

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

9th ANNUAL PROVINCIAL CONVENTION

June 26 & 27, 1982

Held at Vancouver Indian Centre, 1607 East Hastings St., Vancouver B.C.

MINUTES

Saturday June 26, 1982

Nancy Wiggs, Chairperson (President)  
Lid Strand, Recording Secretary (Secretary Treasurer)

Nancy Wiggs called the Convention to order at 9:35 a.m.

Delegates Introduced themselves:

Nancy Wiggs, President, AUCE Local 1  
Jack Gegenberg, Vice President, AUCE Local 6  
Sheila Perret, Union Organiser, AUCE Local 4  
Kathy Chopik, Provincial Rep, AUCE Local 7  
Janet Laxton, AUCE Local 7  
Francis Boabang, AUCE Local 6  
Stephen Gray, AUCE Local 6  
Jeanne Williams, AUCE Local 6  
Lorrie Rudland, AUCE Local 6  
Nellie Norman-Villegas, Local 6  
Michele Valiquette, Provincial Rep, AUCE Local 6  
Sandy Church, AUCE Local 2  
John Shayler, AUCE Local 2  
Gail Slavik, AUCE Local 2  
Ann Sullivan, AUCE Local 2  
Lynne Taylor, AUCE Local 2  
Bob McAdie, Provincial Rep, AUCE Local 2  
Sheila Rowswell, Provincial Rep, AUCE Local 1  
Suzan Zagar, AUCE Local 1  
Lid Strand, Secretary Treasurer, AUCE Local 1

Observers:

Joan Meister, AUCE Local 2  
Mary Ogilvie, AUCE Local 6

MOTION: Moved: Sheila Perret    Seconded: Jack Gebenberg

That there be no smoking in the Convention Hall.

CARRIED

MOTION: Moved: Michele Valiquette    Seconded: Sheila Perret

That the Rules of Order for Convention be adopted.

CARRIED

MOTION Moved: Lid Strand    Seconded: Kathy Chopik

That Steven Scott, from Charleton University, be permitted to observe the Convention.

CARRIED

continued on page 2

MOTION Moved: Jack Gegenberg Seconded: Sheila Rowswell  
That the Agenda be adopted.

AMENDMENT Moved: Ann Sullivan Seconded: Lynne Taylor  
That Emergency Resolutions be heard immediately after Regular Resolutions.  
CARRIED

MOTION AS AMENDED:

That the Agenda be adopted with the Emergency Resolutions being heard immediately after Regular Resolutions.

CARRIED

NOMINATIONS FOR TABLE OFFICER POSITIONS:

The Chair opened nominations. She requested that any nominations be given to her in writing.

MOTION Moved: Jack Gegenberg Seconded: Bob McAdie  
That we receive the minutes from the 1981 Convention.

Jack Gegenberg suggested that since the delegates hadn't received the dockets before the Convention that we now take a break.

MOTION Moved: Jack Gegenberg Seconded: Michele Valiquette  
That the Convention break for 20 minutes.

Sheila Perret called the question on the motion.

MOTION AS MOVED - CARRIED

Convention reconvened after twenty minute break.

The Chair asked for volunteers to act as Trustees for the Convention.

Lynne Taylor and Janet Laxton volunteered.

PROVINCIAL EXECUTIVE REPORTS

President's and Vice President's Report.

Jack outlined President's and Vice President's Report. He emphasised that there was no Report from the Executive as a whole but reports from the President and Vice President and one from the Secretary Treasurer included in the docket.

The Report from the President and Vice President was originally intended to be an Executive Report. The report was extensively debated by the Provincial Executive. The Provincial Executive did not want this document to go to Convention as its statement, so it has been submitted in this way.

Jack pointed out that the Convention was less crowded than previous AUCE Conventions. At this particular time, two Locals have decided to not send delegates, Local One has no delegates present at the time and only two (out of 10 eligible) were elected, Local Two has only about half the delegates that it is entitled to. That is a sign of something pretty significant about AUCE. It's particularly significant that of the Locals with delegations here, Locals One, Two and Six are in negotiations and basically fighting for their lives and our new local, Local Seven is currently desperately trying to get

certified so they can begin to actually function as a union. So essentially all the Locals represented here are in crisis in a way. On top of particular difficulties we are all facing wage controls and cutbacks. In spite of that there are very few people here.

What this means is that for most people who are active in AUCE who are involved in the Locals do not look at the Provincial as being anything that is going to be able to solve problems for the Locals. People depend upon their Locals to get through crises and Provincial is mostly regarded as being irrelevant to the things that have to be done. This is testimony to the fact that AUCE is no more than the sum of its Locals. AUCE represents a certain kind of trade union which we adopted about ten years ago deliberately to make us distinct from the way most trade unions operate. We chose a particular way to fight our bosses and that way is by membership participation, democratic structures and commitment to the broad issues raised by feminism. It's those sort of abstract things that in any sense make AUCE more than the sum of its Locals; Nothing else. The fact that there are so few people at this Convention means that people in AUCE generally are not going to look to the Provincial Association as the way out for difficulties. At best Provincial can function as 1) Primarily organising Locals and 2) keeping the channels of communications open between the Locals that exist. Provincial is not going to be able to accomplish other things. The fact that the two locals that are trying to get out are the two small Locals is a testament to our failure to service small Locals. We can't do it. That's why it's no accident that the two Locals are trying to leave desperately.

We have two choices: We can try to muddle on or we can try to drastically change the Provincial Association to be something which is going to be, if not useful, then at least tolerable to the Locals that are still within AUCE. For Provincial to continue in the direction that it has been going will not do that. Local One, as soon as its negotiations are finished will reconsider the whole question of secession. If Local One secedes, then AUCE will become two TA Locals and one clerical Local. And then we're getting pretty far away from the type of union that AUCE is supposed to be.

The important thing to maintain isn't Provincial as it is now, it is to ensure that the Locals remain the kind of organisations that they are now. That the commitments to democracy, to membership participation, to the broad issues of feminism continue to exist in AUCE Locals.

The only way for that to continue to exist is to make sure that the structure of the Provincial Association itself does not drive away Locals and drive them away into the hands of other unions which are not committed to the same sort of principles that our Locals are committed to. The main issue to be faced today is how to keep our Locals from becoming something very different from the kind of unions that they still are. We feel that the best way to accomplish this is to significantly decentralise AUCE as it now. To essentially switch the Provincial Association from being a large body of itself into becoming basically just a Council of Locals. The Provincial Association would consist of Local Reps elected from each of the Locals, that would be essentially it.

continued page 4

The scale of operations of the Provincial would be significantly narrowed down. That's the only way that we can see AUCE continuing. If AUCE stays the way it is then we will lose Local One, then Local Two and then eventually the TA Locals as well. We will lost them to things that will significantly affect the type of unions that those Locals will have.

There is an emergency resolution, #1, which will come up later which will set up the machinery to transform the AUCE Provincial Association as it is now into a Provincial Council of Locals. This is the main issue facing the Convention.

#### INQUIRY COMMITTEES

Nancy outlined the activities of the committees. We received in the early new year petitions from Locals 4 and 5 pretty much around the same time asking that the secession procedure begin. We took a look at the Constitution and made some decisions about how to proceed. The Constitution divides that procedure up into two sections - the first section is an inquiry and the second section is a referendum after there has been an inquiry. The Executive then decided about how an inquiry would happen and what it would be. We decided that an inquiry could be a number of things but that it had to be totally independent of the Local. So, it could include a questionnaire, it could include going and meeting with stewards, executives, the membership at that Local, it could include a membership meeting. We decided that one of the major things that we would do would be a questionnaire. We sent questionnaires to members of both Locals and got back negligible results from both Locals. After that we did hold referendums. The one thing that I want to raise today is if you look at Section 6A of the Constitution the last sentence of Section 6A says:

"A majority of the Local Association membership shall approve the motion for secession before it is considered passed."

The Provincial looked at that wording and decided that that meant a majority of members of the bargaining unit must say yes we wish to seceed before the motion passes. Neither one of the Locals acheived that even though their votes were overwhelmingly in favour of secession. Under this sentence their vote to seceed failed. Nancy assumes, although she has not received anything, that Local Four will probably contest that interpretation although she can't be certain, however she wanted to pass that information on.

Jack informed the Convention that PPWC had signed up members at Local 5 and applied for a raid. He told the Convention that the vote would happen on Tuesday June 29th. He felt that regardless of what we did their secession has happened regardless of whether we allow them to leave AUCE or not.

Stephen Gray asked Jack about the issue of the small Locals leaving AUCE. He wants to know how the failure to service them is relevant and how the proposed change would alter that.

Jack pointed out that the proposal for a Provincial Council wasn't meant to address servicing. Small Locals have different difficulties than larger ones. They don't have the revenue to provide to pay for the research, expertise necessary. We thought on the Provincial that we could to some

extent make up for that by providing the services for small Locals. Unfortunately, the Provincial can't do that by its very nature. We aren't that large an organisation that we can service small Locals. There are other problems with it too. Much of the funds coming into the Provincial are used up internally. That money can't be turned back to the Locals. The issue of the small Locals become irrelevant. If we lose the large Locals as well, nothing is left. To gain or keep small locals we need an AUCE to begin with. A Provincial Council per se will not solve the issue of why small Locals are not than comfortable to being in AUCE. Its the first step that we have to take to keep AUCE in existence now. Later, we can deal with the problem of providing small Locals with what they need.

Lid felt that the two Locals did not necessarily leave because of poor servicing. Local Four left because there was a fundamental difference in how a union functions from the rest of the Association. Local Five left because of the distance involved and because they joined the CCU in direct opposition to a Provincial Policy and because they did not fit within AUCE.

MOTION Moved: Lynne Taylor Seconded: Ann Sullivan

That we accept the Provincial Executive Reports.

CARRIED

Sheila Perret stated that she wished to make a verbal Organiser's Report. The chair pointed out she had called the vote and no one indicated a desire to speak, however she permitted Sheila to make her report.

#### ORGANISER'S REPORT

She spent the last year talking to potential Locals, helping to organise the one new Local that we have here and organising educationals.

Local Seven now organising. Jack, Mary, Nancy Lid and I each went over to Local Seven and worked with them.

We had requests to meet with two other groups, which helps explain why we don't have written reports. We were approached by the Fraser Valley Faculty and Staff Association members of the non-faculty membership. They are seriously dissatisfied with the way the Executive of the Association are representing the staff interests. The majority of the Union Executive are Faculty. They were about to go into negotiations and they felt that not enough interest was being paid to their needs. They decided to hang in until this contract was settled and then they might reconsider. There were about 8 to 10 clerical workers at this meeting.

We met with representatives of four neighbourhood houses in Vancouver who were interested in organising. They voted to join CUPE even though we made a strong presentation. They are now going into certification hearings.

Many of them are transient workers, they have no security in terms of senioriy. If a family decides that they no longer want services then the worker is dismissed. It is absolutely under the family's control.

continued page 6

Lid met with some representatives of the staff who work for the BC Teacher's Federation.

Sheila has assisted Local Six with their shop steward's seminar, organising the Bargaining Strategies Seminar cross Provincially and trying to get some educational services together. She is preparing for a Shop Steward's Seminar in the Fall.

#### SECRETARY TREASURER'S REPORT

Lid outlined the Secretary Treasurer's written report. He mentioned that there are a number of recommendations made in his report. They are that a part time book keeper be hired, that a training program be set up, and that Provincial concentrate on two or three areas for its activities. He also briefly discussed the outline of duties of Provincial Officers that he handed out and the difficulties that having an elected person fill the position cause. He also mentioned a report that had been made to the Provincial Executive on the difficulties that he had encountered in handling the books.

Lid mentioned the difficulties that we have had with one of the two organisers hired at Local Seven. The two organisers had been hired for four months. One of the two organisers continued to work for two weeks after the four months. He went to the Employment Standards Branch to gain payment for those two weeks and because we don't have documentation to prove beyond a shadow of a doubt that he knew that he had been hired for four months we will probably be forced to pay him. Lid suggested that we would have to tighten up our hiring procedures to make sure that we have the necessary documentation.

Stephen Gray wanted to know if hiring a part time book keeper would take away from the necessity of a training program for the Secretary Treasurer. Lid felt that it would reduce the kind of training program but that because anyone could be elected as Secretary Treasurer that it would be necessary to find out the strenghts and weaknesses of the new Secretary Treasurer and tailor any training program to the person.

MOTION Moved: Jack Gegenberg Seconded: Bob McAdie

That we accept the Organiser's Report.

CARRIED

#### PROVINCIAL COMMITTEE REPORTS

Discussion on the Report from the Lobbying Committee. Jack pointed out that the three reports in this report discuss two main focuses of Lobbying - the BC Federation of Labour Convention and the Canadian Labour Congress Convention. He stated that there was a slight change of tone from the BC Fed Convention to the CLC Convention with the BC Fed Convention Report being more optimistic. Jack's optimism about successfully lobbying the CLC for admission has lessened because of the report from those who attended the CLC Convention in Winnipeg. It doesn't seem like we have a very good chance of getting into the CLC. Jack mentioned that there is a resolution coming from the Executive that we discontinue our attempt to lobby the CLC.

continued Page 7

MOTION Moved: Sheila Perret Seconded: Bob McAdie

That we accept the reports on Lobbying.

CARRIED

#### FINANCIAL REPORT

Nancy mentioned that three reports had been handed out supplementary to the report in the Docket. One was entitled Revenue and Expenditures, one entitled Campbell Sharp and one entitled Financial Report. Jack took over Chair.

Lid mentioned that the books were sent to the auditors too late to get them ready for Convention. He mentioned that he had had great difficulty in getting the books done and that eventually Sheila Perret had been given the responsibility of getting them up to date. A letter from Carol Dinsmore, from Campbell Sharp outlined her views on preparing the books. On Friday Lid had gone to the Auditors, gone through the books, and compiled a list of revenues and expenditures. He emphasised that these are only a listing that the Auditors had at that time and did not include monies that should have been spent last year or monies that had not been received as of March 31st but would be. He emphasised that the revenues are accurate as of March 31st.

He pointed out that this year again that we had had difficulties with late payments from Locals, particularly Local 4. A letter to the membership had just aggravated the situation. Although the Provincial Executive were proposing an amendment to the Provincial Constitution to tighten up payment of per capita, the Provincial Executive was hesitant to suspend the membership of a Local because they had paid per capita. The difficulty was with Local Treasurers or Executives who were not forwarding the per capita. Often the Local membership did not know.

Lid outlined the figures on expenditures. There was a dispute with Ellis and Foster, our previous accountants. That had given us a firm figure and then presented us with a bill that was significantly higher. The Executive had voted to only pay the originally quoted figure of \$1200. The outstanding bill is still in dispute. A recommendation is coming from the Executive that we pay a portion of the outstanding amount and close off the account.

Lid mentioned that some of the reasons for our spending being over budget were: the Hearing on the Discipline of Local Five, the Bargaining Strategies Seminar, Airfare for Marlene Bivins, and overtime payments for the Previous Secretary Treasurer as approved by the Convention last year. The \$10,000 should have been appropriated to the Strike Fund. Lid felt that after appropriating expenses into the proper fiscal year and after we gain the outstanding per capita that we will only be \$5000 in the hole.

Nancy stated that we should have been putting 12.5% of per capita into the strike fund. This year we haven't been doing this or else we have been using it as a slush fund. We should be taking the view that the excess is more like \$15,000.

Lid pointed out that we have approximately \$9,300 coming to us which was not included under revenue because it was not cash in hand.

MOTION Moved: Lid Strand Seconded: Sheila Perret

That the Proposed 1982-83 Provincial Budget be approved.

MOTION Moved: Nancy Wiggs Seconded: Sheila Perret

That adoption of the 1982-83 Provincial Budget be deferred until immediately after the Emergency Constitutional Amendments are dealt with.

CARRIED

Sheila Perret outlined the difficulties that we had with Ellis Foster, our previous Auditors.

MOTION Moved: Sheila Perret Seconded: Nancy Wiggs

That Convention endorse the Provincial Executive's decision to dismiss Ellis Foster as AUCE's Auditors.

CARRIED

Sheila Perret mentioned that approximately \$386 is in dispute with Ellis Foster and that she was recommending that we pay half the outstanding amount.

MOTION Moved: Sheila Perret Seconded: Nancy Wiggs

That we pay half of the outstanding bill of approximately \$386 to Ellis Foster and Company (and that we tell them to like it or lump it.)

CARRIED

MOTION Moved: Sheila Perret Seconded: Nancy Wiggs

That the Auditors Campbell Sharp and Company be appointed until the 10th Annual Convention.

