial Rep (1) - Kitty Cheema was elected by acclamation.

Job Evaluation Committee (2) - Murray Adams and Linda Tretiak were elected by acclamation.

Ann Hutchison was to attend meetings as an interested party.

Vice-President - No nominations were forthcoming. The position was to be re-opened at the
September membership meeting.

President - Nancy Wiggs was elected by acclamation.

Grievance Committee (1) - Ted Byrne was elected by acclamation.

Neil Boucher relinquished the chair to the new President, Nancy Wiggs.

5(b). Education Dept. grievance:

Moved by Helen Galvina
Seconded by Grievance Committee

THAT THE INVOLUNTARY TRANSFER GRIEVANCE IN THE EDUCATION
DEPT. BE SENT TO ARBITRATION AND THAT ALL RELATED
EXPENSES BE APPROVED.

Helen Galvina provided the motivation. She indicated that the University had provided
a desultory Step 3 response and that the aspect of trade union activity discrimination
was part and parcel of the grievance. Lid Strand stated that the main bone of contention
was that the University was choosing the secretaries they wanted for the positions.
Lissett Nelson added that one of the main concerns was the respect of members' seniority
- the University had to respect seniority when transfers of an involuntary nature were
involved. Furthermore, a series of clauses had been violated by the University.

The motion was CARRIED.

6. Secretary-Treasurer's report:

Moved by Ray Galbraith
Seconded by Lid Strand

THAT THE MEMBERSHIP OF AUCE LOCAL #1 ADOPT THE FINANCIAL
STATEMENT FOR THE MONTH ENDED JULY 31, 1980 AS CIRCULATED.

Ray explained that there were some items of interest on this month's statement. The most
notable being the amount of the assessment and dues deposit, the Petitioners' Strike
Assessment, the repayment of the \$50,000 loan and the partial repayment of the \$35,000
loan, and the pay for Union negotiators. Total assets as of July 31, 1980 were \$18,921.54.

Pat LaVac suggested consideration be given in the future to placing a limit on the legal
fees. Neil Boucher asked whether or not the amount paid for fringe benefits included
holiday pay for the picketers. Ray responded that it did not and that he was in touch
with Wes Clark in Employee Relations to determine what moneys were necessary to reinstate
the holiday time lost by the picketers in May. He added that Nancy Wiggs had thrown a twist
into the works with a precedent that indicated that holidays accrued automatically regard-
less of an interruption from work caused by a strike. Ray said that this new information
was being taken into consideration. Jerry Andersen recommended that an outstanding liability

statement accompany each financial statement. Ray replied that this was a good idea and that the process would be implemented with the next Newsletter or with the next statement in September.

The motion was CARRIED.

Ray stated that the costs of the strike and those still remaining had been compiled. The Union owed \$26,508.18 on the \$35,000.00 loan and approximately \$11,462.81 for picketers' holiday pay. An assessment of approximately \$33 would retire all outstanding strike-related debts. The option to have three deductions of \$11.00 each was to be included on the ballot. The ballot itself would be composed, run-off and sent to the membership in early September. If the result was positive the first assessment or total assessment would be deducted at the end of September.

Ray announced that member queries in regards to bonuses, retroactivity, strike pay and the \$50 assessment had been investigated and that he would be contacting members by the end of the month. He also announced that the Provincial's Per Capita Tax referendum had passed and as a result this Local would require \$1500 a month more in revenue. Ray also mentioned that even prior to the strike we had been unable to meet a constitutional by-law which required that 10% of the monthly dues be deposited into the Strike Fund. Ray said that an investigation of the past year's financial statements indicated that our income and expenses practically cancelled each other out - hence we had been unable to deposit the appropriate amount into the Strike Fund.

Moved by Ray Galbraith THAT THE MEMBERSHIP AUTHORIZES THE EXECUTIVE TO COMPOSE PROPOSED
Seconded by Susan Zagar WORDING FOR A REFERENDUM BALLOT FOR A DUES INCREASE AND THAT THE
 TENTATIVE BALLOT BE BROUGHT TO THE SEPTEMBER MEMBERSHIP MEETING
 FOR APPROVAL.

Ann Hutchison suggested that the ballot list the cost of the various alternatives.
The motion was CARRIED.

