AUCE PROVINCIAL

SIXTH ANNUAL PROVINCIAL CONVENTION

JUNE 2ND & 3RD, 1979

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I SUPPORT AUCE

association of university & college employees, #901-207 w. hastings st., vancouver, b.c. V6B 1J8

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

SIXTH ANNUAL PROVINCIAL CONVENTION

June 2nd & 3rd, 1979

at the University of British Columbia, Vancouver

A G E N D A

Saturday, 2nd June 1979

8:30 a.m. - 10:30 a.m.

Opening - Nancy Wiggs (President) Chairperson
Motion: That there be no smoking in the Convention Hall
Nominations - Open for election of Table Officers
Motion: That non-union observers be seated
Adoption of the Agenda
Adoption of Rules of Order of Convention
Motion: That the Rules of Order of Convention be amended such that in the case of Emergency Resolutions at Convention which deal with disbursement of Provincial Association funds, either as loans or as direct grants, such resolutions be put to referendum ballot for all members of the Provincial Association.
Moved by: Joy Smith, #4
Adoption of Minutes of the last Convention, May 27th & 28th, 1978 @ Capilano College, N.Van
Provincial Executive Report
Motion: That the Provincial Executive Report be accepted
Financial Report - Sheila Perret, Secretary-Treasurer and Carol Dinsmore, Chartered Accountant, of Ellis, Foster & Company (audit)
Motion: To reappoint auditors until next annual Convention (1980).
Motion: To accept the Financial Report

10:30 a.m. - 12:30 p.m.

Local Reports
* Local 2 report will include slide show of strike related events.
* After Local 2 report 'SFU 18 Defense Committee' will make a report on the arrests.
* Local 3 report will be made by the Provincial Executive

Question Period
Motion: That all Local Reports be accepted.

12:30 a.m. - 1:30 p.m.

LUNCH (Catered)

2/...

AGENDA - continued... (AUCE 6th ANNUAL PROVINCIAL CONVENTION)

1:30 p.m. - 2:30 p.m. Continuation of Local Reports if required

2:30 p.m. - 5:00 p.m. Business arising from the 5th Annual** Convention, May 27 & 28, 1978 @ Capilano College, North Vancouver (#4)
- report about SORWUC
Report of the Resolutions and Constitution Committee
Motion: To accept the report of the R/C Committee (i.e. the forwarded Resolutions and Constitutional Amendments received as per Section 14: CONVENTIONS, item D of the Provincial Constitution.)
Resolutions

5:00 p.m. ADJOURN FOR THE DAY UNTIL SUNDAY JUNE 3rd, '79

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8:30 a.m. - 12:30 p.m. Constitutional Amendments

12:30 p.m. - 1:15 p.m. Films, Video and other visual presentations

1:15 p.m. - 2:15 p.m. LUNCH (Catered)

2:15 p.m. - 3:45 p.m. Emergency Resolutions

3:45 p.m. - 4:15 p.m. Closing Nominations for Table Officers

4:15 p.m. - 4:30 p.m. Other Business

4:30 p.m. MOTION TO ADJOURN UNTIL NEXT CONVENTION

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n.b. We will break for coffee/tea, etc. at various times, as the Convention wishes.

** The following is a list of some of the items to come under 'Business Arising From The 5th Annual Convention (1978)':

- ✓ UIC/Maternity Benefits Up-Date (report in docket)
- ✓ Essential Services Disputes Act protest account (in docket)
- ✓ Student Employment Conference (in docket)
- ✓ Organising of T.A.'s at UBC " "
- ✓ Concerned Citizens for Choice on Abortion support activities.
- ✓ International Women's Day involvement and activities
- ✓ Educationals

① $500.00 to Muck-A-Muck

② That the convention instruct the AUCE Provincial to negotiate with SORWUC

that was passed at the request of the executive resolution at the 1978 convention to meet with SORWUC to arrange the terms of repayment for the recall of the $10,000.00 loan at the minimum of $100.00 per month

Defeated

DELEGATES AND ALTERNATES TO 1979 AUCE PROVINCIAL CONVENTION
(subject to change)

1978-1979 PROVINCIAL EXECUTIVE

Nancy Wiggs, President (Local 1)	228-2880
Bob McAdie, Vice-President (Local 2)	291-3305
Sheila Perret, Secretary-Treasurer (Local 4)	684-2457
Lid Strand, Union Organizer (Local 1)	228-4367
Wilf Bellmond, Trustee (Local 5)	562-2131
Richard Melanson (Local 1)	228-3426
Bob Anderman (Local 2)	291-3103
Anne Gilbert (Local 4)	986-1911, Loc. 218
Carol McQuarrie (Local 4)	684-2457
Vicki Nunweiler (Local 5)	562-2131, Loc. 290
Jenny Somero (Local 5)	562-2131
Mary Mabin (Local 6)	291-4437
Susan Knutson (Local 6)	291-4735

LOCAL 1 (U.B.C.)

✓ Carole Cameron	Union Organizer	224-2308
✓ Michelle McCaughran	Union Co-ordinator	224-2309
✓ Lissett Nelson	Education	228-4535
Debra Frank	Faculty of Arts	228-3828
✓ Shelley Tegart	Map Division, Main Library	228-2231
✓ Valerie Melanson	Administration, Main Library	228-3871
✓ Cobie Wennes	Cataloguing, Lib. Processing	
✓ Ian Spence	Mail Room, Lib. Processing	228-2907
Cathy Mooney	Finance	
Judy Wright (alternate)	Acquisitions, Library Processing	
✓ ANN HUTCHISON		

LOCAL 2 (S.F.U.)

Pat Georgeson	291-3277
Geoff Holman.	291-4248 or 2173
Joan Meister	291-3282
Kathy Moore	291-4862
Tony Parsad	291-3306
Melody Rudd	291-4179
Paul Saunders	291-3669
Ann Sullivan	291-3174
Joan Wood	291-4433
Norma Edelman	291-4862

LOCAL 4 (CAPILANO COLLEGE)

Joy Smith	986-1911, Loc. 325
Mick Maguire	986-1911
Ginny Gibberd	986-1911
Andree Buchanan	986-1911, Loc. 330
Gary Le Tourneau (alternate)	986-1911
Bill Little (alternate)	986-1911

LOCAL 5 (COLLEGE OF NEW CALEDONIA)

Vicki Nunweiler	562-2131, Loc. 290
Wilf Bellmond	562-2131
Brian Generoux	562-2131
Peter Burton	562-2131
Ivan Shukster	562-2131
Frieda McIlvena (alternate)	562-2131
Diane Kaufman (alternate)	562-2131

LOCAL 6 (Teaching Support Staff at S.F.U. - T.S.S.U.)

Bill Burgess
Pat Maika
Peter Lane
Michael Ewen
Linda Hale
Pat Lauzon (alternate)
Elaine Auerbach (alternate)
Jack Geggenberg (alternate)

Leave message for Local 6 delegates at Local 6 office - 291-4735

AUCE PROVINCIAL CONSTITUTION Section 14: CONVENTIONS

C. Delegates:

1. Any member in good standing is eligible to be a delegate to the Annual Convention or Special Conventions. Delegates shall be elected by Local Associations on the following basis: 1-50 members: 2 delegates; 1 delegate for each additional 50 members or majority fraction thereof up to 200 members. Thereafter, 1 delegate for each 100 members or majority fraction thereof. No more than 10 delegates shall be allowed from each Local Association, except where application is made by the Local Association for additional representation and such request is granted by the Provincial Executive, subject to the approval of the Convention.
2. Local Associations shall elect alternates to provide for the inability of any of the delegates to attend.
4. Members of the Provincial Executive shall automatically be delegates to conventions.

Latest Local membership figures received by Provincial Office and effective March 31, 1979 the month of the call to Convention:

Local 1	1425	
Local 2	850	(approximate - official figures not yet received)
Local 4	179	
Local 5	83	
Local 6	262	(signed up although the bargaining unit is in excess of 400)
	2799	

RULES OF ORDER GOVERNING A.U.C.E. CONVENTION

(Based on Bourinot's Rules of Order, Union Constitution, and Rules of Previous Conventions.)

1. The final deadline for submission of all resolutions and constitutional amendments to the Provincial Executive is May 2nd, 1979.

2. Any resolution or proposed Constitutional amendment to be accepted must be submitted by the executive committee or a body directly affiliated or chartered by this organisation and signed by the presiding officer and secretary. A resolution shall not deal with more than one subject, shall refer to the action which is proposed, and shall contain not more than one hundred and fifty words.

3. Resolutions and Constitutional Amendments received or submitted contrary to the above shall be referred to the Provincial Executive who may refer such proposals or proposal to the Convention with the understanding that consideration is dependent upon two-thirds majority consent of the Convention.

4. Resolutions and Constitutional Amendments properly received by the Provincial Executive for consideration by the Convention shall be referred to the Resolutions and Constitution Committee. No later than May 18th, 1979, copies of the proposed resolutions and Constitutional Amendments shall be distributed to those accredited delegates for whom the Provincial Executive has received notice in writing.

5. A quorum shall be a majority of registered delegates.

6. The President shall preside at the Convention, and in her/his absence, the Vice-President shall preside, except at the discretion of the Convention.

7. When a delegate wishes to speak she/he shall address the Chair. When recognised by the Chair, she/he shall give her/his name and the name of the Local she/he represents. The speaker shall also indicate whether speaking for or against the motion.

8. No new item of business can be discussed until it has been moved and seconded.

9. An amendment to the main motion may be moved, must be seconded, and must not be contradictory to the main motion.

10. An amendment to the amendment (subamendment) may also be considered, and must also be moved and seconded. When this happens voting is conducted in this order:
    a) the subamendment
    b) the amendment
    c) the main motion as amended.

11. Speeches shall be limited to 5 minutes except in moving a resolution, when the delegate shall be allowed 10 minutes.

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Rules of Order Governing A.U.C.E. Convention con't

12. A delegate shall not speak more than once upon a subject, until all who wish to speak have had an opportunity to do so.

13. A delegate shall not interrupt another except it be to call a point of order. ("Any member may at any time rise on a point of order, interrupting a speaker if necessary, to point out a breach of rules." -pg.56 Stanford ed. Bourinot's Rules of Order)

14. If a delegate be called to order, the delegate shall, at the request of the Chair, take her/his seat until the question of order has been decided.

15. Any delegate may appeal the decision of the Chair ("Challenge the chair"). The Chair shall step down for the duration of the challenge. The Vice-President shall chair the challenge. The Chairperson (Vice-Pres.) shall then put the question thus: "Shall the decision of the Chair be sustained?" The question shall not be debatable except that the Chairperson and the challenger may make an explanation for their decisions.

16. In case of a tie vote, the Chairperson shall cast the deciding vote.

17. When the previous question is moved, no discussion or amendment of either motion is permitted. If the majority vote "that the question be now put", the original motion has to be put without debate. If the motion to put the question is defeated, discussion will continue on the original motion.

18. A delegate shall not move a motion to refer back after she/he has spoken on the quesion at issue.

19. If the report of a Committee is adopted, it becomes the decision of the Convention. If defeated, it may be referred back to the Committee for reconsideration.

20. When a motion is pending before the Convention, no motion shall be in order except to refer, to call the question, or to postpone for a definite time.

21. A motion may be reconsidered provided the mover of the motion to reconsider voted with the majority and notice of motion to reconsider is supported by two-thirds of the delegates qualified to vote.

22. On all matters not regulated by these Rules of Order, Bourinot's Rules of Order shall govern.

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RULES OF ORDER OF CONVENTION AMENDMENT NUMBER 1.

Carried

Submitted by AUCE Local 4 (Capilano College)

That in the case of emergency resolutions at Convention which deal with disbursement of Provincial Association funds, either as loans or as direct grants, such resolutions be put to referendum ballot by all members of the Association.

over $1,000.00

to outside organisations

Carried

Moved by Joy Smith (Local 4)

Carried

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

ANNUAL AUCE CONVENTION

May 27 & 28, 1978

Capilano College, 2055 Purcell Way, North Vancouver
Saturday, May 27, 1978

Melody Rudd, Chairperson Judy Wright, Recording Secretary

Melody Rudd called the Convention to order at 9:30 a.m.
Melody Rudd called for emergency resolutions.
(Motions passed are in Italics).

Nancy Wiggs moved)
Reva Clavier seconded)
Carried — *To tape record the Convention.*

Reva Clavier moved)
Fred Ludwig seconded)
Carried — *That there be no smoking during the Convention.*

Melody Rudd proposed that a motion to seat non-union observers be delayed until a later time.

Linda Cowan moved)
Sandy Shreve seconded) — That the agenda be adopted.

Lid Strand moved)
Linda Cowan seconded)
Carried — *To amend the agenda to open nominations for Provincial table officers to 4:30 and be closed at 3:30 p.m. Sunday.*

Nancy Wiggs moved)
Mike Lynch seconded)
Carried — *That the rules of order be adopted.*

Nancy Wiggs moved)
Bob McAdie seconded)
Carried — *That the minutes of the last Convention be adopted.*

The Chairperson opened nominations for the Tabulating Committee. Neil Boucher, Mick McGuire, Sheila Perret, Nancy Wiggs and Fred Ludwig were nominated. Neil Boucher declined to stand for nomination.

Judy Wright read the Provincial Executive report.

Sigrid Shepard moved)
Mike Lynch seconded)
Carried — *That the Executive report be adopted.*
(Note: the Executive report was printed in the May Convention newsletter)

Financial Report: Judy Wright read through the auditor's financial report and read a breakdown of major expenses and percapita tax by locals. There was also a comparison given of last years' proposed budget and how the expenditures over the year actually fit the proposed budget. There were questions about the

financial report. There was some question as to the accuracy of the auditor's mathematics. There appeared to be a discrepancy that shouldn't exist on page two where it said under "Assets" that the total was $23,135 and under "Unexpended General Funds" to be a balance of only $21,135. Neil Boucher felt the two amounts should be the same. Judy Wright felt that althoug there may appear to be a mathematical error made on first glance, there was a satisfacoty explanation to be made that she would check out with the auditor, if possible, by the next day.

Neil Boucher moved)
Linda Cowan seconded) That the auditor's report be accepted with the correction of the mathematical error on page 2 of the report.
Motion defeated

Cathy Pike moved)
Neil Boucher seconded) *That the Provincial Executive choose another auditor for the future.*
Carried

Judy Wright moved)
Fred Ludwig seconded) *to defer further discussion of the financial report until Sunday.*
Carried

It was announced that the new Tabulating Committe on counting of the ballots was Sheila Perret, Fred Ludwig and Nancy Wiggs.

- <u>Local Reports</u>

The Local reports were given verbally by Local delegates. The reports tended to be informal. Discussion, comments and questions were allowed so that each Local was able to receive information and opinions from each Local. Nancy Wiggs reported for Local 1, Jan McKinnon reported for Local 2, Steve Gellar reported for Local 3. After Steve Gellar completed this report a motion was introduced,

Cathy Pike moved)
Nancy Wiggs seconded) *to seat Jackie Ainsworth of SORWUC as an observer.*
Carried

All of the delegates introduced themselves in turn.

The presentation and discussion of Local reports continued with Sheila Perret reporting for Local 4. Wilf Bellmond read a report from Local 5 on behalf of Stu Berry who was not present at the Convention and then more discussion and questions took place. Michelle Pujol of Local 6 gave that Local's report.

Nancy Wiggs moved)
Lid Strand seconded) *to receive all local reports.*
Carried

Lid Strand took over the Chair.

Melody Rudd read the AUCE/SORWUC Committeè report as printed in the May pre-Convention newsletter with the recommendation by the Committee to the Convention that a formal AUCE/SORWUC Committee cease to exist and instead have SORWUC deal directly with AUCE Locals and that these activities be reported in the Provincial newsletter.

Jackie Ainsworth as a SORWUC representative of the AUCE/SORWUC Committee reported on SORWUC's activities over the past year and made an appeal to AUCE for support for SORWUC's attempts to organise unorganised workers.

Cathy Pike moved) that AUCE Provincial make a $2,000.00 long-term interest-
Steve Gellar seconded) free loan to SORWUC.

Neil Boucher moved) *to amend the motion to make the loan to SORWUC $10,000.00.*
Nancy Wiggs seconded)
Motion carried as amended

Break for 15 minutes.

Melody Rudd resumes the Chair.