CARRIED

Kathy Chopik asked how money was put into the strike fund. Lid answered that as per capita tax was received that the 12.5% was transferred into the strike fund but that the strike fund was dipped into to cover outstanding bills. Sheila Perret felt that we should look realistically at our strike fund and change its function. She felt that our strike fund was a sham and that it was too small to help that much in a strike. She felt that it would be more realistic to call it a "Local Assistance Fund" so that it would be readily available to the Local membership for arbitration assistance, for organising assistance and to make it something that the Locals can see as really benefiting them. She felt that by changing the purpose of the fund that we could make our membership realise that their \$3.25 is going to something that can really benefit them.



MOTION Moved: Sheila Perret Seconded: Michele Valiquette

That Convention directs the Provincial Executive to receive and approve the audit from Campbell Sharp and when that is done that it be circulated to the membership through the newsletter.

Nancy felt that this procedure had to be followed because it was impossible to approve an uncompleted audit. Mary Ogilvie suggested distributing the budget before the Executive approves it. Bob pointed out that under section 17 E of the Provincial Constitution that the Budget must be approved by the Convention.

The chair ruled that the Motion was out of order.

Sheila Perret challenged the chair.

Sheila Perret stated the Audit had to be presented to Convention, not that the Convention had to approve it. She felt that this motion was the most responsible way of dealing with the situation. The Chair responded by stating that if the motion is passed that the Convention will be by-passed - therefore he felt the motion was out of order.

THE CHAIR IS DEFEATED. Motion is on the floor.

AMENDMENT Moved: Jeanne Williams Seconded: Nancy Wiggs

That the audit be distributed before it is approved by the Provincial Executive.

MOTION RULED OUT OF ORDER.

PROCEDURAL MOTION Moved: Nancy Wiggs Seconded: Sheila Perret

That the Motion be split.

CARRIED

The motion on the floor is:

That Convention directs the Provincial Convention to receive and approve the audit from Campbell Sharp.

AMENDMENT Moved: Lid Strand Seconded: Stephen Gray

That "direct" be changed to "Authorise" in the motion.

DEFEATED

AMENDMENT Moved: Nancy Wiggs Seconded: Lynne Taylor

That the phrase "and approve" be deleted so the motion reads "That Convention directs the Provincial Executive to receive the audit from Campbell Sharp.

CARRIED

MOTION AS AMENDED

That Convention directs the Provincial Executive to receive the audit from Campbell Sharp.

CARRIED

MOTION ON FLOOR

That when the audit has been received that it be circulated to the membership through the newsletter.

CARRIED

MOTION Moved: Lid Strand Seconded: Suzan Zagar

That the Financial Report be recieved as presented.

CARRIED

Stephen Gray wanted to know why the audit was not back from the Auditors on time. Lid said that due to his inability to do the books that the books had been sent to the auditors too late. Sheila Perret mentioned that the last year's closing statement had not been done by the previous auditors and that our current auditors had been forced to work through and close off those figures.

MOTION Moved: Sheila Perret Seconded: Ann Sullivan

That we take a 10 minute break.

CARRIED

LOCAL REPORTS

Local One Report

There was not written report from Local One, so a verbal report was given by Suzan Zagar, Local Vice President, member of the Contract Committee, member of the Grievance Committee, and member of the Strike Committee.

Carole Cameron has just been reelected Union Organiser. The former Union Coordinator had been hired by VMREU and her replacement Shirley Irvine has just started her term. The Local has just elected Marcel Dionne, President. He has served as President previously.

The Local is currently in Contract Negotiations. Around 100 contract changes are on the table. They have proposed more significant revisions than ever before. The most significant proposal is a total revamping of the job reclassification and paygrade system. An example that she gave was that the Secretarial Job Descriptions would be broken down into Steno Secretary, Clinical Secretary, Clinical Office Assistant. They are also trying to break down the Clerk group into two groups of clerks such as Clerk and Clerk Typist to distinguish the clerks who require typing and the clerks who do not require typing. They are further trying to break down the Clerical group by introducing new job descriptions such as Type Setter, Bindery Operator. The University is trying to limit the right of transfer for these employees by restricting the Classification to fewer workers. They are also proposing the inserting of a new paygrade in the centre of the current payscale. Their is no wage offer from management on the table. They usually only provide a "counter" to the Union's wage demand. Their usual strategy is to deal with the non-monetary issues first and get them off the table and then deal with the monetary issues. The Union is concerned that the paygrade issue will lead to a lower increase for some members to pay for the cost of the increase. David Ferry, from the Trade Research Bureau, advised the union on no uncertain terms that the union should get the proposal off the table and deal

with it under another article in the contract to ensure that it doesn't come under the wage controls. One article has been signed. A change to Article 1:01, General Purpose, to add that the purpose of the Agreement is the prompt disposition of disputes. The kind of proposals from the University are: That the Union not be permitted to discipline our members for crossing a picket line; tightening up Leave of Absence Without Pay to force members to give reasons for requesting leave; to delete the staff room in the Main Library. In general this last year has been a frustrating one for the Local. There have been many layoffs and many positions lost through attrition.

Nancy wanted to know why Suzan felt that there were only two delegates from Local One. Suzan felt that only a few people were active and that all of them were overworked. Nancy wanted to know why so few people were active at such a large Local. Nancy felt that we must reorganise the Local from the ground up. Suzan pointed out that two people were leaving the contract committee in late July. She finds it frustrating. "People seem to care about contract talks but they don't seem to care about doing the work that's involved with it." She has tried to get more people involved but they just won't volunteer. Sheila Perret felt that management's proposals were an attempt to waste time. Many of them were intruding into the internal affairs of the union. She also finds it curious that UBC was expecting a shortfall of \$6-7 million and have just announced a surplus of \$6.2 million. She wonders how this surplus will affect further cutbacks? She feels that it might lead to further cutbacks because they were stupid enough to announce this surplus. Sheila Rowswell felt that the Union could use the surplus to bring about increased optimism to the membership about the possibility of getting a catch up wage increase. Suzan mentioned that when it became clear last June and July that the Local was falling behind other groups on campus that the membership directed the Executive to ask for a wage re-opener. In September, the University responded by proposing a sliding scale of increases of 1.1% at the bottom to 5.5% at the top. This was tied to a three phase package where the second phase would involve a union-management committee to take a look at job standards and to use these revised job standards as the basis of negotiations this year. The package was rejected because the university would not separate the wage increase from the other issues. Sheila Rowswell felt that the university came up with a divisive proposal and that they are still continuing that approach. In general employers are on the offensive. She feels that they are moving to divide our union. She feels that the onus is on the Local Executive to reorganise the union. Without active shop stewards you won't get people who are able to gain union experience and come up to take up Executive and Contract positions. You won't have people to talk to rank and file members about what the university's proposals mean and why we need to go for a 22% wage catch-up this year. Without this reorganising the membership is left with influences from management and the press who say that workers have to tuck in their belts this year. The task for the next year is to keep our membership united. Stephen Gray mentioned that the Local Six

Continued on Page 12

Executive had sent a letter to the Local One membership encouraging them to attend the Convention. He wondered if there were reasons other than over work for the poor turnout at Convention. Suzan informed us that the Local Six letter was not discussed at the Executive Meeting. Sheila Rwooswell felt that there had been no organised opposition to attendance at Convention. The reason was that people were tired and overworked. The attitudes to Provincial are not clear because they are not discussed. The people are overworked. She feels that there has not been enough of an organisational base. People haven't been drawn in. She doesn't feel that the people are apathetic. They just don't know what to do about their situation.

Local Two Report.

There is no written report from Local Two but the delegates are prepared to answer specific questions.

Nancy wanted to know if the contract proposals had been approved and what the procedure for approval was. Bob McAdie informed us that the approval of the proposals had not been completed and that he felt that negotiations with the university wouldn't start during the summer. Sheila Perret wanted to know what would happen now that the latest dues referendum had failed. Bob McAdie confirmed that the dues referendum had failed but that a new one has been sent out. It is due to be counted on July 5th. The previous dues increased had asked for a percentage increase - based on hours worked. That referendum failed and it was felt that one reason for the failure was that some members did not want to pay that kind of dues. The new referendum has a two part ballot. The first asks if the membership wants a dues increase. The second part asks if they want a set dollar amount increase or if they want a 1% formula. John Shayler felt that this is the most well rounded presentation ever made. It has several options, it also provides information about what would happen if it fails. It puts the onus on the membership to state if they ever want an increase. He feels that it would be difficult to justify sending out another referendum if this one fails.

Sheila Perret wanted to know what happened to the job evaluation proposal from the University. Lynne Taylor responded. She stated that the Joint Committee (2 union-2 management) presented a lengthy proposal recommending the Decision Band Method. The Executive has been looking at DBM and doing extra research. The University would not provide enough copies for members of the bargaining unit so Provincial assisted with printing enough copies. It went into the hands of the membership and there hasn't been much feedback. The Executive is still looking at it. John Shayler stated that the report is very long and convoluted. People are pigeon holed into bands. The bands are determined by the amount of responsibility that they have at decision making. The top three bands are high decision making - we are left with the bottom three bands. Within each band there is a breakdown of decision making. In the lowest band your work would be determined by the fact that you make virtually no decisions. If someone asked you a question your decision would be to tell them that you don't know. The problem with the whole set up is that it pigeon holes people into categories where your work value is determined by the amount of decision you make. It is very easy for the university

to then, when a job is vacated, and this new system is in place, to take a position that formerly had certain types of decisions to take those decisions out, to give written written explanations to you on how you do the job and therefore you have guidelines and you're not making decisions anymore. If you do make a decision outside of that band the onus is on you to not make that decision. When the last Executive first looked at the system we thought that it was a beautifully designed managerial device. The research has been slow to consolidate. The more research we do the more we see that it is not a valid option.

Lid asked why contract negotiations are late and what the effects of this will be. John Shayler felt that this was part and parcel of a larger difficulty at the Local where when people are elected to serve on a committee it is first of all difficult to get anyone to come forward. It is difficult to get representation from the divisions. Getting them takes time. The second difficulty is that once elected the group had difficulty meeting due to schedules, due to how feasible they thought meeting would be. It took them a month before they got together in order to have discussions amongst themselves. Then negotiations were further slowed by the fact that we are a democratic union where we have to go to the membership to get the proposals ratified one by one. We have unfortunately only been able to convince the members that do show up at meetings that we should have one or two longer meetings either in the evening or some time else where we can do it as quickly as possible. However this has been voted down. So we are trying to ratify proposals at half hour meetings maybe twice a week. That consolidates the problem of getting members out on a continual basis and it limits the amount of discussion that can take place at any one meeting.

Sheila Rowswell asked how the Local Executive and the Contract Committee are reading the mood of the membership about contract negotiations this year. Bob McAdie felt that the membership is concerned about negotiations. The contract expired last March 31st. Everyone is a little bit anxious about getting the contract settled but he feels that there is an awful lot of pessimism about what can be achieved this year because of the cutbacks and how this will affect the University's budget which will be coming down in the next few days.

Sheila Rowswell commented that she felt that the onus is on the Contract Committee or the Executive to get across to the members the strengths that the Local has other wise the situation can get far worse. She feels that the Local must have certain strengths and that it can't be a totally dismal situation. The University, for example, is not in a situation like the hospitals in the terms of cutbacks. It is not laying off massive numbers of staff like the wood industry. All of these things are important. There is also an atmosphere in B.C. of unions that are not willing to take concessions, who are not willing to pay for B.C. Place or North West Coal. These kinds of things the members need to be reminded of. She is saying these things not just to Local Two but to all the Locals. The situation is tough but it is not insurmountable.

Mary Ogilvie wanted to know about arbitrations at the Local. Ann Sullivan informed us that there was one arbitration last year on Job Splits which the Local won. Right now, the Local is in the middle of an arbitration on Vacation Service Pay. The Contract has a clause on Annual Vacations which says that "if in any given year you're on an unpaid absence for over 20 days, your entitlement can be prorated accordingly." What the University started to do at the end of 1980 was accumulate everybody's unpaid absences back to 1975 basically moving when they first started working there so that the entitlement on the scale of calendar year vacation entitlements is now indefinitely delayed for everyone who has ever had an unpaid absence. Lynne Taylor pointed out that these absences include strike time, maternity leave prior to the Employment Standards Act, any kind of unpaid absence including leave paid by the union but not the University. The University has been lumping together absences.

Lynne Taylor wanted to respond to the earlier comments of Sheila Rowswell. She pointed out that there have been few layoffs so far brought on by budgetary restraints, however the feeling around the campus was that as soon as the new budget was brought down that there was going to be a fresh lot of layoffs around August and that the Union has no idea about what the number of layoffs will be. They don't know what kind of money the University has saved as in the case of UBC so they really don't have any ground for arguing about it at this point. At this point you fight whether a layoff is justified in the spot that its done in. She pointed out that there was a hiring freeze that was released just recently and that she anticipates another hiring freeze before they start layoffs because they like to have vacant jobs to bump people into. She also pointed out that people can be bumped into lower paygrades according to their interpretation of the collective agreement. The Local is on uncertain ground about what the size of the bargaining unit will be and what kind of affect that this will have on people's morale.

#### Local Four Report

There were no delegates from Local Four and no report was submitted by the Local so an informal discussion occurred. Sheila Perret, a member of Local Four, outlined some highlights of the last year's activities. A three year Contract was settled before the previous one expired. The wage settlement was 14%, 14% and 12% in the third year with a COLA clause. The language protecting part time and temporary workers was weakened. The Local Executive has been preoccupied with the poor state of relations between the Local and the Provincial and how to get out of this unhappy marriage. Management and the Union have been meeting to discuss cutbacks in terms of staff. Originally the proposals were to cut back a certain number of employees from full time and part time staff. They ended up with not cutting the hours in jobs but eliminating 8 or 9 positions. This recommendation went before the College Council Finance Sub-Committee and was rejected outright. The Finance Sub-Committee said no layoffs whatsoever. So now the issue is being thrown back to the joint committee to deal with. A grievance was won on the issue of call back provisions as legislated by the Employee Standards Act. Anyone called

reporting to work should receive a minimum of 4 hours pay whether or not they actually worked the 4 hours. The Union was originally hesitant but took up the grievance after some insistence from some members. The grievance had originally been processed by a steward, then to the Grievance Committee, then to the Executive who had rejected it. Eventually the grievance was filed and it was won. It went to Employment Standards who ruled that the College wasn't exempt. What the College tried to do was get an exemption because they have many part time and temporary people who work less than 4 hours. One person has been paid and the Union is now getting a list together of the other people who are eligible for the claim. They will also have to have discussions with the College about what the effective date of the payments will be since they are processing other payments for other people. In the face of a provision in the Act that says that you can only claim six months previous the longer the claims are delayed the more people are losing out. A membership meeting on June 25th, voted to not pay their per capita tax after June 17th. The membership meeting was attended by about 40 people out of close to 200 and they had a lot of discussion about the results of the inquiry and the secession referendum. They were talking about changing the name of the Local and there is a big push on by the Executive to withdraw from AUCE although the secession referendum failed. They decided to protest the ballot and they also decided to not attend the Convention.

Nancy felt that the Convention should make a firm decision on how to interpret Section 6A of the Constitution. She felt that "50% of the entire bargaining unit" meant that and not 50% of those voting. The Secession ballots failed if this was the correct interpretation and that is the wording that the Provincial Executive decided that it had to adopt. If Local 4 protests the ballot and says that we should be interpreting this as a simple majority of the people casting a vote - the Provincial Executive would turn down that protest. If Local 4 then goes ahead and changes its name and stops paying dues our remedy for that would have to be through either supreme or county court. We could compel them to pay per capita tax but little else. We are on the horns of a dilemma. It is clear what the words say. The words give a stricter interpretation than what the Labour Code gives under raiding provisions. To change the constitution would take an emergency Constitutional Amendment. Nancy felt that an amendment to retroactively would be inappropriate.

MOTION      Moved: Nancy Wiggs      Seconded: Kathy Chopik

That the Convention endorse the Provincial Executive's interpretation of the last sentence of Section 6A of the Provincial Constitution.

CARRIED

Sheila Perret pointed out that the beginning of Section 6A that it says that "a petition of 25% of the membership" and later "majority of the Local membership". She felt it is quite clear. She also felt that the Local may protest because of the way the tabulation was done with a mix up of the lists. Nancy felt that if the Convention endorses the decision of the Executive that nothing has to be done but that if Convention does not endorse the decision of the Executive that a Constitutional Amendment should be passed to change the current wording.

