

Present: Sheila Perret - Sec't'y-Treas., Lid Strand - Local 1 rep., Star (Laurie) Rosenthal - Local 2 rep., Ron Faktor - Local 5 rep., Mary Mabin - Local 6 rep., Carol McQuarrie - Local 4 rep., Suzanne Marria - Union Organiser, Anne Gilbert - Local 4 rep.

Arrived Later: Joan Wood - President, Hester Vair - Vice - Pres., Ginny Gibberd - Trustee, Bill Burgess - #6 member to speak on SFU 18 & Affiliation Cttee.

Absent: Bob Anderman - Local 2 rep., 2nd rep for Local 1, Joy Smith - Trustee (illness), Vicki Nunwieler - Trustee (with notice), Peter Burton - Local 5 rep (with notice, Susan Knutson - Local 6 rep

The meeting was scheduled to start at 10:00 a.m. but did not start until 11:45 a.m. as it took that long to get a quorum; however, before the meeting was called to order at that time, it was decided that as far as possible local reports would be presented and heard as long as a member of the local was able to report. No written reports, with the exception of the one submitted by Jenny Somero and presented by Ron Faktor of #5, were received. Reps were reminded to submit written reports at each Provincial Executive meeting.

Approval of the agenda and approval of the November 15th minutes were delayed until a quorum was reached. Suzanne chaired the meeting until Joan's arrival. Please note that fluctuating attendance and various unavoidable factors made it necessary to change the order of the items on the agenda, hence numbers are not in sequence.

### 3. Local reports:

Local 4 - Carol McQuarrie and Sheila Perret reported. Main item was the contract settlement: A two year agreement, effective October 1st, 1979 to September 30th, 1980. In the first year, the Capilano College employees' wages were increased from between 6 & 8 %. The lesser percentages (6%, 6.6%, 7.5%) apply to pay groups 5, 6 & 7, the lowest pay groups, and those which are occupied by mainly temporary and part-time clerical and library workers. The acceptance of this contract item came after much debate during frequent meetings between the general membership and the negotiating team. Arguments against the acceptance ranged from criticism of negotiating and accepting a different percentage for a different group of people in the bargaining unit - women, student employees and temporaries who have traditionally been neglected in contract negotiations universally, to, charges that management was attempting to split the union by even offering such a wage 'increase'. One member who works full-time but as her job is pegged on the lowest pay group stood to get only the lesser percentage, stated quite strongly that she found nothing wrong with the lesser increase and that she felt it was her personal responsibility to seek a higher wage increase, that the responsibility did not rest with the union. The wage offer was definitely the issue to decide the contract ratification - the contract vote passed by 50.9%. The turn-out was the highest in the local's history - 154 of a possible 168 voted. The split is interesting to note in view of the fact that a few weeks earlier the local voted 77% in favour of going on strike over the issue of paying employees who happened also to be students, a rate less than that presently being earned (a reduction from \$6.00 + to \$4.50 per hour); there was also a move on the part of the College management to have these employees removed from the bargaining unit and thereby lose all rights and privileges membership in the union would provide. The local also aimed at increase dental benefits - from 80% to 100% paid; this, as well as an attempt to secure for women on maternity leave, the difference paid by Employment and Immigration Canada (maternity benefits) and the woman's regular salary, was met with strong resistance by the college. The union decided to drop those demands. Details of the contract settlement are available through the Provincial Office, or, call the Local 4 reps, Anne Gilbert or Carol McQuarrie at 986-1911. Local 4 has opened nominations for a new executive, elections will take place after the December meeting. The Social Committee is planning an all-college Christmas party.

## 3. Local reports - con't

Local 5 - Ron Faktor is the new Local 5 rep to the Executive, replacing Jenny Somero. Research will be beginning soon for the new contract which doesn't expire until October but needs alot of revision - so, anyone from the other locals who can offer help on negotiations or suggestions for improvements, please send your info to the Local 5 Executive. Copies of the present contract are available from the Provincial Office. In November the B.C. Building Trades were going to go on strike and had the support of AUCE #5 in their contract stalemate with the B.C. Buildings Corporation which is contracted for the college expansion. Their BCGEU contract was settled without a strike. From Ron and Jenny's report the following notes: 'Our new executive is beginning to gel and long stalled projects are being tackled. After much persistent persuasion by our President, Peter Burton, we have been granted a permanent location on campus in which we can set up pur AUCE office. The area will require a bit of clean up and organisation but a small group of volunteers is more than willing to do the job. Finally a place we can call our own.