A further item had to be attended to - the \$859.50 loan that the Provincial had extended to Local #1 to process the Section 7 (Operating Engineers' strike in 1978). Ray stated that the Provincial had requested that the money be repaid in order to clear their books.

Moved by Ray Galbraith THAT THE MEMBERSHIP AUTHORIZE THE REPAYMENT OF THE SECTION 7 LOAN
Seconded by Susan Zagar ON THE FOLLOWING TERMS: THREE PAYMENTS OF \$200 AND ONE OF \$259.50.
 THE REPAYMENT SCHEDULE WAS TO COMMENCE SEPTEMBER, 1980.

The motion was CARRIED.

Ray informed the membership that the August \$5.00 Strike Fund assessment was due to be deducted at the end of August and that the process was enshrined in our By-Laws. In response to a member's question and suggestion, Ray agreed to provide a statement of extraordinary expenditures which could occur throughout the year.

7(a). Motion re: Ku Klux Klan:

Moved by Kitty Cheema THAT AUCE LOCAL 1 OPPOSES RACIST AND FASCIST VIOLENCE. IN LIGHT
Seconded by Susan Zagar OF THIS WE OPPOSE THE PROMOTION OF THE KU KLUX KLAN IN CANADA
 BY THE U.S. AND THROUGH A HANDFUL OF RICH IN THIS COUNTRY. THAT
 WE SAY: AN INJURY TO ONE IS AN INJURY TO ALL. ON THAT BASIS WE
 PLEDGE TO ACTIVELY OPPOSE RACIST AND FASCIST VIOLENCE AGAINST THE
 CANADIAN PEOPLE ON ALL FRONTS AND SPECIFICALLY THE ORGANIZATION
 OF THE KU KLUX KLAN IN CANADA AT THIS TIME.

Kitty's motivation encompassed a pamphlet of the East Indian Defence Committee. When Kitty had finished, a short but lively discussion ensued.

Moved by Rosalind Moran THAT THE MOTION BE AMENDED TO READ: THAT AUCE LOCAL 1 OPPOSES
Seconded by Cobie Wennes RACIST AND FASCIST VIOLENCE. IN LIGHT OF THIS WE OPPOSE THE
 PROMOTION OF THE KU KLUX KLAN IN CANADA. THAT WE SAY: AN INJURY
 TO ONE IS AN INJURY TO ALL. ON THAT BASIS WE PLEDGE TO ACTIVELY
 OPPOSE RACIST AND FASCIST VIOLENCE...AT THIS TIME.

The motion as amended was CARRIED.

Moved by Ann Hutchison
Seconded by Lid Strand

THAT A PRESS RELEASE BE ISSUED OUTLINING OUR STAND ON THE
MATTER OF THE KU KLUX KLAN.

9. Affiliation debate:

Nancy Wiggs informed the meeting that the affiliation debate would be led by three speakers, one for each of the main options. Lissett Nelson said that Lexi Clague would speak on behalf of those members supporting affiliation to the CLC through merger, Lid Strand would speak for affiliation to the CCU group, and Nancy Wiggs would present the position for those members favouring affiliating to the CLC intact by lobbying. After the three speakers the floor would be opened to debate. Each speaker presenting an option would have ten minutes to do so.

Lexi Clague stated that with merger we could maintain the goals and principles of AUCE and that our membership could remain strong and democratic. Our ideals would be intact and we would deal from a position of strength in line with the majority of Canadian workers. Lexi briefly reviewed AUCE's history with strikes and touched upon the financial security we would enjoy under the CLC umbrella. She said that the difficult part of being a union was in the day-to-day policing of contracts - as part of the CLC we would be able to consistently process grievances. The CLC was more actively involved in the issue of women's rights than it had ever been. She returned to the theme that merging did not mean submerging our identity and autonomy. It was not realistic for us to expect joining the CLC intact. Lexi felt that the CCU did have some selling points, that it was concerned with on-the-job action and servicing members' needs, but she said that their strikes were usually long-drawn-out affairs. Public sector employees were now under intense pressure and it would be preferable to merge with another public sector union. In conclusion, she stated that it would be better to be in the House of Labour affecting policy than remaining out in the cold.