After the motion passed a general discussion ensued.

Lid informed the Convention that the Local 4 Treasurer would write a cheque in January and mail the cheque in April. We received numerous cheques that were dates months prior to when we received them. That would allow her to say that the cheque had been written.

Nancy asked for people's thoughts on how to deal with Local 4.

Lorrie Rudland felt that we need to develop a strategy to deal with the situation. She felt that we all have low morale but that she can't see why we should feel defeated. She felt that we should look at the situation and draw up proposals to deal with it. Sheila Perret was concerned that it could be interpreted that we have just interpreted the last sentence of Section 6A to deal with Local 4 only. She also felt that the Local could continue to withhold its per capita and get kicked out anyway for being in arrears. Lid felt that we had two clear options. One is to have the Local charged and then kick them out and the second is to have a revote if their challenge is founded which would clearly specify the constitutional necessity of the 50% regulation so that it is absolutely clear and then do it completely properly. In the meanwhile we are in limbo because there may be a protest that the Executive may feel is legitimate. Lid felt that the Convention could not direct the Executive to conduct a re-vote because there is an appeals procedure in the Constitution that has not been followed yet. Stephen Gray wanted to know if the Local had considered starting another secession petition. No one had heard about this possibility. Sheila Perret felt that we should be looking at the rights of the members of Local 4. She felt that we should be trying to protect their interests not trying to figure out ways of letting them secede. She felt that they had done nothing to ensure that the referendum would succeed and that they are now stuck with the results. Sheila Rowswell felt that we should whether help them to go or to say to them that they are still members of AUCE and you still have a commitment to the other Locals and to AUCE as an organisation and we are going to sue you for per capita you owe. Joan Meister was concerned about the level of union morale at the Local. She felt we should be concerned about the possibility of decertification of the Local. She finds it frustrating that AUCE is passive in some ways and hard in other ways when it comes to our treatment of this Local. Sheila responded by saying that decertification of the Local was unlikely. She felt that it was to the advantage of some members of the Executive to stall and that this dispute is not to the advantage of the membership at the Local. Nancy pointed out that taking the Local to court would be costly in time and money. Stephen Gray felt that one thing that Convention must decide is whether the referendum reflects the views of the membership. If it does we must decide if it is worth our effort to try and change their minds. He felt that if it is worth it a letter could be drafted and sent out from this Convention and distributed to the membership explaining what has gone on, explaining the issue as we see it and trying to get some support from the membership for our position. If the membership has decided and this is just a technicality holding them in then he can't see the worth of pursuing the issue. Nancy felt that the vote was a fair indication of the membership's attitude. She felt that 50% don't care, a small number want to stay in AUCE but won't do anything about it and a large minority want out. If Nancy had any inkling of an iota



that there was a chance that any of the people opposed to secession would form some form of pro-AUCE Committee that would do something she would have been in there flailing away. She strongly believes that the Provincial cannot move in and round people up. She feels that there must be a spark from within the Local. That spark wasn't there at all. Lid felt that we are in a no win situation and that whatever we do will be used against us. More and more people are being turned from "I couldn't care less" people to "let's get rid of this pernicious organisation that always battering us, that's always manipulating us, and always accusing us of not paying per capita on time and this and that." Lid felt that even if we're right that all we're doing is playing into the hands of the Executive and making more people actively opposed to AUCE. Lid can't see any way of turning this around. Lid would much rather let them go because all we are doing is draining our energies and giving them a focus that prevents their membership from building their own union because the dispute with the Provincial keeps them distracted from issues within their own Local. Mary Ogilvie stated that although she tends to agree with Lid's viewpoint that she feels that the only strategy worth developing is one that would keep them as active participants in AUCE. She feel that the Provincial has been trying to do that for three and one half years but that we haven't succeeded because there is no active core committed to remaining in AUCE. She can't conceive of any strategy that would be effective. Kathy Chopik feels that we should try to keep them in. She feels that letting them go is not an option. She thinks that we should look at setting up some kind of organising committee and that we maybe should discuss how sacrosanct the barriers around Local autonomy should be. She feels that if we decide at Convention that we can go into Local 4 now, we can then go into Local 2 or Local 1 later. Bob McAdie agreed with the early part of Kathy's statement. He feels that they are in and that we haven't come to grips with how to deal with Local 4. He feels that if we haven't come to grips with making this union work for those Locals that have not yet decided to go elsewhere then we can't come to any conclusions about Local 4. He feels that this Convention has a lot to come to grips with. Sheila Perret felt that it might be worthwhile if Convention sent a letter to Local 4 expressing dismay that they had not attended the Convention and stating that we wish that they had because we wished to discuss what we could do in a more constructive way. Mary suggested a sub-committee to draw up suggestions for a resolution to deal with Local 4.

MOTION Moved; Lid Strand Seconded: Jeanne Williams

That a sub-committee of interested delegates be authorised to get together to discuss possible strategies for dealing with the Local 4 situation.

AMENDMENT Moved: Stephen Gray Seconded: John Shayler

That each Local present delegate one representative to meet on a sub-committee to consider the Local 4 situation and to report tomorrow around one thirty.

CARRIED

Stephen Gray asked when the Committee would meet. Nancy said that the representatives coughed up by the Locals would arrange when to meet. Sheila Perret suggested that the Locals could meet during lunch and decide who their designates were going to be and report back after lunch.

MOTION AS AMENDED

That each Local present delegate one representative to meet on a sub-committee to consider the Local 4 situation and to report tomorrow around one thirty.

CARRIED

Local 5 Report

Nancy stated that the Local Five report had been made under the inquiry committee report and that the vote on the raid would be happening on Tuesday.

Lynne Taylor wanted to know if the Constitution of the PPWC would allow them to absorb Local 5. Sheila Perret mentioned that someone from David Thompson University Centre, which has a PPWC Local, would be here as an observer. DTUC was formerly represented by AUCE Local 3. They were placed into a CUPE Local by the Labour Relations Board and later joined PPWC.

Local Six Report

There was no written report submitted by Local Six but Michele Valiquette agreed to give a verbal report. She stated that this has been a very active year at Local Six. It started off with LRB hearing and arbitrations and ended with negotiations. A considerable amount of time and energy and financial resources were spent in an arbitration and marathon LRB hearings over the last year. Each of the grievances concerned the University's hiring practices. In each case the University argued that there was no right to grieve appointment decisions. Each case started with the University questioning the arbitrability of the case. A great deal of the Unions energy was spent in establishing that do in fact have contract language that is grievable. The first case after three days of hearings an arbitration panel chaired by Joe Weiler found that the Union could grieve specific contract clauses such as posting but that the union could not achieve individual compensation for an applicant not getting hired. They then decided to not go ahead with the merits of the case. The University extended its arguments in the next two grievances and said that applicants from within the bargaining unit also did not have the right to grieve hiring. The union then applied for a hearing at the LRB under section 96.1 of the Labour Code. The first of these grievances was filed in January 1981. In October 1981, LRB Vice Chairperson Gabriel Somjen ruled in favour of TSSU determining that the two grievances were arbitrable. The union proceeded to the merits of the case. This was a major victory for the union. Somjen acknowledged that there were provisions in the Collective Agreement which guaranteed certain right and protections to bargaining unit employees with respect to future employment. Following that they began to discuss the merits of the case. By this time crucial witnesses were not only out of town, but out of the country. The Union spent a considerable amount of money flying people back and forth to testify. Both cases were happening at the same time and it was quite confusing. In the end the Union lost the first grievance and on the second one the union achieved a limited victory. The university was found to have

violated the Collective agreement by failing to meet certain procedural requirements for hiring. The arbitrator still did not award any remedy to the grievor. Even so, the University is appealing the decision. Stephen Gray added that the University has appealed the decision. The Union's counsel has filed the Unions position on the appeal. The lawyer feels that the Union has a very strong case. Leo McGrady, the Union's lawyer feels that the precedents that the University is trying to use are not very applicable to British Columbia. Michele pointed out that the Union handled the the arbitration themselves but that they hired Leo McGrady to represent them for the two LRB Hearings. The University proposed major changes to a one semester research grant that Grad Students are entitled to which would have eliminated a large number of students from receiving it. TSSU formalised an opposition to these stipend cutbacks which was quite successful. They managed to force the University to maintain the current terms of reference for the stipends. One important outcome of this activity is that it established TSSU as a viable presence on campus. It also pulled a lot of new people into the union. In the fall TSSU had a stewards workshop which was quite successful. A new Executive was elected in March. Almost everyone on the new Executive are new people. Michele finds it quite reassuring that as the long term active people are leaving that they are being replaced by new people. In March a dues referendum was approved increasing dues from 1% to 1.5% of gross salary. TSSU is participating in a campus coalition to oppose cutbacks in government funding. A joint council of TA unions with AUCE 7 and CUPE 2278 has been formed.

The Contract Committee began meeting in February and they have been meeting approximately 3 times a week for the last two months translating questionnaires, responses and discussions at membership meetings into contract language. The Union is in the process of trying to get extensive revisions in parts of the contract. Jeanne Williams outlined some of the issues in negotiations. They want a substantial wage increase, improved procedures in the discipline clause, improvements in the no discrimination clause, very extensive and very good language in the sexual harassment clause, very strong direction from the membership and from the bargaining unit to try and bring about a limit on class size. In order to catch up and get a cost of living increase they need at least 19%. The University has submitted a few proposals however they are unwilling to open up any major areas in the collective agreement. Stephen Gray mentioned that there are a couple of contentious issues. The hiring of teaching assistants. In some Departments, where Teaching Assistants have accumulated to or three TA-ships but are within the limit specified in the contract when they lose priority for reappointment, TAs are being put in a lower priority for appointments. This is a fairly important issue because eventually when TAs are close to getting their degrees, they could end up with no TA-ships. Another issue is Union Membership. The union is trying to negotiate for an opt-out formula so that a lot of the union's energies are not being sucked in an attempt to sign up membership each semester.

LUNCH BREAK FROM 1:00 to 2:00.

Convention reconvened at 2:00 and continued with Local Reports.

#### Local Seven Report

A Local Report was contained in the docket. Kathy Chopik answered questions.

Jack Gegenberg asked what would be happening in the fall. Kathy responded that although she couldn't be certain, that the best scenario was that the LRB would rule in September or October. In that case it will take the Union until January before it can start organising effectively. The Union is planning to start organising in September, even though the Board wouldn't have ruled yet. There is some possibility that there might be some competition from other unions on campus who are now interested in organising now that AUCE has done the preliminary work. The Union needs advise, expertise and person help from the rest of AUCE. Lid Strand asked what kind of concrete help that they needed. Kathy responded that they need advise in terms of the overall strategy, how to deal with dissent in the bargaining unit, financial help, and assistance in how to put out a newsletter and bulletins.

MOTION Moved: Michele Valiquette Seconded: Ann Sullivan

That the Local Reports be accepted.

CARRIED

Business Arising from the 8th Annual Convention

MOTION Moved: Lid Strand Seconded: Ann Sullivan

That Business Arising From the 8th Annual Convention be deferred until adoption of the Minutes.

CARRIED

Report of the Resolutions and Constitutional Amendments Committee

Lid reported that the Resolutions and Constitutional Amendments Committee did not meet. The Resolutions and Constitutional Amendments were therefore grouped in order of Provincial Executive, then Local numbers, with the Resolutions grouped before Constitutional Amendments.

MOTION Moved: Jack Gegenberg Seconded: Ann Sullivan

That the Report of the Resolutions and Constitutional Amendment Committee be accepted.

CARRIED

Resolution #1 - Submitted by the Provincial Executive

MOVED: Sheila Rowswell SECONDED: Kathy Chopik

Whereas the Socred Government's so-called "Compensation Stabilisation Program" is a concerted attack on employees in B.C.; and  
Whereas the gains unions have made are threatened by high levels of unemployment, wage and spending controls, company attempts to wrest wage concessions; and  
Whereas wage and spending restraints especially hit women through blocking catch up settlements, equalisation of base rates, and increased layoffs in the public sector;

Therefore be it resolved that:

AUCE goes on record as being totally opposed to the Compensation Stabilisation Program;

Continued on Page 21

AUCE strongly supports and will work towards an independent labour opposition movement in B.C.;

AUCE supports a fightback program that would include:

- 1) A coalition of all public sector unions which could mount a coordinated response both educationally and in action.
- 2) Formal liason between this union coalition and womne's groups, parent groups, and community organisations.
- 3) Organisation of information picket lines where ever public services are under the ax.
- 4) Organisation of community rallies across B.C. to link wage controls to cuts in hospitals, schools, social and community services. Such rallies could build momentum for:
- 5) Major demonstrations in Vancouver or Victoria.
- 6) When necessary, the organisation of a twenty-four hour work stoppage across B.C.

And further that, AUCE will actively support any other union during contract negotiations for wages and benefits exceeding the limit, during informational picket lines, demonastrations, and any job action which opposes wage controls, in an attempt to gain liveable, fair wages and working conditions for all members.

Sheila Rowswell advocated the resolution on behalf of the Provincial Executive. She felt that even though the response from the BC Labour movement has been cautious, that she feels AUCE should take a position and outline what we think would be an appropriate response. She further feels that if we want the Labour Movement to act we should be putting on the pressure. She feels that this resolution does that.

AMENDMENT Moved: Lid Strand Seconded: Ann Sullivan

To amend point number six to delete the phrase "24 hour" and stoppage to "stoppage(s)".

CARRIED

MOTION AS AMENDED

Whereas the Socred Government's so-called "Compensation Stabilisation Program" is a concerted attack on employees in B.C.; and  
Whereas the gains unions have made are threatened by high levels of unemployment, wage and spending controls, company attempts to wrest wage concessions; and  
Whereas wage and spending restraints especially hit women through blocking catch up settlements, equalisation of base rates and increased layoffs in the public sector;  
Therefore be it resolved that:  
AUCE goes on record as being totally opposed to the Compensation Stabilisation Program;

Continued on Page 22

AUCE strongly support and will work towards an independent labour opposition movement in B.C.;

AUCE supports a fightback program that would include:

- 1) A coalition of all public sector unions which could mount a coordinated response both educationally and in action.
- 2) Formal liason between this union coalition and women's groups, parent groups and community organisations.
- 3) Organisation of information picket lines where ever public services are under the ax.
- 4) Organisation of community rallies across B.C. to link wage controls to cuts in hospitals, schools, social and community services. Such rallies could build momentum for:
- 5) Major demonstrations in Vancouver or Victoria.
- 6) When necessary, the organisation of work stoppage(s) across B.C.

And further that, AUCE will actively support any other union during contract negotiations for wages and benefits exceeding the limit, during informational picket lines, demonstrations, and any job action which opposes wage controls, in an attempt to gain liveable, fair wages and working conditions for all members.

CARRIED

Resolution #2 - Submitted by the Provincial Executive

Michele Valiquette pointed out that at the previous Convention, Resolutions and Consitutional amendments were submitted by the Provincial Executive or by the Locals were already accepted as being moved and seconded. The chair agreed.

Resolution #2 on the floor - MOVED and SECONDED by the Provincial Executive.

Whereas women across Canada in 1981 received only 70% of the average man's salary; and

Whereas unions across B.C. have taken up and won equal pay for work of equal value over the last year, through the demand for equalisation of the base rates; Therefore be it resolved that AUCE affirms our support for equalisation of base rates as the first step in winning equal pay for work of equal value, and that in the coming year Provincial and Local Executives undertake to reasearch, organise membership education, and draft contract clauses aimed to win equalisation of base rates across the workplace, as contracts expire.

AMENDMENT Moved: Sheila Perret Seconded: Lorrie Rudland

That the phrase "work with the Locals to" and delete the phrase "and Local Executives."

CARRIED

Kathy Chopik wanted the person who suggested the resolution to motivate it. She felt that this motion could lead to a fair amount of work. Sheila Perret felt that the resolution should not tell Local Executives what to do and then suggested amending the motion. Sheila Rowswell wondered what the Provincial could do. She felt that we could provide the research and the arguments to lay the groundwork for these kind of contract clauses. She found it surprising that AUCE has lagged behind in terms of equal pay and that she wants to see that situation corrected. Jack Gegenberg felt that all present were

in favour of the resolution however he felt that it was too late to have any affect on contracts this time round. Lid Strand supported the motion even though he had doubts as to how much research AUCE could do. He felt that this motion could build support over the next two years. Basically what this motion does is to allow us to start the research and to develop the concepts and to publicise it to the membership and to develop consciousness so that when the controls come off our membership will be fighting made and ready to take on this issue. People aren't ready to take this on right now because there hasn't been a clear articulation of what this issue means and how it can be won. Lid suggested that this research could be a major focus of activity for the Provincial Education Committee. Stephen Gray responded to Jack's earlier comments by stating that other unions have found that a substantial amount of reasearch is necessary and that this couldn't have been done for this year. He felt that we could develop the research for two years down the line. Sheila Rowswell had suggested the resolution because she wanted to prepare for negotiations next March. She had found that the Local's contract committee had no idea what a clause dealing with Equal Pay would look like and that this resolution would help build that awareness.

