

GENERAL MEMBERSHIP MEETING

THURSDAY, MARCH 11, 5:15 P.M.  
Buchanan Room 106

Members are reminded of the no smoking rule!

1. Adoption of Agenda (3 min.)
2. Adoption of the minutes (3 min.)
3. Business arising from the minutes (3 min.)
  - a) By-Law Ammendment (15 min.)  
Notice of motion: Kevin Grace, Grievance Committee:  
"That the membership of A.U.C.E. Local #1 authorize a special membership meeting, Tuesday March 23, 5:15 pm to try the people accused under section 17 of our By-Laws."  
b) Tape Recorder (5 Min.)
  - c) Close nominations for delegates to the Provincial Convention (election) (15 min.)
  - d) Announcement of alternates to the Standing Committees -- vacant (1 min.)
4. Correspondence (5 min.)
5. Open nominations for trustee (3 min.)
6. Financial Report (5 min.)
7. Executive Report (10 Min.)  
- time limits for speakers
8. Strike Committee report (5 min.)
9. Communications Committee Report (5 min.)
10. Grievance Committee Report (20 min.)
11. Provincial Report (10 min.)
12. Stewards Seminar (5 min.)
13. Other Business

N.B. Please note, time limits are suggested guidelines only, and are not intended to limit debate.

EXECUTIVE REPORT

This "Executive Report" is something new. It's one of a series of changes that we decided on at a recent meeting. We thought that there had been problems with the way the Executive had been functioning, and so moved to correct those problems. The following list of motions passed at that Executive meeting should give you a pretty clear idea of what we felt the problems were, and what we're proposing to do about them.

As for this report itself: henceforth it will appear regularly in the Newsletter, and will also be an item on membership meeting agendas. The report will list all decisions made by the Executive. We feel that directly exposing ourselves to the scrutiny of the membership in this manner will help ensure that a) the Executive only make those decisions, of a minor and non-policy-making character, that it is entitled to make: and that b) if the Executive makes a bad decision, even of a minor nature, the membership can immediately rectify the situation.

It's surprising nobody thought of such Executive Reports before. We hope that having them will further strengthen the democracy of the Union. And we wish to especially emphasize that no member should be afraid to question or challenge any decision made by the Executive.

A.U.C.E. STEWARD SEMINAR

HOLIDAY INN, HOWE STREET

MARCH 14, 1976

The annual Local #1 Steward Seminar is being held in March at the Holiday Inn on Howe Street. We are scheduling the seminar for Sunday, March 14th, 9:30 - 4:30.

This second paragraph is the hard-hitting pitch to get everybody out! -- Please, pretty please -- heaps of please--come! Violations of the contract are occurring left, right and centre all over this campus, and the first step in preventing this is to have stewards and a membership who know the contract. Past attendance at seminars has been abysmal (although we admit that scheduling the last one during the worst snow blizzard in years was a bit short-sighted!). We think that you will be surprised at how interesting and even fun the seminars are. Most stewards who have attended one of the seminars, come back. "Hardened" trade unionists usually have a strange but enjoyable sense of humour and you'll be surprised what a "laugh" the Labour Code can be!

The entire membership of A.U.C.E. Local #1 is cordially invited to attend --- stewards are even more cordially invited. All those stewards who doubt the sincerity of this invitation should refer to Section 3, Clause XIV of our constitution which gives stewards the option of either coming or having their steward badges taped upside-down on their noses.

The seminars start at 9:30 and there will be plenty of coffee to get you going. Although there will be no organized day-care, any A.U.C.E. member will be reimbursed for baby-sitting by the union office. Reimbursement forms will be available at the seminar. Take a look at the agenda. See how fascinating it looks! Why don't you stick it up in some prominent place, like your typewriter, your adding machine, your bulletin board -- so that you can't possibly forget?

The Steward Seminar People

A.U.C.E. STEWARD SEMINAR AGENDA

TIME

- 9:30 - 10:30 What does a steward do in this union?
- 10:00 - 11:30 The 1975-76 Contract -- a clause-by-clause interpretation. Although the contract is written down in "black and white" many stewards can vouch to the fact that many parts are still unclear. A member of the Grievance Committee will be present to explain 'precedent grievances' and a member of last years contract committee will explain the "intent" of clauses.
- 11:30-12:15 The Grievance Procedure -- How it Works and how to process a grievance.
- 12:15- 1:15 LUNCH
- 1:15- 2:00 Arbitration, Labour Relations Board, Labour Code, and other assorted "outsiders".
- 2:00- 3:00 Role-Playing of Grievances-- a series of one, two or three step plays for your enjoyment. All sorts of complicated entanglements-- Will Joan get her leave of absence to meet George in Hawaii?-- or will she...
- 3:00- 3:45 This is all fine and dandy, but who wants to grieve? A discussion of the informal problems in the office - especially intimidation, and people who are afraid to grieve -- Is there anything that can be done?
- 3:45 -4:30 A critical discussion of how the steward system works in this union, and perhaps how we can make it work better.