Chris Eve moved) that we ask the membership to forgive $4,000.00 of the
Linda Cowan seconded) loan to SORWUC as a grant.

Nancy Wiggs moved) *that the motion to forgive $4,000.00 of the loan be a*
Neil Boucher seconded) *roll-call vote.*
Carried

A roll-call vote was conducted.

Those in favour of the motion:
- Chris Eve
- Linda Cowan

Those opposed to the motion:

Cathy Pike	Mike Lynch	Ann Hutchison
Michelle Pujol	Richard Melanson	Jean Priest
Tom Hedekar	Sandy Shreve	Nancy Wiggs
Wilf Bellmond	Sheila Perret	Neil Boucher
Vicki Nunweiler	Mick McGuire	Bob McAdie
Lynda Oakman	Margie Walley	Lid Strand
Rod Driedger	Joan Cosar	Judy Wright
Sigrid Shepard	Maryse de la Giroday	

Motion to forgive $4,000.00 defeated.

Nancy Wiggs moved) *to accept the AUCE/SORWUC Committee report.*
Ann Hutchison seconded)
Carried

Nominations of Table Officers:

President: Lid Strand nominated by Nancy Wiggs.
Vice-President: Bob McAdie nominated by Cathy Pike.
Sheila Perret nominated by Mick McGuire.
Secretary-Treasurer: Sheila Perret nominated by Nancy Wiggs.
Cathy Pike nominated by Michelle Pujol.
Union Organizer: Nancy Wiggs nominated by Michelle Pujol.
Melody Rudd nominated by Lid Strand.

The Convention agreed to continue the meeting to 5:30.

Affiliation Committee Report: Melody Rudd read the Affiliation Committee report as published in the May pre-Convention newsletter.

Nancy Wiggs moved) *that the Convention adopt the Affiliation Committee report.*
Neil Boucher seconded)
Carried

Maternity Leave Report

Cathy Pike, Provincial Union Organiser read the Maternity Leave report as printed in the May 1978 pre-Convention newsletter.

Nancy Wiggs moved) *that the Convention accept the maternity leave report.*
Ann Hutchison seconded)
Carried

Lynda Oakman moved) *that the Convention be adjourned to the next day (Sunday).*
Michelle Pujol seconded)
Carried

Sunday, May 28, 1978
9:20 a.m.

Resolutions and Amendments Committee Report

Bob McAdie moved) *that the Convention accept the Resolution and Amendments*
Nancy Wiggs seconded) *Committee report.*
Carried

Resolutions

Ria Zapf moved) *that AUCE organize shop steward seminars on a Local level.*
Sandy Shreve seconded)
Carried

Lid Strand moved) *that when requested and when necessary, the Provincial*
Fred Ludwig seconded) *will pay expenses for resource people to travel to*
Carried *out-of-town AUCE locals to conduct 'portable' seminars for AUCE Locals.*

Neil Boucher moved) *that the Executive of the Provincial Association make*
Nancy Wiggs seconded) *available to the Locals complete financial reports including*
Carried *budgets, projections (if any), and all motions pertaining to the running of the Association, and be it further resolved that this distribution to the Local executives be the duty of the Provincial representatives.*

Linda Cowan moved) *that AUCE oppose the Provincial Government's Essential*
Ria Zapf seconded) *Services bill.*
Carried

Sheila Perret moved) that the AUCE Provincial Association will work in conjunction
Nancy Wiggs seconded) with AUCE Locals, to ensure that the expansion plans of the B.C. Systems Corporation do not undermine the security, benefits and wages of AUCE workers, and be it further resolved that the AUCE Provincial Association attempt to protect the right of college and university employees to initiate and effectively carry out job action where and when necessary.

Linda Cowan moved) *to delete "attempt to protect" and to replace it with*
Fred Ludwig seconded) *"reaffirm".*
Carried
Motion as amended carried

Sandy Shreve moved)
Ria Zapf seconded)
Carried

that AUCE continue to oppose any attempt by the Provincial Government to limit the ability of the Public Secotr unions to maintain reasonable wages, rights, benefits and working conditions.

Michelle Pujol moved)
Reva Clavier seconded)
Carried

that AUCE support and aid the organization of teaching assistants at U.B.C. as a Local of AUCE if they so desire.

Lid Strand moved)
Sandy Shreve seconded)
Carried

that AUCE Provincial extend a message of support and solidarity to the Colleges and Faculties Federation of B.C. in their opposition to Bill 82 and their fight to maintain the right to bargain effectively for fair working conditions for the faculty teaching in British Columbia colleges.

Sigrid Shepard moved)
Sheila Perret seconded)

that AUCE participate in the festivities of International Women's Day each year and be it resolved that this convention encourage AUCE Locals to negotiate International Women's Day as a special day off.

Neil Boucher moved)
Ada Ho seconded)
Carried

to split the motion into 2 parts at the end of "each tear" to make it into 2 motions.

Part 1)
Carried

that AUCE participate in the festivities of International Women's Day each year.

Part 2)
Defeated

that this Convention encourage AUCE Locals to negotiate International Women's Day as a special day off.

Cathy Pike moved)
Sheila Perret seconded)

that the Provincial Association of AUCE protest the illegal invasions of privacy and erosion of civil liberties, and call for the prosecution of these illegal acts committed by the RCMP, security forces, civil servants and government agents and agencies.

Bob McAdie moved)
Sandy Shreve seconded)

to delete "civil servants and" from the motion.

Carried
Motion as <u>amended</u> carried

Sheila Perret moved)
Fred Ludwig seconded)
Carried

that the AUCE Provincial Association condemn the anti-gay crusades of Renaissance Canada and Anita Bryant which seek to deny homosexual men and women democratic human rights; be it further resolved that the AUCE Provincial Association affirms its view that sexual orientation should not be a consideration in hiring, advancement or any other condition of employment of men and women working in educational institutions; and be it further resolved that the AUCE Provincial Association forward a copy of this resolution to the Gay Alliance Toward Equality of Vancouver in support of the organized opposition to the upcoming visit of Anita Bryant.

Michelle Pujol moved)
Cathy Pike seconded)

that this Union recognizes that working class solidarity between English Canadians and Quebecois can only be attained if the people of Quebec determine their own future, and be it further resolved that this Union opposes all forms of economic and military pressure that the Federal Government may exert on the people of Quebec.

This motion as presented was referred back to the Local 6 delegates for rewording.

Reworded motion)
Carried

that this Convention opposes all forms of economic and military pressure that may be exerted on the people of Quebec.

Neil Boucher moved)
Mick McGuire seconded)
Carried

that this motion go to referendum.
(N.B. - this motion was later rescinded by the Convention. See minutes in chronological order).

Nancy Wiggs moved)
Neil Boucher seconded)
Carried

that the procedure for conducting the ballot be referred to Local 6 and be brought back to the special resolutions section of the agenda.

Lid Strand moved)
Tom Hedekar seconded)
Carried

that the Provincial Union Organizer be responsible for preparing the Provincial Newsletter as well as present duties.

Constitutional Amendments

Amendment 1:
Judy Wright moved)
Fred Ludwig seconded)
Carried

that Section 8 of the Constitution be amended to read: Each Provincial Officer of the Provincial Executive shall be elected by the members of the Provincial Association by referendum., the highest number of votes for each position to be sufficient to elect such officer. In the case where one person only is nominated for a certain position, her/his name shall go on the ballot with a 'yes' or 'no' beside it, a majority of 'yes' shall be necessary to elect such person. No member may be allowed to stand for election in more than one office on the referendum ballot.
(Note: the amendment is the addition of the words underlined above).

Amendment 2:
Sigrid Shepard moved)
Nancy Wiggs seconded)
Defeated

that Section 8(B) of the Constitution be amended to read: All candidates for positions as Provincial Officers must be nominated at a Convention. If a nominee is not present, her/his written consent must be given to the Secretary-Treasurer at the time of nomination. No member shall nominate more than one candidate for each office. Nomination for full-time paid positions will not be accepted by the Convention for any member completein her/his (second) term in a full-time paid position.
(Note: the proposed amendment is the deletion of the bracketed word 'second').

Nancy Wiggs moved)
Neil Boucher seconded) *to rescind rules of order so that another amendment in place of the defeated amendment may be considered.*
Carried

Neil Boucher moved)
Tom Hedekar seconded) *that section B(l) of the Provincial Constitution shall now read "may not run for more than two consecutive terms".*
Carried unanimously

Amendment 3:
Sheila Perret moved)
Nancy Wiggs seconded) *that Section 14(C) - Conventions - as it now reads: "C. Delegates:4. Members of the Provincial Executive shall automatically be delegates to conventions" be amended to add "in addition to the delegates elected by the Local Association as in Section 14C:1."*
Carried unanimously

Amendment 4:
Sheila Perret moved)
Bob McAdie seconded) *that the part of Section 14(D) - Conventions - as it now reads: "...Resolutions to the Provincial Annual Convention must be received by the Provincial Secretary-Treasurer at least fourteen (14) days prior to the convention date..." be amended to read: "...Resolutions to the Provincial Annual Convention must be received at least twenty-eight (28) days prior to the convention date...".*
Carried unanimously

Amendment 5:
Richard Melanson moved)
Nancy Wiggs seconded) thatSection 13(C) - Provincial Committee - be amended to change the Provincial Tabulating Committee to Trustees and that their duties shall include:
a) checking of credentials at Provincial conventions and meetings;
b) maintaining and updating the Provincial Constitution and Provincial Policies and Procedures manual;
and
c) selecting one representative from among themselves who would serve on the Provincial Executive.

Nancy Wiggs moved)
Richard Melanson seconded) *to refer the proposed amendment 5 to the Local 1 delegates for rewording into Constitutional language.*
Carried

Amendment 6:
Nancy Wiggs moved)
Neil Boucher seconded) that the Provincial Trustees be elected in the same manner as the Provincial President, Vice-President, Secretary-Treasurer and Union Organizer and be it further resolved that in the event that all the Provincial Trustees resign, the Provincial Executive shall be empowered to appoint an elections committee.

Lid Strand moved)
Nancy Wiggs seconded)
Carried

to refer the proposed Amendment 6 to Local 1 delegates for rewording into Constitutional language.

Amendment 7:
Mick Maguire moved)
Nancy Wiggs seconded)

that Section 2(A) - Objectives of the Provincial Constitution be amended to read: "To bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual proclivity, age, marital status, physical disability not affecting job performance, previous and current psychiatric or psychotherapeutic treatment not affecting job performance, skin colour, race, religious or political beliefs, national origin, or nature or number of dependents".

Lid Strand moved)
Sheila Perret seconded)

that "proclivity" be amended to "orientation" and that "not affecting job performance" be deleted.

Melody Rudd, chairperson, ruled all of Amendment 7 out of order.

Nancy Wiggs challenged the Chair.

Lid Strand took over the Chair.

The challenge was upheld unanimously.

Nancy Wiggs raised point of order: that Chair rule phrases "not affecting job performance" out of order.

Melody Rudd ruled the deletion of the phrase "not affecting job performance" as it appears twice in the original motion.

Discussion continued on amendment to original proposed motion which was to amend Section 2(A), keeping the following in mind:
a) deletion of "not affecting job performance" where it twice appears and
b) we are only discussing retention of word "orientation" instead of proposed word "proclivity" as noted above (Lid moved, Sheila seconded, etc.)

Amendment to retain "orientation" instead of proposed "proclivity"
Carried.

Discussion of motion with amendment continued (now back to main motion with changes as noted.

Bob McAdie moved)
Reva Clavier seconded) to delete 'nature or number of dependents' to maintain "whether or not she/he has children" as the Constitution was presently worded.
Carried

Tom Hedekar moved)
Wilf Bellmond seconded) to refer this section of the Constitution back to Local 4 for rewording.
Defeated

Sandy Shreve moved)
Nancy Wiggs seconded) to maintain "colour" instead of proposed "skin colour" and add "and/or dependents" at very end of Section 2(A).

Linda Cowan moved)
Sheila Perret seconded) to split the sub-amendment into two sections.
Carried

Motion to delete "skin colour" and retain "colour" carried.

Motion to have the question put. Carried.

Motion to add "and/or dependents" at end of section 2(A). Carried.

Motion as amended: "To bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual orientation, age, marital status, physical disability, previous and current psychiatric or psychotherapeutic treatment, colour, race, religious or political beliefs, national origin, whether or not she/he has children and/or dependents.

Carried.

Mike Lynch moved)
Cathy Pike seconded) that the motion to send resolution #12 to referendum be rescinded by this convention. (re Quebec self-determination)
Carried

Nancy Wiggs moved)
Michelle ~~McCaughran~~) to refer Resolution #12 to Local 6 to reword the resolution.
Carried

Bujol

BREAK FOR LUNCH

RECONVENE AT 1:35 p.m.

Michelle ~~McCaughran~~ moved)
Fred Ludwig seconded) to seat Dennis Ritchie, President,
Carried Simon Fraser University Student Society.

The financial report was brought back to the convention for approval and was further clarified by Melody Rudd.

Nancy Wiggs moved)
Linda Cowan seconded) to accept financial report with the exception
Carried of the auditor's report.

Nancy Wiggs moved)
Mick Maguire seconded) to accept the budget as presented.
Carried

Resolution #12

Local 6 presented reworded motion.
Michelle ~~McCaughran~~ moved) "Be it resolved: that this convention
Cathy Pike seconded) recognises the right of the people of Quebec to determine their own future".

Neil Boucher moved)
Nancy Wiggs seconded) that there be a roll call vote on
Carried Resolution #12.
Later withdrawn and replaced with:

Nancy Wiggs moved)
Kaye Childress seconded) Move that each section of the motion be
carried voted on separately in a roll-call vote.

a) "Be it resolved: that this convention recognises the right of the people of Quebec to determine their own future". CARRIED

YES	NO	ABSTAIN
Lid Strand	Neil Boucher	Mick Maguire
Dan Powers	Maryse de la Giroday	Mike Lynch
Sheila Perret	Linda Cowan	Ada Ho
Nancy Wiggs	Lorin Orpwood	Rod Driedger
Ann Hutchison	Reva Clavier	Vicki Nunweiler
Jean Priest	Kaye Childress	Wilf Bellmond
Joan Cosar	Tom Hedekar	
Richard Melanson		
Fred Ludwig		
Bob McAdie		
Ria Zapf		
Sandy Shreve		
Steve Geller		
Sigrid Shephard		
Lynda Oakman		
Vinny Mohr		
~~Michelle McCaughran~~		
Cathy Pike		
Judy Wright		

b) Be it resolved that this convention recognises that working class solidarity between other Canadians and Quebecois can only be attained if the people of Quebec determine their own future. CARRIED.

YES	NO	ABSTAIN
Lid Strand	Neil Boucher	Mick Maguire
Dan Powers	Maryse de la Giroday	Ada Ho
Sheila Perret	Bob McAdie	Steve Geller
Nancy Wiggs	Linda Cowan	Rod Driedger
Ann Hutchison	Mike Lynch	Vicki Nunweiler
Jean Priest	Lorin Orpwood	Judy Wright
Joan Cosar	Reva Clavier	
Richard Melanson	Lynda Oakman	
Fred Ludwig	Wilf Bellmond	
Ria Zapf	Kaye Childress	
Sandy Shreve	Tom Hedekar	
Sigrid Shepherd	Cathy Pike	
Vinny Mohr		
~~Michelle McCaughran~~ Pujol		

c) And be it further resolved that this convention opposes all forms of economic and military pressure that may be exerted on the people of Quebec. CARRIED.

YES	NO	ABSTAIN
Lid Strand	Mick Maguire	Dan Powers
Nancy Wiggs	Maryse de la Giroday	Sheila Perret
Ann Hutchison	Linda Cowan	Neil Boucher
Jean Priest	Lorin Orpwood	Ada Ho
Joan Cosar	Reva Clavier	Rod Driedger
Richard Melanson	Lynda Oakman	Vicki Nunweiler
Fred Ludwig	Wilf Bellmond	Kaye Childress
Bob McAdie	Tom Hedekar	
Ria Zapf		
Sandy Shreve		
Mike Lynch		
Steve Shreve		
Sigrid Shepherd		
Vinny Mohr		
~~Michelle McCraughran~~ Pujol		
Cathy Pike		
Judy Wright		

Mike Lynch moved)
Mick Maguire seconded) that the rights of minority groups in Quebec for self-determination be recognised by this convention.
Defeated

Melody ruled that this should be voted on as a 4th part to this motion.