The personnel department has agreed to meet with our designated union rep, Jenny Somero, from 9:00 am to 12 noon every Wednesday to finalise the job classifications and start looking at job descriptions in relation to those classifications.

Due to several departments being re-located in different areas on campus, the stewards have been reorganised to be compatible with geographical locations. Five of our original stewards have agreed to stand for a second term and the five new people, relatively new on campus, have offered their services with much enthusiasm.

A Day Care Demonstration Centre will begin operation at the College of New Caledonia effective Jan 2, 1980. Although students' children will be given priority, several staff and faculty members have their fingers crossed hoping there will be spaces open for their children as well. The four people being hired to run the Day Care come under the bargaining unit at Clerk III and Clerk IV status. As at #4 the day-care is the practicum centre\*\* Two new members at large, David Wharrie and Judy Attewell have jumped into their new terms with all four feet. In conjunction with the faculty Assoc. they organised a pre-Christmas dinner and dance for November 17th and a Children's Christmas party is planned for the 16th of December.

The next Executive meeting will deal with setting up a Negotiation Committee. There are many clauses and concepts in our contract which require revision and/or clarification. Although the contract does not expire until October 31st, '80, we plan to be prepared well in advance to enter negotiations. Emphasis on communication with the membership has become our prime objective. If the new executive and recently installed stewards can maintain the current momentum, the new year will definitely be one to remember at Local 5. Season's Greetings from your northern neighbours.'

\*\* for the Early Childhood Education Programme; students in that programme will observe and work with the children as assistants to the paid employees.

Local 1 - Lid Strand reported: The Labour Relations Board arbitrated a 'discharge' grievance and ruled in favour of the union. The employee has been re-intated and awarded back/lost wages. Copy of the decision is available from the Provincial Office. Re other arbitrations: a compulsory retirement grievance that has been heard by the LRB - the decision is not yet known; a 'flex-time' grievance in the purchasing department ahs gone to arbitration, no decision yet.

Re Executive elections - Marcel Dionne has been re-elected as President. Further news can be had by calling the Local 1 office or Lid Strand @ 228-2871

## 3. Local reports - con't:

Local 6 - Mary Mabin reported that an organiser has been hired and has been working for approximately 2 months - lots of new members have been signed up although it is very hard now because potential members are gearing up for the end of term, and, want to see how the contract negotiations succeed before joining up. A stronger drive is planned for the beginning of the Spring semester. Negotiations are lagging, meetings are taking place and progress is slow. The TSSU wage proposal is on the table - management has not responded in any way. Local 6 reps met with some members of the UBC Teaching Assistant local, CUPE 2278 to discuss each others' progress. The CUPE local has sufficient numbers signed up in order to apply for certification. That union has two paid workers.

Local 6 won the hearing before the BC Labour Relations Board which ordered Simon Fraser University to pay the Teaching Assistants their increase of September 1978 (4%), but will only be paid retroactive to January 1979. The university is apparently contemplating an appeal of the decision yet has agreed to go ahead and pay the award - it must be paid to those eligible by March 31st, 1980. It is up to the union to supply the university with the names of those eligible for the increase. Suzanne Marria expanded the information on the union's wage proposal: The demand includes a COLA (cost of Living Allowance) clause that makes adjustments for an increase in the cost of living every semester. The union has also initiated a system to establish rates of pay using the system used at SFU 2 years ago; the reason is that two years ago there were 2 rates for TA's - one for PhD candidates and another for everyone else. In the meantime the university has created a differential so that there is one rate for PhD candidates, one rate for Masters students, one rate for undergraduate TA's and another rate for non-student TA's. SFU's explanation for the different rates is as a scholarship portion of their gross pay. The TA's are not getting straight wages for the work being done; they receive a certain percentage as a wage and a certain percentage as a scholarship because of their 'educational potential', and this is presenting a problem in negotiations - SFU refuses to budge on this item at the present time. Another problem that has emerged in negotiations is that the administration is becoming increasingly rude and intransigent about several things. The meeting this week, which came after the LRB decision on the 4% increase, was difficult. The next negotiations session will happen after the Christmas break. Regarding the 4% decision, SFU has been really obnoxious about it; Local 6 suggested that a form in duplicate be sent to each member to determine for both the union and the university how much the TA expected in retro pay, based on their salary scale. SFU objected strongly to such a form being sent out at all. The principle upon which the decision was based is very clear; the university admitted a violation of the interpretation of Section 51 of the BC Labour Code. The vice-chairman who heard the case had the chairman of the BCLRB read the decision before it was published - an indication that this decision is a very important precedent. Regarding the SFU appeal of the decision it is suspected that they will appeal the award amount but not the decision as a whole. Hopefully the favourable decision will give the union alot of flex to work with in the organising drive and in negotiations. Re the Ad Hoc anti-TSSU group, (about 5 or 6 people who are actively anti-union and regularly publish anti-union propoganda) they don't feel the union represents a majority of the members. Their tactics amount to a smear campaign - suggestions that the union is strike happy. The student newspaper, The Peak, slammed the Ad Hoc group for their methods - an editorial opposing their tactics was published recently. They (A/H) have