AMENDMENT Moved: Michele Valiquette Seconded: Lid Strand

To insert the phrase "work through EPIC and with Locals to" in place of "work with the Locals to".

CARRIED

Joan Meister pointed out that EPIC has already done a lot of research in this area and that Local 2 had done quite a bit of work two years ago for the Industrial Inquiry Committee. She felt that much of that research could be updated but that it was still valid.

MOTION AS AMENDED

Whereas women across Canada in 1981 received only 70% of the average man's salary; and

Whereas Unions across B.C. have taken up and won equal pay for work of equal value over the last year, through the demand for equalisation of the base rates;

Therefore be it resolved that AUCE affirms our demand for equalisation of base rates as the first step in winning equal pay for work of equal value, and that in the coming year that Provincial work through EPIC and with Locals to research, organise membership education, and draft contract clauses aimed to win equalisation of base rates across the workplace as contract expire.

CARRIED

Resolution #3 - Submitted by the Provincial Executive

MOVED AND SECONDED by the Provincial Executive

Be it resolved that AUCE Provincial discontinue its policy of Lobbying CLC affiliates to support our entry to the CLC.

CARRIED

Jack Gegenberg motivated the resolution on behalf of the Provincial Executive. He said that he felt that we should discontinue the Lobbying campaign because we won't get in very soon and because we don't have the resources to give a total commitment to get in. He felt that the advantages are just not worth the effort. On the other hand he felt that to join the CCU would split AUCE. He concluded that AUCE should remain independent. Lid felt that we should put our total effort into rebuilding AUCE and that draining our energies into lobbying would be disastrous.

Resolution #4 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive.

Be it resolved that AUCE remain independent.

Jack motivated the resolution on behalf of the Provincial Executive. He pointed out that originally this resolution and the previous one had been one resolution but that the Provincial Executive had split it. There was considerable discussion about what would be done now that the Lobbying option was thrown out. Some had argued that we should join the CCU, others that AUCE should remain independent. Jack felt that joining the CCU at this time would be a mistake. Bob McAdie was against the resolution. He felt that we should join the CCU as the core of a new National University and College Employees Union. He felt that there are many unorganised Universities and Colleges across Canada and that there are several campuses currently organised by Unions in the CCU. He felt that in the past we had made a mistake in limiting AUCE to B.C. and that by joining the CCU we could help create a National Union that would benefit us all. Jack responded by stating that he felt that the CCU might not be interested in AUCE any more. There is now one former AUCE Local in PPWC and soon there will be two. Stephen Gray asked Bob to clarify his position. Bob stated that his main interest was in forming a National Union and that if joining the CCU would make this easier he would favour joining them. Nancy pointed out that the decisions of one Convention binds us until the next Convention which may decide to reverse a previous decision. Lid Strand said that this motion would put us in a position of definitely remaining independent instead of keeping the policy of lobbying but suspending the lobbying for the undefinable future. He felt that we should put our energy into rebuilding AUCE. Joan wanted to know why we are discussing this resolution. She wondered if it wasn't redundant. Nancy informed the Convention that the motion had originally been part of the previous resolution and that it had been separated into two separate resolutions.

AMENDMENT Moved: Jack Gegenberg Seconded: Stephen Gray

That the phrase "and not seek affiliation to or membership in any other Labour Central or Union" be added to the resolution.

DEFEATED



Sheila Rowswell felt that at Local One people wanted to be part of something larger and that this desire has led to discussions about joining CUPE. Lid clarified that this motion was to officially discontinue lobbying the CLC affiliates for membership in the CLC and to not just put lobbying on the back burner for this year.

MOTION BEFORE CONVENTION

Be it resolved that AUCE remain independent.

CARRIED BY A VOTE OF 9 IN FAVOUR, 9 OPPOSED.

Stephen Gray made a point of personal privilege. A fan being used to cool the Convention Hall was making it difficult to hear. Other delegates agreed and the fan was turned off.

Resolution #5 - Submitted by Local One

Resolution Moved and Seconded by Local One.

Whereas the Compensation Stabilisation Program of the Provincial Government undercuts the working conditions and job security of our members; and  
Whereas this program is an unfair attack on the ability of Public Sector workers to bargain collectively for fair wages and reasonable benefits and working conditions; and  
Whereas this program is being revised everytime spokespersons for the Provincial Government open their mouths;  
Therefore be it resolved that AUCE Provincial condemn the Compensation Stabilisation Program of the Provincial Government and call upon the government to withdraw it;  
Be it further resolved that AUCE Provincial joins with other groups to oppose this program;  
Be it further resolved that AUCE Provincial support any other union that defies this program;  
And be it further resolved that AUCE Provincial support any collective action that may be undertaken by the B.C. Federation of Labour and/or the B.C. Council of the Canadian Confederation of Unions to oppose this program.

Lid Strand pointed out that this resolution was almost identical to Resolution #1 previously passed by Convention. He asked for a ruling from the Chair.

THE CHAIR RULED THE MOTION OUT OF ORDER.

Resolution #6 - Submitted by Local Six

MOVED and SECONDED by Local Six.

Whereas the South African State oppresses and exploits the majority of that country's population through apartheid - a vicious system of institutionalised racism; and

Whereas the South African State enforces apartheid through wide reaching security laws under which virtually any form of political or trade union activity can be

defined as "terrorism", under which individuals can be detained indefinitely without being charged or can be placed under severely restrictive banning orders; and

Whereas the South African state has responded to the increasing strength and militancy of the trade union movement in South Africa, and to the challenge to apartheid posed by the trade union movement with increased repression and harassment, with the detention and banning of workers and trade union leaders; and Whereas the extent to which the South African state is prepared to go to crush the trade union movement in South Africa is demonstrated by the recent death in detention of Neil Agget, Transvaal Secretary of the African Food and Canning Workers' Union;

Therefore be it resolved that AUCE affirms its solidarity with workers in South Africa and fully supports those engaged in the struggle for a united, non-racial and democratic trade union movement in South Africa; and

Be it further resolved that AUCE condemns the South African state's policy of apartheid and demands the immediate release of detainees and the immediate lifting of all banning orders; and

Be it further resolved that AUCE calls on the Canadian Government and Canadian financial institutions to express their opposition to apartheid by withdrawing all investment in South Africa and ceasing all dealing with the South African regime.

CARRIED

Michele motivated the resolution on behalf of Local Six. She informed Convention that a high proportion of the people detained in South Africa over the last year have been trade unionists and that it is important that we support them.

EMERGENCY RESOLUTIONS

MOTION Moved: Jack Gegenberg Seconded: Ann Sullivan

That all of the Emergency Resolutions in the Convention docket be put on the floor.

CARRIED

Emergency Resolution #1 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That we approve the concept of a Provincial Council and that the Provincial Executive study proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to refer back to the Locals before the next Provincial Convention and to present these proposals to the next Provincial Convention. The Executive is also to study the Constitution and its effects on creating this structure. The Provincial Executive will encourage the participation of members in this study.

AMENDMENT Moved: Jack Gegenberg Seconded: Lynne Taylor

1) That we approve the concept of a Provincial Council and that a committee of this Convention draw up proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to report back to a Special Convention in August 1982.

- 2) The Report referred to will be the first item on the agenda at the Special Convention followed by all items not dealt with at this Regular Convention (eg. Budget, Constitutional Amendments, Closing of Nominations etc).
- 3) The Committee of this Convention shall consist of delegates from this Convention who wish to participate.

MOTION Moved: Lid Strand Seconded: Michele Valiquette

That Convention break for Five minutes.

CARRIED

Convention reconvened and Jack re-moved the amendment. He informed the Convention that he was moving each part of the amendment as a separate amendment.

That we approve the concept of a Provincial Council and that a committee of this Convention draw up proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to report back to a Special Convention in August 1982.

Jack motivated the amendment. He explained that the intent of this amendment is to ensure that the changeover to a Provincial Council will take place as soon as possible. He feels that this is important because for several reasons. One is if this change isn't done soon, it may be too late. By that time other locals may have left or be leaving AUCE. He wants the Locals still in AUCE to participate in the debate. The second reason is that there is little interest in serving on a possibly interum Provincial Executive. He feels that we should be moving speedily on this issue. Nancy asked whether the Convention wished her to pass the chair when she spoke. No one asked her to. Bob McAdie felt that the change should happen as quickly as possible. He felt that delaying the change for a year would be a mistake but he wondered if August gave the committee enough time to prepare its report. Lid agreed.

AMENDMENT Moved: Lid Strand Seconded: Bob McAdie

That the Convention be held in September 1982 rather than August 1982.

CARRIED

Nancy pointed out that the major difference that this amendment would make is that the term of office for the current table officers ends at the end of August. Nancy feels that it would be bizarre to have a month without an Executive but that Convention could pass a motion extending the terms of the officers. Lid Strand pointed out that even if the Convention occurs in August there will still be a one month gap before a new Executive can be elected. Lid also pointed out that it was more likely that people would participate in a Convention in September.

AMENDMENT Moved: Michele Valiquette Seconded: John Shayler

That the words "and interested members" be added after "of this Convention..."

CARRIED

Stephen Gray wondered if there might be difficulties in getting a report together by September. He wondered if that might mean that the committee might end up postponing the Special Convention. Nancy Wiggs responded that Jack and her had felt that the report could be completed by August. Sheila Perret felt that this proposal is an irresponsible way of allowing Convention to be extended and that an excuse for not getting our shit together. People had these ideas about a Provincial Council well before the Provincial Convention Resolution deadline. She doesn't feel that we can afford the expense of a Special Convention. She doesn't feel that having a Special Convention, or calling the Provincial Executive a Council and doing away with some of the positions will help with servicing the Locals, making the Provincial Executive accountable to the Locals and to the membership and doing the jobs that they are supposed to do. She feels that it is more responsible to go through the business before the Convention and giving specific direction to the Provincial Executive for the coming year and some specific focus for Convention next year. Nancy Wiggs it is incumbent on Jack and herself to say something about the proposal. They put forward the motion to the Provincial Executive to revise a 1975 resolution to set up a council. It was one of two dozen things that they brought to the Executive. They felt that if the other things proposals were adopted, which would involve a radical restructuring of the function of the Provincial, then they could afford to wait a year for a Council. These things were defeated. This changed the minds of Nancy and Jack about whether we could afford to wait a year. By then the deadline had passed. They felt that approval of a Council was one part of many changes that they felt had to be made. She felt that it would be irresponsible to propose a Council and then make numerous constitutional changes, many of which might be redundant once the Council was implemented. Mary Ogilvie is in favour of the amendment. She felt that it is appropriate that the body that formulates the changes should not be the Provincial Executive but Provincial Convention. She also agrees that these changes should be discussed at a Special Convention. Kathy Chopik spoke against the amendment. She was concerned that if we rush into this we will have a Provincial Executive made up of three people. When she comes to Provincial for help there won't be people to give her the help that she needs. She is concerned about how potential members of her Local will perceive the stability of AUCE. Lid Strand spoke against the motion. He felt that having when the next two amendments were taken into account that the Special Convention was in fact a continuation of the regular Convention and that perhaps we should be adjourning the Convention, asking a sub-committee of the delegates to investigate the proposed Council, and then re-convening. Jack Gegenberg responded to Kathy's concerns. He felt that if we delay the processing of changing AUCE things would not be any better. He agreed that the timing was difficult for the Local. The Provincia

Continued on Page 29

Executive would still be a small group of people. He feels that the only possibility for wider representation would be changing to a Provincial Council. Nothing that we do will change our commitment to supporting organising drive at Local Seven. He feels that it would be better for Local Seven if the issue is settled before they are in the middle of their struggle.

It was announced that Sigrid Shepard, a former AUCE member had arrived.

MOTION Moved: Bob McAdie Seconded: Ann Sullivan

That Sigrid Shepard, a member of PPWC Local 26, be seated.

CARRIED

Bob McAdie felt that if the Provincial Council is to go through it must have the support of the Locals. He hoped that people would be elected who would be interested in participating in an organisation that is trying to work with the Locals. He feels that if we do not move on this very quickly that there will be less people prepared to do any work at the Provincial. It is too late to think that we can carry on in the same way any longer. Michele Valiquette felt that it would be a mistake to under estimate the seriousness of the crisis that we are in. If we wait for a year she doesn't think that there will be anything left to work with. Stephen Gray feels that we are already evolving into a Provincial Council. It seems that no one is interested in running as a table officer. Stephen wonders if anyone has put their finger on what the crisis in AUCE is. He perceives the crisis as one of rampant secession. The issue of Local One hasn't been discussed yet. He wonders how this motion will address the concerns at Local One. If they are looking at joining a more structured union with more services how will a looser organisation will address this. Perhaps this addresses other issues and has to go ahead regardless of the attitudes of Locals about secession. He wants to know what the motion is addressing. Nancy Wiggs feel that what the motion is beginning to address is stated in her and Jack's report. She doesn't think that there is one thing in particular. She feels that Jack and her feel that the most valuable thing about AUCE should be locals telling other locals what's happening in their locals. She doesn't think that one of the valuable things that Provincial does is pretending to be a centralised servicing unit. Philosophically she likes the idea of a Council because it means that their is equal representation from each Local without top heaviness from the Table Officers and hopefully that it will mean that Locals will spend more time talking about what's happening in their locals and sharing information on that. To be able to service we would have to totally change the structure of AUCE and she doesn't agree with that. Stephen Gray wonders how this motion will deal with the problem of rampant secession. He wonders if we shouldn't be trying to address this crisis in a different way. Kathy Chopik stated that in principle that she is in favour of the idea of a Provincial Council however she wonders if we aren't confusing structure with function. It seems that everyone hates the Provincial so we should change the name to a Joint Council. She doesn't feel that that deals with the problem. She feels that rushing

Continued on Page 30

into a Special Convention to create a Joint Council is unnecessary and will take our energies from looking at the problems of function that have caused the crisis that confronts us. Jack Gegenberg outlined the reasons for proposing the setting up of a Provincial Council. Jack feels that the on going crisis in AUCE is that there are groups in the leadership of various Locals who want to get their Locals out of AUCE and into other unions. This change will take away an excuse that these people use to alienate the Local members. These people talk from both sides of their mouths. On one hand they accuse AUCE Provincial of being a wasteful beaurocratic structure that suck up \$3.25 a month. Jack believes that this is largely true. This argument is being used against the kind of union that AUCE is. They want to get out of AUCE to change the very nature of their Locals. Jack feels that the only out is for us to become realistic. We cannot become a centralised servicing union. We are half way between a centralised servicing union and a decentralised collection of union and that this does not work. He feels that the only thing that we can do is to be realistic and go back to being a union of locals. John Shayler said that the decision we were about to make was very important and that he wanted to be able to discuss it in a more informal way.

MOTION Moved: John Shayler Seconded: Ann Sullivan

That the Convention break for twenty minutes.

CARRIED

The Convention reconvened after twenty minutes.

AMENDMENT Moved: Ann Sullivan Seconded: Jack Gegenberg

That after the Phrase "Provincial Council" add the words "with no table officers."

DEFEATED (debate follows)

Ann said the purpose of her amendment was to make it clear that the main change that was wanted was the elimination of Table Officers. One delegate spoke of her feeling that there should maybe be an office person and a part-time book-keeper and she was concerned that this amendment might preclude that.

AMENDMENT TO AMENDMENT Moved: John Shayler Seconded: Michele Valiquette

To amend the previous sub-amendment to read "which would not include table officers but which may or may not include a paid person full or part time."

MOTION RULED OUT OF ORDER

Lid Strand stated that Ann's amendment only clarified that the Council would have no table officers. It did not deal with the issue of the role of that Provincial Association would have vis a vis the Locals or whether there would be any paid staff. Jack Gegenberg favoured this amendment as a clarification of what the Provincial Council would be. On the other hand he feels that the committee must be free to look at the entire role of the Provincial Association and not be limited to discussing the structuring of a Provincial Council.