Lid Strand moved)
Nancy Wiggs seconded) to delete "for self-determination"

Melody ruled that this amendment out of order because the question is self-determination.

Referred Constitutional Amendment 5 (reworded by Local 1)

Richard Melanson moved)
Lid Strand seconded) that all references to Tabulating Committee in
Carried the Constitution be substituted by the word "Trustees".

Richard Melanson moved)
Lid Strand seconded) Add after Provincial Organizer, -Chairperson of
Carried the Trustees (Section 7A)

Richard Melanson moved)
Lid Strand seconded)
Carried that after line "The Committee shall elect one of its members to serve as chairperson add the following "and to serve on the Provincial Executive". (Section 13C)

Richard Melanson moved)
Nancy Wiggs seconded) add to above: The Trustees shall maintain and
Carried update the Provincial Constitution and Provincial Policies and Procedures Manual.

Reworded Constitutional Amendment 6 by Local 1

Richard Melanson moved)
Nancy Wiggs seconded) that Constitutional Amendment 6 be voted on
as a resolution, not a constitutional amendment.
Richard withdraws his motion.

Emergency Resolutions and Constitutional Amendments

Melody reminded the delegates that the convention will have to vote by a 2/3 majority to discuss each resolution or amendment as it is raised.

Lid Strand moved)
Nancy Wiggs seconded) that this convention consider constitutional
Carried amendment 8B.
Melody ruled that the vote was valid if it was carried by 2/3 or the delegates present as long as there's a quorum.

Lid Strand moved)
Ann Hutchison seconded)
Carried as amended.

Section 8B. At least 90 days before the Annual Convention, the Provincial Executive shall issue a call for nominations to fill the Provincial Executive positions. The Call for nomination shall briefly outline the duties of each position and shall request a brief statement from each nominee outlining who they are, relevant experience and reasons for running for the position. The statements received shall be distributed to the membership at least 28 days before the convention. Further candidates may be nominated at the convention. If a nominee is not present at the Convention, her/his written consent must be given to the Secretary-Treasurer at the time of nomination. No member shall nominate more than one candidatefor each office. Nomination for full-time paid positions will not be accepted by the Convention for any member completing her/his second term in a full-time paid position.

Judy Wright moved)
Cathy Pike seconded)
Carried

To delete from above the part starting "The call for nomination shall briefly.....and finishing "at least 28 days before the Convention.

Emergency Resolutions

Cathy Pike moved)
Nancy Wiggs seconded)
Carried

to hear the emergency resolution re Commonwealth Plywood Strike.

Sandy Shreve moved)
Bob McAdie seconded)

Whereas the workers at Commonwealth Plywood in Quebec are fighting for the rights to strike, organize and choose their own union;
Whereas these workers face an injunction prohibiting any picketing and forcing the CNTU to take on the role of the police in enforcing this injunction;
Whereas picketers have been attacked by the police, arrested and workers have been replaced by scabs hired by the company;
Whereas workers' democratic and hard-won rights to strike and organize are under attack by the state and capitalists throughout Quebec and the rest of Canada;
BE IT RESOLVED that AUCE stand in solidarity with the Commonwealth Plywood workers by sending this resolution and a $100 donation to ther
BE IT FURTHER RESOLVED that AUCE mobilize support for this struggle among its membership by providing information on the struggle through the AUCE Provincial News.

Neil Boucher moved)
Mick Maguire seconded) to have a roll-call vote on the main motion
Defeated

Richard Melanson moved)
Mick Maguire seconded) to delete $100 donation as part of the motion.
Defeated

Melody rules that the amendment to delete $100 be disallowed.
Nancy Wiggs challenged this ruling. (the chair)
Lid Strand took over the chair.
Challenge is upheld. (Therefore $100 donation remains part of the motion).

Cathy Pike moved)
Lid Strand seconded) to vote to reconsider having a roll-call vote.
Carried

Lid Strand moved)
Mick Maguire seconded) to have a roll-call vote on Commonwealth Plywood workers resolution.
Carried

YES	NO	ABSTAIN
Lid Strand	Dan Powers	Nancy Wiggs
Sheila Perret	Mick Maguire	
Ann Hutchison	Neil Boucher	
Jean Priest	Richard Melanson	
Maryse de la Giroday	Lynda Cowan	
Joan Cosar	Wilf Bellmond	
Bob McAdie	Kaye Childress	
Ria Zapf	Tom Hedekar	
Sandy Shreve		
Mike Lynch		
Lorin Orpwood		
Steve Geller		
Sigrid Shepherd		
Rod Driedger		
Vinny Mohr		
~~Michelle McCaughran~~ Pujol		
Cathy Pike		
Judy Wright		

Original motion was carried.

Lid Strand moved)
Nancy Wiggs seconded) to consider the motions on educational cutbacks and Combines Investigations resolutions.
Carried

Michelle Pujol moved)
Nancy Wiggs seconded) Whereas federal and provincial governments have embarked on a policy of cutbacks in the areas of social services and education;
Carried
Whereas educational cutbacks adversely affect all segments of campus communities and the community at large;

and Whereas administrations have forced support staff to bear a major burden of the educational cutbacks; BE IT RESOLVED that AUCE actively participates in the development of anti-cutbacks campaigns, both at the Provincial and Local levels in conjunction with all segments of the campus communities.

Mover and Seconder agreed to delete words "both at the Provincial and Local levels". Dennis Ritchie, President, SFU Student Society, spoke to the Convention on this issue of cutbacks. He urged support for the amended motion.

Amended motion carried.

Vinny Mohr moved)
Mike Lynch seconded) to seat Bruce Dawson of the United Fishermen and
Carried Allied Workers Union (UFAWU)

Vinny Mohr moved)
Sandy Shreve seconded)
carried

Whereas the Combines Investigations Branch of the Federal Government attempted to interrogate officers of the United Fishermen and Allied Workers' behind closed doors, and
Whereas the Union picketed the place of the intended hearings demanding that they be held open to the press and the public, and that the fish companies be included in any investigations, and
Whereas the Combines Investigations Branch is now charging seven members of the Union with obstruction which, under Section 41 of the Act, provides a maximum penalty of $5,000 and/or 2 years in jail, therefore be it
RESOLVED that the Association of University and College Employees denounce the unwarranted attack by the Combines Investigation Branch on the UFAWU, and be it further
RESOLVED that we demand that the Solicitor General Jean Jacques Blais, and Consumer and Corporate Affairs Minister Warren Allmand, drop all charges against the Union and its members; that the harassment of the UFAWU by the Combines Investigation Branch cease immediately; and that any investigations of the fishing industry be held in public, and be it further
RESOLVED that we demand collective bargaining rights for fishermen under the B.C. Labour Code and/or the Federal Labour Code.

Bruce Dawson gave history of UFAWU and urged support of the motion.

Richard Melanson moved)
Ann Hutchison seconded) that Provincial donate $100 to United Fishermen and
Carried Allied Workers' Union.

BREAK

Nominations for Table Officers re-opened.

Nominations for Table Officers

President: Nancy Wiggs
Tom Hedekar

Vice-President: Bob McAdie

Secretary-Treasurer: Sheila Perret

Union Organizer: Lid Strand

Trustees: Joan Cosar
Maryse de la Giroday
Wilf Bellmond

Nominations closed. Trustees declared elected by acclamation.

More Emergency Resolutions

Sandy Shreve moved)
Michelle Pujol seconded) to consider Fleck workers resolution
Carried

Sandy Shreve moved)
Ann Hutchison seconded)
Carried

Whereas the 130 women workers at Fleck Manufacturing in Ontario are fighting for their first contract;
Whereas the company refuses to offer more than 10 cents more than the minimum wage and refuses to provide decent working conditions - preferring to spend its money paying strike-breaking scabs;
Whereas the RCMP has attached workers on picket lines and state injunctions prevent sympathy strikes;
Whereas the Fleck workers are fighting for the right to strike and organize and these rights are under attack all across the country;
BE IT RESOLVED that AUCE support the Fleck workers by sending this resolution and a $100 donation to them;
BE IT FURTHER RESOLVED that AUCE mobilize support for this struggle among its membership by providing information on it through the AUCE Provincial News.

Lid Strand moved)
Sandy Shreve seconded) to consider motion on the Student Works Projects
Carried resolution.

Lid Strand moved)
Sandy Shreve seconded)

Whereas student work projects place public sector unions in the position of having to block student employment projects in order to protect the job security of their members;
and whereas many of these projects provide student workers wages and benefits far below those enjoyed by unionized workers;
and whereas these projects have the effect of pitting unionized workers against students to the detriment of both;

a) BE IT RESOLVED that a priority of AUCE Provincial be to oppose any attempts to undermine the job security of AUCE members through the imposing of student work programs by the provincial government;

b) BE IT FURTHER RESOLVED that AUCE Provincial encourage other unions and the B.C. Student Federation to publically campaign against these programs.

Mover and Seconder agreed to amendment

c) BE IT FURTHER RESOLVED that in conjunction with so affected other unions, AUCE call for an informational seminar in the fall.

Mover and Seconder agreed to amendment

b) delete "AUCE Provincial encourage other unions.....etc. and replace with:
BE IT FURTHER RESOLVED that AUCE work with other campus unions and the B.C. Student Federation to develop a consistent policy to respond to student work projects in order to ensure that the job security of AUCE and other campus workers is not undermined and that adequate fundings are provided for students.

Mover and Seconder agreed to amendment

a) to add "and Federal" between "Provincial" and "Government".

Entire motion as amended carried. Amended motion now reads:

BE IT RESOLVED that a priority of AUCE Provincial be to oppose any attempts to undermine the job security of AUCE members through the imposing of student work programs by the provincial and federal governments;
BE IT FURTHER RESOLVED that AUCE Provincial work with other campus unions and the B.C. Students Federation to develop a consistent policy to respond to student work projects in order to ensure that the job security of AUCE and other campus workers is not undermined and that adequate fundings are provided for students.
AND BE IT FURTHER RESOLVED that in conjunction with so affected other unions, AUCE call for an informational seminar in the fall.

Lid Strand moved)
Mick Maguire seconded)
Carried

to consider "user pay" resolution.

Lid Strand moved)
Sheila Perret seconded)
Carried

BE IT RESOLVED that AUCE Provincial condemns the proposed provincial government policy of "user pay" for family counselling, special needs daycare, infant development programs and all on-going social work intervention.

Sheila Perret moved)
Cathy Pike seconded) to consider abortion motion.
Carried

Michelle Pujol moved)
Cathy Pike seconded)
Carried

Whereas AUCE believes that abortion is a matter of personal choice for the woman involved, and that such a choice is an unalienable right of womanhood;
Whereas this right is presently being threatened by a campaign on the part of the "anti-choice" movement to end the availability of therapeutic abortions at Vancouver General Hospital;
Whereas this right is threatened by a campaign by the same anti-abortion movement to stack federal nominations meetings of most political parties to ensure an anti-abortion majority in Parliament;
BE IT RESOLVED that AUCE strongly opposes such crusades and urges all locals to join active vocal campaigns to combat them;
BE IT FURTHER RESOLVED that AUCE endorses the Concerned Citizens for Choice on Abortion in their mobilisation to ensure continued availability of therapeutic abortions at Vancouver General Hospital;
BE IT FURTHER RESOLVED that AUCE encourages its members to solicit memberships into Vancouver General Hospital to help preserve the right of (Vancouver) women to a free choice on abortion.

Mover and Seconder agreed to amendment

to delete "Vancouver" from 3rd part of resolution - to read "the right of women".

Tom Hedekar moved)
Kaye Childress seconded) to adjourn.

DELEGATES TO AUCE 1978 PROVINCIAL CONVENTION HELD AT CAPILANO COLLEGE

LOCAL 1

Lid Strand
Jean Priest
Joan Cosar
Neil Boucher
Nancy Wiggs
Richard Melanson
Maryse de la Giroday
Ann Hutchison
Margie Wally

LOCAL 2

Melody Rudd
Reva Clavier
Jan MacKinnon
Cathy Pike
Sandra Shreve
Lorin Orpwood
Fred Ludwig
Bob McAdie
Chris Eve
Linda Cowan
Michael Lynch
Ada Ho

LOCAL 3

Sigrid Shepard
Steve Geller
Ron Driedger

LOCAL 4

Mick Maguire
Sheila Perret

LOCAL 5

Vicki Nunweiler
Lynda Oakman
Kaye Childress
Wilfred Bellmond
Tom Hedekar

LOCAL 6

Michele Pujol

THE GREAT MATERNITY BENEFITS HASSLE

AUCE contracts at SFU and UBC have similar provisions respecting maternity benefits.

When a woman becomes pregnant she is entitled to Unemployment Insurance Benefits under the UIC Act, and she is entitled to have her job held open for her during her confinement under the provisions of the Maternity Protection Act.

In order that the experience and skills of women not be lost to the University, when they become pregnant, the contracts make provision for a financial incentive to return to work. To calculate the amount of the incentive, the salary that would have been earned by the woman during her leave is considered. From this hypothetical amount is deducted the amount of her UIC benefits, and the balance paid out to her as her contract benefit.

To become eligible for the contract benefit, the woman has to return to her job, and at SFU, she has to work for a period of two months before she becomes eligible. If this qualification period is not worked, then no benefit is paid under the provisions of the contract.

UIC were approached by SFU's Benefits Co-ordinator when these clauses were being negotiated into the contract. SFU was advised that there was no way that these benefits fell under UIC's jurisdiction. Unfortunately, UIC did not put that in writing, as is their practice.

Then in 1977, UIC changed its mind, and began to send out letters to women who had received benefits from UIC and under their union contract, alleging that an overpayment had taken place, and that UIC wanted its money back because it said that the money paid was 'income' for purposes of the UIC Act, and that such income should be allocated to the period for which UI benefits were paid.

AUCE Locals 1 and 2 appealed on behalf of their members to a Board of Referees. The Board of Referees is the government's way of ensuring some kind of impartial review of the local bureaucrat's decisions.

We have our doubts about the impartiality of the Board, based on the following points:

1) The Chairperson of the Board ruled that the evidence of the witnesses that AUCE's lawyer was calling, was not relevant before the witnesses had been called. After further discussion with our lawyer, it was agreed that there would be witnesses.

2) Tom King, Assistant Director of Personnel at SFU, appeared. At one point, one of the three old men comprising the Board of Referees interrupted to ask whether Tom thought it was morally right to have young mothers return to work after their children had been born.

3) The hearing lasted several hours, and yet the decision was postmarked the same day as the hearing. Sometimes UIC is very efficient: a reasonable person may be led to wonder, after '1' above, whether the decision turning down the appeal was actually signed before the hearing.

4) AUCE was refused permission to tape the proceedings, and was promised that a transcript of UIC's tape would be made available in due course. UIC provided an official reporter to operate the tape recorder. However, there must have been gremlins in the machine that day, since the UIC machine failed to record a single word of the proceedings, according to UIC.

The consequences of that are:

* at the appeal to the Umpire we are going to have to call all our witnesses again, which will
* add greatly to our legal costs and wage reimbursements for members of the union who are called to the hearing
* and delay the Umpire's decision, as he will not have an opportunity to review all sides of the case before he hears submissions, which is usual.

It is usual procedure when decisions are being appealed for the bureaucrats to stop proceedings in other similar cases until the matter has been resolved. This principle does not appear to apply when you are dealing with the Unemployment Insurance Commission.

In May and June of this year, several women at UBC who have appeals outstanding had collection agencies sicced on them by UIC. Then in July, other women received letters summoning them to a hearing of a Board of Referees. UIC only backed off when the Union's lawyer contacted them.

UIC's submission to the Umpire was ready in June 1978, and as of August of the same year no date had yet been set for the hearing. The UIC has given the Umpire a packet nearly half an inch thick to digest, as their case.

The Union lawyer agrees with UIC that the monies paid under the union contract are 'income for purposes of the Act' since they define income as 'that which comes in.' However, our appeal is based on allocation, and the UIC case, for all its verbosity, does not address that point. Our case is making important legal history.