3. Local Reports - con't:Local 6 - con't:

approached the Student Forum for funding to work in opposition to the TSSU, the Student Forum meeting was not quorate and the request was refused; there was some support for the Ad Hoc group's request. Student Forum is on record as being in support of the Union's organising efforts. TSSU representatives spoke to Student Forum and presented a letter to S/F refuting the Ad Hoc claims and substantiating the union's position, and further explaining what was/is happening in the organising and negotiations. Decertification rumours are being checked out carefully as they emerge.

Regarding the second request for funding the wages for an organiser, at the equivalent salary to that earned by a GTA-1, a long-term interest-free

\*\*Motion to defer the request to the January meeting. See item 6 below.

Moved by: Mary Mabin 2nd/ Joan Wood Carried.

It was asked whether or not the local has considered asking the Labour Relations Board to impose a first contract - Suzanne replied that the matter had been discussed with the local's lawyer who feels the such an order is difficult to get unless there exists documentation of gross interference by the administration. Options which could still be considered are mediation and arbitration.

The Local 2 report was suspended until Hester's arrival.

4. By-Law amendments - deferred until a quorum is reached. See Below.

5. Affiliation Committee report - deferred until Bill Burgess's arrival,

## 6. Secretary-Treasurer's report:

Chequing account balance - \$ 6342.72

Major expenses in the last month - loan to local 6, \$2315; refund to local 2 re overpayment of per capita tax, \$623; remainder of \$5000

loan to Local 6 (Feb. '79) of \$400.

Strike fund \$11,837.20

Term deposits \$5000

\*\* Deferral of motion above happened in this part of the meeting.

## Correspondence -

Richard Heyman of Fraser Valley College Faculty & Staff Assn. requesting information on technological change

Reply to the above sent by Sheila

To Ginny Gibberd, Media Prod. @ Cap College requesting duplication of cassette tapes for Local 5

To Local 5 - Vicki, Peter, Wilf accompanying Affiliation Bulletin

To membership of Local 2 re Constitution up-date

Press Release regarding BC Fed attack on AUCE at the November Convention

From Michael Morgan Enterprises - T-shirt offer, with AUCE logo printed

" Paddy Neale, Sec-Treas of Vanc & Dist Labour Council - xc of letter sent to Burnaby Office Crown Counsel in support of the SFU 18

" AUCE Local 5 requesting sufficient notice of meetings and agendas prior to Executive meeting week-end

" AUCE Local 5 notifying Prov of newly elected executive

" Labour Relations Board notifying Prov of hearing between SFU & AUCE Local 2 re the Section 7 complaint lodged by grandfathers

" LRB re new dates for continuation of the above - Feb 18-22, 1980

Advanced Management Research announcing management seminar on 'Strategies to Stay Union-Free' - Feb 11 & 12 in Vancouver

## 6. Secretary-Treasurer's report con't:

## Correspondence con't:

- From - Vancouver Women's Health Collective thanking AUCE for \$10 donation and advising of Occ Health and Environ Health evening - Nov 29 and formation of new group, Action on Occupational Health
- Joan Meister SFU 18 Press Release
  - Carole Cameron, AUCE #1 - Reasons for Judgement re the Attorney General of Canada vs Yu, Hawkins and Buchmann, the UIC Maternity Benefits case won by AUCE which was represented by Allan MacLean
  - Women Against Violence Against Women announcing a slide presentation examining connections between women and sexist portrayal in advertising, and hard core pornography
  - Letter & notices from BC Lions Crippled Childrens' Society soliciting funds for programmes for handicapped
  - Centennial College, Scarborough, Ontario, announcing publication of report by Commission of Industrial Leave and Productivity, and one-day seminar to be held in Toronto, Feb 7, 1980
  - BC Institute of Technology announcing three-day seminar on Successful Labour Negotiations, \$395.00 tuition fee
  - INCAR News
  - Clive McKee, Essential Services Advisory Agency of B.C. soliciting opinions on arbitration process vis a vis the Essential Services Disputes Act.