### Executive Meeting of February 16

The following motions were passed:

- That Executive meetings, commencing with the next meeting, have a rotating chair, in alphabetical order, and that all items submitted to the chairperson are to be included on the agenda. (It was felt that all members of the Executive should gain experience chairing meetings and preparing agendas).
- That the planning of the membership meeting agenda be at the top of the Executive agenda of the meeting preceding the membership meeting. Only those items that must be discussed before going on the agenda should come before the drawing up of same. (It was felt that membership meetings had been poorly planned, because the Executive had devoted insufficient time to preparing the agendas. Preparing the agendas of membership meetings is henceforth the priority of Executive meetings).
- That suggested time limits be carefully considered and placed on all items on membership meeting agendas.
- That a particular member of the Executive be designated for each Executive recommendation or report being presented to the membership. Such member should be responsible for motivating the recommendation. (On several occasions, recommendations have been put to the membership with virtually no explanation from the Executive).
- That the following proposal be taken to the membership: That a time limit of 3 minutes be placed on each person on the speakers' list, and that someone volunteer to keep time. (See separate blurb on this).
- That all committee reports be in writing, and mailed out with the agenda. Each committee should, no later than the Executive meeting at which we draw up the agenda, inform us of how much time they think they will need for actual discussion and updating of their report. (It was felt membership meetings should be devoted to debate and decision making, not the reading of reports. Everyone can now read the reports in advance, and come properly prepared. Business should now be shorter, and also more meaningful).
- That Executive meetings be held on the Tuesday following a membership meeting in order to carry out any action required, and also on the Wednesday 11 working days prior to the membership meeting in order to prepare for that meeting.
- That we request from Data Processing the labels for all employed staff at UBC, including all unions, faculty, T.A.'s, etc., and that copies of the Tabloid be put at the usual drop points for the Ubysey. Copies should also be sent to the Provincial Association and a sufficient number left in the union office, as well as some sent to interested off-campus parties.

### Executive Meeting of February 26

The following motions were passed:

- That the next membership meeting decide on the date of hearing(s) for alleged scabs.
- That we buy the necessary labels for distribution of Tabloid to all Campus Union members, and distribute to Faculty through division structure. Cost of labels not to exceed \$100. (The administration decided to make us pay 4¢ per computer label for other members of the Campus community).
- That the answering service in the Union Office be again put into operation.
- That we answer letter from University Safety Community re: danger of picketing. Answer would merely acknowledge receipt.
- That all written reports, minutes, and agenda go out to the membership as one package, i.e. in the Newsletter.
- That we recommend an amendment to proposed trial procedure for By-laws, viz., that it read that both the Accused and the Accuser(s) leave the room during deliberation by the membership.
- That the Executive withdraw its recommendation for purchase of a tape recorder, and that the matter be referred back to the Union Organizer for better motivation, if she so wishes.

## DISCIPLINE

At the membership meeting in January, this local adopted a policy for dealing with a union member's charge against another union member. At that meeting, notice of motion was given that this policy be adopted as part of our Local By-laws (subject to the approval of the Provincial Executive as per Section 19-P2 of our Constitution).

At the February membership meeting, there was much confusion about this policy--what were the punishments referred to in the procedure? was there any appeal? does this relate to anything in our Constitution? This is an attempt to answer some of those questions by relating the policy recommended to the discipline section of our Constitution.

The constitution of our Union describes the penalties which may be imposed on a union member (reprimand or expulsion) and gives a general procedure for each local to follow. But it does not lay down a specific way of handling a charge by one union member against another. What follows is the discipline section from the Provincial Constitution. (Please keep in mind that our Constitution may only be changed by taking an amendment voted on at a local meeting, to the Provincial Convention and passing it there--next convention is 12 & 13 June 1976.)

### Section 17 (Provincial Constitution) - Discipline

- A. The Local Associations have the right to discipline any member for a violation of the Provincial Constitution, Local Association By-laws or decisions of Local Association meetings or conventions, only after a fair hearing and a majority vote at the Local Association meeting. The accused shall be presented with the charges in writing at least seven (7) days prior to the hearing and shall have the right to have a member of the Local Association act as her/his counsel.
- B. The Local Association, after such hearing, shall, if the accused is found guilty, have the right to impose any or all of the following penalties:
  1. reprimand the member;
  2. Recommend to the Annual Convention that she/he be expelled. Any member found guilty and recommended for expulsion shall be ineligible to hold office.
- C. The accused will have the right to appeal to the next Provincial Convention and shall have the right to choose a member of the Provincial Association to act as her/his counsel. However, the decision of the Local Association shall stand unless and until reversed on appeal.
- D. The Provincial Convention has the power to expel upon recommendation of the Local Association as aforesaid, and in any appeal may:
  1. Affirm the conviction and the penalty imposed;
  2. Affirm the conviction and substitute another penalty for the penalty imposed; or,
  3. Reverse the conviction and order the Local Association to repay any fine or fines and costs incurred.
- E. The Provincial Convention shall have the power to discipline Provincial Officers and impose any or all of the penalties listed in Section 17B.