Michele Valiquette spoke against the amendment. She felt that the amendment anticipated the finding of the Committee. She felt that things should be left open so the scope of the Committee's investigation would not be tightly limited. The chair ruled that the Committee according to this motion will have wide latitude to investigate the structure of the Provincial Association. Joan Meister spoke in favour of John's suggestion. Jack felt that the scope of the committee should be as wide as possible. Stephen wondered what the status of the Local Reps on a Provincial Council would be. Jack pointed out that the table officers are elected at large by the AUCE membership, not by Convention. The idea of a Council is that it would be composed of people elected at large. Stephen's point had been that the amendment was redundant and could prevent the Council from electing a steering committee from amongst their own members.

AMENDMENT TO THE AMENDMENT IS DEFEATED

AMENDMENT Moved: John Shayler Seconded: Michele Valiquette

To add after Provincial Council "which would not include Table Officers but which may or may not include a paid person(s) full or part time."

MOTION RULED IN ORDER

MOTION WITHDRAWN

Sheila Perret felt that this should be a separate motion and not a sub amendment because the concept of a Council should have nothing to do about whether or not we hire someone. Nancy ruled the amendment in order because the Convention had already been discussing related matters of table officers etc. Jack is generally opposed because this sub-amendment gets too specific. The present motion does not exclude hired staff. Lid feels that a more general statement at the end of the motion is needed that would discuss the status of full time paid persons in the office. Lid feels that the only way to interpret this amendment is that a full or part time person would serve on the council and the only way that they could serve on the council is if they are elected Reps from the Locals. John Shayler withdrew the amendment.

THE AMENDMENT AS AMENDED

1) That we approve the concept of a Provincial Council and that a Committee of this Convention plus interested members draw up proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to report back to a Special Convention in September 1982.

CARRIED

Jack stated that he did not intend to move any other amendments and that the subsequent amendments that he had proposed would be moved as procedural motions.

AMENDMENT Moved: Lid Strand Seconded: none

Continued on Page 32

To add an additional sentence "That the Committee shall be authorised to discuss the staffing and organising functions of the Provincial Association and changes necessary due to the creation of a Provincial Council."

CHAIR RULED OUT OF ORDER AS REDUNDANT

AMENDMENT Moved: Stephen Gray Seconded: Jack Gegenberg

Change the phrase "Provincial Executive" to "Association including the structure of the Provincial Executive."

Nancy stated that when she had envisioned the original resolution that she had felt that the total Provincial Association should be looked at, not just the Provincial Executive. Lorrie feels that the motion is getting quite complicated. She wondered why we couldn't caucus to discuss these motions and then get back later. She also feels that there are a number of differing visions around this motion and that she wants some of them to be put on the Table. Nancy felt that she wanted to make the changes outlined in the report that she wrote with Jack.

MOTION Moved: Sheila Perret Seconded: Lorrie Rudland

That in order to discuss other items on the agenda that this matter be deferred and that it be the first item of business on Sunday's agenda.

DEFEATED

Nancy doesn't mind deferring this item, but she feels that all other items hinge on this motion and that we can't continue today. Jack felt that the debate is heading towards a resolution on this motion. He wanted to see if we could get this done today.

AMENDMENT ON THE FLOOR AGAIN

AMENDMENT TO AMENDMENT Moved: Stephen Gray Seconded: Ann Sullivan

Change the wording to include "That we approve the concept of a Provincial Council and that a committee of this Convention and interested members draw up proposals to change the structure of the Provincial Association along the lines suggested by the President's and Vice President's Report. In particular the committee shall consider proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local. This committee shall report back to a Special Convention to be held in September 1982."

DEFEATED

Lid is totally opposed to the amendment. He feels that the concept of a Provincial Council is not necessarily dependent on the view in the President and Vice President's Report. He disagrees with the decentralised vision of the Report although he is prepared to discuss the concept of a Provincial Council. Michele also disagrees with the amendment. She feels that there are different views of how a Council would operate. Jack is opposed to the amendment because he doesn't want discussion of the resport to confuse the discussion around a Provincial Council.

AMENDMENT TO AMENDMENT Moved: Jack Gegenberg Seconded: Bob McAdie

To change "Executive" to "Association" so that it reads "to change the structure of the Provincial Association to a Provincial Council of Locals..."



Amendment as amended

CARRIED

RESOLUTION AS AMENDED

That we approve the concept of a Provincial Council and that a Committee of this Convention, plus interested members, draw up proposals to change the structure of the Provincial Association to a Provincial Council of Locals with representatives elected from each Local to report back to a Special Convention in September 1982.

CARRIED

PROCEDURAL MOTION! Moved: Jack Gegenberg    Seconded: ?

The Report referred to above will be the first item on the agenda at the Special Convention followed by all items not dealt with at this Regular Convention (eg. Budget, Constitutional Amendments, Closing of Nominations etc.)

CARRIED

Jack motivated the motion by stating that the Special Convention will deal only with the report of the Committee. He stated that the reasons why the other business would be delayed until that time was because disposition hinged on what the report suggested, and what the Special Convention would implement. Sheila Perret felt that the Special Convention should only deal with the Committee report. If we are in effect extending the Convention then we should do so. Sheila felt that we should prepare an interum budget for the first six months of the budgetary year. She also felt that we shouldn't refuse to pass constitutional amendments just because the committee might deal with them.

PROCEDURAL MOTION    Moved: Jack Gegenberg    Seconded: Lynne Taylor

The committee of this Convention shall consist of delegates from this Convention and interested members who wish to participate.

MOTION RULED IN ORDER

CARRIED

AMENDMENT    Moved: Lid Strand    Second: none

To delete the phrase "of this Convention".

FAILS FOR LACK OF SECOND

Emergency Resolution #2 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That the Provincial Newsletter shall consist of a bi-monthly compilation of Local Newsletters.

MOTION    Moved: Lid Strand    Seconded: Jack Gegenberg

That this resolution be deferred until the next Convention.

CARRIED

Jack Gegenberg felt that the Convention should decide whether or not motions could be dealt with at this Convention. They should look at if the scope of the committee will cover these motions. The Chair agreed. Discussion on resolutions would be only on deferral or non-deferral.

Sheila Perret was opposed to deferral of resolution #2. She felt that it could be dealt with at this Convention.

Resolution #2 - DEFERRED

Emergency Resolution #3 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

WHEREAS the Provincial Executive is becoming a bureaucracy; and  
WHEREAS the only way to halt and/or reverse this process is to reduce the  
duties and expenses of the organisation;

Be it resolved that the Provincial shall:

a) Let all periodical subscriptions expire, and

b) not purchase any additional office equipment, except to replace existing  
equipment.

MOTION Moved: Jack Gegenberg Seconded: Sandy Church

That this resolution be deferred until the Special Convention.

CARRIED

Sheila Perret was opposed to referral. She felt that we have fiscal responsibilities that we must deal with at this Convention.

BUDGET FOR 1982-83

MOTION Moved: Jack Gegenberg Seconded: Jeanne Williams

That the Budget not be deferred until the Special Convention

CARRIED

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment #1 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That Section 2F be amended to read "Within the Community the union shall  
work for the establishment of political, social and sexual equality, for  
equal pay for work of equal value, for accessible childcare facilities, for  
adequate and fully paid parental leave, for recreational and cultural  
development, for community health services, for adequate and affordable  
housing and against price increases.

MOTION Moved: Jack Gegenberg Seconded: Lynne Taylor

That this Constitutional Amendment be deferred until the Special Convention.

Sheila Perret made a point of order asking whether Convention should be voting on if we should be considering these amendments rather than voting to defer them. The Chair pointed out that no one had objected at the time that she had suggested the procedure. Lid Strand felt that the amendment to 2F was non controversial and could be approved regardless of what kind of structure that we ended up with.

MOTION Moved: Lid Strand Seconded: Michele Valiquette

That Convention be extended for 10 minutes.

CARRIED

MOTION Moved: Lid Strand Seconded: Stephen Gray

That Constitutional Amendment #2 not be deferred until the Special Convention.

CARRIED

Lid pointed out that this motion had to be dealt with because it would clear up the confusion over who would keep initiation fees. Mary Ogilvie pointed out that the Locals had been keeping initiation fees anyway and that the Constitution should reflect this.

MOTION Moved: John Shayler Seconded: Kathy Chopik

That the remaining regular Constitutional Amendments not be deferred.

CARRIED

Michele Valiquette felt that some of the Constitutional Amendments could be discussed at this Convention but that her Local felt that their proposed amendment to Section 6: Local Autonomy should be deferred. John Shayler felt that the whole process was too fast and that he wanted to have the Convention to discuss the motions tomorrow at which time the Convention could defer the motions. Sheila Perret felt that the first motion not deferred should have been dealt with at that time. Nancy pointed out that if the time had been earlier that the first motion not deferred would have reached the floor once all the motions of deferrment or non deferrment had reached the floor.

AT 5:10 pm THE CONVENTION ADJOURNED. The Convention was to reconvene at 8:45 the next morning.

Sunday June 27, 1982

Delegates in attendance:

Nancy Wiggs, President, Local 1  
Jack Gegenberg, Vice President, Local 6  
Lid Strand, Secretary Treasurer, Local 1  
Sheila Perret, Union Organiser, Local 4

Continued Page 36

Sheila Rowswell, Provincial Rep, Local 1  
Bob McAdie, Provincial Rep, Local 2  
Star Rosenthal, Delegate, Local 2  
John Shayler, Delegate, Local 2  
Gail Slavik, Delegate, Local 2  
Ann Sullivan, Delegate, Local 2  
Lynne Taylor, Delegate, Local 2  
Francis Boabang, Delegate, Local 6  
Paul Doerr, Delegate, Local 6  
Stephen Gray, Delegate, Local 6  
Michele Valiquette, Delegate, Local 6  
Jeanne Williams, Delegate, Local 6  
Kathy Chopik, Provincial Rep, Local 7  
Janet Laxton, Delegate, Local 7

Observers:

Joan Meister, Member, Local 2  
Steve Halford, Member, Local 2  
Mary Ogilvie, Member, Local 6

MOTION Moved: Jack Gegenberg Seconded: John Shayler

That the minutes of the 8th Annual Convention be approved.

CARRIED

MOTION Moved: Sheila Perret Seconded: Jack Gegenberg

That Emergency Resolution #3 not be deferred.

CARRIED

Emergency Resolution #3 on the floor:

Whereas the Provincial Executive is becoming a bureaucracy; and  
Whereas the only way to halt and/or reverse this process is to reduce the  
duties and expenses of the organisation;

Be it resolved that the Provincial shall:

- 1) Let all periodical subscriptions expire, and
- 2) Not purchase any additional office equipment, except to replace existing equipment.

Jack Gegenberg advocated the motion. He felt that the the Provincial Executive had become a sort of small time, rather venal bureaucracy which doesn't have anything that large to deal with. He felt that the trend towards bureaucratisation could be reversed without rewriting the Constitution. He pointed out that there had been more resolves in this resolution but that the Provincial Executive had voted them down. He had hoped to pare down the duties of the Provincial Executive could be pared down to make it more accountable to the Locals. He also wanted to ensure that the things that the Executive did were things that were valuable and not just things that were simply generated by an internal bureaucracy. Michele Valiquette felt that this motion was anticipating

the work of the committee. She felt that we did not know what the committee would recommend, that we did not know how the Provincial Office would be structured. Mary Ogilvie felt that it would be a mistake to let periodical subscriptions expire because they were amongst the most valuable resources in the Resources Centre.

AMENDMENT Moved: Jack Gegenberg Seconded: Ann Sullivan

To add the following points:

- c) Discontinuing purchasing material for the Provincial Library;
- d) Not initiate any seminars, Conferences, or the like, but may at its discession help fund and/or organise same initiated by any Local or combinations of any Locals of AUCE;
- e) Not subsidize wholly, or partly, the attendance of Provincial Executive members at Conferences, workshops, seminars, courses and the like held by organisations other than the AUCE Locals.

Stephen Gray asked whether there was going to be a motion to eliminate the per capita tax as a result of these motions. Jack Gegenberg stated that part of the original motivation for this resolution was the reduction of the per capita tax. Stephen responded by stating that part of the reason for paying per capita was that the Locals would be getting services from the Provincial. Jack responded that when budget is looked at we can see how much this will reduce the expenses of the Provincial. Kathy Chopik stated that these motions would cut out a lot of things. She is concerned that this would eliminate some of the educational that her Local needs. She is concerned that people from Victoria wouldn't be able to attend Provincial functions and that she wouldn't be able to get help from Vancouver. Lynne Taylor felt that the only thing eliminated would be seminars and workshops initiated by the Provincial but that Locals could still request assistance from the Provincial. Her main concern was about the intent of "E". She wondered if this was intended to exclude Provincial Reps from receiving financial assistance to attend educational and conferences. Lid Strand stated that he didn't like points A and B and that he liked C, D and E even less. He felt that it was doing the work of the Committee. He made several points. 1) discontinuing purchasing materials for the Library would prevent the purchasing of relevant materials. 2) He felt that Constitutional requirements and motions passed at Convention direct the Provincial to hold seminars and workshops and that this motion would force Provincial to "hint" to Locals that these seminars need to be initiated 3) He felt that this motion discriminated against Provincial Executive members and that it could prevent them from performing some of their functions. (ie - members from Victoria, attendance at DESC meetings.) He also felt that the resolution was overly constrictive. John Shayler was concerned that this would be doing the work of the Committee. He felt that these might be useful as possible recommendations to the Committee. Jack responded that the motion would allow for educational initiated by the Locals and take it out of the hands of the Provincial. Jack felt that Provincial Executive members should be penalised because they tend to be isolated from the Local membership and that someone from the Locals should be subsidised instead. Jack feels that this Convention has already made a

commitment to changing the structure of the Provincial and that there is nothing wrong with anticipating some of the work of the committee. He felt that there is a collective concern at this Convention about the direction of the Provincial and that anything that will put us on the road towards the kind of organisation that is envisioned is ok. He feels that these resolutions can be changed at any subsequent Convention. Nancy Wiggs felt that although there is general agreement about a Council that there are two views about what a Council would be. One view is that the Council will have all these full time workers and perform many of the functions that it performs now. The other view is that Provincial has to radically change and get rid of its duties so that its major duty is spreading back to the Locals whatever per capita tax remains and getting Local Reps together to discuss in depth what is happening at their Locals and sharing information. Nancy wondered how we could be considering spending money if we are probably \$15,000 in the hole. She feels that we would be irresponsible if we don't severely limit our spending over the next few months. Janet Laxton wondered if this motion would affect our ability to respond in the way outlined in our motion opposing the Compensation Stabilisation Program and outlining steps that we would take to oppose it. Jack feels that the only thing that this motion would limit would be paying Executive members to attend Conferences, Seminars and Workshops. Stephen felt that we would not necessarily bind the committee by this motion but that we are anticipating their findings. He also felt that the views outlined by Nancy were two extremes and that there are possible views between these extremes. He understood the intent of the motion when we were going to be spending a year discussing the Council but that he wondered what the point was when we were speeding up the process by having a Convention in September. He also doesn't feel that because of the financial position of the Provincial that the Executive would spend large amounts of money. Mary Ogilvie feels that this motion is over reacting to a three month gap at this stage. Kathy spoke against the motion. She said that the motion was making her nervous. She felt that we were talking about not servicing the Locals, about lack of money, about eliminating seminars, and that once we get rid of the Gestetner that there isn't much point for Local Seven hanging around. John Shayler feels that we all agree that its a good idea to start the Council soon but that to break down the organisation quickly before we have the Council in place is bound to make Local Seven nervous because it would appear that we would not have the resources left to help Local Seven. He felt that the Provincial would provide Local Seven with the educational that it needs. Bob McAdie felt during a time of economic hardship that we were cutting back just like other organisations. He felt that we should take into consideration if we were being responsible to our members or not. He felt that the situation was serious. The Convention was under-represented. He feels that the usefulness of the Provincial to the Locals has ceased to exist except for the organising assistance to Local Seven. He feels that it is quite in order for Convention to give direction to the Provincial. He feels that except for Local Seven where resolutions would be in order to increase assistance to that Local, that any assistance to Locals would be a waste of time. He felt that we should keep our Library up to date

until we decide what to do with it. Sheila Rowswell called the QUESTION.  
The Convention voted against putting the question.

AMENDMENT Moved: Lid Strand Seconded: none

That "E" be amended to change "AUCE Locals" to "the Provincial Association and/or the AUCE Locals."