THE APPEAL

By this time some of the women who are directly involved have 2nd or 3rd babies! That's how long the case has been going on. And these same women were being denied subsequent applications for regular maternity benefits; some were being allowed to collect but UIC was taking deductions of various amounts from their benefits even though the case was and is still under litigation. The case was not heard until March 15, 1979. Present at the appeal were various members of the Provincial Executive and Locals 1 and 2. It was at the appeal that the Honourable Mr. Justice Hugh F. Gibson ruled that the lump sum payment received 2 months after having returned to work following a maternity leave, related to the 2 month period at work and not to the period the woman was on maternity leave. This ruling in our favour is an important precedent-setting case and likely to induce other Canadian unions to negotiate for a similar clause in their contracts.

THE APPEAL OF THE APPEAL!

The Unemployment Insurance Commission is in the process of appealing the decision regarding maternity benefit payments which was handed down by the UIC umpire on March 15, 1979.

The UIC appeal will be made on the basis of Section 28 of the Federal Court Act ... the 3 grounds of appeal being:

1) failure to observe a principle of natural justice.
2) erred in law in making its decision.
3) decision or order based upon erroneous finding of fact.

After UIC has presented their appeal, we will then have 3 weeks in which to prepare our defense. A formal hearing will be held in the Fall. A meeting of the women involved in the case will be arranged in the near future.

Special thanks for assistance with this case should go to our lawyers, Leo B. McGrady, of Bolton, Rush & McGrady, Vancouver and Allan MacLean of the Vancouver Community Legal Assistance Society.

More to be heard at convention.

Melody Rudd, AUCE #2

MOTION RE AFFILIATION

You will note that there is a motion coming before this Convention that AUCE affiliate with the Canadian Labour Congress.

This is being put forward because the Provincial Executive feels that all trade unions should belong to a common trade union centre; they should work together to achieve common goals. AUCE has been isolated from the mainstream of labour for far too long, and this has meant fewer resources, ineffective communications networks and less concrete support from other unions in times of need. In the past, and continuing to the present, our contacts with other unions have been based on personal relationships which just happened to exist between members of AUCE and other unions. Such a situation is both inadequate and unreliable.

The motion to affiliate carries with it the intent that AUCE, intact, apply for affiliation with the CLC. If this is not possible then any other approach (ie, joining one of the already affiliated groups within the CLC) will require a great deal of thought and discussion, perhaps through a special convention convened to deal with this specific issue.

COMMUNICATIONS

The Provincial Executive is set up to facilitate communications within the union as a whole. The theory does not necessarily translate into the fact, however.

If sufficient and constant information is not provided to the Provincial (eg., via responsible provincial reps.) then the whole concept of cross-local information doesn't exist. Some locals haven't provided their complement of provincial reps. and some provincial reps. have not brought us the kind of consistent and specific information that the Provincial and other locals would need. It may be that the Provincial is not regarded as an important and meaningful extension of the locals. If this is so, it seems a tragic waste of money and time. We do feel that the Provincial is a viable entity. With effective local participation the Provincial can provide speedy, concerted support anywhere it is needed by the locals.

One vehicle utilized to make up-to-date information available was the concept of "bulletins" ('AUCE Provincial Dispatch'). Newletters are too few and far between to provide important information at a few days notice. We hope that the new Provincial Executive will continue the practice of making bulletins readily available on important issues.

As you will notice when we get to the financial portion of the agenda (audit) our telephone expenses have increased markedly -- one reason being the installation of a second telephone line. The line was considered essential to keep lines of communication open between the Provincial Office and the out-of-town locals 3 and 5.

A further help was provided with the installation of a telephone answering unit - for 6 months we have had this service provided free.

As far as local affairs are concerned, the Provincial Secretary-Treasurer made every effort to frequently attend local General Membership meetings. Unfortunately, time and to a certain extent money, did not make it possible to plan a second visit to Local 5 @ the College of New Caledonia in Prince George - the first being the Shop Steward Seminar.

In regards to connections with other unions, the Provincial Secretary-Treasurer communicated and met with members and executives of the Canadian Union of Public Employees, the Hospital Employees' Union, the Vancouver Municipal and Regional Employees Union, Service Office and Retail Workers' Union of Canada, the Canadian Union of Postal Workers and the B.C. Government Employees' Union and the B.C. Federation of Labour. For the most part the meetings dealt with soliciting research materials for the Resources Centre set up at the Provincial Office. The basis of other meetings was mainly to plan the Student Employment Conference and to plan participation in the Essential Services Disputes Act Protest Rallies.

Lid Strand's report on the trials and tribulations of the AUCE PROVINCIAL NEWSLETTER follows on the next page...

REPORT FROM THE PROVINCIAL EXECUTIVE - AUCE Provincial Convention 1979 con't/...

AUCE PROVINCIAL NEWSLETTER

At the May 1979 Provincial Convention, the following resolution was passed:

"That the Provincial Organiser" be responsible for preparing the Provincial Newsletter."

The Convention had been concerned that the Secretary-Treasurer had been overburdened with the responsibility for preparing the newsletter as well as attending to her other duties. It was the feeling of Convention delegates that by shifting this responsibility, the Provincial S/T would be able to perform the other duties with more time and in a more effective manner. Although the new policy did help free the Secretary-Treasurer, there were disastrous ramifications for the Newsletter.
Putting out a regular monthly or semi-monthly newsletter takes a great deal of time, energy and drive - of more than one person. Placing that responsibility solely on the Provincial Organiser had the effect of ensuring that the Newsletter just did not appear as easily as that resolution might have alluded.
To get the Newsletter out demands a regular group of volunteer workers. Contacting possible workers takes hours and it is extremely difficult to get long-term commitments from members; people who already have full-time jobs, families and even Local Association responsibilities to attend to are hard-pressed to find the time to live, let alone spend precious few free hours at the Provincial Office.
Another problem we were faced with was the delay in receiving the 1978 Convention minutes. By the time those minutes were even partially completed there were mounds and mounds of Local reports, labour news, Provincial Executive business & correspondence to try to fit into one edition (we thought that the Convention minutes should be the first order of business on which to report in the AUCE NEWS).
One approach that was initially meant to be additional to the Provincial News, and not a 'band-aid' as you may have suspected! was the AUCE PROVINCIAL DISPATCH - an irregular publication.

The Provincial Executive needs suggestions for the solution to the newsletter problem. As the result of regular discussions at the monthly Provincial Executive meetings, I have come up with a possible solution to re-instating a regular Newsletter. Please consider carefully the 'Suggested Addition to the AUCE Provincial Policies and Procedures Manual', my submission on the blue page regarding Provincial Committees. This item warrants careful consideration and will be further discussed at Convention.

- Lid Strand, Union Organiser

* * * * * * * * * *

LOCAL 4 AND THE PROVINCIAL ASSOCATION:

In mid-November, the Provincial recieved three letters for the Local 4 Executive. These letters dealt with requests of and areas of dissatisfaction with the Provincial Association. The request asked that the Provincial fund, on a regular basis, half the wage of a part-time local office worker. While

continued/...

PROVINCIAL EXECUTIVE REPORT continued ... Regarding Local 4:

the Provincial Executive recognised the need for paid worker(s), the Provincial refused the request for several reasons:

a) we could not bind Provincial to the long-term nature of this expense request
b) part of the duties expected of this person were duties the Local Association Secretary is elected to do, e.g. take minutes at Local Executive and General Membership meetings.
c) the office worker was expected to be familiar with the rules of order governing meetings. This was a responsibility seen by the Provincial Executive as belonging to the Local President, or alternatively, the Vice-President, both of whom are elected
d) the position called for a change in the Local 4 by-laws; no such amendment had been approved by the Provincial as per the Constitution
e) the skills required (we had been given the list) of this worker meant eliminating a chance at the job for a majority of Local members; it was the opinion of the Provincial Executive that any position offered in the Local should provide, as much as possible, the same opportunity for all members.
f) the rate of pay was fixed; it is the traditionally followed policy of this union that , if and when on leave from a regular job, workers should be paid their regular rate of pay for union work
g) the workload expected of the office worker should have more honestly been reflected in the number of hours per week in which the work was expected to be completed
h) one of the job requirements of the office-worker included research - a need that could be at least partially met by the Provincial Office.

The Provincial Executive was fully aware of the irony of the refusal; and that is that the local would have had no need for such a person had each committee member and Table Officer not had enough to do in addition to their regular jobs -- which got them involved in the union in the first place!

Secondly, Local 4 asked a series of questions regarding the loan made to S.O.R.W.U.C. by the 1978 Convention. Please refer to the appendage to the Local 4 report for the correspondence to do with this item.

Finally, a number of concerns about AUCE Provincial, both the general and the specific, were the subject of the third letter we received the same day. Refer again to the correspondence appendaged to the Local 4 report.

These concerns were actually too varied and too broad, to deal with by letter, and at the request of the Local, the Provincial Executive agreed to attend a General Membership meeting - an 'Open Forum on the Provincial' was on the agenda. Nancy Wiggs, AUCE Provincial President, Bob McAdie, Vice-President, Wilf Bellmond, AUCE Provincial Trustee and Local 5 member, with Sheila Perret, AUCE Provincial Secretary-Treasurer, whose 'home-base' is Local 4, went to the meeting on behalf of the Provincial Executive.
The meeting was informative, honest and productive. The Provincial Executive felt that the meeting went a long way towards dispersing uncertainty about who we are and what it is that we 'do'. Some valid criticisms were

continued/...

PROVINCIAL EXECUTIVE REPORT continued ... Local 4 meeting:

brought to our attention and roads to solutions were discussed. Most of the discussion centred around the way in which the Provincial Convention 'gave away the $10,000 to S.O.R.W.U.C.'; part of the discussion was concerned with fair representation for the smaller locals at the Provincial Conventions.

This method of dealing with the concerns of the Local in regards to the Provincial Association may be a worthwhile exercise for the Provincial Executive to continue in the future.

And, as a result of the correspondence and meeting with Local 4, motions are coming before the Convention dealing with the financial commitments to be made by the Provincial Assocation.

* * * * * * * * * * * * * * * * * * *

THE SADDEST PART OF THE YEAR WAS A FUNERAL. ONE OF THE A.U.C.E. LOCALS THAT WAS MOST DEDICATED TO OUR OBJECTIVES, MOST ENTHUSIASTIC ABOUT THE UNION AS A CONCEPT AS WELL AS A RESOURCE AND COLLECTIVE EFFORT, DIED OCTOBER 31ST, 1978. AS THE RESULT OF AN APPLICATION TO THE B.C. LABOUR RELATIONS BOARD BY SELKIRK COLLEGE TO HAVE BOTH C.U.P.E. #1341 AND A.U.C.E. #3 BECOME ONE AND THE SAME IN THE NAME OF EFFICIENT MANAGEMENT, THE BOARD DECIDED THE REQUEST TO BE JUSTIFIED AND OUR 85 MEMBERS AT THE DAVID THOMPSON UNIVERSITY CENTRE AT NELSON, WERE SWALLOWED UP. SEE THE SYNOPSIS OF THE HISTORY OF OUR FONDLY REMEMBERED LOCAL 3 IN THE LOCAL REPORTS. THE PROVINCIAL EXECUTIVE WILL ELABORATE ON THIS UNTIMELY LOSS AT THE CONVENTION.

* * * * * * * * * * * * * * * * * * *

At the end of the Labour Board hearings, when we were anticipating the worst, a former member of the Local 3 executive had this quote to be shared with the Provincial Association:

> *"We trained hard but it seemed that everytime we were beginning to form up into teams we would be reorganised ... What a wonderful method for creating the illusion of progress while producing confusion, inefficiency and demoralisation."*
>
> *- Gaius Petronius, A.D. 66*

LOCAL 2 STRIKE

Local 2 will be giving an in-depth report on the strike, so this report will deal only with the Provincial's role in it.

Local 2 made extensive use of Provincial's resources during their strike. This came in the form of using our facilities (machines, etc.) to run of leaflets, xerox reports, etc.), holding occasional meetings in our offices; but the major resource taken advantage of was monetary.

We borrowed $10,000 from the Credit Union, secured with our Plan 24 term deposit, in order to lend Local 2 $10,000. We waived their Provincial dues from December 1978 which has amounted to a loan of approximately $5,500. These monies become due and owing when the contract dispute with Simon Fraser University is settled.

As well, other support was organized: letters were sent to the administration of SFU, other locals were encouraged to pass motions of support -- both moral and financial -- the cost of Local 2 "I Support AUCE" buttons was subsidized, a courthouse rally in March was sponsored, and other rallies were attended.

Our major problems during this strike were twofold:

a. The growing realization that our union was not in a secure enough financial position to offer the level of support we would have liked, and which was sorely needed. Accordingly, motions are coming to this Convention which are aimed at increasing the strike fund.

b. Our second major problem was communications, or the lack of it, and it caused not infrequent moments of embarrassment and frustration. Our first and most accurate information often came not from the local but from unaffiliated unions and the press. Promises for returns of phone calls often went unheeded, attempts to set up communications with the Provincial were let fall to the wayside, and our Provincial Secretary-Treasurer, already overworked, was reduced to spending all her time chasing ever-elusive bits of information. While we realise that the strike placed burdens on the Local 2 Office Co-Ordinator and the strike Co-Ordinators, we hope that if future situations of this kind recur, they will be dealt with conscientiously.

At this time, the Provincial continues to support Local 2 in their efforts through the Industrial Inquiry Commission.

Report from the Provincial Executive - BUSINESS ARISING FROM THE FIFTH ANNUAL CONVENTION -- continued.

UNIONIZATION OF U.B.C. TEACHING ASSISTANTS

As you may be aware, the Provincial Convention last spring took a strong stand in support of unionization drives undertaken by the Association of Teaching Assistants at the University of British Columbia. As a result of these motions, the Association met with members of the AUCE Executive in February to discuss the kind of union AUCE was and what kind of services AUCE could offer to the ATA. This meeting was well attended by the ATA, several members of the Provincial Executive and representatives from Local 6 (the teaching assistant local at Simon Fraser University). We talked about the philosophy of AUCE, the problems with union drives in general and specifically problems faced by Local 6 people, and about the support methods used by the Provincial.

As you may have read in the last few weeks, the Association of Teaching Assistants have decided to organize under the banner of the Canadian Union of Public Employees (CUPE). I should point out that although we were disappointed, naturally, by this decision, it did not in any way surprise the Provincial Executive. We had long been aware that the Association of Teaching Assistants were attracted to the style of Union that CUPE is. They may have been impressed by the availability of a staff rep. who will come in and do contract negotiations, grievances, etc., or by the large strike fund available to members of CUPE, or by the fact that members of the Local did not have to be involved in the running of the Union in order for the Union to exist. I know that all of these were thoughts expressed to me. In short, it seems that the Teaching Assistants were not looking for a Union like AUCE at all, and that CUPE fit their bill.

In my opinion, the most important consideration is not what Union they decide to join, but that they get organized. This they are trying to do in the best manner they find suitable to them, and I hope you will join me in wishing them the best of fortunes in this endeavour, as well as our hand in friendship if there are services we can provide to them to aid them.

Nancy Wiggs, Local 1 March 5, 1979.

(Note: Representatives from the Teaching Assistants at U.B.C. have been invited to Convention and will update this report).

Shop Steward Seminars:

As the result of the resolution passed at the 1978 Convention, the AUCE Provincial Executive put out a call to all locals offering locally situated Shop Steward Seminars; responses were received from Locals 4 and 5.
We designed a package and met to prepare the format for delivery. Local 4's initial response was enthusiastic but dwindled and therefore we were forced to cancel (see Local 4's report for details). Local 5 wanted the seminar to be held and it was set up for March, at the CNC campus.
Nancy Wiggs, Sheila Perret, Melody Rudd and Carole Cameron went to Local 5 heavily loaded down with materials for the day-long seminar. Throughout the day we heard 'tons and tons' of questions - some were totally unexpected, such as job classifications. The inevitable happened - we knew that we'd left things out! As a result, a set of job specs from each local was made available to #5 on our return to Vancouver and we have since heard that the Local has been able to streamline their system of job classifications - something that Vicki Nurweiler will be able to report on at Convention.
We also showed a video-tape that was provided by BCGEU - it was seriously inadequate and sexist to boot! (The Provincial Executive has decided to produce a video about a clerical worker's grievance - stories and examples welcomed!)
We were also lent a CLC production which turned out to be a great success - a slide-tape of possibly impending Right-to-Work legislation. The tape was all the more appealing because of the high Canadian/labour content; we hope to be able to show it again at Convention. At the seminar we also had a very productive discussion on what happens when an employee 'covers-up' for a co-worker. We also covered legislation specifically related to B.C. public sector employees: the Essential Services Disputes Act was highlighted in relation to the strike at Local 2. For the B.C. Labour Code specific reference was made to Section 7 which outlines the duties of a union to represent all members in a non-discriminatory way, especially in regard to grievance processing.