This section of our constitution is good in many ways--it lays down the bones of a procedure, the penalties which may be imposed on a member, and protects the right of appeal. But many questions of how a Local Association should implement this section remain--how should the charge be written? to whom should it be presented? how should the hearing be conducted? what do we do in case the chargee is ill and unable to attend?

The procedure which we adopted as policy at our January membership meeting is an attempt to answer these questions. This procedure was written to protect the rights of the chargee and to ensure that a uniform procedure would be followed for all union members. Including this procedure in our By-laws will ensure that it is always followed, that there can be no time when the rules we follow for one union member will be different for another.

THE FOLLOWING IS A PROPOSED AMENDMENT TO OUR LOCAL BY-LAWS. IT IS RECOMMENDED BY EXECUTIVE, AND NOTICE OF MOTION FOR IT WAS GIVEN AT THE LAST MEMBERSHIP MEETING. IT IS INTENDED TO BECOME THE NEW ARTICLE N AND WOULD REPLACE THE PRESENT ARTICLE N IN TOTALITY.

## N. DISCIPLINE

1. Any member or members of the Local Association shall have the right to prefer charges against any other member of the Local Association, according to Section 17 of the Provincial Association Constitution and the following provisions.

Charges can be preferred against any member who:

- a) Violates any provision of the Provincial Constitution and/or Local Association By-laws.
- b) Obtains membership through fraudulent means or by misrepresentation.
- c) Fraudulently receives or misappropriates any property of the Provincial Association or Local Association.
- d) Acts in collusion with the employer with a view to injuring the Provincial Association or Local Association or impeding the implementation of any policy of the Provincial or Local Associations.
- e) Fails to act in accordance with any decision of a regular or special membership meeting of the Local Association.
- f) Continues to work for the employer while the Local Association is on strike.

2. The following procedure shall be followed in the event a member or members prefers charges against another member or members:

- a) The member(s) laying the charge shall, in writing, state the following:
  - i) their name(s);
  - ii) the name(s) of the member(s) being charged;
  - iii) which of the above provisions the member(s) is charged with having violated (i.e. Article N.1.a), b), c), d), e) or f));
  - iv) the concrete action the member(s) charged is alleged to have taken.
- b) The written charge shall be delivered to the executive.
- c) The Executive shall hand deliver the charge to the accused with the date, time and place of the hearing. The hearing shall in no case take place sooner than seven days after said delivery. The accused must also be informed of their right to counsel, and shall receive a copy of the sections of the Provincial Constitution and these By-laws dealing with discipline.
- d) If the accused fails to appear at the hearing, the hearing may proceed in her/his absence, unless the accused has, prior to the time of the hearing, presented a medical certificate or proven a personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause l).
- e) At the hearing, the member(s) laying charges or her/his representative shall read the charge and make her/his statement. The accused or their counsel shall then reply with the defense. The membership can then ask questions of either party (suggested time limit: 15 minutes).
- f) The accuser, and the accused, shall make their summation.
- g) The accused and the accuser(s) shall then leave the room, and a vote shall be taken as to guilt or innocence.
- h) If the verdict is guilty, the penalty shall be debated and decided.
- i) The accused shall return to the room and be informed of the decision.
- j) The Executive shall be responsible for ensuring that the penalty is carried out.
- k) In the event that a large number of charges are laid, the Executive shall call a special membership meeting to hold the hearings.
- l) A motion to reverse a conviction or a given penalty shall be in order at any future membership meeting, providing the mover and seconder originally voted on the prevailing side.

NOTE: N.1.f) and all of N.2. are additions. The remainder of N.1. is unchanged from the present by-laws.

## Time Limits:

At the Executive Meeting of 17 February 1976 a motion was put forward by Nancy Wiggs that the Executive recommend to the membership that time limits of 3 minutes be put on each speaker and that someone be asked to volunteer to keep time since the Chair would be hard pressed to do this and to chair the meeting. The question was discussed at length and the Executive was divided on the matter. They therefore decided that the pros and cons of the argument would be placed before the membership for them to decide.

### Pros:

1. Would prevent people from speaking for too long and therefore would allow more people to speak.
2. Would force people to collect their thoughts before they rise to speak, providing for more to the point and interesting presentations.