FAILS FOR LACK OF SECOND

Sheila Perret spoke against all of the amendments. She said that it might be in order to discontinue purchasing new titles for the Library but not new materials because we have materials that need to be updated. She also said to prevent the initiating of workshops would be hamstringing the committee to looking at a Council. She felt that the Committee might want to set up a cross Local workshop or to hold meetings at the Locals. She felt that part "E" might prevent a Local from choosing a Provincial Executive member from being their rep. She is concerned that we might be eliminating our participation in EPIC or DESC. She feels that this is the wrong way to go about making the Executive more fiscally responsible. Jack felt that the motivation of these motions were not fiscal but political. Lid pointed out that his reading of "E" meant that we would not be subsidising the attendance at Executive Meetings by Provincial Executive members. He stated that his amendment was made to deal with this potential difficulty. Mary Ogilvie felt that the Provincial Seminars had provided a useful service. Kathy Chopik stated that her Local needed more than just financial assistance. Her Local needs educational services, people to come and talk on a personal level to people on the campus. She pointed out that they didn't join AUCE because of the organising budget. Lynne Taylor responded to Lid's concerns. She felt that the motion talked about Conferences, workshops, seminars courses and the like. She doesn't see the motion dealing with meetings. She doesn't see it infringing on meetings of the Executive or of the Committee. Responding to Kathy's concerns she felt that if Local Seven asks for help that the motion allows for the Provincial to respond to those requests. Stephen Gray feels that we are trying to function as the Committee and that we are not doing it very well. He feels that if it takes longer than expected to put the Council into place that the Special Convention can deal with some kind of these motions. Seeing no one else on the speakers list the Chair put the question, point by point.

That Point "C" be approved.

DEFEATED

That Point "D" be approved.

DEFEATED

That Point "E" be approved.

DEFEATED

All the amendments were defeated. The Chair asked if there is any more

discussion on points "A" or "B". Jack Gegenberg said that any further discussion was silly. No further speakers.

That Point "A" be approved.

DEFEATED

That Point "B" be approved.

CARRIED

MOTION AS APPROVED:

WHEREAS THE PROVINCIAL EXECUTIVE IS BECOMING A BUREAUCRACY; AND  
WHEREAS THE ONLY WAY TO HALT AND/OR REVERSE THIS PROCESS IS TO REDUCE THE  
DUTIES AND EXPENSES OF THE ORGANISATION;  
BE IT RESOLVED THAT THE PROVINCIAL SHALL:  
NOT PURCHASE ANY ADDITIONAL OFFICE EQUIPMENT, EXCEPT TO REPLACE EXISTING  
EQUIPMENT.

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment #1 - Submitted by the Provincial Executive  
MOVED and SECONDED by the Provincial Executive

That the wording of Section 2F be changed to read:

Within the Community the union shall work for the establishment of  
Political, Social AND SEXUAL equality, FOR EQUAL PAY FOR WORK OF EQUAL  
VALUE, for free accessible educational facilities, FOR FREE ACCESSIBLE  
CHILDCARE FACILITIES, FOR ADEQUATE AND FULLY PAID PARENTAL LEAVE, for  
recreational and cultural development, for community health services,  
FOR ADEQUATE AND AFFORDABLE HOUSING and against price increases.

(amendment in Capital Letters).

CARRIED

Constitutional Amendment #2 - Submitted by the Provincial Executive  
MOVED and SECONDED by the Provincial Executive

That Section 4F be changed to read:

The initiation fee of this Provincial Association shall be one dollar (\$1.00)  
for each person wishing to become a member except in the case where laws or  
regulations require a lesser or larger initiation fee, in which case the  
provisions of the laws and regulations shall apply, instead and in place of  
the constitutional requirements. THE INITIATION FEE COLLECTED BY A CHARTERED  
LOCAL ASSOICATION SHALL REMAIN WITH THAT ASSOCIATION. A COPY OF THE  
APPLICATION FOR MEMBERSHIP SHALL BE SENT TO THE PROVINCIAL OFFICE.

(amendments in Capital Letters)

CARRIED



Lid Strand stated that this was a housekeeping amendment to bring the collection of initiation fees into line with past practise. If this amendment is defeated Convention will be stating that they want initiation fees to be forwarded to the Provincial. There would also be difficulties with how far back the forwarding should go and how much money would be involved.

Constitutional Amendment #3 - Submitted by the Provincial Executive  
MOVED and SECONDED by the Provincial Executive.

That there be a new Section 4L, prior to the current 4L which would be renumbered 4M and that the wording of this section shall be:

Childcare shall be provided, or if unavailable, childcare expenses shall be reimbursed, for any member in good standing who attends any Provincial meeting or Convention.

CARRIED

Lid Strand pointed out that this amendment was in line with the amendment made to Section 2F. He also stated that as a "feminist" union we should be providing childcare for our members who wish to participate in AUCE.

Constitutional Amendment #4 - Submitted by Local 6  
MOVED and SECONDED by Local 6

That Section 2D be amended to read:

To maintain at all times the principles of Local autonomy and democracy SO AS TO STRENGTHEN THIS PROVINCIAL ASSOCIATION, THE LOCAL ASSOCIATIONS AND THE RELATIONS AMONG THEM.

MOTION Moved: Stephen Gray Seconded: Michele Valiquette

That Constitutional Amendment #4 be deferred until the Special Convention.

CARRIED

Constitutional Amendment #5 - Submitted by Local 6  
MOVED and SECONDED by Local 6

That Section 6; Local Autonomy be renamed Local Right of Secession and that Section 6A be amended to read: (total rewrite)

Petitions for Local Secession shall be signed no earlier than 215 days after the Previous Convention and must be submitted no later than 245 days after the same Convention.

Upon receipt of a petition of twenty-five percent (25%) of the membership of the Local Association, the Provincial Executive shall organise a Commission of Inquiry consisting of one (1) member nominated by each Local Executive, including the Local involved. The Commission shall

conduct a full inquiry which shall include both a written questionnaire distributed to all members of the Local as well as attendance at a Special Membership Meeting to hear arguments. All costs of such inquiry shall be borne by the Provincial Association.

At the first Annual Convention after secession proceedings have begun, reports must be given by the petitioning Local and by the Commission of Inquiry. Opportunities shall be given for a full discussion of these reports by the Convention. Should the Commission fail to report its findings, however incomplete, secession proceedings will advance automatically to a referendum vote of the Local Association involved.

Should the Convention decide by a majority vote that the inquiry is complete, a referendum vote of the Local Association involved must be completed within thirty (30) days of the close of Convention. If the inquiry is found to be incomplete the Convention shall give direction to the Executive as to the method of completion. Any additional inquiry must be completed within thirty (30) days and a referendum held within sixty (60) days of the close of Convention.

The Provincial Executive shall circulate to the local membership, with a secret referendum ballot, an outline of the matters in issue as revealed by the inquiry, and shall provide a reasonable time for return of ballots. A majority of the Local Association membership shall approve the referendum for secession before it will be considered passed.

At any point up until the Referendum ballot is circulated, a two-thirds (2/3) vote against secession taken at any General Membership Meeting of the Local Association concerned shall cancel the petition.

A Local Association shall not petition for secession within twelve months of an unsuccessful secession referendum or cancellation of secession proceedings.

MOTION Moved: Stephen Gray Seconded: Michele Valiquette

That Constitutional Amendment #5 be deferred until the Special Convention.

CARRIED

Emergency Constitutional Amendments

MOTION Moved: Lid Strand Seconded: Jack Gegenberg

That Emergency Constitutional Proposals be placed on the floor.

CARRIED

Emergency Constitutional Amendment #1 - Submitted by the Provincial Executive  
MOVED and SECONDED by the Provincial Executive

That Section 17D be amended to add the following sentence at the end of the Section: "No Local Association shall, without reasonable cause, be more than three months in arrears in remittance of per capita tax."

DEFEATED

Continued on Page 43

Lid Strand felt that this was an important amendment. There had been quite a bit of difficulty with the Locals remitting per capita tax late and that there is nothing clearly in the Constitution about how late per capita tax could be. Sheila Perret spoke against the motion. She felt that the phrase "without reasonable cause" could cause difficulty. She felt that there was sufficiently strong language in the constitution.

Emergency Constitutional Amendment #2 - Submitted by the Provincial Executive  
MOVED and SECONDED by the Provincial Executive

That the following Constitutional Amendments be made so as to eliminate the position of Provincial Co-Ordinator:

Amend Section 7A: to read:

There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the FIVE (5) Provincial Table Officers: President, Vice-President, Secretary Treasurer, Provincial Organiser, PROVINCIAL TRUSTEE, plus two (2) Provincial Executive Members or duly elected alternates elected in accordance with Local Association By-Laws and from each chartered Local Association of the Provincial Association.

Amend Section 7B i a to read:

The Secretary Treasurer shall be the salaried Provincial Officer. There shall be no other paid officers unless proposed by a Provincial Convention and approved by the Provincial membership in referendum.

Delete Section 11D from the Constitution and renumber subsequent sections:

The Provincial Coordinator shall be at least responsible for co-ordinating the Newsletter Committee and Cross-Local Education.

Amend Section 14D to read:

There shall be a committee known as the Provincial Newsletter Committee. The Committee shall be responsible for the publication of the Provincial Newsletter, Bulletins, and assisting the Trustee in distributing the Provincial Constitution and Provincial Policies and Procedures Manual.

Amend all other section of the Constitution that make reference to more than one salaried Provincial Officer to refer to only one Salaried Officer.

Jack Gegenberg motivated the motion. He stated that the intent was to eliminate the position of Provincial Co-ordinator and to reduce the number of salaried officers from two to one. He felt that we had had a paid coorinator for one year and that it had been unsuccessful. He also felt that this would continue the direction started by Convention. John Shayler felt that this was anticipating the work of the Council Committee. Sheila Rowsell agreed with John. Sheila Perret pointed out that nominations would be happening at the end of Convention and that the position would have to be filled. She felt that we should be thinking about an interum Coordinator

rather than just eliminating it.

MOTION Moved: Lid Strand Seconded: none

That Emergency Constitutional Amendment #2 be referred to the Council Investigatory Committee.

FAILS FOR LACK OF SECOND.

MAIN MOTION ON FLOOR.

DEFEATED.

Emergency Constitutional Amendment #3 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That the following Constitutional Amendments be made so as to replace the Provincial Trustees Committee with one Provincial Trustee elected at large.

Amend Section 9: Provincial Referendums and Voting Procedures by changing all references to Provincial Trustees to Provincial Trustee.

Amend Section 12A by changing the phrase "The Provincial Trustees shall have..." to "The Provincial Trustee shall have..."

Delete Section 14C which now reads, "There shall be a committee of three (3) known as the Provincial Trustees, nominated and elected at the Annual Convention by secret ballot vote of those delegate present. The Chairperson of this committee shall be elected by Provincial Referendum and shall serve on the Provincial Executive. The candidates for the position of Chairperson of the Trustees shall be the three (3) Trustees nominated and elected at the Convention. The Trustees shall maintain and update the Provincial Constitution and Provincial Policies and Procedures Manual. It shall be the responsibility of the Trustees to conduct all voting for the Provincial Association including those votes at the Annual Convention, at Special Conventions and between Conventions, and particularly referendum votes of the Provincial Association membership. The Trustees shall keep written records of the results of each election or referendum. These records shall be open to any member of the Provincial Association upon request. The Trustees shall be responsible for checking the credentials of those entering the Provincial Association Convention to ensure that those attending are delegates, members in good standing of the Provincial Association who are attending as observers, or invited guests.

DEFEATED

Jack stated that the intent of this motion was to cut down the number of Trustees. He felt that in fact we had one Trustee anyway because when the Chairperson of the Trustees was elected the rest of the committee would fade away. John Shayler pointed out that this was changing a structure that the Council would replace.

Emergency Constitutional Amendment #4 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That Section 4H of the Provincial Constitution be amended to read:

When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of one hundred and fifty (150) days from her/his last per capita. After the one hundred and fifty days (150) days, membership shall lapse. Upon resumption of payment of per capita tax, the member shall be reinstated.

DEFEATED

Lid Strand felt that this amendment and the following amendment to Section 4I would clear of the confusion between what an unemployed member is in one section and in the other section.

Emergency Constitutional Proposal #5 - Submitted by the Provincial Executive

MOVED and SECONDED by the Provincial Executive

That Section 4I be amended to read:

HEADQUARTERS MEMBERS may retain active membership rights by paying not less than the per capita tax each month. Membership will only lapse if the per capita tax is more than three (3) months in arrears. TO BE REINSTATED THE MEMBER MUST PAY AN ASSESSMENT OF \$20.00 OR HER/HIS BACK DUES, WHICHEVER IS LESS, UNLESS THE MEMBER IS UNEMPLOYED IN WHICH CASE SECTION 4H SHALL APPLY. THE FOREGOING DOES NOT APPLY TO MEMBERS OF A CHARTERED LOCAL.

(amendment in Capital Letters.)

DEFEATED

Nancy Wiggs had difficulties with the idea of headquarters members where old members who have nothing to do with Locals can "hang around." She felt that this issue would have to be dealt with. Mary Ogilvie said that she could not understand the gap between the three months in this section and the five months in the previous one. Lid pointed out that this was not dealing with a member of a Local that loses membership after the five months but rather with a Headquarters member who falls three months into arrears.

Lid circulated an Emergency Constitutional Amendment to Section 7B of the Constitution.

MOTION Moved: Lid Strand Seconded: Sheila Rowsell

That the proposed amendment to Section 7B i i f be put on the floor.

CARRIED

MOTION Moved: Lid Strand Seconded: Sheila Rowsell

That Section 7B i i f be added to the Constitution to read:

Continued on Page 46

All persons hired by the Provincial Executive and/or Provincial Association shall be provided with a document outlining the terms of employment, the duration of employment, and the termination date, if any, of the person.

CARRIED

Lid Strand outlined the reasons for the amendment. He stated that because we do not have the necessary documentation that we may have to pay a person who worked for an additional 2 weeks after his appointment had ended. Mary Ogilvie felt that this was more properly under policies and procedures.

BUDGET

MOTION Moved: Jack Gegenberg Seconded: Sheila Rowswell

That we consider the Budget for 1982-83.

CARRIED

The Chair was passed to Jack Gegenberg

MOTION Moved: Lid Strand Seconded: Ann Sullivan

That the Budget consideration for 1982-83 be put on the floor.

INCOME:

PER CAPITA TAX	82,000
COPIER REVENUE	50
INTEREST	200
APPLICATION FEES	?
LABOUR CANADA GRANTS	---
LOAN REPAYMENT	1,000
<u>TOTALS</u>	<u>83,250</u>

EXPENSES:

BANK CHARGES	100
DONATIONS	1,000
LEGAL/ACCOUNTING	3,500
LIBRARY	750
MEETINGS/CONVENTIONS	1,500
OFFICE	1,000
POSTAGE	4,000
OFFICE EQUIPMENT	1,200
OFFICE RENT	3,200
PLAN 24 STRIKE FUND	10,250
PRINTING/STATIONARY	7,500
SALARIES/RELATED EXP.	35,000
TELEPHONE/TELEGRAPH	2,000
TRAVEL/ACCOMMODATION	5,000
LABOUR EDUCATION	1,000

AMENDMENT Moved: Sheila Perret Seconded: Lid Strand

That an interum budget for consideration at the 9th Annual Convention cover the period for April 1st to Sept 30th.

Nancy Wiggs asked whether the intent of this motion was to half the figures proposed in the budget enclosed in the docket. Sheila Perret stated that her intent was that we go through the budget item by item and decide what we could afford and not use the proposed budget at all. Bob McAdie wondered if an interum budget could be approved constitutionally. He felt that it might be better to approve a budget for the full year and then it could be amended at the Special Convention. Bob had difficulty dealing with this kind of nebulous budget.

The chair ruled that the Convention does have the latitude to propose an interum budget.

THE AMENDMENT CARRIED.

MOTION Moved: Lid Strand Seconded: Sheila Perret

That the interum budget for April 1st to September 31st, 1982.

INCOME:

PER CAPITA TAX	42,000
COPIER REVENUE	25
INTEREST	100
APPLICATION FEES	?
LABOUR CANADA GRANTS	?
LOAN REPAYMENT	1,000
<u>TOTALS</u>	<u>43,125</u>

EXPENSES:

BANK CHARGES	50
DONATIONS	250
LEGAL/ACCOUNTING	4,000
LIBRARY	250
MEETINGS AND CONVENTIONS	1,500
OFFICE	300
POSTAGE	1,000
OFFICE EQUIPMENT	400
OFFICE RENT	900
PLAN 24 STRIKE FUND	2,500
PRINTING/STATIONARY	3,000
SALARY	15,000
TELEPHONE	900
TRAVEL/ACCOMMODATION	2,000
LABOUR EDUCATION	1,000
<u>TOTAL</u>	<u>39,550</u>

Lid Strand outlined the reasons for his revised figures. The revenue for half the year will be approximately \$42,000. The \$1,000 is money owing from Local One and Local Six and Lid expects to receive this money within six months.