Transporting portable seminars to small locals, especially Local 5 as an out-of-town local, should be at least an annual event as most stewards are elected annually.

The Provincial strongly recommends the policy of continuing to offer such educationals on a local basis.

Student Work Projects (Student Employment Conference):

As the result of a motion passed at the 1979 Convention, AUCE Provincial pledged to "work with students and campus unions to develop a consistent policy to respond to student work projects ... "
The Provincial Secretary-Treasurer met with the B.C. Students' Federation reps and reps from the campus unions in early October in order to formulate co-operative policy re student employment. We continued to meet on a monthly basis and the conference was called for April of this year. The unions involved were BCGEU, CUPE, HEU and VMREU. Two reps of the BCSF (one being John Doherty, Staff Field-worker who will be present at the Convention) came to the May meeting of the AUCE Provincial Executive to ask for endorsation of a 6 point policy on student employment (basically the result of agreed-upon policy goals made at the S/E Conference and further endorsed @ the BCSF conference);

a) students shall receive at a minimum the base rate of the campus union wage
b) the jobs created for the Work-Study (and other student employment) Programs be career-related only
c) that students be included in the decision-making process of each level of

continued/.....

c) con't...

the programme(s), and that the structure be in the form of the following representation should consist of at least:

i) a student representative
ii) a union representative
iii) an administrator of the university or college.

This committee will regulate the (student employment) programmes going on on the campus, and will make sure that these jobs are union-type jobs. The committee will also attempt to relate the jobs offered to the student's career.

d) The Work-Study Programme not be developed as a substitute for the 'Student Aid' Programme
e) The students employed by the university or college shall come under the Collective Agreement in force on that campus
f) Jobs created for the programme shall in no way replace or hinder the development of a full-time union position.

There will be a Resolution to adopt the above-mentioned policy on Student Employment at Convention (item on the agenda - Business Arising From the 1978 Convention.) Please be sure to also read the National Union of Students brief 'Education in Chaos'--attached to your docket--for backgroud information BEFORE the Convention.

John Doherty of BCSF, Sheila Perret and Bob McAdie will up-date at Convention.

* * * * * * * * * * * *

ESSENTIAL SERVICES DISPUTES ACT - Protest Action

The 1978 Convention also heard a resolution regarding the Essential Services Disputes Act and the role Provincial Should be playing in encouraging opposition to such anti-worker legislation. While our 'nearest miss' with the ESD Act came with the Local 2 strike, our initial problems came as a direct result of the West Kootenay Schools Collective Bargaining Assistance Act - Bill 46. C.U.P.E. Local 1341 was one of the unions ordered back to work and members of that C.P.U.E. local are former AUCE #3 members -- the Labour Relations Board of B.C. had answered a Selkirk College application for one union to have jurisdiction over the David Thompson University Centre and the Selkirk College. The LRB chose CUPE to represent all the campus workers. CUPE was almost simultaneously out on strike and so the former #3 members were on the line, too! The direct attack by the Ministry of Labour came not much later with the enactment of the West Kootenay Collective Bargaining Assistance Act and it effectively ordered the CUPE workers in the W. Kootenays back to work. The Provincial Executive sent a strongly worded message of support to the CUPE Local and wished them the best of luck for renewed contract negotiations. Throughout their negotiations and the disputes surrounding the contract negotiations at AUCE #2 @ SFU, we have continued to support each other, both emotionally and financially.
Protest-wise... the B.C. Federation of Labour organised a province-wide series of rallies in protest of the ESDAct. Sheila Perret attended a joint affiliate and non-affiliate meeting at the B.C. Fed offices. Plans for across-province rallies 'took off like a shot'; approximately 8 unions at the preliminiary meeting pledged support - both morally as well as financially. The Provincial Executive declined financial support in consideration of the financial strain presntly endured by AUCE #2 (in terms of the strike), and, in consideration of the other three negotiations that were negotiating at that time. However, the Provincial Executive wholeheardtedly endorsed the objectives of the protest

continued/....

rallies and decided to send reps to the Vancouver rally at the Orpheum Theatre, and Sheila Perret and Chris Eve (#2), on behalf of the Provincial Association, attended the rally in Victoria. (The Victoria rally conincided with the #2 visit to the Legislature to lobby the government and the New Democratic Party caucus about the distressing situation @ Simon Fraser University. In fact, it was at the Vancouver rally that the wheels were set in motion, by Local 2 participants, for the $20,000.00 dollar grant from the B.C. Government Employees' Union.

Provincial will continue to oppose Essential Services legislation. The resource centre at the Provincial Office has lots of material on the Essential Services Disputes Act. Please feel free to continue calling on Provincial for this type of information.

* * * * * * * * * * * *

THE NEW OFFICE

As the ever-accumulating resource material demanded a physical expansion of the AUCE Provincial facilities, the Provincial Executive decided that a rent increase to $175 per month from $112.50 per month was more than justified. One other concern that was a factor in the move, was that the former office was on the tail end of a row of SORWUC offices; and, as you will remember, SORWUC applied for decertification of the banks they were (and still are) hoping to organise. The hub-bub created by the constant flurry of activity that results from steady streams of people working on negotiations, picket duty and employer problems to name a few, made it very difficult to concentrate on the work at hand. What was going on next door was very exciting but the interruptions for advice and various requests for assistance meant that AUCE work sometimes fell behind. So, we had to move and #901 came vacant in the same building; Sheila began to move furniture and books. Cathy Pike, of Local 2 and Sheila worked to accumulate and catalogue the mounds of research materials. That took nearly a month and we now have a library of over 500 titles - mainly contracts from other unions and labour-related publications - from 'Affirmative Action' to 'Working Mothers and Their Childcare Arrangements'.
Because the office is really two rooms we hold our monthly meetings at #901. There is also the copier machine for members' use while doing research; there is a desk and a type-writer that can be freed up for negotiations research.
Over the past six months there have been at least three parties per week using the resource centre; we are continually up-dating the titles as requests from members come in.
The office is a pleasant place in which to work -- we've had as many as 8-10 workers giving their time to work on Convention preparation and Referendum Ballots. During the Local 2 strike we were able to offer use of the office, as well. The Provincial Executive hopes that more and more members come to use the resources and thereby make the Provincial further serve the needs of the membership.

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HOW THE EXECUTIVE HAS FUNCTIONED GENERALLY IN THE PAST YEAR

As of August, 1978, when the Provincial Executive took office they have met monthly. The meetings are lengthy -- usually at least 6 to 7 hours at a time. Most of our concerns revolved around the Local 3 situation and the strike at Simon Fraser University by our AUCE #2, involving both the memberships of

con't/.....

THE PROVINCIAL EXECUTIVE - continued ... 'THE PAST YEAR' --

Locals 2 and 6.
There was an ititial problem to contend with. The minutes of the 1978 AUCE Provincial Convention had not been transcribed (in fact transcription was only completed by the present Executive in mid-May of this year). It became apparent that there was no way of ensuring that elected officials carried out and completed their duties. It was an uncomfortable situation for the new Provincial Executive to deal with. We felt awkward and we were unsure about how to deal with the circumstances we were faced with. The new Secretary-Treasurer also had to grapple with the fact that the books had not been reconciled since the March 1978 audit. There were a number of outstanding bills, including a portion of the rent, and some correspondence stood unanswered from April. Two boxes of paperwork sat unfiled. We felt at a complete loss as to how to deal with the situation. We repeatedly called on the previous Secretary-Treasurer to fulfill her obligations to complete her job duties. For the most part these requests went unheeded. Retroactive wages (as a result of the signing of the 1978-79 Collective Agreement @ #1) were withheld and continue to be withheld in the hopes that the work would be completed. Instead of spending the first part of her time in office implementing decisions of the 1978 Convention, the present Secretary-Treasurer spent the 4 months between September and December, approximately 100 hours of overtime (in excess of $1000 overtime pay, as you will see by the audit), cleaning up the backlog left by the previous Secretary-Treasurer.

rejected

We finally decided that because of the regular daily workload at Provincial Office, we could only deal with the immediate demands to be met by the Provincial and further decided that the minutes would be completed when time permitted.
On the whole, the latter part of the year has been a very productive one.
Although the strike at Local 2 quite naturally became a priority, other matters were dealt with as well:

- the Shop Steward Seminar(s), and another educational on Essential/Services
- the Essential Services Disputes Act protest actions
- regular meetings
- up-grading resources
- keeping contacts with the rest of the trade-union movement

It has become apparent that one full-time paid officer cannot perform all duties that crop up. We must either cut back on the services offered by the Provincial or else hire part-time help as the need arises.
To the Provincial Executive the former is ridiculous; we support the latter and have recognised that it will necessitate a dues increase. The Convention will have to decide the matter -- See Constitutional Amendment Number 3 which is in regards to Section 9: Duties of the Provincial Executive.

In closing it should be said that we have worked quite well together; it has been a year of hard, hard work - challenges we had no way of foreseeing. Our meetings were productive; in fact for many of us, the meetings provided a sort of injection of 'worker solidarity' to carry back to the Locals.
We wish the best of luck to the new Provincial Executive and would like to encourage the Locals to take as much part in the Provincial affairs as possible, the benefits can be tremendous!

FINANCIAL ASSISTANCE

Perhaps the best way in which to relate the various financial assistance that was offerred by the Provincial, would be to list the items. Explanation and discussion will of course be part of the Convention agenda. Also, see the audited financial statements included in this docket.

Loans made by the Provincial Executive:

- $6,000 to AUCE #1 to help strike pay costs as the result of the IOEU picket, (re-paid)

continued/...

REPORT FROM THE PROVINCIAL EXECUTIVE - continued ... FINANCIAL ASSISTANCE

Loans con't:

- $10,000 to SORWUC, paid in two instalments, May and July - as per the 1978 AUCE Provincial Convention resolution.
- $290.50 to Sheila Perret, to assist repayment to Capilano College the July to December 1978 portion of her paid-out holiday pay - since she did not complete the full year working at Capilano College. (fully re-paid)
- $642.50 to AUCE #1, to assist with legal fees
- $10,000 to AUCE #2, as strike fund assistance
- $600 to AUCE #6 (part of a maximum $5000) to assist with organising drive after successful certification vote
- $217 to AUCE #1, to further assist with legal fees

Loans after March 31st, 1979 fiscal year-end:

- $1000 to AUCE #6, the second portion of the maximum $5000 (is still outstanding.
- $5500 (approx. to AUCE #2)arrears of Dec to present:percapita tax because of strike &

Donations made by the Provincial Executive:

- $50 to Press Gang Publishers' Collective, to help defray moving costs of the p/house
- $100 to the Fleck strikers, as per 1978 Convention decision
- $100 to the striking Commonwealth Plywood workers of Quebec, as per 1978 Conv. dec'n
- $100 to the United Fishermen and Allied Workers' Union, as per 1978 Convent'n dec'n
- $150 to the Concerned Citizens for Choice on Abortion, as follow-up to '78 " ".
- $500 to the Canadian Union of Postal Workers Legal Defense Fund
- $500 to AUCE #4 to help pay portion of 1 month's wage for summer office assistance
- $50 Muckamuck striking Restaurant Workers
- $50 to Makara Magazine for fund-raising drive
- $100 to the Canadian Union of Public Employees #1341 for Selkirk College and David Thompson University workers' strike fund (see also Local 3 report)
- $50 to the International Women's Day Committee of Vancouver
- $50 to Helen Potrebenko for assistance with accounts & records in late summer/fall'78
- $25 U.S. funds to Union W.A.G.E.
- $30 to Concerned Citizens for Choice on Abortion for expenses related to International Day of Protest held in Vancouver, late March 1979
- $3334.44 in legal fees for AUCE #3

Although not technically Financial Assistance it should be noted here that all travel expenses amounted to approximately $7400; you will notice that this figure differs slightly from the audited statements which follow on the next page. The reason is that some of the expenses fall under 'Meetings and Conferences'. Travel expenses included airfare (especially between Local 5 @ Prince George and Vancouver, and Local 3 @ Nelson and Vancouver), motels, meals and bus fares. When travelling, members are allowed a maximum of $15 per day for meals and local transport. Travel expenditures are absolutely essential as a means of keeping out-of-town members directly involved in Provincial affairs. Part of the travel expenses are the result of the two trips to Local 5 for Shop Steward Seminars, and the Secretary-Treasurer's one trip to Local 3 for the Labour Relations Board hearing in the fall.

AUDIT FOLLOWS ON THE NEXT PAGE; AFTER AUDIT SEE PROPOSED BUDGET AS PER SECTION 15: Revenue & Finances, Article G, items i) & ii), of the AUCE PROVINCIAL CONSTITUTION.

continued/...

Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

FINANCIAL STATEMENTS

MARCH 31, 1979

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Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

INDEX TO FINANCIAL STATEMENTS

MARCH 31, 1979

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Auditors' Report

EXHIBIT A — Balance Sheet

EXHIBIT B — Statement of Revenue and Expenditures

Notes to Financial Statements

Ellis, Foster & Company
Chartered Accountants

Telephone: 683-6656
1500 ALBERNI STREET
VANCOUVER, B.C. V6G 1A8

TO THE MEMBERS OF

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

We have examined the balance sheets of The Association of University and College Employees as at March 31, 1979 and the statement of revenue and expenditure - general fund for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests and other procedures as we considered necessary in the circumstances.

As to revenue, it was not practicable to extend our examination beyond the Association's accounting for revenue.

Subject to the foregoing in our opinion these financial statements present fairly the financial position of the Association at March 31, 1979 and the results of its operations for the year then ended in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Vancouver, B. C.
May 7, 1979

Ellis, Foster & Company
CHARTERED ACCOUNTANTS

Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

BALANCE SHEETS

MARCH 31, 1979

EXHIBIT A

GENERAL FUND

ASSETS

	1979	Comparative 1978
Cash	$ 2,659	$ 7,318
Accounts receivable	7,967	13,817
Loan receivable (Note 5)	21,460	2,000
	$32,086	$23,135

LIABILITIES

Bank loan, secured	$10,000	$
Accounts payable	2,040	799
Due to strike fund	5,176	7,279
	17,216	8,078

UNEXPENDED GENERAL FUNDS

Balance, beginning of year	15,057	11,143
Excess (deficit) of revenue over expenditure - Exhibit B	(187)	3,914
Balance, end of year	14,870	15,057
	$32,086	$23,135

STRIKE FUND

ASSETS

General Fund owes this Fund 5,000 which it does not have

Cash	$22,554	$13,380
Due from general fund	5,176	7,279
	$27,730	$20,659

UNEXPENDED STRIKE FUNDS

Balance, beginning of year	$20,659	$13,806
Appropriation from general fund	5,969	5,974
Bank interest	1,102	879
Balance, end of year	$27,730	$20,659

APPROVED BY THE PROVINCIAL EXECUTIVE

_____ Member

_____ Member

The accompanying notes form an integral part of these financial statements.

Ellis, Foster & Company

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

STATEMENT OF REVENUE AND EXPENDITURE - GENERAL FUND — EXHIBIT B

YEAR ENDED MARCH 31, 1979

	1979	Comparative 1978
REVENUE		
Copying service	$ 1,864	$ 608
Interest	168	88
Per capita tax (Note 2)	47,748	47,791
	49,780	48,487
EXPENDITURE		
Bank charges and interest	319	29
Donations	1,775	2,450
Library	480	56
Meetings and conferences	732	254
Newspaper clipping service		373
Office	1,953	2,025
Office equipment	1,870	6,018
Office rent	1,425	900
Printing and stationery	2,421	1,396
Professional fees	3,225	612
Salaries and benefits	21,004	14,723
Telephone and telegraph	1,831	862
Travel and accommodation	6,763	8,417
Wage reimbursement	200	484
	43,998	38,599
EXCESS OF REVENUE OVER EXPENDITURE, BEFORE APPROPRIATION	5,782	9,888
APPROPRIATION TO STRIKE FUND (Note 3)	5,969	5,974
EXCESS (DEFICIT) OF REVENUE OVER EXPENDITURE - Exhibit A	$ -(187)	$ 3,914

- postage
- counsel
- referendum

all wages & one time paid

The accompanying notes form an integral part of these financial statements.