### Cons:

1. A time limit is not going to solve the problems of membership meetings--the problem is not that some people speak for long periods, but rather that either no one speaks at all, or there is not enough time for speakers because of badly organized meetings, lack of order at meetings, or lack of preparation by people giving presentations or motivating motions.
2. Time limits are not necessary because very few people speak for longer than 3 minutes.
3. They would perhaps become unnecessary if the changes in agenda preparation and reporting instituted by the Executive on 17 February are successful because they might mean much less time wasted at membership meetings, allowing much more time for speakers.

## COMMUNICATIONS COMMITTEE REPORT

Unfortunately many divisions have not yet elected representatives to the Communications Committee. This has severely hampered our efforts to publish regularly. We are now somewhat functional and hope to put together a newsletter before each membership meeting; to include: minutes from previous membership meetings, agenda for the next meeting and articles of interest.

Our first major effort was the Special Across Campus Strike Report. This report has now been mailed to all A.U.C.E. members and is in the process of being mailed to all other union members on campus.

Hopefully, Across Campus will now appear more regularly -- if your division has not elected a communications representative -- please do so!

## PROVINCIAL REPORT

As indicated in the Provincial Report given at the last membership meeting, the Provincial Executive is finally starting to function effectively and has begun to solve some of the problems which have plagued it during the last year. Communication between the locals is better and we hope it will continue to improve, so that the Convention in June may be a real sharing of problems, aspirations, etc.

Several important things are happening at the Provincial level right now, things which concern everyone in all locals:

1. An emergency meeting of the Provincial Executive was held Thursday, 19 February 1976, to discuss the Notre Dame University situation. All locals were in attendance. A press release was approved which appeared in the Vancouver Sun on Friday, 20 February 1976. This release condemned the Provincial Government's lack of concern over the economic and educational well-being of the people in Nelson, and it encouraged the continuation of separate funding so N.D.U. can remain the 4th independent university in B.C., instead of either dying or becoming an off-shoot of the 3 coast universities. This week the Executive is in touch by telephone drawing up a letter to be sent to the Universities Council meeting on Saturday, 28 February 1976.

2. The referendum ballot for the full-time Secretary-Treasurer will be counted Sunday, 29 February 1976.
3. Nancy Wiggs and Margot Scherk are presently running off copies of the Provincial Constitution with amendments made at past conventions. This will be distributed to all members in March.
4. The Ad-Hoc Committee on Constitutional Amendments has met once and will meet again this week to start drafting proposed amendments to tighten up our porous Constitution. We are looking at the whole Constitution closely, but particularly at an intermediate discipline clause, a proper procedure for referendum ballots, and rules regarding Special Conventions.
5. The Executive Sub-Committee studying the question of affiliation is under way, as directed by the last Convention, and they will make a full written report at the Convention.
6. Locals 2, 3 and 4 will be invited to attend Local 1's Grievance Seminar in March.
7. The Convention will be held June 12 and 13 at the Holiday Inn. We are still in the planning stages and hope to have some seminars as well as the all-important policy matters. Nominations in Local 1 for delegates to the Convention received so far are: Joan Cosar, Dianne Longson, Jerry Andersen, Ian MacKenzie, Heather MacNeill, Judy Todhunter, and Margie Whalley. We must elect 10 delegates and several alternates, so keep the nominations coming in.

A verbal update of this report will be given at the Membership Meeting on 11 March 1976.

Submitted by Margot Scherk

#### ANNOUNCEMENT

#### A.U.C.E. PROVINCIAL ANNUAL CONVENTION

Dates: 12 & 13 June 1976

PLACE: HOLIDAY INN, VANCOUVER, B.C.

#### WHAT IS HAPPENING WITH THE STRIKE COMMITTEE?

Reflection: the Strike Committee took a breather after the holidays. The committee felt it was essential to have this time for reflection. The main thought which occupied our minds were "what actually happened during the strike and what can we recommend to the strike committee next year?"

Structure: Each of the sub-committees within the strike committee  
 1) Main Co-ordinators, 2) Financial & Legal, 3) Internal/External, 4) Office Communications, 5) Publicity, have been working independently on the Strike Report.

To Date: Some of the recommendations to date are;

- 1) That there be one office for strike committee business and another separate office for coffee breaks and relief from weather, etc.
- 2) Picket schedule needs to be set up one month before the strike starts.
- 3) That there be a picket committee responsible for picket signs, locations, injunctions.
- 4) The chairperson of the strike committee and the executive treasurer should be responsible for dealing with the strike funds. Each sub-committee of the strike committee should submit a budget and appoint one person responsible for buying.
- 5) General membership meetings held during the strike need to be rotated so that the same people do not always end up on picket duty.

FUTURE STRIKE ACTIVITIES: The strike committee hopes to have a rough draft of the entire Strike Report ready by March 24th. At that time you will be receiving further recommendations from all the sub-committees. This will give each member of our union a chance to consider the recommendations of the strike committee before the motions are brought forward at the April 8th membership meeting. This is your chance to have a voice in the Strike Committee for next year.