He proposed a reduction in donations to \$250 because donations should be limited to emergencies. Legal and accounting should be increased to \$4,000 because the costs of the audit will be higher than expected and there will undoubtedly be legal expenses because of the certification attempt at Local Seven. Library expenses should be pared to \$250 to allow for absolutely essential purchases. \$1,500 for Conventions and Expenses because of the Special Convention and the Committee to Investigate a Provincial Council. The Chair then asked Lid to just give the figures. Nancy Wiggs questioned the need for \$300 under office equipment. Lid explained that the \$300 was to cover repairs. Bob McAdie felt that we needed to know how much money was on hand, how much money was owing to the Provincial and how much money that the Provincial owes in order to discuss the budget. Lid Strand responded by stating that the Provincial had approximately \$9,000 outstanding in revenue, that a number of bills were outstanding but they were small except for legal and accounting. Sheila Perret informed Convention that at March 31st that the Provincial was owed \$10,000 in per capita and that the chequing account was overdrawn by \$5,000. The Plan 24 strike fund had \$11,000 in it. Sheila Perret informed Convention that the Provincial had already exceeded some of the amounts proposed in the budget. \$450 had been spent on Library. \$900 will only cover 3 months rent and should be increased to \$1,500. Jack asked the Convention if the Convention wished to procede in this way. He asked for suggestions. Sheila Perret felt that it might be useful to go through each item one by one so that the Convention would know what the expenses of the Provincial are. Jack suggested that Lid's amendment be deferred and that the Convention have a general discussion. Stephen Gray suggested a realistic assessment of what the \$42,000 in per capita tax revenue really means and that once we have a clear understanding of revenues that we will know what we are working with as we look at the budget.

MOTION Moved: Nancy Wiggs Seconded: Ann Sullivan

That we put aside the proposal for the moment and go through each item one by one and have a general discussion about what those items are.

CARRIED

Nancy assumed that per capita tax included projected per capita tax from Locals 4 and 5. Lid assumed that the two locals would be paying per capita tax because the secession proceedings for the two locals had not been completed. Nancy said that we should assume that we won't get a penny from either Local. Nancy pointed out that we could also run into difficulties with Local 2 if their current dues referendum fails. She felt that we should only take the projected per capita tax from Locals 1, 2 and 6 and assume that we won't get anything from Locals 4 and 5. Sheila Perret agrees with that. Local 4 has voted to not pay percapita after June. Lid informed the convention that Local 4 had paid 2 months of the outstanding arrears. Sheila Perret told Convention that Local 4 had paid February and March the previous week, while Local 5 owed for October and November 1981 and January to May 1982. Lid pointed out that we could not forgive per capita tax for Local 2 and that if we wished to assist them that we could offer them grants or an interest free loan. He felt that per capita tax from Local 2 must be counted as income. He suggesred that we might have to add a new budgetary item for assistance to Locals and put \$5-10,000 in this



item. Nancy felt that although the Local did have an obligation to pay per capita that if there was any possibility that they would be unable to pay that we should take that into account when we prepare a budget. She also felt that we should not count on any money from Locals 5 or 5. She felt that we would have to go to court to get themoney and that it wouldn't be worth it. She also felt that we should take into account the possible debt situation of up to \$23,000. She also felt that we should recognise that since March 31st we have been spending this money and that some of it may be gone already. Stephen Gray wanted to know the basis on which the per capita revenue was calculated. Ann Sullivan wanted to know what the projected revenue from per capita tax was assuming that Locals 1, 2 and 6 paid their per capita tax. Sheila Perret suggested that the Strike Fund should be dipped into if necessary but that when the per capita tax came in that the amount of money should be replaced. Nancy asked what the salary for the Secretary Treasurer was. Sheila Perret said approximately \$1,800 a month with benefits. Lid suggested that it was closer to \$1,900 a month. Jack suggested that a break for twenty minutes would allow delegates to come up with figures.

MOTION Moved: Sheila Perret Seconded: Ann Sullivan

That we break for 10 minutes and then continue to 1:15 p.m. when we would break for lunch.

CARRIED

Nancy Wiggs suggested that in June, July and August that revenue of \$21,000 can be expected. She said that the bills that we absolutely have to pay are:

SECRETARY TREASURER'S SALARY	5,850
LEGAL/ACCOUNTING	4,000
RENT	750
PHONE	350
TRAVEL	350
PRINTING/STATIONARY	600
PREPARATIONS FOR SPEC. CONVENTION	200
BOOKKEEPING SERVICES	1,800
BANK CHARGES	50
STRIKE FUND	2,500
<u>TOTAL</u>	<u>16,450</u>

LEAVING AND EXTRA \$4,550 FOR EMERGENCIES.

Nancy also suggested that the strike fund be dipped into to assist Local 7's organising drive. She also suggested that the priority for the \$4,550 be assiting Local 7. She also felt that the \$4,550 should not be used until we know the state of the books. She also felt that the \$4,550 could be used for other expenses such as seminars. She felt that the expenses outlined are unmoveable. She suggested that we adopt this three month budget. Jeanne

Williams felt that the suggestion was good, but she wondered about April and May. She wondered what the state of finances for April and May were. Nancy responded by stating that the reasons why she proposed this form of budget is that the money for April, May and June is already spent and that she found it difficult to budget for money already spent. The closest answer that she could give to revenues and expenditures is that we have spent something equal to, or less than, \$23,539.40. We won't know any more until the Audit is completed and the books brought up to date. Sheila told the Convention that the books were brought up to March 31st and the accountant told her not to touch anything after March 31st until the audit is completed. Stephen Gray wanted to know if any of the \$21,000 would have to be used to pay for previously incurred expenses. Jack wanted the speakers to clarify if they were making rhetorical questions or whether they actually wanted someone to specifically answer the questions. Stephen felt that there probably was no answer to his question but that he still was concerned over possible debts. Kathy Chopik wanted to know when the books would be ready. Nancy said that to the best of her knowledge that they would be ready in two or three weeks. Kathy wanted to know if the books would then be brought up to date. Nancy said that that was the intention. Lid Strand felt that the figures were a fairly realistic appraisal of what our expenses would be. He felt that the suggestion provided the Provincial with a cushion to deal with unexpected circumstances. Nancy gave examples of expenses that hadn't been dealt with yet. She also said that the Provincial hasn't received per capita from all the Locals yet. She feels that normal debts will be covered by per capita tax coming in. If there is a horrible problem in the books, hopefully it isn't a more horrible problem than the amount of the strike fund. On the other hand, even if it is more horrible, there isn't much that can be done about the rent, salaries, and these expenses. Regardless of how horrible it won't relieve us of the need to pay the \$16,450 in listed expenses. The only other way to deal with this is to have the audit completed, bring the books up to date, and then reconvene the Convention to prepare a budget. John Shayler wanted to know what the figure of excess expenditure over revenue of perhaps \$15,000 would mean for the budget that we are doing now. Nancy Wiggs suggested that we assume the figure is \$15,000. \$10,000 of that can be removed from that figure by using the strike fund. That leaves us with around \$5,000. That eats up all of our \$4,550. There might have to be something done about Printing and Stationary, Travel, etc. This should not eat into the money allotted to Local 7. Stephen wanted to know who is owed the \$15,000. Sheila Perret pointed out that this was basically an internal debt because we have been dipping into our strike fund. The money should have been in the strike fund. Stephen suggested that the \$4,550 not be used until we are aware of what our financial situation is. Joan Meister pointed out that the budget does not make allowance for extra office help. Nancy agreed and felt that any help would have to come out of the \$4,550. Joan also pointed out that there was no money set aside for postage. She feels that the budget should be as close to what our real expenses will be. Nancy has no idea what amount postage should be. She also felt that we might not be able to hire Convention help. Lid wanted to clarify what the debt was. The debt is money that was drawn from our strike fund. He also felt that there would be some difficulty with freezing the \$4,550 without money in postage because a bulletin will have to be sent out after Convention as well as the Audit. Lid guesstimated \$300 to \$500 to pay

for postage. Nancy said that if we added \$500 for postage that we would be left with a contingency fund of \$4,050.

LID'S PROPOSED BUDGET BACK ON THE FLOOR

Nancy recommended that Lid's amendment be defeated and that the 3 month budget could be put on the floor.

AMENDMENT Moved: Lid Seconded: None

That Nancy's Proposed three month budget replace the budget on the floor.

CHAIR RULED OUT OF ORDER

PROPOSED BUDGET FOR 1982-83.

DEFEATED

MOTION Moved: Nancy Wiggs Seconded: Sheila Perret

That the Budget read as follows:

INCOME	\$21,000
EXPENSES:	
SECRETARY TREASURER'S SALARY	5,850
LEGAL/ACCOUNTING	4,000
OFFICE RENT	750
TRAVEL	350
PHONE	350
PRINTING/STATIONARY	600
CONVENTION PREPARATION	200
BOOK KEEPING	1,800
BANK CHARGES	50
STRIKE FUND (LOCAL 7)	2,500
POSTAGE	500
UN-ALLOCATED	4,050
<u>TOTAL</u>	<u>21,000</u>

and that this be a three month budget to cover July, August and September 1982.

CARRIED

Nancy just wanted to add that if necessary a motion could be passed but that a formal budget happen at the Special Convention where the audit etc could be discussed. Stephen Gray wanted to know if the office would be staffed after August. He pointed out that money had been set aside for this. Jack felt that the current Executive would remain in office until the next one took Office which normally took place at the end of August.

MOTION AS AMENDED (see above) ON THE FLOOR

Jeanne Williams wondered where the \$1,800 for bookkeeping assistance came from. Nancy informed the Convention that this was the hours that had been approved by the Provincial Executive to assist with the books which is 15 hours a week.

Sheila Perret pointed out that the \$250 a month was estimated by the accountant if the books were done on a month to month basis by a bookkeeper.

AMENDMENT Moved: Stephen Gray Seconded: John Shayler

That no other substantial expenses be undertaken until the budget for April, May and June 1982 is in order.

Nancy felt that the motion should say that no other major expenditures be undertaken until the next Convention. She could see that the Executive could fritter away the money quite easily. She doesn't see that anything would allow us to make major expenditures regardless of what the audit looks like.

AMENDMENT TO AMENDMENT Moved: Sheila Perret Seconded: Nancy Wiggs

To add "and the Provincial Executive has received financial statements for those three months."

CARRIED

AMENDMENT AS AMENDED

That no other substantial expenses be undertaken until the budget for April, May and June is in order and that the Provincial Executive has received financial statements for those three months.

CARRIED

Nancy wondered what this would do to the Seminars that Sheila Perret and Kathy had referred to and which were already being organised. Sheila Perret felt that the Provincial Executive would consider them once the financial situation is clearer and we know how much we can budget for. Lid felt that any seminars for Local Seven would be covered under the Strike Fund and any more general seminars would have to wait. Stephen Gray wondered how long it would take until the books are in shape. Sheila Perret said that she would start on the books as soon as she gets them back from the auditors but that it might take about six weeks until April, May and June are updated.

MOTION AS AMENDED

That the Budget read as follows:

INCOME	21,000
<u>EXPENSES:</u>	
SECRETARY TREASURER'S SALARY	5,850
LEGAL/ACCOUNTING	4,000
OFFICE RENT	750
TRAVEL	350
PHONE	350
PRINTING/STATIONARY	600
CONVENTION PREPARATION	200
BOOK KEEPING	1,800
BANK CHARGES	50

Continued on Page 53

STRIKE FUND (LOCAL 7)	2,500
POSTAGE	500
UN-ALLOCATED	4,050
TOTAL:	21,000

and that this be a three month budget to cover July, August and September 1982.

That no other substantial expenses be undertaken until the budget for April, May, and June is in order and that the Provincial Executive has received financial statements for those three months.

CARRIED

MOTION Moved: Lid Strand Seconded: Bob McAdie

That the Budget for the fiscal year 1982-83 be approved at the Special Convention.

CARRIED

MOTION Moved: John Shayler Seconded: Bob McAdie

That the Convention adjourns for lunch.

CARRIED

CONVENTION RECONVENES

Nancy announced that it would be a good idea if those people who volunteered to serve on the "Council of Lemmings" stay for a few minutes after the Convention to arrange future meeting times.

REPORT FROM LOCAL 4 COMMITTEE

Mary Ogilvie made the report on behalf of the Committee. She started off by making sure that there are interested delegates who will draft a letter to Local 4 members and attend a membership meeting. Lorrie Rudland had indicated that she was interested. Kathy Chopik said she was interested. Mary continued by reading the motion.

MOTION Moved: Ann Sullivan Seconded: Lynne Taylor

Whereas the secession attempt at Local 4 did not succeed according to AUCE's Constitution; and

Whereas Local 4 refused a specific invitation to attend Convention in order to discuss their concerns;

Be it resolved that interested delegates to Convention request a meeting with the membership of Local 4 to discuss Local 4's concerns with remaining in AUCE; and

Be it further resolved that a letter be written by interested delegates to Local 4 members expressing their regret that they did not attend Convention and a hope that some discussion of the Locals can be initiated;

Further that the Provincial Executive be directed not to initiate further

communication with Local 4 members or the Local Executive until delegates from this Convention have met with Local 4 members and reported back to the Provincial Executive.

CARRIED

Nancy pointed out that only one delegate who was not a member of the Executive had volunteered to serve on the Committee. Mary Ogilvie felt that the whole point of the resolution was to have some positive motion on the books in regards to Local 4 even if it is to clarify that we won't do anything. The reason for excluding Executive members is that there has been so much intensity in the past between the Provincial Executive and the Local Executive. Nancy felt that the only difficulty is that the person who will be doing all the work isn't at the Convention at this time. Jack wondered if it might help if the motion was amended to exclude only table officers. Mary responded by saying that if the only way for it to go was if Local Reps had to be included then fine but that the intent was for contact between members of one local and members of other Locals to exclude the Provincial Executive. In the past contacts initiated by the Provincial Executive have resulted in a smear of the Provincial Executive which has undermined the efforts to make contact with the members. The purpose is to ensure that the contact is on behalf of the entire Provincial Association and not just the Provincial Executive. Lid asked if Mary would be interested in serving on the Committee. Mary responded that she was already smeared by being a former member of the Committee. Nancy wanted to know if people were being quite because they disagreed with the motion or whether they don't wish to participate. She said that she would rather see it withdrawn than defeated.

Lid asked if Kathy Chopik was involved in the Local 4 Inquiry. Nancy responded by saying that Kathy was only involved in that she was a member of the Provincial Executive and participated in general discussions. Lid pointed out that in the Constitution that members of the Provincial Executive are automatically delegates to Convention and that nothing in the resolution that we just passed prevented Provincial Executive members from serving on this committee. Nancy said that it was absolutely clear that Provincial Executive members were excluded and that no amendment was made to change this intent. Kathy asked about the drafting of the letter. Mary responded that the letter was to have been drawn up by the interested delegates. Mary felt that the only purpose of this was if there was any will to do anything about Local 4. Jack felt that there was a difficulty. Half the people at Convention either were or had previously been members of the Provincial Executive and are therefore tainted. The only thing he could suggest was that the committee could include other AUCE members but still excluding Executive members. John Shayler suggested that each Local write Local 4. He felt that there might be others at the Local who might be interested in participating. Mary felt that it was not a coincidence that the majority of delegates were "tainted." She felt that those in attendance were those who had shown an interest in AUCE and its future. Kathy suggested that

Continued on Page 55

the motion should be reconsidered and amended so that only Provincial Table Officers were excluded. She felt that one of the reasons for attending the meeting was to clear up members misconceptions and that she could assist with that.

MOTION Moved: Kathy Chopik Seconded: Michele Valiquette

That the motion be reconsidered.

CARRIED

AMENDMENT Moved: Lid Strand Seconded: Kathy Chopik

That the phrase "excluding Table Officers of the Provincial Executive."