Lid Strand presented the option of affiliating to the CCU. He indicated that he had been a member of the Provincial Committee which thoroughly investigated all available options and which interviewed many other trade unionists. He said that stories from the CLC rank and file often bore no resemblance to those of the CLC leaders. He said it was often very difficult to get adequate servicing from the larger unions such as CUPE. He pointed out that BCGEU had only negotiated a three year contract of 8% in each of the three years, and that was done with their vast reserves. The OTEU offer to merge with them would leave us in our present situation except that we would be paying \$1.41 a month more. He felt that the CCU was totally consistent with AUCE's structure and goals. Although the majority were male workers, unions in the CCU such as CAIMAW were leading strikes that furthered the cause of working women. The CCU was founded because the CLC was not serving their interests. The CCU was in the vanguard for forging new areas in contract benefits - the CLC picked up the CCU's benefits as a result of the CCU's struggles. In the CCU the local memberships are responsible for research. By affiliating to the CCU, AUCE could exert a great deal of influence on CCU policy. We would get direct representation on the National Executive.

Nancy Wiggs spoke briefly for the third option: that of affiliating to the CLC intact as AUCE. She stated that she favoured the CLC over the CCU, but that she was opposed, totally, to getting rid of AUCE just to merge with someone else.

Discussion from the floor ensued. One member suggested that the membership was not that interested in the debate, recommending that we not get into a situation where we have to pay more. Another member felt that we had an excellent contract and that it was precedent-setting in some areas. He felt that we should seriously explore the option of affiliating intact and independently. Yet another member opined that the CLC was more responsive to political and other change than the CCU.

A speaker presented the point that we did have a contract worth safeguarding and protecting and that we faced the prospect of declining growth at the University. She felt the job security was the key issue for the future and that a union like BCGEU was very strong in this area due to its no lay-off clause provisions. A further speaker argued for remaining intact as AUCE - she felt that someone else could do no better for us than what we could do for ourselves. Co-operation with the trade union movement could be fostered without merging.

Moved by Lissett Nelson
Seconded by Helen Glavina

THAT THE FIRST HOUR OF THE NEXT MEMBERSHIP MEETING BE
DEDICATED TO A DISCUSSION OF THE AFFILIATION ISSUE.

The motion was CARRIED.

The meeting adjourned at 2:30 pm.

Financial Statement
for month ended
July 31, 1980

INCOME:

Dues & assessment	\$74,131.25	
Initiations	11.00	
Donations	223.00	
Other (Cameron's 1978 holiday pay, Labour Grant, etc.)	1,084.51	
Petitioners' Strike Assessment	400.00	
	<u> </u>	\$75,849.76

EXPENSES:

Loan #1 & #2 Payments	60,369.86	
Telephone	95.37	
Service Charge	29.85	
Rent (includes taxes and water)	1,196.34	
Printing & Stationery	1,415.45	
Legal & Professional Expenses	1,511.26	
Office Expenses	1,192.01	
Per Capita Tax	2,728.50	
Salaries (includes pay for union negotiators)	6,939.29	
Retroactivity for Picketers	60.55	
Fringe benefits during strike	1,684.64	
Loan Interest	715.07	
	<u> </u>	\$77,938.19
Excess of expense over income		(\$ 2,088.43)

Total assets, June 30, 1980	\$20,909.85	
Minus: Excess of expense over income	2,088.43	
Plus: Interest on accounts	100.12	
Total assets, July 31, 1980	<u> </u>	\$18,921.54

Held as follows:

BCICU Term Deposit	\$10,000.00	
BCICU Strike Fund	5,751.16	
BCICU Savings 100 Account	3,135.38	
Share Accounts	35.00	
	<u> </u>	\$18,921.54

Notes on Expenses:

Office Expenses:

Parking	10.00	
Hydro	4.63	
Postage meter	141.18	
Janitorial service	75.00	
Hydro - Bus rental	217.50	
Petty cash	87.76	
Scriptomatic lease	447.12	
Library	31.70	
Bookstore	140.96	
Xeroxing	2.28	
Typewriter maintenance	33.88	

*Ask Lisett to leave
leaflets at door for
end of meeting*

NICARAGUA: THE CHALLENGE OF REVOLUTION

Slides Speakers

The recently produced slide program
"Nicaragua, The Challenge Of Revolution"
will be shown.

Several speakers will talk on the current
developments in Nicaragua, and in particular
will review the achievements of the National
Literacy Crusade.



poster expresses aims of Nicaragua reconstruction.

Sat Aug 23, 8 pm
Britannia Centre, 1661 Napier St Van

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