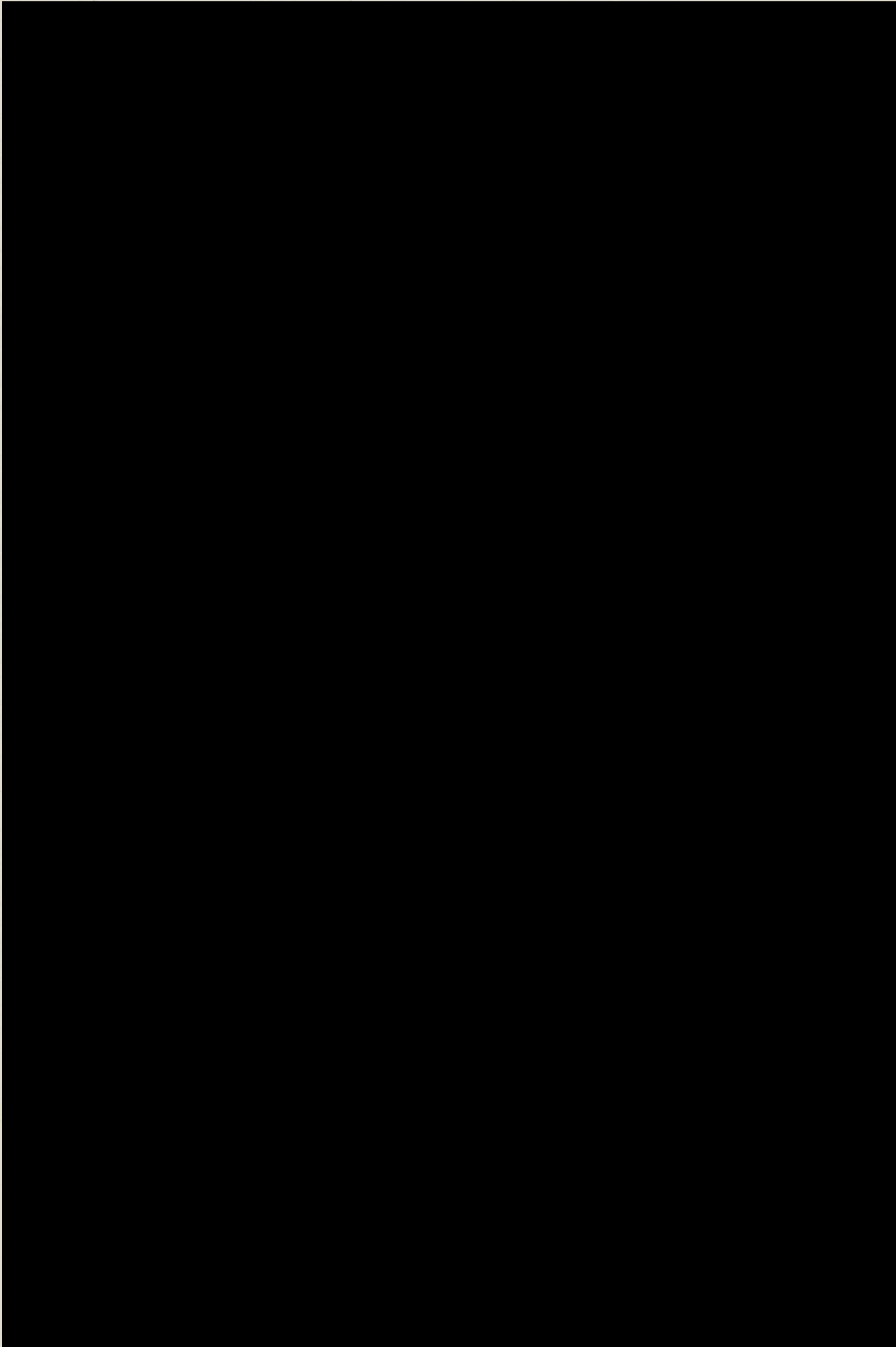
#### STANDING COMMITTEES REPORT

A joint meeting of the standing committees established under the contract was held on Feb. 24th. There was informal discussion of the role of the Working Conditions, Job Evaluation, Pension Plan, and Sick Leave Study Committees. The consensus was that the first task of these committees was to work out their terms of reference, which would then be discussed and adopted by the membership. In the interim, the committees should not commit themselves to anything definite with the University, but should rather devote themselves to collecting information. The concept of responsibility to the membership was especially stressed, as many felt that this had not been done in the past. Each

Membership Meeting.

University Labour Committee/Union Grievance Committee Meetings - 18, 19, 24 Feb 76

---





## Grievance Committee Report

The first section of what follows is basically the report that was to have been presented to the last General Membership Meeting (12fe76).