THE ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES

NOTES TO FINANCIAL STATEMENTS

MARCH 31, 1979

NOTE 1: Accounting Policies

Fixed assets -- all expenditures for fixed assets are expensed in the year acquired.

NOTE 2: Revenue

The revenue of the Association is derived from a per capita tax of two dollars per full-time member per month and twenty-five percent of dues collected for other than full-time members.

NOTE 3: Appropriation to Strike Fund

The appropriation to the Strike Fund is twenty-five cents for every two dollars of per capita tax.

NOTE 4: Statement of Changes in Financial Position

This statement has not been provided as it would provide no meaningful information to the members.

NOTE 5: Loans Receivable

Service Office & Retail Workers' Union of Canada - no terms of repayment	$10,000
Association of University and College Employees - Local 1 repayable when Section 7 complaint before the Labour Relations Board of B.C. is settled to the Local 1 memberships satisfaction.	860
- Local 2	10,000
- Local 6	600
Both repayable upon signing of contract	
	$21,460

These loans are unsecured and bear no interest.

NOTE 6: The comparative figures have been reported on by the previous auditors.

THE BUDGET

Projected Income and Expenditures for 1979/80

The figures listed for 1976/77 are the actual incomes and expenditures, as are the figures for 1977/78. The first column of figures for 1978/79 are the figures projected at the last Convention, in May of '78. The second column of figures for 1978/79 are the actual incomes and expenditures. The last column, 1979/80, lists the figures projected for the upcoming fiscal year; these figures are based somewhat on the figures for the year just ended, March 31st, 1979. (In accordance with Constitution Section 15:G)

REVENUE	1976/77	1977/78	1978/79	1978/79	1979/80
Application fees	55	-	-	-	?
Interest	192	891	1200	168	500
Copier revenue	-	608	1000	1864	2000
Per Capita Tax	36196	47791	48000	47748	48000
TOTAL	36443	49291	50200	49780	50500***
EXPENDITURE					
Bank Charges & Interest	26	30	40	319	150
Donations	3144	3050	4000	1775	2500
Library	62	55	500	480	~~500~~ 1,000
Meetings & Conferences	605	254	500	732	800
Newspaper Clipping Service	384	373	-	-	-
Office Supplies & Rent	2939	9000	5000	5200	3500
Printing & Stationery	3045	1396	6000	2420	6000
Professional Fees (legal)	-	-	-	612	3225
Auditor's Fees	475	475	475	600	600
PSECC	98	-	200	-	-
Salaries & Benefits	13516	14700	17000	21000	24000
Telephone & Telegraph	578	800	900	1831	1500
Travel	4527	8415	9000	6763	7200
Wage Reimbursement	521	460	1000	200	500
TOTAL	29920	39008	44615	41932	50475***
To the Strike Fund	5985	5973	6000	5969	6300

Budget accepted

Please note that these figures are rounded off to the nearest dollar. Refer to the AUDIT for the actual figures.

*** You will notice that, considering the anticipated Revenue and Expenditure for the 1979/80 year, we have $25 left over. This figure comes nowhere near the $6300 we will need for Strike Fund Appropriation. At Convention delegates will be discussing solutions to this problem.

n.b. Professional Fees (legal) were not budgeted for last year, hence the addition to the Expenditure column.

FINAL PAGE OF THE AUCE PROVINCIAL EXECUTIVE REPORT

phew!

AUCE LOCAL 1 - ANNUAL REPORT FOR THE 1979 PROVINCIAL CONVENTION

The year was a busy one for some members. The Executive agonised over problems caused by a few members being less than enthusiastic about an International Union of Operating Engineers' picket line. A special assessment of $20 was made to bolster the strike fund. Contract negotiations began late in January 1979. We expected a hard line from the University. After two weeks we asked for a mediator. With the mediator, the University negotiated more positively, and moved from 5% to 6% and it was not very long before they came up with their final offer of 7% which was accepted by the General Membership. The 7% was for a one-year agreement with no other clauses that would have taken away rights previously won in other years. We did win a clause that gave us better control of employee files:

Article 33.06 Disciplinary Action/Employee Files (Union Proposal)

Any written censures, letters of reprimand and adverse reports (including official evaluation reports), shall be removed from the employees' files and destroyed by the employee concerned in the presence of both parties after the expiration of twenty-four (24) months from the date it was issued, provided there has been no further infraction. The University agrees not to introduce as evidence in any hearing any document from any file of an employee, the existence of which the employee was unaware at the time of filing.

The Negotiations Committee is not dead now, though! They recently met to start mapping out our demands for next time. It also ensures continuity when the new Committee is elected before the end of the year. Local 1 has been fortunate in having consistently full and active Contract Committees. They do alot of research in their spare time; this is one example of how successful a small union such as AUCE can be.

Back to the contract gains, one of our demands was to have 100% employer paid medical & dental plans for AUCE workers. UBC refused them, but the plans do make sense from an employees' point of view, especially in times when it is so hard to get wage increases & an employee would not have a great proportion of her/his wage going to deductions. (To my knowledge the clerical and library staff at Douglas College have this benefit - is this so?)

Local 1 recently initiated an AUCE Travel Club through P. Lawson Travel Agents. At least one non-member (we have a 'grandmother/father' clause in the contract) has signed up with the union in order to enjoy this benefit!

Subcommittes have been set up to look into affiliation and reorganisation of the union office. Unfortunately the same volunteers take part on both committees so solutions are coming out of committee very slowly. The Office Re-Organisation Sub-Committee is looking into the merits of having a third person in the union office, either full or part-time.

The Grievance Committee is down to four (4) members with the Union Organiser, Carole Cameron, doing the bulk of the work. The possible hird person in the office could free the Organiser from clerical duties in order to allow more time to concentrate on grievances.

A submission has been made to the BC Labour Relations Board concerning the conflicting certifications between AUCE #1 and CUPE #116. Our former lawyer, Barb Findlay, has decided to take a leave from legal work and will be succeeded by Katie Young, of

con't/...

AUCE #1 - ANNUAL REPORT (1979) continued:

Laxton and Company (Vancouver). We really appreciated Barbara's efforts on our behalf.
Some of us a Local 1 have been wondering if it is not time to increase our dues in order to finance more services to the members. Perhaps a percentage increase in dues would be in order as our last wage hike was based on a percentage.

MEMBERSHIP STATISTICS: (#1)	
Total :	1425
Temps :	212 (incl. above)
Men:	94
Women:	1331 (approx.93%)

-as of January 1, 1979

- submitted by Richard Melanson, AUCE #1 representative to the Provincial Executive, for AUCE Local 1.

5th May 1979

* * * * * * * * * * *

Michelle McCaughran, Union Co-ordinator for AUCE #1 had the following to add from the Local 1 office:

No small part of the 'success' of this year's negotiations can be attributed to our respecting the Operating Engineers' picket lines last year and to the fairness and dignity with which we shared the financial loss - bargaining unit wide. Undoubtedly, the University (UBC) was testing our resolve and resiliency through the Operating Engineers' strike. With one notable and regrettable lapse in self-respect and judgment we demonstrated to the University our integrity and resolve.
Contract negotiations began January 26, 1979 in an effort to reach a settlement on or before March 31,1979 - the expiry date of our Collective Agreement. After fice sessions with the University we had reached a critical stage in negotiations. The University had not demonstrated any flexibility in regards to our proposals. On February 15th, the membership voted unanimously to apply for the services of a mediator. Under the auspices of Clark Gilmour, the first three mediation sessions had not been overly successful, especially with regards to University movement on our positions. The University had not moved on its initial offer of 5%. Much of our time had been spent in the area of knocking University proposals off the table. However, by the sixth session in mediation (March 21), and with the University upping its offer by 1%, we had reached the 'crunch'.At the March 21st (p.m.) session the University, with a flurry, presented its final offer - 7%, changes to our Hiring Policy clause which allowed for seniority to be the determining factor in no applicant was superior in ability and qualification, an increase in the Shift Differential, and changes to our Employee Files clause (see Richard's report above for details). On March 22nd, the membership voted to accept the University's 'final offer' and on April 5th the 1979/80 Collective Agreement was ratified.
The Contract Committee is still in force, on an ad-hoc basis, until a new committee is elected. They have been meeting in an effort to set a tentative timetable for next year's negotiations as well as investigating afeas of concern and proposals with respect to our Collective Agreement. To have the Contract Committee meet on this basis ensures continuity is maintained when the new committee is elected. In the area of research and primarily in the 'art' of negotiating with the University, this is vital.

- Michelle McCaughran, for the AUCE Local 1 Executive, May 17th,1979.

AUCE LOCAL 2 ANNUAL REPORT 1979 (More to be presented at convention)

ALL THIS FOR A DIFFERENCE OF 3% OVER 4 MONTHS!!!

June 20, 1978 - The University informed AUCE's contract committee that monetary items would be discussed only after the non-monetary items had been disposed of.

August 22, 1978 - AUCE proposes 9½% across the board, a COLA clause, and a number of non-monetary items, including benefits for temporary workers. The University states that AUCE is under AIB guidelines, (i.e. no money) until November 22, 1978.

September 5, 1978 - First meeting with Government Mediator. SFU refuses to consider COLA clause.

September 13, '78- MEDIATOR REQUESTS BOTH SIDES TO SUBMIT ALL ITEMS FOR BINDING ARBITRATION. THE UNIVERSITY REFUSES.

September 25,'78- SFU offers: A one-time bonus of $200, effective Nov. 22/78 and a 4% increase effective April 1, 1979.

September 28,'78- AUCE takes first strike vote. The vote fails.

October 2, 1978 - AUCE membership rejects the bonus on principle.

November 23.'78- The second strike vote PASSES.

November 28,'78- AUCE savs NO BONUS. Proposes 7½% for a ONE-YEAR CONTRACT.
SFU makes its 2nd offer: A TWO-YEAR CONTRACT. 1st year:
$400 bonus 2nd year: 4% across the board
April 1, 1979 to March 31, 1980.

GOVERNMENT MEDIATOR SIGNS OUT

December 5, 1978- ROTATING STRIKE ACTION BEGINS

December 14, 1978- University makes its 3rd offer.
2% November 22, 1978 - January 31, 1979.
4% February 1, 1979 - March 31, 1980.

January 8. 1979- TWO YEAR CONTRACT ACCEPTED BY AUCE
AUCE's proposal: 0% March 31, 1978 - November 22, 1978.
7% Nov. 22, 1978 - March 31, 1979.
3% April 1. 1979 - March 31, 1980.

Non-monetary items on the table reduced to 3:

1) The University to pay 100% of Extended Health Benefits
2) No contracting out of work normally done by AUCE members
3) Vacation scheduling: 1 additional day of vacation for each additional year of service after 13 years, to a maximum of 5 additional vacation days.

AUCE drops its monetary proposal to:
0% from March 31, 1978 - November 22, 1978
4% from November 22, 1978 - March 31, 1979.
6% from April 1, 1979 - March 31, 1980

January 10, 1979- The University offers: 0% from March 31/78-Nov. 22/78
6% from Nov.22/78-Mar. 31/80
No change in its position on non-monetary items.

January 11, 1979- AUCE membership rejects the University's offer of 6% over two years.

January 18, 1979- AUCE executive authorized to call a 24-hour strike

January 29, 1979- 24-HOUR STRIKE

February 14, 1979- The University agrees to sign 2 of the 3 non-monetary articles: Extended Health Benefits and No Contracting Out.

February 15, 1979- AUCE drops its demand to:
6% from November 22, 1978 - November 22, 1979
3% from November 22, 1979 - March 31, 1980

The University negotiating team says it has no authority to offer more than 6%, and offers CONDITIONAL BINDING ARBITRATION:
1) The arbitrator to compare AUCE salaries with salaries offered by certain employers (selected by the University)
2) the arbitrator NOT to consider cost of living
3) the arbitrator NOT to consider the principle of equal pay for work of equal value.

February 27. 1979- Delegation to BOG to request that the University negotiating team be given authority to negotiate a contract.

March 5, 1979 - THE ANSWER: 5 shops in the Library LOCKED OUT

AUCE takes strike vote: vote fails.

March 8, 1979 - Purchasing Department LOCKED OUT
AUCE MEMBERSHIP VOTES FOR FULL STRIKE - EFFECTIVE IMMEDIATELY!
5:30 p.m. Picket lines go up at 'The Lights'

March 9, 1979- BCGEU donates $20,000 and the services of a media co-ordinator.

March 10. 1979- Executive meeting -M/C That all persons are to respect the picket line (including students, faculty, teaching assistants)

March 12, 1979- 1st general membership meeting - these take place approximately each week during the strike.
The executive meets every 2 or 3 days.
The communication committee meets every day
Contract committee meet or do research daily.
Strike committee, which was not formed until mid-way through strike meets every 2nd day.
Concerned, faculty, student support groups and TSSU are meeting every few days to plan support activities.

March 12, 1979- continued

Cana Construction applies for a "cease and desist order" against AUCE's picket line.
B.C. Yukon Building Trades Council and BC Federation of Labour support AUCE's picket policy.
BC Fed offers support to AUCE
Support groups on picket line - TSSU, SORWUC. BCGEU, CUPW, United Fishermen, Allied Workers Union (support on line increases until the injunction)

March 13, 1979-

Students request permission to cross lines to rally further student support on campus - request denied.

March 15. 1979-

Students organize 1st rally at the lights.
Hearing with UIC umpire - we win Maternity Leave case
Information picket at UBC during Trudeau's speech.

March 20, 1979-

Trip to Victoria to confront government on their fiscal constraint policies in the public sector and express our concern with the Essential Services Disputes Act.

March 21. 1979-

Contract Committee advise SFU President Pedersen that letters sent to union membership (March 12, 13 and 16) suggest grounds for an unfair labour practice. Letters contain offer of binding arbitration.
At Board of Governors meeting, Pedersen and Vice-President Suart plead with Board for unconditional binding arbitration. Board says No. They are willing to accept Pedersen's resignation on this matter. They want a long strike such that AUCE will never again think of going on strike to win wage demands.

March 22, 1979-

Many unions invited to join picket line at 8:00 - BCGEU, CUPW, SORWUC, VMREU, IBEW. HEU. etc.
80 faculty hold sympathy strike for 1 day to protest University's position.
Students hold another rally at 11:00.
John Fryer, General Secretary of BCGEU leads picket line across roadway.
Police arrive within 15 minutes.
18 people are arrested at about 3:00 (no AUCE 2 people)

The rally began peacefully at 10:00 a.m. with music and speeches in support of AUCE's fight against the SFU administration. Evan Alderson, spokesperson for Concerned Faculty told the crowd, "The University can't proceed as normal."
He was right. At 11:30 a.m. John Fryer, President of the BCGEU, predicted, "The only way the strike is going to be settled is if we shut it down (SFU). I'm going out in the middle of the roadway now." He was accompanied by a number of other trade unionist supporters of AUCE and several students. Spontaneously, about 200 people formed a circular picket, blocking traffic, singing union songs and chanting "They say cutbacks. we say fightback."
Within minutes, RCMP arrived. Although the student spokesperson had advised demonstrators merely to slow the traffic, the RCMP rerouted cars and eventually stopped all upbound traffic on Curtis and Gaglardi Way.

The group on the road kept moving while the police, now numbering about 30. watched them. Although the crowd was peaceful in the face of police intervention, Judy Cavanagh, student spokesperson, periodically reminded the demonstrators of the need to remain non-violent.
About two o'clock, the first demonstrator was dragged into a waiting police van, and about the same time, traffic was allowed to move up the hill. Police removed their caps, ties, and badges in preparation to move in on the demonstrators. Cavanagh rushed to the microphone to remind demonstrators to remain peaceful. The RCMP switched off the generator for the microphone and 4 police stood guard threatening the confiscate the generator if it were turned on again.
WITHOUT VERBAL WARNING the police advanced on the moving line and began pushing and shoving the demonstrators.
The crowd fell five and six deep as RCMP picked off, head-locked and dragged demonstrators to a single waiting paddy wagon.
Within moments. the demonstrators had gathered on the large grass island, and the police were standing shoulder to shoulder on the roadway facing the long traffic island on Gaglardi Way.
17 demonstrators have been charged with obstructing a police officer in the course of his duty. BCGEU has offered legal counsel for the 17.
The SFU Administration has applied to the Labour Relations Board to have the number of AUCE pickets restricted. Gary Harris. AUCE Strike Co-ordinator has, however, pointed out that "restricting AUCE pickets is no guarantee that this won't happen again. The mass picket line was staffed by AUCE supporters. AUCE picketers remained at their usual stations on the traffic island."