Motion: That AUCE Locals be sent copies of the ESAA/Clive McKee letter, with recommendation that the local considers sending serious briefs outlining the problems with interest arbitration, from the locals' experience.

M/Suzanne Marria 2nd/Mary Mabin Carried

Motion: That the Provincial Executive strike a sub-committee who will work with a rep from each local in order to issue a press release and in order to formulate a response to this letter.

M/Sheila Perret 2nd/Lid Strand Carried

(sub-cttee = Suzanne, Sheila & Lid, & Hester)

Motion (re Centennial College, Ont., notice above) That the Provincial send for a copy of the report by the Commission on Educational Leave and Productivity, and for information on the seminar.

M/Sheila Perret 2nd/Lid Strand Carried

Motion: Re UIC/Maternity case, that Sheila contact Allan MacLean to determine whether or not EIC/UIC has filed an appeal the decision in AUCE's favour, and, if not, issue a press release with the help of the Table Officers.

M/Suzanne Marria 2nd/Lid Strand Carried

Motion: That the Provincial Executive inform the Locals of the CRTC soliciting submissions and briefs for their next topic of inquiry, Sexual Stereotyping in Broadcasting), and encourage the locals to find volunteers who will research & submit briefs.

M/Suzanne Marria 2nd/Joan Wood Carried

Motion: To accept the Secretary-Treasurer's report.

M/Lid Strand 2nd/Mary Mabin Carried

1. Motion: That the agenda be accepted

M/Mary Mabin 2nd/Lid Strand Carried

2. Motion: To approve the minutes of the November 17th meeting

M/Lid Strand 2nd/Mary Mabin Carried

4. Motion: To approve By-laws change for AUCE Local 2 @ SFU - See Local 2

Report below

## 4. By-Law amendment approvals con't

Local 1 -

Motion: That AUCE Provincial approve the by-law amendment to increase dues @ Local 1, passed by the Local 1 membership; full-time employees @ UBC pay \$9.00 (increased by \$2.50) and part-time employees pay \$4.75, (increased by \$1.25).

M/Lid Strand 2nd/Hester Vair Carried

Local 2 - by-law amendment will be brought up under local report which will follow elsewhere in these minutes

## 10. New Business (we agreed to discuss organisation of Provincial Executive ½ hour before lunch, hence this item appears now in the minutes)

e) Discussion about irregularity of commencement of meetings:

Star (Laurie) Rosenthal stated that this irregularity was affecting the efficient functioning of the Provincial Executive meetings and might account for the fact that people at Local 2 seem unwilling to run for local representative positions on the Prov Exec;

Mary Mabin stated an unwillingness to continue coming to meetings if they were not going to be quorate for as much as 2 hours after scheduled starting time. (Today's mtg scheduled to start @ 9, quorate @ 11:30 am!)  
The discussion evolved into the following policy:

1. As a matter of policy, all Provincial Executive meetings will start on time as scheduled, and
2. A chart will be established in order to have volunteers sign up to arrive earlier and make coffee/tea, to do any xeroxing or gestetnering necessary, and to stay at the end of meetings to do clean-up.
3. Secretary-Treasurer will send notices to all Provincial Executive members and Local offices reminding of meeting dates and times.
4. Saturday Provincial Executive meetings will start at 10:00 a.m.

Moved by/ Lid Strand 2nd/Sheila Perret Carried

Motion: That we start each meeting with a review of the agenda, a report by the Table Officers on priority of items and approximate time estimated to be needed to conduct each item of business, and, that the chairperson of each meeting meet with Secretary-Treasurer prior to each meeting to discuss agenda.