### I. Present Grievance Committee:

The members of the present Grievance Committee are Val Pusey, Kevin Grace, Maureen Gitta, Ray Galbraith, Marcel Dionne (Chairperson), and Ian Mackenzie (ex-officio). Divisions C, D, E, and I have no representatives; i.e., Education, Sedgwick, Sciences/Physics/Chemistry, and VGH. It is important that all positions be filled, especially in this period of budgetary uncertainty with the possibility of lay-offs and the elimination of jobs through attrition. Grievance Committee meetings are held in the Union Office every Monday at 4:30pm.; all members are welcome to attend.

### II. Grievances and Arbitration:

In early January 1976, the Union and the University extended the time limits on all grievances at Step 4 of the grievance procedure; that is, those grievances which were being processed prior to the strike in December 1975. The Union won some of the grievances at Step 4, while there are others which could be sent to arbitration, subject of course to discussion and membership approval. The successful grievances were: i) Buyer Clerks in Purchasing - originally a group misclassification grievance; ii) Misclassification grievance - Clerk II to Clerk III; iii) Temporary promotion grievance.

Two grievances are now at the arbitration stage: i) Secretary II(b); ii) Mackenzie/Bennett case. The University has retained a lawyer, Mr. Bryan Williams, to handle their arbitration case. The Grievance Committee relayed to the University (i.e., Wes Clark) its concern over hiring outside counsel at what should be considerable cost, particularly in this period of budgetary restraint and fiscal responsibility. We view the affair as a vote of non-confidence by Connaghan in the University Labour Committee's ability to handle the case. Obviously, the University is making every effort to win, and expense appears to be no limitation. The cases will be heard by Richard Bird, the arbitrator, on 24-25mr76.

### III. [REDACTED] Arbitration Case:

### IV. Miscellaneous:

- i) Access to employee files - This is very important to remember when you apply for a promotion. There may be material which could be detrimental to a possible promotion, and this fact can be grieved and the material removed from the file.
- ii) The Grievance Committee has heard of external applicants being hired over qualified internal applicants. We are trying to get some information together as it is important that we grieve these.
- iii) The Grievance Committee stresses the importance of each employee having a steward present when dealing with the University.

### V. New Contracts:

All AUCE members should now be in possession of the new contract. It would be well the time and effort for each member to read it through, and to be aware of his/her rights.

### VI. Emerald Murphy's Grievance and Arbitration: (The decision was taken by the membership at the 12fe76 meeting to send the Ms. Murphy grievance to arbitration, if necessary)

During a 22ja76 meeting with the University Labour Committee, Wes Clark stated that the Appeals Committee had re-examined Murphy's position (Steno II) and the decision was to reclassify it to a Clerk III, reaffirming their earlier decision. We said that the result was not acceptable (Ms. Murphy had been applying for a Program Assistant position), and informed the University that, subject to membership approval, we would take the case to arbitration.

The University, in a letter dated 6fe76, then suggested a further total re-examination of the position held by Ms. Murphy. The Grievance Committee agreed, subject to several conditions, one of which was that the re-examination should be complete before 15mr76 in case that it should have to be arbitrated.

A further point on the agenda involved two employees in Copying and Duplicating who had been notified that they would be laid off from their department. We had discussed their case during previous meetings with the University. Clark told us that one of them would automatically receive a Clerk II position elsewhere, a job now filled by someone hired on 1 Feb. 76. This was in accordance with Article 34.08(b) - Lay Off - Reduction of staff. Clark then stated that a Clerk I position was available, and that he would undertake to see if the other involved could fill it, subject, he said, to that person being qualified for the job. The Grievance Committee is not completely satisfied with the University's answer. Clark, as during the previous meeting, was attempting to introduce the bogus issue of qualifications. We will follow the developments of this case to ensure that the contract is respected, specifically in reference to Article 34.08(C) - Lay Off - Notice. This refers to the above employee laid off from a Clerk II position, who is now to receive one month's notice or one month's pay in lieu of notice, and who is to be placed on the Recall List for continuing employees.

Clark, in reference to Marcel Dionne's Senior Buyer position in Purchasing, stated that his Committee had discussed the case and it was their opinion that the job should remain as now classified. Why Clark had in the first place raised the spectre of a review and of a possible demotion of Dionne's job has never been made clear, at least in our minds. Tactically, it was not a wise move to single out the Chairperson of the Grievance Committee for a possible demotion; the adverse publicity would not have been good p/r/ for the University, especially in light of recent campus Union developments.