MOTION That the AUCE executive condemn the police provocation and brutality on the Support Strike picket line today. CARRIED. March 22, 1979.

March 23, 1979- Cana Construction injunction rejected by LRB.
Green light picketing begins.

March 24, 1979- TSSU benefit at Fisherman's Hall.

March 26. 1979- Mass Green light picketing.
Mediation meetings with new mediator Jack Waterston - University makes a bonus offer (last talks took place Feb. 15).
M/C strike pay of $30.00 for those who have completed 4 picket shifts.
Mediation with Waterston - 2 choices. 1) lower demands
2) go back to work.
2 injunctions turned down by LRB - daycare and residence.

March 27, 1979- Green light picketing (always happened for only a few hours in the morning during heaviest traffic).
At the general membership meeting other unions are invited to speak - Cliff Anstein of the BCGEU, Sharon Yandle of HEU, Lloyd Ingram of CUPW. Tom Walker from the Student Support Committee. Richard Mathieson of IBEW and Drena McCormack from SORWUC and Judy Cavanagh from SFU 18.

LOCAL 1 OFFERED 7% OVER ONE YEAR

...People have gone to jail for less

March 28, 1979- Pauline Jewett joins picket line - says University is being "stubborn".

March 28, 1979- continued
Sven Robinson joins green light picketing.
Student picketer almost killed by car ramming through the picket line.

March 29, 1979-
Justice V.L. Dryer of the Supreme Court hands down injunction limiting number of pickets to 10.

April 3. 1979-
Provincial election is announced.
Doug Cameron, Assistant Deputy Minister of Labour, phones Contract Committee to set up government mediation.
Information picket of Employer's Council organized by TSSU.
Picket later goes to Vancouver Hotel and confronts Pedersen who is speaking there.

April 4, 1979-
AUCE delegation meets with Fed.
Dave McIntyre of the Fed. issues press release calling for high level third party intervention.

April 5, 1979-
First meeting of AUCE 2's contract committee with Gus Leonidas, Head of Mediation Services, and Doug Cameron, Associate Deputy Minister of Labour. Leonidas and Cameron propose alternatives for settling the dispute:
1) An Industrial Inquiry Commission (IIC)
2) Binding Arbitration
3) More Mediation
4) Non-binding Mediation/Arbitration
AUCE does information leaflet at Pat McGeer's office to protest fiscal restraint in education.
2 AUCE members meet in Victoria with Bill King (NDP labour critic) regarding feasability of IIC - to look at the multitude of grievances. the infamous campus labour relations, the conflict of interest permeating the Board, etc.

April 6, 1979-
Secondary picket - Acu-Data

April 7. 1979-
Mass rally downtown.

April 10, 1979-
Contract Committee asks for IIC.
Secondary picket at Chevron Refinery.
Preparations begin to picket UBC.

April 11. 1979-
AUCE states its conditions for the IIC:
1) That the findings of the Commission be made public.
2) That the recommendations of the Commission be binding on both parties.
3) That the Commission comprise a tribunal of three: one person to be nominated by the Union, one to be nominated by the University, and the third to be a neutral chairperson elected by the two nominees.
4) That 3 of AUCE's previously dropped non-monetary items
   a) definition of temporary workers
   b) seniority for temporary workers
   c) 100% medical and dental coverage
be brought back for consideration by the Commission; and,

5) That following the signing of a letter of agreement covering the conditions for the IIC, the AUCE membership return to work with an immediate 6% increase. (The increase of 6% up until November 1979 had been agreed by both parties before all-out strike action began on March 8).

AUCE informs the B.C. Fed that the Union will picket UBC on Tuesday, 17 April and the Fed supports the action.

April 12, 1979- Via government representatives it is indicated to the Union that the university will ACCEPT the following conditions for an IIC:
1) that the commission's findings be binding on both parties
2) the concept of the three-person tribunal

It is indicated, however, that the university WILL NOT AGREE
1) that AUCE receive an immediate 6% increase following the union's return to work
2) that any previously dropped articles be reconsidered
3) that the findings of the commission be automatically made public. The university wishes the IIC itself to decide this.

April 13, 1979- BLACK FRIDAY The university and Doug Cameron indicate problems with EVERYTHING except the condition that the IIC's recommendations be binding. Specifically, the objections are:
a) that the appointment of a neutral chairperson for the three-person tribunal would be "breaking new ground." Doug Cameron wishes the letter of agreement to state instead that should the 2 nominees fail to find a chairperson, the government will appoint a third person
b) Cameron states that the Minister (not the IIC) should decide if the Commission's finding are to be made public.

Considerable time is spent identifying the items in dispute since the university professes itself unclear as to what these are.

FURTHER, the university reiterates its refusal to authorize a 6% increase for AUCE following the Union's return to work. It states that it will request the IIC to consider whether any wage increase at all is justified for AUCE!

April 14, 1979- The AUCE Executive calls an emergency meeting and decides to picket the TRIUMF centre at UBC in protest against the university's stalling tactics.

April 17, 1979- Mediation and still no agreement.
Secondary picket of TRIMF at UBC.

April 18, 1979- Secondary picket of TRIUMF at UBC.
Alan Williams brought in. Says that IIC itself should determine whether the inquriy will be public or not.

April 19, 1979- Secondary picket of TRIUMF at UBC.
General membership meeting - vote to accept University's conditions for IIC.

April 20, 1979- Letter of agreement signed.
The Commission to consider payment of wages and wage rates, and vacation scheduling for subsequent years beyond 5.
Return to work appendix also drawn up and signed.

April 24, 1979- Return to work.

April 25, 1979- Library staff picket library as members are being made to do work not in their job description.
6 p.m. University gives in.

April 26. 1979- Library staff return to work again.

SO WHAT'S HAPPENING WITH THE I.I.C?

Well, not a great deal, at the moment. AUCE has named its nominee. Diane Baigent, and the university has named Ian Stewart. a Victoria lawyer. We are now waiting for the government to call a meeting of the two nominees so that they may jointly elect their chairperson. When the chair is established, a starting date for the Inquiry will be set and the commission will hand down its findings 14 days after that date.

AUCE Local 2 report jointly submitted by:
Melody Rudd, Past-President. AUCE Provincial
Local 2 member.
Bob Anderman. Local 2 Provincial Representative.

S.F.U. 18 Defense Committee

Dear Sisters and Brothers;

On 22 March, 1979, 18 persons were arrested on the picket line of the Association of University and College Employees, Local 2 (AUCE 2) at Simon Fraser University (SFU). The following provides some background to the arrests and information on the defense campaign of the SFU 18.

AUCE 2 is the bargaining unit for 650 clerical and technical workers at Simon Fraser University. The union, 80% of whose members are women, won important gains for its membership when it was certified in 1974, especially in the area of "equal pay for work of equal value". However, with the expiration of its third contract on March 31, 1978, AUCE 2 was consistently subjected to the hardline stance by an employer determined to reverse those gains. Initially the employer offered only one-time bonuses, and later offered percentage increases far below the rate of inflation.

After months of bargaining, AUCE 2 began a series of rotating strikes in December, 1978. In January 1979, the SFU Board of Governors stated that its final offer was 6% over a two year contract. When added onto the A.I.B.-limited increases of the previous two years, this offer amounts to a cut in real wages of over 20%! On March 8, 1979, AUCE 2 voted to go on a full-scale strike when the University escalated selective lockouts. A picket line was set up at the entrance to the university and remained in place until April 20. On March 29, the university succeeded in obtaining a severe court injunction against AUCE 2 and supporters which limited the number of picketers to 10. AUCE 2 then continued to press for a settlement by picketing allies of the University, leafleting, and publicity actions. An Industrial Inquiry Commission, whose decision will be binding, is being appointed by the Minister of Labour, and AUCE 2 has returned to work.

Throughout negotiations, the SFU administration showed bad faith and attempted to break AUCE 2. For example, the administration repeatedly made the offer of CONDITIONAL binding arbitration, a major condition being comparability with UNORGANIZED clerical workers in the private sector (selected by the employer); unfortunately, the latter are traditionally low paid, and comparison was really put forth for the purpose of reducing unionized wages. The fact that members of the SFU Board of Governors represent big business is important here. Board members such as Bill Hamilton and C.B. MacDonald, who are President and Vice-President of the anti-union Employers Council of B.C., clearly manipulated the dispute in the interests of employers, not those of the University community.

After the full-scale strike began on March 8, 1979 the administration took the view that the operation of the campus would be cut back in some areas but that all classes would continue. In some cases, scabs were hired to do the work of AUCE 2 members; in other cases, people volunteered. Scabbing against the food service workers, B.C. Hydro bus drivers, teaching assistants (AUCE Local 6), and others who respected the picket line was also common.

As well, students who respected the picket line were threatened with academic penalties; professors who held classes off campus were warned that these were considered "unauthorized". The administration thereby encouraged and coerced people to degrade themselves and break the strike by crossing the AUCE 2 picket line. The administration virtually ignored the plight of students who felt that the picket line must be respected, especially those who were also members of trade unions.

It is in this context that the events of March 22, 1979 should be viewed. On that date, a rally at the picket line led to approximately two hundred supporters joining to strengthen the line. The picketing was completely peaceful and legal; at no time did the R.C.M.P. tell the picketers that they were committing an offence or require them to disperse. However, after about three hours, the police, including members of the R.C.M.P. Security Service's "Ad Hoc Labour Liaison Committee", made a violent attack on the picket line and arrested 18 of the picketers.

Fourteen of those arrested are, or have been, members of trade unions, including the Construction and General Labourers Union; the Hospital Employees Union; the Service, Office, and Retail Workers Union of Canada; the International Steelworkers of America; the Association of University and College Employees; the Hotel, Restaurant, and Culinary Employees and Bartenders Union; the International Woodworkers of America; the B.C. Government Employees Union; the Canadian Paperworkers Union; the International Association of Bridge, Structural, and Ornamental Iron Workers; the Canadian Union of Public Employees; and the Carpenters and Joiners United Brotherhood of America. Twelve of those fourteen were also students at the time of the arrests.

Organization to defend the 18 persons arrested began immediately after the police attack. The SFU 18 Defense Committee, composed of those arrested and supporters, was set up shortly after and began to lobby for the dropping of the charges and the raising of defense funds. The charge laid at the time of the arrests was "obstruction of a peace officer in the execution of his duty". A month later a second charge, "blocking a highway", was added.

The Crown is proceeding with the charges against 17 of the 18 persons originally detained. Costly and time-consuming individual trials, rather than a more sensible group trial, have now been set, the first occurring at [redacted] (in courtroom #3, the Provincial Courthouse, 6263 Gilpin St., Burnaby). Two experienced trade union lawyers have been retained by those arrested.

The SFU 18 Defense Committee is currently continuing and expanding its campaign to raise money and to have the charges dropped: a petition is being circulated, "Drop the SFU 18 charges" buttons are being sold, representatives from the committee are speaking at meetings: and printed information regarding the arrests are being disseminated to unions and community organizations. The demand that the charges be dropped has been endorsed by the individuals and organizations on the attached sheet.

Because the legal defense will be expensive if the trials proceed, the Defense Committee is asking the labour movement for its financial support. Support for the committee must be strong to provide a good defense for the persons arrested, and generally to protect the sanctity of the picket line against police attacks. Let us not forget that strike-breaking by the R.C.M.P. is nothing new and must be vigilantly guarded against.

We would also appreciate any assistance in obtaining the support of others. The petition, calling for the charges to be dropped and "Drop the charges" buttons may be obtained at the convention. Correspondence to the SFU 18 Defense Committee can be sent c/o A.U.C.E. Provincial, Suite 901, 207 West Hastings, Vancouver, B.C., V6B 1J8
The Defense Committee would like to thank all those who have offered support to now.
The following persons can be contacted to speak for the committee.
Judy Cavanagh [redacted]
Bill Burgess
Erling Christensen
Billie Carroll

The demand that the charges be dropped has been endorsed by:

AUCE Provincial
AUCE Local 2
AUCE Local 6
Vancouver & District Labour Council
Jack Munro, International Woodworkers of America
Canadian Union of Postal Workers, Vancouver Local
Jean Claude Parrot - President of CUPW
CUPW National Office
British Columbia Government Employees Union
John Fryer, General Secretary, BCGEU
Simon Fraser Student Society
The BC Federation of Women
The Service Office and Retail Workers Union of Canada
The Trade Union Research Bureau
Working Women Unite
Social Service Employees Union, Local 2
Margaret Mitchell, Federal Candidate for NDP in Vancouver East
Vancouver Status of Women
Art Gruntman, Regional Vice President, Canadian Paperworkers Union
British Columbia Provincial Council of Carpenters
Hotel, Restaurant and Culinary Employees & Bartenders Union, Local 40
International Brotherhood of Electrical Workers, Local 213
Construction and General Labour Union, Local 1070
Victoria Labour Council
Gay Alliance Toward Equality
Syndicat des Charges de Cours de L'Universite du Quebec
Raj Chouhan, Farmworkers Organizing Committee
Retail, Wholesale and Department Store Union, Local 580
Canadian Association of Industrial, Mechanical, and Allied Workers
Peter Cameron, Regional Vice-President, CAIMAW

UCE LOCAL 3 - A HISTORY ***

In February of 1974 the Staff Association of Notre Dame University came to the realization that a union was essential if they were to be able to work towards solutions for problems they were facing. In a nutshell, that management did not have to even listen to their wants, let alone try to deal with them.

The Association of University and College Employees was at that time organizing the clerical workers at UBC and SFU and expressed an interest in the Notre Dame Staff Association. In turn the staff association was attracted to AUCE as it seemed to exemplify all the aspects of unionism they wanted without control from the outside or set thinking about what unions should negotiate for or how they should act. Signing up of 90% of the workers was accomplished in three weeks and certification followed quickly thereafter.

The struggle for the first contract was long and arduous - it was not until a 98% strike vote was taken and a mediator called in that they settled for a contract with a large across-the-board raise and many added benefits. A second impressive contract followed the first.

But, not only did Local 3 of AUCE have to face all of the normal union problems of contract negotiations and grievances but there was a constant and ever-pervasive threat - that of the university ceasing to exist. When the Social Credit party returned to power in 1975 after a three-year break, the university ceased to exist for all intents and purposes, despite political promises to the contrary. First and second year courses were taken away from NDU, then third and fourth year courses. What the staff managed to salvage out of all this was a good severance package for people being let off and a settlement in lieu of pension for persons with three years or more seniority regardless of whether they were laid off or not. There was also the promise of continuing existence of the union for the jobs that remained at the new entity, DTUC.
Selkirk College was talked into managing DTUC for a year while the government decided what to do with it. As soon as Selkirk entered the picture CUPE moved in to take over and decertify Local 3. A long and hard fought dispute in front of the Labour Relations Board finally resulted in AUCE losing one of its first and most dedicated locals.

Condensed from a lengthier article in AUCE Provincial News, March 1979, Volume 4 Number 1, Pages 20-27

AUCE LOCAL 4 - ANNUAL REPORT FOR 1979 PROVINCIAL CONVENTION

Following the 1978 Convention, concern and criticism was expressed by members that the Convention was becoming an arena for political issues* which did not directly concern the welfare of our members. The matter of the $10,000 loan of Provincial funds being voted to another union (SORWUC) as a result of an emergency resolution at the Convention has been debated extensively at this local, both at the Executive level, in General Meetings and I'm sure was the subject of discussion at many a coffee break. At the January General Membership Meeting a delegation from the Provincial Executive was seated and the issue of the loan to SORWUC and the relationship between the local and the Provincial Assocation were discussed. What we feel to be a positive way of dealing with the issue raised concerning the SORWUC loan is reflected in the resolutions Local 4 is presenting at the 1979 Convention.