Moved by/Mary Mabin 2nd/Carol McQuarrie Carried

It was suggested by Suzanne that if reps are consistently late to meetings, their names be reported to their Local Executive. This resulted in the agreement that reps' arrival times will be recorded. Although similar suggestions have been made concerning responsibility to start meetings on time, it was felt that by making the above items policy and incorporating them into the Policy and Procedures manual, the formalisation of such policy will provide ability to enforce it.

## 3. Local Reports con't

Local 2 - Hester Vair and Joan Wood reported. The Local 2 membership voted in favour of recalling Provincial Executive representative Bob Anderman.

Regarding grievances, it has been found that management is imposing dress codes in certain departments, and that the job postings are now including reference to 'correct and proper attire'. The union discussed the issue with management at a Labour-Management meeting, management denied any knowledge of the department imposing the dress requirements, the end result is that the item was thrown out of the meeting, a victory in a sense.

## 3. Local reports con't

Hester Vair continued the report on Local 2 @ SFU: There appear to be problems in management's interpretation of the hiring policy, for a variety of reasons SFU is not following the contract. The union will be following this item closely.

The Modified Work Week Committee is working hard, the contract clause is strong, especially since a Section 91 at the LRB deciding the interpretation and validity of the modified work week clause, management must now allow implementation of requests for modified work weeks. In spite of the decision which was favourable to the union, the university is dragging its heels on implementation and the committee is watching this closely.

An arbitration before the LRB, a Section 7 complaint lodged by the 'grandfathers' because of what they felt were discriminatory special assessments during the AUCE #2 strike @ SFU, has been extended for a full week in February. Joan Wood is a witness for the hearing.

A new Contract Committee has been elected, with reps from each division. Regarding maternity leave, continuing part-timers are not getting UIC Maternity Benefits because UIC/EIC claims that their less-than 20-hour work-week disentitles them from benefit eligibility.

President election resulted in Pat Georgeson winning the interim chair in place of Peter Threlfall who left the university to take a position with the Human Rights Branch. Kathy Moore is the new Treasurer. Regarding the Industrial Inquiry Commission, which is not yet finished, the former and newly elected negotiating teams are sorting out responsibilities in this area. The union is working on an up-dated submission on the '0' and '1' categories of jobs. A document on the history of temporary workers, part-timers, etc is being drafted and it is expected that this report will form a good resource tool for other AUCE locals.

13. Women Against Violence Against Women - Diane Levings and Suzanne Perreault reported on the work being done by their organisation: They have received a Secretary of State grant to make a film on Sexual Harrassment in the Workplace. The National Film Board is providing the cameras, WAVAW has an experienced crew of women to work on the film. WAVAW is interviewing women in various occupations in order to get first-hand information about sexual harrassment being experienced by women of all ages and economic brackets, and, in all professions. A historical analysis of this problem will also form part of the film. WAVAW has also published brochures advertising the existence of support groups who are prepared to help any women who is a victim of physical, emotional and sexual abuse. Regarding the documentary film, they have tried to meet with Astrid Davidson, BC Federation of Labour Director of Women's Programmes; unfortunately, she will not assist them by providing them with any of the results of her survey of women in the labour movement last year. AUCE decided that a donation could not be afforded at this time, but we did decide to advertise the film in the locals once it's finished, and to encourage locals to show the film to membership meetings. WAVAW will also be interviewing Sheila about progress in our union in terms of negotiating contract clauses to deal with sexual harrassment. AUCE women will also be asked to come forward and talk about their experiences with any form of sexual harrassment in any job, whether or not experienced as an AUCE member - for the WAVAW project.

Motion: That the Provincial Executive inform the locals of the WAVAW project, get invitations to the local membership meetings for WAVAW reps, send the locals leaflets provided us about WAVAW services and encourage the Locals to hold special membership meetings in order that the film may be shown.

M/Lid Strand

2nd/Suzanne Marria

Carried

## 13. Women Against Violence Against Women con't:

Motion: That a workshop on Sexual Harrassment on the Job form an additional part of the week-end educational sessions planned with the financial assistance of the Federal Department of Labour.

M/Sheila Perret 2nd/ Lid Strand Carried

8. SORWUC Report - SORWUC has received an eviction notice with no reason given by the building managers for this action. They are considering pursuing a complaint under the Human Rights Code. Apparently, the Swedish Consulate in this building had lodged some complaint about the baby that is sometimes brought to the office by her mother while she volunteers for SORWUC. They are looking for another office in case an appeal of the notice is unsuccessful. Book sales are going well for their recent publication, An Account to Settle, which is selling for \$3.25. The book has been published to launch another bank organising drive.