CARRIED

Jack wanted to know how Mary and/or Lorrie felt about having non-table officers from the Provincial Executive on the Committee. Lorrie felt that the resolution was playing out a script. She felt that we should do everything that we could do and that this seemed like a reasonable thing to do. She didn't feel that this was an attempt to exclude people but she felt that it might facilitate communications if people not directly involved could serve on this committee. She felt that we could try something and then hopefully lay it to rest. John Shayler wasn't clear whether people were hesitating because they saw that this would take a lot of work. He wasn't sure if Lorrie was saying that delegates would go to a Local 4 membership meeting, outline what happened at this Convention and field question that Local 4 may have and show them that we have some interest in them remaining as members of the Provincial. He felt that all this wouldn't entail that much work because we have all been filled in on what has been happening. He didn't have much time to participate but if the time could be arranged that more people at Convention would be interested. Nancy informed Convention that Local 4's membership meetings were on the 3rd Thursday of each month at 4:30. What would be entailed would be the writing, stuffing and mailing of a letter to the approximately 196 members of Local 4. The arrangements would have to be made to go to a membership meeting. Finally going to the meeting if permission is obtained. Lorrie wondered if there were any difficulties with the last part of the motion directing the Provincial Executive to not initiate communication with the Local. Nancy saw nothing wrong with it. It does allow the Provincial to respond to contacts from the Local. Mary felt that the intent of this part of the motion was so that we wouldn't pursue the Local for per capita tax. Lid pointed out that there was an advantage to having this part of the motion. This part of the motion indicates to the Local that we are telling the Provincial Executive to but out and that we wish to have a Provincial Delegate to Local Membership discussion about the whole issue and that this might lead to a more favourable response from the Local.

Continued on Page 56

MOTION AS AMENDED:

Whereas the secession attempt at Local 4 did not succeed according to AUCE's Constitution; and  
Whereas Local 4 refused a specific invitation to attend Convention in order to discuss their concerns;  
Be it resolved that interested delegates excluding Table Officers of the Provincial Executive request a meeting with the membership of Local 4 to discuss Local 4's concerns with remaining in AUCE; and  
Be it further resolved that a letter be written by interested delegates to Local 4 members expressing their regret that they did not attend Convention and a hope that some discussion with the Local can be initiated;  
Further that the Provincial Executive be directed not to initiate further communication with Local 4 members or the Local Executive until delegates from this Convention have met with Local 4 members and reported back to the Provincial Executive.

CARRIED

NOMINATIONS

Jack felt that we had to have nominations because they had already been opened. He felt that if nominations are not filled or not closed and the terms of the current Table Officers are extended that it could look kind of funny. He felt that we had to be very clean about how we handed this. Lid felt that because of the way our Constitution is worded that we might have to close them and if no one runs that we could extend nominations until the next convention and then extend the terms of office of the current Executive. He felt that the other option was to close nominations and to hold elections if any are nominated. He felt the third option was to leave the Table Officer positions vacant if no one ran. Sheila Perret felt that we should see if we have any nominations and if we do then see what we need to do.

PRESIDENT:	NONE
VICE PRESIDENT:	NONE
SECRETARY TREASURER:	NONE
PROVINCIAL COORDINATOR:	NONE
PROVINCIAL ORGANISER:	NONE
PROVINCIAL TRUSTEE:	NONE

Star objected to the discussion. She felt that she could not nominate anyone with the question unresolved of how it would happen. She asked when the terms of office would be up. Nancy responded by stating that it wasn't absolutely clear in the Constitution. She said that the end of August has been bandied about. She said that we are extending it by about a month for the Special Convention. Then we need a referendum for elections. She feel that it would be an extra two months. Star wanted to know when Lid ends his term. He said that he starts back at UBC on September 1st. Star was opposed to extending the terms of office. Star felt that the membership elected the Table Officer for a one year term and that even though the Constitution doesn't specify a end date that she doesn't see it as a particularly fair way of dealing with elections. She did see that there was a problem with paid positions.

Continued on Page 57



She felt that people were concluding that the changeover to a Provincial Council was a given but that the decision might not go through and that we would then have to deal with the difficulty of no Table Officers. She felt that nominations should go ahead and anyone who ran for a full time position would have to reapply on a month to month basis. Jack feels that if there are no nominations there will still be a Provincial Executive made up of the Local Reps. He felt that if no nominations are received that someone should move a motion that no nominations were received because of uncertainty over the future structure of the Provincial. Stephen felt that the Special Convention could happen at the beginning of September and that the term of the Provincial Officers could be extended for one month. At that time an interim Executive could be elected. The second possibility is that all the old Table Officers could be renominated and elected on the understanding that this election is only until the Special Convention. Nancy agreed that we should not be unilaterally be extending terms. He agrees with Star's suggestion that we open nominations and that if no one runs then as of August 31st the Executive will consist of the Provincial Reps. She felt that otherwise that we might be dealing with complex emergency amendments to the Provincial Convention. Mary felt that it is necessary to try and get these positions filled. She felt that regardless of what structure is decided on that these positions will be needed for several months.

MOTION Moved: Ann Sullivan Seconded: Lynne Taylor

That nominations remain open until the Special Convention.

The chair ruled the motion in order. Star Rosental spoke against the motion. She felt that this motion was assuming that the Special Convention would result in a particular thing and that we can't assume that. She felt that this was an undemocratic motion and that we were bound by a particular process that is in effect right now. She doesn't feel that terms can be unilaterally extended. Nancy felt that for those positions where there are no nominations, we are in the same positions as if we had not closed nominations. For those positions where someone runs, they run knowing that they may be serving until the Special Convention depending on what happens there. If no one runs then the positions become vacant after August 31st and maybe that will be the easiest. Stephen does not buy the argument that we would be doing something undemocratic if we were to extend the terms of office. In many ways the Special Convention is an extension of this Convention. Nominations usually happen at Convention and if the real business of the Convention continues in September he doesn't think that extending nominations can be construed as undemocratic.

Lid challenged the ruling of the chair that the Nominations can be extended past the Convention. Lid outlined his argument. Nancy responded by stating that although the Constitution does state that nominations must be opened but nothing states that they must be closed at the Convention.

CHAIR SUSTAINED

Lid felt that handling the situation in this way would make things more complicated. Lid felt that it is clearer if people either run or not run at this Convention. Extending nominations would put the Table Officer positions in limbo. Lid felt that those people who want to change the

structure of the Provincial should take the responsibility of running the Provincial during the changeover. Sheila Perret pointed out that the mistake in this motion was to close nominations in September and that nominations should close in July so that we know where we stand.

AMENDMENT Moved: Sheila Perret Seconded: Kathy Chopik

To replace the wording with "That nominations remain open and that the Provincial Executive publish the list of offices that are vacant and close nominations on July 21st."

DEFEATED

Lid opposed the motion. He felt that the only two consistent positions was to close nominations at the Convention or to extend them until the Special Convention. Star felt that if Sheila opposed extending nominations to the Special Convention that she should vote against the motion rather than propose a date somewhere in the middle. Nancy felt that both the amendment and the motion should be defeated and that we should go ahead with the nominations. She would prefer that no one runs but if they do they will know that they may run the risk of having the office end in September. Mary wanted to know who would be charged with preparing for the Convention, running the Convention, managing the finances of the Provincial with there being no table officers. Nancy responded by saying that under the duties of the Provincial Executive that when a vacancy occurs that those remaining on the Executive are responsible for performing those tasks. It would fall to anyone who runs for a table officer position or to those local reps remaining on the Executive. Kathy was concerned that if the Special Convention decides to go for a Joint Council that it won't take effect on the next day and that there are many things that must be done. Stephen asked Sheila to clarify the intent of her motion. Sheila responded by saying that if we don't have nominations then we have vacancies. Because the vacancies are more than 4 months, notice has to be circulated to the membership. She wondered how nominations could be closed when no nominations had been received. Responding to a question she said that if the positions are vacant then notice of the vacancy, together with a closing date, has to be circulated to the membership. He problem with September was that it was unnecessarily long. Stephe suggested that we could close nominations and then extend the terms of office of the table officers and that the two issues were being all muddled up. Bob McAdie called the QUESTION on the amendment.

AMENDMENT DEFEATED

Star felt by closing nominations now the purpose of Sheila's motion would be served because a notice of vacancy for any position left vacant would be sent out. Lid pointed out that by closing nominations at this Convention the intent of the movers of the motion could be fulfilled anyway. Lid pointed out that notice of vacancy could be circulated and setting the date at any date including the Special Convention or any date between. Jack also felt that the motion should be defeated. He felt that there would be no vacancies until the terms of the current table officers expire at the end of August. At that point there would be vacancies and By-Elections would occur. He felt that with the paid officer positions that a motion should be passed that paid positions be paid for on a month by month basis. Ann Sullivan felt that the intent of this motion was not to prevent nominations the intent was to take nominations for a period of time longer than the usual. This motion does not mean that there will be an automatic

extension of the term of office of the table officers. That was not the intent of the motion. Stephen asked for a specific date when the terms of office would expire. Nancy said that although there is nothing specific that the present table officers took office on September 1st. Logically they are elected for one year. Stephen wanted to know whether if the nominations were extended that that necessarily meant that the terms of office of the table officers were extended. Nancy said that she felt that Star was right when she pointed out that the table officers are elected for one year. Star pointed out where the Constitution said "annually." Stephen responded by saying that the date of Convention was somewhat arbitrary and that the elections were tied to the Convention. Stephen's point was that he couldn't vote for the motion unless he understands the implications for that on the terms of office of the table officers. Lorrie said that she had no problem with the motion. She felt that the problem was the three months and that this could be solved by having the Convention in August. Lorrie wanted to know if the Rules could be suspended so that a freer discussion could be held which wouldn't be hemmed in by tight motions when none of us understand all of the implications and where we can see a series of alternatives for discussion. Nancy said that the Rules of Order could be suspended but that the vote must be unanimous. Nancy felt that one round of discussion might solve the problem and that a Coffee Break might be as good as a suspension.

MOTION Moved: Lid Strand Seconded: ?

That we have a fifteen minute coffee break.

CARRIED

Jack took over the chair.

MOTION Moved: Lid Strand Seconded: none

That the motion be split.

FAILS FOR LACK OF SECOND.

Sheila Perret called the QUESTION on the motion.

MOTION ON THE FLOOR

That nominations remain open until the Special Convention.

DEFEATED

MOTION Moved: Star Rosenthal Seconded: Ann Sullivan

That nominations close at this Convention as usual.

CARRIED

NOMINATIONS

President: Nancy Wiggs

Nancy declines.

Vice President: Jack Gegenberg  
Lynne Taylor

Both Jack and Lynne decline.

Provincial Organiser: no nominees or volunteers

Provincial Coordinator: Alexander Haig

Chair ruled that he was ineligible because he was not a member in good standing.

Secretary Treasurer: Alan McEachen

Chair ruled that he was ineligible because he was not a member in good standing. (He's too busy wrecking the Canadian economy to serve as Secretary Treasurer although he declined with thanks.)

PROVINCIAL TRUSTEES (3 Positions): Robert McKee

Did not accept nomination in writing.

No one nominated for Provincial Executive Table Officer positions.

OTHER BUSINESS

MOTION Moved: Stephen Gray Seconded: Paul Doerr

That Sections 6 through 21 of the Provincial Constitution be deleted.

Chair pointed out that motion needed to place Emergency Constitutional Amendment on the floor.

MOTION Moved: Stephen Gray Seconded: Ann Sullivan

That the Emergency Constitutional Amendment proposing the deletion of Section 6 through 21 be put on the floor.

CARRIED

MOTION ON THE FLOOR.

Lid Strand challenged the chair. He felt that the Convention had been discussing Nominations. Nominations had just been closed and the next item on the floor should have been what to do now that no nominations had been received. He felt that the resolution was an emergency Constitutional amendment which should properly have come up under New or Other Business. Nancy responded that the Agenda said Closing Nominations and then Other Business. She then asked the Convention if there was any other business. At this time Stephen brought up his motion.

CHAIR SUSTAINED

Stephen Gray motivated the motion. His intent was not a serious amendment to the Constitution but rather to make a point that the rigidity of the Constitution had made it difficult to debate and deal with the important issues before the Convention. A member of the Vancouver Indian Centre informed Convention that there had been a mix-up in the booking of the Hall and that they needed the hall right away. Lid informed the Convention that the Hall had been booked until 5:00. At a subsequent discussion he had been asked if the Convention could end by 4:30 and he said that it might be possible (Interjection in Convention occurred at approximately 3:45). Sheila Perret felt that the motion should be defeated so that we could talk about more serious issues. John Shayler said that this motion does point out that the greatest difficulty has been the rigidity of the Constitution and although that doesn't mean that you just abolish it. Kathy pointed out that the membership would be quite surprised if

we abolished most of the Constitution. Lid called the question.

MOTION ON THE FLOOR

That Section 6 through 21 of the Provincial Constitution be deleted.

DELETED

MOTION Moved: Jack Gegenberg Seconded: Bob McAdie

That the Provincial Executive be charged with the responsibility of ensuring that the Provincial Association shall function until such time as the new structure has been implemented by the Special Convention.

CARRIED

Jack Gegenberg felt that the only way of dealing with the issue of maintaining the Provincial was to charge the remaining Provincial Executive with ensuring that it functions. Jack felt that any change would be implemented by the Special Convention although there might be a gap of a month because of any referendum ballots that may be conducted. The only thing that Jack wanted to ensure by this motion was that things would be done. He wanted to ensure that it undertake any planning that might be necessary that our organisation gets through the Convention and the transition period. He wants the Convention to go on record as being aware that there will be a difficult transition period. Nancy said that this motion is exactly what is in the Convention. If she dropped dead this would change the makeup of the Executive. She feels that it is a good idea to reaffirm what is already there.

AMENDMENT Moved: Lorrie Rudland Seconded: None

That the phrase "by the Special Convention" be deleted.

FAILS FOR LACK OF SECOND

Lid called the question.

CHAIR PUT THE QUESTION

DEFEATED

Kathy wondered if this motion extended the terms of the Table Officers. Nancy said it didn't. She pointed out that when a term of office ends that the rest of the Executive continues. Michele was concerned that the three members of the Provincial Executive that would remain would have to do all the work. She wanted something that would ensure that the Committee assumed some responsibility to ensure the work of the Special Convention is done.

AMENDMENT Moved: Michele Valiquette Seconded: Jack Gegenberg

That the Committee to Investigate the Setting up of a Provincial Council be responsible for setting up the Special Convention.

Nancy was opposed to the amendment. She felt that the Committee would spend hours researching and writing the Constitution and she felt that the people on this committee would not necessarily want to do this. She felt that if they volunteer to do so, fine but that they can't be compelled to do so. She felt that this might lead to no one serving on this committee. She felt that

the job of rewriting the Constitution could take potentially a hundred hours or more. Lid spoke against the amendment. He felt that the committee could not be made responsible for setting up the Convention but that they could be made responsible for reproducing the materials that come out of their deliberations and have them send them out. But to make them in charge of putting out the whole Convention would be a mistake.

AMENDMENT TO THE AMENDMENT Moved: Jack Gegenberg Seconded: John Shayler

To add the phrase "in conjunction with the Provincial Executive..."

CARRIED

Nancy asked those people who had signed up to serve on the Committee if they would be prepared to work on the Convention over and above their Committee work. The majority agreed. John felt that if all the people who can put in some time that that would be enough. Lid spoke in favour of the amendment. The amendment allowed the Committee and the Provincial Executive to coordinate preparations for the Convention and that he felt the committee should be responsible for distributing the materials that they prepare.

AMENDMENT AS AMENDED

That the Committee to Investigate the setting up of a Provincial Council be responsible for setting up the Special Convention in conjunction with the Provincial Executive.

CARRIED

MOTION AS AMENDED

That the Provincial Executive be changed with the responsibility of ensuring that the Provincial Association shall function until such time as the new structure has been implemented by the Special Convention. That the Committee to Investigate the setting up of a Provincial Council be responsible for setting up the Special Convention in conjunction with the Provincial Executive.

CARRIED

MOTION Moved: Lid Strand Seconded: Jack Gegenberg

That the term of office of the Table Officers end at the normal time.

CARRIED

MOTION MOVED: Bob McAdie SECONDED: Lynne Taylor

THAT THE CONVENTION ADJOURN!

John Shayler pointed out that we had not set the date of the Special Convention yet. He was concerned that at least one weekend, Labour Day weekend, was out.

MOTION Moved: John Shayler Seconded: Stephen Gray

That the motion to adjourn be deferred until we discuss the date of the Special Convention.

CARRIED

Lid felt that Convention could not set the date because of the need to book a hall and make necessary arrangements. Jack pointed out that it was out of order because an earlier motion had instructed the Committee and the Provincial Executive to make arrangements for the Convention including setting the date. John wondered if a motion that the Convention direct the Committee to set the date sometime in September. Nancy pointed out that we already had done this.

MOTION BACK ON FLOOR

Jack called the QUESTION

MOTION ON FLOOR

That the Convention adjourn!

CARRIED

C'EST FINI!