The Grievance Committee is becoming a full-time job; it needs representatives from all Divisions in order to better divide the work at hand and to be consistently effective in all areas. The University has the resources and the time to misinterpret the contract whenever it feels its best interests are served. What we seem to be facing is a University Labour Committee overly concerned with protecting what they perceive to be their management rights, the net effect of which appears to be an effort to dissipate our energies, and hence weaken our effectiveness in protecting the negotiated rights of our members. We are constantly amazed and "shocked" at the consistency and the quantity of half, quarter, and eighth truths which roll off Mr. Clark's tongue. At the meeting of 19 Feb 76, Clark stated that employees being laid off had expressed a desire not to institute the lay-off procedure. Yet at a Grievance Committee meeting on Monday, 23 Feb 76, one of those involved told us that the University's representatives had informed her/him that there were no such procedures as outlined in Article 34.08(b) - Lay Off - Reduction of staff. Furthermore, Clark stated at the 24 Feb 76 meeting with the Union Grievance Committee that one of the women involved in the IRC staff room lay-off now had another job in AUCE's bargaining unit. The next day the Grievance Committee contacted her and asked about the nature of her new job, only to discover that she in fact had no job. There are other examples, and the result is one of frustration - this obviously is not the basis for anything in the vicinity of harmonious labour relations. Perhaps the most tangible example of poor management is the present period in which lay-offs and external hiring are occurring simultaneously.

There is so much more that could be written, so much that could be analyzed. We are facing a University Committee which has the force of inertia and incation working for it. The contract is in places either ignored or misinterpreted. When the Grievance Committee meets with the University we witness attempts to add to certain sections of the contract and efforts to "strike private bargains and interpretations." The most effective ways to counter erosion of our negotiated rights are to have all Divisions represented on the Grievance Committee and to ensure that we question and grieve, if necessary, anything we feel is opposed to the contract we struggled for.

Rya Galbraith -- Grievance Committee  
Division H

AUCE MEMBERSHIP MEETING - 11 March 1976, 5:15, Buchanan 106  
Ian Mackenzie in the chair.

Ian announced that the time limits indicated in the agenda were suggestions only but reminded everyone that if discussion continued past these limits there may be insufficient time to cover all items on the agenda.

#### 1. Adoption of Agenda

Heather MacNeill That Item 12, Stewards Seminar, follow Item 4. CARRIED  
Maureen Gitta

Nancy Wiggs That the agenda as amended be adopted. CARRIED  
Frances Wasserlein

#### 2. Adoption of Minutes

Bonnie Schoenberger That the adoption of minutes be tabled until the next membership meeting as one motion was incomplete. CARRIED  
Nancy Wiggs

#### 3. Business Arising from the Minutes

a) By-law amendment: Judy had prepared a notice of motion but could not be present to motivate it and requested that discussion be tabled until next membership meeting.

Nancy Wiggs That discussion regarding the constitutional amendment be tabled until the next general membership meeting. CARRIED  
Rayleen Nash

Kevin Grace That the membership of AUCE Local 1 authorize a special membership meeting on Tuesday, March 23, 5:15 p.m. to try the people accused under section 17 of our by-laws.

Heather MacNeill That discussion of Kevin's motion be tabled until the next membership meeting. CARRIED  
Rayleen Nash

#### b) Tape Recorder

Peggy Smith That discussion concerning the tape recorder purchase be tabled until the next membership meeting. CARRIED  
Pat Gibson

c) Ian called for more nominations for provincial association convention delegates and Lil Legault was nominated. The following people had been nominated up to the closing of nominations at this meeting: Pat Gibson, Maureen Gitta, Emerald Murphy, Joan Cosar, Diane Longson, Ian Mackenzie, Heather MacNeill, Jerry Andersen, Judy Todhunter, Lil Legault, Margie Wally, Kevin Grace. All but the final two stood for election and were declared elected by acclamation.

Nominations were then received for alternates to delegates and the following people were nominated: Frances Wasserlein, Margie Wally, Kevin Grace, Rayleen Nash. All stood and were elected by acclamation.

d) Further nominations were received for the Job Evaluation Committee - Yvonne Mitchell, Emerald Murphy and Kevin Grace, to be considered alternates.

Peggy Smith That the three people nominated as alternates serve as members of the Job Evaluation Committee and that the three people presently on that committee continue to meet with the university.  
Nancy Wiggs

Rayleen Nash That the three people nominated as alternates meet with the AUCE Job Evaluation Committee.  
Ella Marsden

DEFEATED

The original motion was ... CARRIED

Pat Gibson That nominations be opened for the one position on the sick leave study committee vacated by Elizabeth Baxter. CARRIED  
Robert Gaytan

Nominations can be sent to the union office.

#### 4. Correspondence

a) letter from Grace McCarthy regarding our telegram concerning the Status of Women's office, explaining that she is indeed concerned about women's rights but until the provincial financial situation is clear money could not be spent renewing the contract set up by the NDP government for International Women's Year.

b) letter from Walter Harrington, President of the University Safety Cmte., stating his committee's concern over the dangerous position into which picketers put themselves at Boulevard and Wesbrook during the strike, by crossing the street against the red light.