9. Motion: That the ballots cast in the Provincial Referendum of July 1979, for Executive Elections and dues referendum, etc, be destroyed.

M/Lid Strand 2nd/ Hester Vair Carried

## 11. Old Business

a) Initiation forms

Motion: That new cards be drafted and printed, similar to the sample presented.

M/Hester Vair 2nd/ Sheila Perret Carried

Motion: To call a meeting of the local membership secretaries and those responsible for memberships & the Table Officers of the Provincial Executive in order to plan new format to better the method of signing up new members.

M/Hester Vair 2nd/Lid Strand Carried

## 10. New Business

b) T-shirts for AUCE members

Samples were shown of T-shirts available from firm called Michael Morgan enterprises, cost \$10 includes logo printed on pocket. No decision made at this time regarding ordering t-shirts; minimum that must be ordered is 100. See Sheila for details.

c) SORWUC pledge Christmas cards

Sheila circulated cards SORWUC is issuing; new method of raising funds for the Muckamuck strike fund - send a donation to the union in the name of a friend for whom you would normally buy a Christmas present.

d) Nova Scotia Federation of Labour General Strike

Issue is the NS/ML decision that forces union organisation of the Michelin Tyre Plants on a province-wide basis. This Ministry of Labour legislation is seen by the NS Fed of Labour as union-busting because the two Michelin plants are more than 400 miles from each other and to force a vote amongst all of Michelin's employees will result in a negative vote at this time. One plant is especially strong, and this decision will set back the organising drive. Newspaper clippings were circulated regarding this issue.

11.b) A volunteer sign-up sheet for the Constitution book printing. Ginny Gibberd, Lid Strand and Mary Mabin signed up to work with Sheila on this urgent project.

## 11. Old Business continued

- c) Library organising report - Hester reported that she and Pat Barter of SORWUC have spent a couple of days getting the library holdings sorted and filed in an efficient manner, and, the work will continue. The impact of SORWUC's eviction from this same building is not yet known.
- d) Newsletter/Bulletin report - Sheila and Suzanne reported that a newsletter is not going to be published in the near future and that a bulletin is scheduled for distribution shortly after Christmas, date of publication will depend on prep time available.
- e) Student Employment  
A reminder that the representatives of the federal and provincial ministries will be on the campuses soon in order to screen and recruit students looking for work. Because of the low wages and insecure, unfair working conditions to be earned by these employees, the June Convention addressed itself to the formulation of new strong policy on student. Local Reps to the Provincial were asked to refresh their memories of the convention resolution and take the issue back to the local executives and memberships for implementation.
- f) Labour Education Seminars - The Table Officers will be meeting soon after this meeting to determine dates and times of the Labour Education projects AUCE will be putting on; four are to be arranged - two in Vancouver and two in Prince George.
7. SFU 18 report - Bill Burgess of AUCE #6 told the meeting that all the trials have been post-poned because of delays in some prior trials. Erling Cristensen, a TSSU member, is being tried on one charge only, that of obstructing a highway. The legal fees for the defense of those charged has already amounted to \$10,000. BCGEU is no longer providing the second lawyer for the defense; Margeurite Jackson of Baigent and Jackson, resigned from the case citing a conflict on interest related to her working relationship with John Fryer, General Secretary of the BCGEU. It is anticipated the the total legal fees will eventually amount to in excess of \$22,000. The latest leaflet, circulated at the November convention of the BC Federation of Labour, cost \$500 to print. The campaign is now in the red; the SFU 18 will be meeting with the BC Fed in order to seek financial assistance from Fed Affiliates. When asked by Hester if the BCGEU were prepared to provide the funds to pay a lawyer/replacement for Margeurite Jackson, Bill replied that a letter has been sent to GEU and no reply has yet been received. Regarding the news coverage of the March picket incident, BCTV is denying having taped the events that day, which is unfortunate because the tapes could provide evidence favourable to the defense. John Fryer did testify at Judy Cavanagh's trial; he was asked why he was at the roadside rally, the importance of the strike for him, and why he made the suggestion that the picketers move to block the road. Fryer answered that the strike was considered important to BCGEU, and that he found it disturbing to see the cars go through the non-existent picket line, and that moving to the road was the only effective way of conducting the strike. Apparently, the Crown Prosecutor went after John Fryer which took the heat off Judy and brought the main issues of the strike back to notice. Llyod Ingram also testified on behalf of the SFU 18 and spoke well.