AUCE Membership Mtg., 11 March 1976

2.

c) letter from a member concerning an amendment to bylaws regarding the procedure for trials, saying that both the accused and accuser should leave the room while the vote is taken.

5. Stewards Seminar (Heather MacNeill)

The date and place, Sunday, March 14 at the Holiday Inn, of this seminar was announced. People were encouraged to attend and to make sure people in their division were aware of it. There was also an announcement that the film "Don't Call Me Baby" would be shown during the lunch period at the seminar, and there was a request for sandwiches.

6. Open Nominations for Trustee

Ian declared that nominations for the Trustee position vacant are now open and that since the union organizer's term of office will soon be finished, nominations for that position were also opened. Nancy Wiggs was nominated for the union organizer position.

7. Financial Report (Frances Wasserlein)

Frances Wasserlein That the financial statement for the period 15 January to 12  
Neil Boucher February 1976 be adopted as circulated. CARRIED

Frances Wasserlein That the financial statement for the period 12 February to 11  
Neil Boucher March 1976 as presented with the agenda be adopted. CARRIED

Frances Wasserlein That the sum of \$750 be allocated to cover printing and station-  
Larry Thiessen ery, and office expenses for the coming month (i.e., until the  
next membership meeting, 8 April). CARRIED

Frances Wasserlein That a cheque in the amount of \$1254 be sent to the AUCE Provin-  
Robert Gaytan cial Association to cover the per capita tax owing for the month  
of February. CARRIED

8. Executive Report (Nancy Wiggs)

Nancy referred to the written report circulated with the agenda and asked for questions or feedback. Then there was a discussion of possible time limits on speakers, without any specific executive recommendation.

Nancy Wiggs That time limits of 3 minutes be put on each speaker at member-  
Robert Gaytan ship meetings and that someone volunteer to keep time. DEFEATED

9. Strike Committee Report (Pat Gibson)

Committee members are meeting each Sunday and expect to have the report prepared by March 21. He said there will be meetings on the 14th and 21st and asked for anyone who is interested to come and participate.

10. Communications Committee Report (Judy Todhunter)

A brief report was given. It was stated that the next newsletter will be printed which will ease the workload for the three people on this committee. The cut-off date for submission of material for the newsletter is the third Wednesday prior to the monthly membership meeting.

11. Grievance Committee Report (Marcel Dionne)

It was mentioned that three divisions have not elected reps to this committee and that this does hamper its efficiency. Marcel referred to the lengthy report circulated with the agenda and supplemented it with comments concerning the apparent reticence in reporting grievances, and an updating of the information. There was considerable discussion about the personal comment aspect of the written report with comments both pro and con. It was generally felt that committees should not be restricted from communicating their feelings about the committee members with whom they are meeting, but that there should be a distinction made between official union position and personal feelings in reporting about committee meetings.

Heather MacNeill That we close discussion of the grievance committee report and  
Nancy Wiggs move on to the next item. CARRIED

12. Provincial Report (Nancy Wiggs)

The results of the Secretary/Treasurer referendum ballot were announced:

In favour - 568

Opposed - 375

Spoiled - 34

Abstentions 3

The constitutionality of this ballot is being challenged because of voting irregularities at other locals. If the challenge stands another ballot will have to be conducted. Other issues arising are, the question of affiliation with the CLC or an independent organization such as SORWUC; revision of the constitution, with some sweeping changes being suggested which will be brought back to Local 1 before the convention; and Pat Gibson and Jerry Andersen are writing up a procedure for conducting a referendum. Melody Rudd as the Secretary/Treasurer now has office hours and will notify Peggy soon. Her term is up in June and priorities for her work have been set. She is currently working on preparing for the convention and preparing an updated version of the constitution, incorporating all amendments passed to date. Should the referendum be successfully challenged Melody would be seconded from her local for the two months provided for in the provincial constitution to work for the provincial. A provincial newsletter will be circulated soon.

13. Other Business

- |                                   |   |         |
|-----------------------------------|---|---------|
| Heather MacNeill<br>Nancy Wiggs   | That AUCE Local 1 supports the CLC demonstration in Ottawa on March 23 against the wage and price controls.   | CARRIED |
| Heather MacNeill<br>Margie Wally  | That AUCE sends a night letter to the CLC which states, "AUCE Local #1 at the University of B.C. wishes to express its support of your demonstration in Ottawa on March 23 against the wage and price control legislation," and that a copy of this night letter be sent to the Premier of B.C. and the Prime Minister of Canada. | CARRIED |
| Frances Wasserlein<br>Jean Priest | That the Executive of AUCE Local 1 send a letter to Pat McGeer deploring the political firings of members of the Board of Governors at the University of B.C., and community colleges throughout the province.  | CARRIED |

The meeting adjourned at 6:50 through loss of the quorum.