## 7. SFU 18 report continued:

At the BC Fed Convention held at the Hyatt Regency in Vancouver, in November, the SFU 18 were not allowed to distribute the leaflet and although John Fryer/BCGEU gave them the use of a table for defense committee literature and info, buttons, etc., no formal motion to financially assist those arrested was passed, which is especially interesting because 10 of those arrested were/are members of BC Fed affiliated unions.

Motion: That the Provincial Executive reps go back to their locals and report on the SFU 18, in order to get support and financial donations for the SFU 18 defense fund; and, to have Joan Meister (SFU 18 contact person) contact the local reps a few days later and see about going to local meetings.  
M/Sheila Perret 2nd/Ginny Gibberd Carried

Motion: If the SFU 18 defense delegation to the Attorney-General of B.C. is in Victoria, then the Provincial shall send a rep.  
M/Lid Strand 2nd/Ron Faktor Carried  
(The Table Officers shall meet and decide who is to go.)

## 5. Affiliation Committee report

Suzanne reported that the previous Friday night's meeting discussed whether or not the Prv/Exec had the authority to make decisions about delegate elections regardless of any decision the Affiliation Committee comes up with, so the Provincial Executive does not need a recommendation from the Affiliation Committee in order to take that responsibility. A motion about guidelines for the Special Convent'n was presented by the Affiliation Committee:

That the Affiliation Committee recommed to AUCE locals and the Special Convention Resolutions Committee, guidelines for the Special Convention and the affiliation decision:

1. That the Special Convention delegates be newly elected in each local.
2. Locals conduct a straw vote referendum on first preference of affiliation options.
3. Local delegates be elected according to the proportions determined by the above straw vote.
4. The Special Convention decision be made by a run-off vote of the affiliation options, ending up with a single question for referendum vote.
5. This question will be decided by an AUCE-wide referendum vote.
6. If the Special Convention referendum decision is for affiliation, the Provincial Executive will elect a committee to determine the particular terms on which affiliation would occur.

So, the two major questions at this point are:

1. Are the delegates going to be the same as those who served at the last convention, and
2. Are delegates going to be instructed to vote as a block, which represents a decision taken by the local, or are they going to be instructed to vote with an eye to what they've learnt at membership meetings about the local's feelings,
3. Are the delegates going to be elected by the local on a proportional basis (delegates will run on a platform) and the result will be a number of people arguing a position proportionate to the local sentiment.

## 5. Affiliation committee report continued:

Constitution allows local to send either the locals' last year delegates or to exercise their option to re-elect new delegates.

Sheila and Joan will form a sub-committee to come up with a proposal for delegate representation at the convention. At the next meeting this sub-committee will come up with recommendations on the issue of delegates for suggesting to the locals.

A motion to hold the Special Convention on the 15th & 16th of March was rescinded in favour of coming up with a date at the next affiliation committee meeting in January.

information on affiliation  
Motion: That a Special General Membership/meeting/by the Provincial Association take place on the 2nd of February, 1980.

M/Sheila Perret 2nd/Lid Strand Carried

14. Canadian Hemophilia Society - a brochure on this organisation has been received; the society is seeking funding from unions and other groups. We decided by concensus to not make a donation at this time, but, to include excerpts from the brochures for AUCE newsletter material & that in this way the membership will be informed of the important work being done by this society.

15. BCGEU Book - A Union Amongst Governmetn Employees - AUCE has received a copy for free (reg cost \$10.00), and this will provide useful info for anyone wanting to investigate the story of the BCGEU.

## 16. Dominion Building Maintenance

Sheila spoke of the wages and working conditions of the maintenance staff in this building, and the following motion resulted:

Motion: That Sheila, in consultation with the Table Officers, get small Christmas presents for the staff in this building who clean up the AUCE office. (3 people)

M/Sheila Perret 2nd/Carol McQuarrie Carried

17. Next meeting in January is schedule for the 11th & 12th.

Meeting chores: Ginny and Mary agreed to come early next month in order to set up coffee and do any photocopying that needs to be done.

Carol agreed to do the clean-up today.

The meeting adjourned at 4:45 p.m.