Our negotiating team was elected in early 1978 and the Union served the legal 3 month notice of intention to negotiate on the dot (BC Labour Code provision). Local 4 was ready with its total package at the first negotiating session only to find Capilano College no ready to exchange packages. They commenced negotiating Article by Article meeting twice a week through June, taking July off and at a Special Membership meeting on September 21st the contract was presented for ratification. The vote commenced at this meeting and closed three days later. The membership ratified the contract by a vote of 63 to 35 (approx membership at the time was 160 full and part-time). The money package amounted to 5% on the pay grid and a 2% lump sum payment, with a one-year contract. We had therefore settled before the old contract had expired on September 30th.

During the past year we negotiated and signed a Memorandum of Understanding with Capilano College and the Capilano College Faculty Association to transfer the Native Speakers and the Language MOnitors to the Faculty Association where they will be known as Language Associates. This application is presently in the hands of the Labour Relations Board of B.C. and is expected to be accepted without any problems.

Internal Governance has been in the forefront for some months now. We are presently represented on a Principal's Advisory Committee which a committee report recommends be replaced by a 'senate'; representation on which is to be four members from each of faculty, staff, students and administrators. However, the representation is to be put on a constituency basis (i.e. staff) rather than a Union representation.

Mention must be made of Local 4's response to the possible withdrawal of services by the Capilano College Faculty Association last November. A Special General Membership Meeting was called for the purpose of hearing the Faculty's position and their appeal for our support. At this meeting a motion was passed to respect their picket lines in the event of a strike. However, the strike was averted and the intent of our motion was not put to the test. I am confident in saying that some very difficult situations would probably have arisen had that picket line gone up.

* *see correspondence between Local 4 member, Bob Willey and the Local 4 Executive and the Provincial Association regarding the Provincial Association and the Convention issues - APPENDAGED TO THIS REPORT.*

2/...

LOCAL 4 ANNUAL REPORT CONTINUED ...

Several waivers regarding various non-teaching work at Capilano College were signed this year. A waiver was given for a community service iniated project entitled "Volunteers in Transition" which enabled people who lacked the personal development and communications skills (after emotional illness or prolonged absence from the work-force) to function effectively as volunteers to be placed in the College and work as volunteers in specially selected areas for 3 hours a week for 5 weeks. Seven people took place in the project at Capilano College where thay also had four hours of group counselling per week through the Counselling Division. This was deemed to be a very successful project and I am pleased that this Local has a chance to contribute to its success.

In addition, waivers were given for the Summer Language Bursary Program (these will not be necessary once the Language Associates are in the Faculty Association), Work Study Programme, Youth Employment Programme, and the Young Canada Works Projects. Waivers for projects funded additional to the regular College operating budget are a matter of concern to this Local and we welcome the opportunity of sharing ideas and solutions.

Mick Maguire, the Head Steward, reports that organising an effective team of Shop Stewards over the past year has proven extremely difficult. There are twelve 'floating' stewards (this means that anyone with a complaint or grievance can go to a steward in any area if the one in their own work area cannot take on the immediate problem). The two biggest problems encountered are how to encourage the regular members to be stewards for at least the one year, and, because of the 'floating' system it is most difficult to get stewards to attend steward meetings & take an active role in the responsibilities inherent in being a Shop Steward. There has not been enough emphasis placed on the fact that the Stewards are elected by the members and should take more responsibility as officers of the union, & should have a serious approach to the job they were elected to do. A possible solution that has been discussed by the Local Executive is to reduce the number of elected stewards and thereby have a smaller effective team rather than an unwieldly group that has had problems getting together and doing a job they feel is adequate. Early on in the new year the Provincial Office put out a call to Local 4 offering an on-campus Shop Steward Seminar for sometime in March. The initial response was unanimously in favour of the Seminar & all Stewards stated they would attend such a seminar. When the date became closer Stewards began to decline attendance because of various family and other commitments and pressures; by one week before the proposed Seminar only one Shop Steward of the twelve, and the Chief Steward were still committed to attending. This is just one example of how difficult it has been to get the Steward system effectively underway - hopefully we will come up with another solution to Steward education and will be able to rely on the Provincial Association's offer to co-ordinate a Shop Steward Seminar when our members are ready for one.

3/...

AUCE LOCAL 4 - ANNUAL REPORT CONTINUED...

At the time of this writing, there are 16 re-classifications outstanding. The contract stipulates that applications for re-classification must be settled within 60 days after the initial request for reclassification. The College's projected final completion date (some were due before now) for the remaining reclassifications is May 31st, 1979. At Convention we will hopefully be able to report the outcome of these applications.

Regularisation applications were made for two maintenance jobs which have been temporarily filled by the same two people for more than three consecutive school terms. One worker had had ten [redacted] consecutive temporary re-hirings in the same position since 1976! This means that he had been re-hired 10 times for jobs that were each in excess of 608 hours - the agreed-upon limit for the recurrence of the 608 hours for any one job in order that it may be considered for regularisation is three (3), times over a three year period - nowhere near ten!

Membership as of March 31st, 1978:

79 Temporary and Part-time workers
81 Regular Employees

160 Total - 66% Women

Membership as of March 31st, 1979:

69 Temporary and Part-time workers - 65% Women
110 Regular Employees - 74% Women

179 Total - 70% Women

Submitted by Joy Smith, immediate Past-President of AUCE #4, and Mick Maguire, Chief Steward, for the AUCE #4 membership.

15th May 1979

* n.b. Appendaged correspondence re AUCE Provincial and the 1978 Convention.

2% lumpsum and the
+5% increase on base rate

APPENDIX TO THE LOCAL 4 ANNUAL REPORT (Correspondence regarding the jurisdiction of the AUCE Provincial Convention and the $10,000.00 loan to the Service, Office and Retail Workers' Union of Canada.)

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(typed from the originals):

November 8, 1978

To: The Association of University and College Employees
Provincial Office
#901-207 West Hastings St., Vancouver, B.C.

From: The Association of University and College Employees
Local #4 (@ Capilano College)

Re: $10,000.00 Loan to S.O.R.W.U.C.
Further to the Conversation between myself and Ms. Perret and with reference to the captioned loan, this local would appreciate receiving the following information:

1) What date and to whom was the cheque for $10,000.00 made payable,
2) Was a legal document or contract signed where SORWUC verified receipt of the funds and promised to pay back the loan? If there is a legal document, we would appreciate receiving a copy of the loan document.
3) If such a document exists, what type of repayment was established: Lump sum or monthly and in what length of time will repayment occur?
4) What legal action would be taken or contemplated to recover the funds?

Your attention to these outstanding issues would be appreciated.

(signed)
B.F. Young, Secretary Received @ AUCE Provincial November 16, 1978

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The Reply:

To: AUCE #4
From: AUCE Provincial

Attention: B.F. Young, Secretary

Sisters:

Thank you for your letter of November 8, 1978 asking for information about the long term interest free loan by Convention to SORWUC. We are pleased that your Local has written us to find out more about this loan, as it is, I am sure, a concern of many members of the Provincial Association. In answer to your questions:

1) Payment of the loan to SORWUC was make in two instalments:
May 30, 1978 to SORWUC National - $6000.00
July 26, 1978 to SORWUC National - $4000.00
2) No legal documents or contracts, other than the customary receipt and a letter of thanks were signed by SORWUC in connection with this loan. It has not in the past been AUCE's practice to execute such documents, not has it been deemed necessary, and this issue was not discussed by Convention when it made its decision vis a vis the loan.
3) As there is no document, there is also no agreement, even in principle, as to a repayment scheme, or as to a time when repayment will be considered. It was the sentiment of the 1978 Convention that SORWUC would pay back the loan when they were in a financial position to do so, even though this was not part of the official motion.
4) No legal action is being contemplated in regards to a repayment of the loan.

continued/...

continued reply to AUCE #4 re the SORWUC Loan:

I should point out that any action surrounding entering into an agreement with SORWUC regarding this loan is solely the prerogative of the Convention and not within the realm of the (Provincial) Executive. At Convention, any motions in this regard would have to be in order after the initial motion to grant the loan was passed. If further motions were proposed and passed regarding the mechanics of handling the loan, then the initial motion would have to be relegated to the status of approving 'in principle', the loan, and further motions would put such a loan into effect.
Since your local has taken such an interest in this matter, the executive would be very pleased to hear any proposals you may have regarding the handling of such matters in future. You may also choose to take concrete proposals regarding either this specific loan, or on the issue in general to our next Provincial Convention.
Again, thank you for your interest in the operation of the Provincial Association.

(signed)

Nancy Wiggs, President On behalf of the Executive, AUCE Provincial.

* *

Further correspondence:

(typed from the originals):

November 9, 1978
To: Association of University and College Employees, Provincial Office
#901-207 West Hastings St., Vancouver, B.C.

From: Association of University and College Employees, Local #4 (Capilano College)

Enclosed is an excerpt from the Cap Communicator A.U.C.E. #4 (vol.2, No.21). It has been requested, at the AUCE #4 membership meeting held November 9th, 1978, that AUCE #4 formally write to you so that you can respond to the questions brought up in this letter.
In this regard, we would also request that a representative from AUCE Provincial attend the (next) General Membership meeting on December 14, 1978, at 1:30 p.m. to respond to the outstanding issues.
Would you please respond to the above questions in writing and advise prior to the December meeting as to who will be attending as your representative.

(signed)

B.F. Young, Secretary Received @ AUCE Provincial November 16,'78

The excerpt from the Cap Communicator is as follows:

THE PROVINCIAL ASSOCIATION - by Robert Willey

Consider the appropriateness of our local remaining a member of the Provincial Association. I don't wish to get involved with the pros and cons as much as I wish the question asked. I will put my perspective of this body and its functions across as clearly as possible and ask that you consider it.
The Association of University and College Employees has the makings of a powerful force in the development of rights and benefits for workers as well as the development of good wages and working conditions. It could organise and distribute information which would be very valuable at negotiating time as well as throughout the year. We as members of such an association would be able to draw on the combined information and financial services that such a body could produce. We as a local should have an equal voice in the decisions made by this body and more importantly should direct those concerns felt by many of our members to the attention of other locals, thus building a high standard of union activity and

continued/...

profile. We could be directing our energies and money to develop consistent standards in our local agreements. The wages of some of our members in other locals are far behind and they need our combined support. A Provincial Association should be an active but responsible group working toward such things as better compensation for injured workers, placement and retraining programs supported by a Provincial body such as A.U.C.E. Provincial for handicapped workers. Industrial health information and suggestions on retirement, severance, vacation schedules and a host of other concerns. Positive support of workers' real concerns, positive energy, and money put toward realistic ventures and for providing a real service to the locals that pay for the service.
Research for negotiations should be a high priority as we are all feeling the powerful push to keep the costs of education down. We all know only too well those wages are suffering from the last three year restraint program.
Having said what I think the Association should be, I asked myself: What has the Provincial Association been doing over the last three years. Let's look at last years total effort as summed up by the Annual Convention hosted by Local 4.
As the present voting system allows for one delegate to the Convention for every 50 members of majority part thereof, our local had 3 members present at the Convention. They were Sheila (Perret), Mick (Maguire), & Dan (Power) and they faced the obvious problem of being out-voted by S.F.U. and U.B.C., both with much larger populations and therefore many more votes at the Convention. I haven't taken a head count lately but it's my guess (that) S.F.U. and U.B.C., if they combined their votes, could over-rule any constitutional amendment we or the combined rest of the locals could come up with; including changing the voting regulations to allow for equal representation from each local. However, that's an issue which may work itself out yet, especially with a former Local 4 member on the Executive of Provincial. How about a little lobbying for your own local, Sheila?
The Convention thus filled with delegates and formed a quorum and began work. A resolution was passed saying the AUCE Provincial 'would organise shop steward seminars on the local level'. Have we had any provincially organised shop steward meetings?
The Provincial even offered to 'pay expenses for resource people to travel to out-of-town AUCE Locals'. What people? To what locals? When? Will the Provincial Executive be the resource people?
Another resolution: that we all 'oppose the Provincial Government's Essential Services Bill'. What action has been taken on that issue or front as some sisters call it? Have we objected, written letters or what? Another: 'ensure that the expansion plans of the B.C. Systems Corporation do not undermine the security, benefits, and wages of AUCE workers'. What action is taking place here and shouldn't we be working to make our contracts for each local stronger so that interference becomes impossible? How is Provincial working to ensure that our benefits, wages and security are not undermined? Not with research and not with the letter writing and protesting techniques of the sixties. This question begs to be answered. Do they have the resource materials on labour contracts for negotiating teams to look at? Phone and ask if they have any information on retirement, cola clauses, examples of wages or tables comparing our wages to industry in like professions. Ask which area of research they are currently working on with regard to current contract issues such as tech-change, hours of work, handicapped workers, compensation, health & safety.
Another Convention resolution: 'reaffirms the right for College and University employees to initiate job action where necessary'. They forgot to add 'and where legal to do so'. The right to initiate job action I take it is a legal strike although it doesn't say that. What are they trying to tell us?
When we feel as workers (that) we have been mistreated that we should take job action, walk out? What about grievance procedure, contracts, commitments of Law and the Labour Code. For a body that seems overly concerned about proper

con't/...

Bob Willey's article continues...

procedure they do not demonstrate an ability to appreciate or recognise what battles are already won.
More of the years work was demonstrated by supporting yet another local at SFU. I would not be surprised if each of the locals had contracts ending at different times. If they all tried they could shut down the University for the whole year and supprt each other into a year of unemployment. Surely the workers at SFU can get themselves together better than that. Surely the Provincial Association instead of counting locals could suggest amalgamation of the various workers into one local. They are divided and have little if no strength each fighting for different issues and reasons at different times. This type of bargaining begs for confusion and is an embarrassment to union organisation.
Another, the Provincial resolved that no member can hold office for more than one term. I guess the experience on the job is of no importance here; I guess the real thought behind this is that continual inexpereince and confusion should prevail for good union management, or maybe they can't trust anyone for more than one term. If a person is doing a good job why shouldn't they be re-elected?
Speaking of doing a good job, let's look at the emergency resolutions pushed through by the combined voting of the two larger locals, who take up most readily anything they think will get attention or that sounds important, or that is controversial, or that will focus our attention on the needs of the very few for the good (supposedly) of the whole.
The first of these shattering priorities was to rush head-long into a $10,000 loan to SORWUC, since decertified. Has the Provincial Association taken any legal steps to recover that loan? What are the conditions of the loan? Who was the loan made out to? How did our representatives vote on this emergency resolution* brought forth by the Provincial Executive who had all year to think it up, but could not in time for the convention. Perhaps a newsletter could be sent to all members of all locals to explain this masterful manipulation of our funds.
Perhaps the Provincial Executive could tell us why we could not get any strike funds loan or otherwise when we asked for it in past years.
How's this one for our records: AUCE resolves that we all protest the anti-gay action of the Sunshine Orange Juice Girl and Renaissance Canada. How many of us know where Renaissance Canada is or who it is? The Provincial Executive did not have time to put this one in writing until after the deadline so it's an emergency that we protest this vital issue. This list goes on ... $100 to the United Fishermen's and Allied Workers' Union (UFAWU) - another emergency. Who was this cheque made out to? We protest 'illegal acts committed by the R.C.M.P.', and the emergency resolution calling for participation in (International) Women's Day Activities - why is this an emergency? - Mother's Day comes every year doesn't it?
In all seriousness, we are not putting forward an organised or solid front, we are not presenting a high quality Provincial profile; because we don't have one. We are being controlled by the more radical voices of our members who unfortunately are still using the political protest and demonstration methods that died in the 60's. If we are to stay as members, then some work must be done. A lot of work whether or not it's worth it is up to all of us to decide.
Let's change it or get out. I for one am sick of being cast in a dye created ten years ago.

... Robert Willey, member of AUCE #4 &
past-President (1977-78) of Local 4.

rec'd by AUCE Provincial - Nov.16,1978.

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The Provincial Executive's reply (open letters) to Robert Willey and another to the Local 4 membership follow on the next pages. Also, see the Provincial Executive Report for the results of our visit to AUCE #4 at Capilano College.

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To: Robert Willey 18th January, 1979
From: The Executive of AUCE Provincial

This is response to your letter which appeared in the Cap Communicator. The question you raise as to the appropriateness of Local 4 remaining in A.U.C.E. is the central issue and therefore the first item to be dealt with. A.U.C.E. was established to fill a need of university and college employees to be represented by a labour union. The most important issue has to be proper representation in the protection of members and in the winning of contracts. If these functions can best be served by A.U.C.E. #4 ceding from Provincial then that is what should be done. It is not the intention of A.U.C.E. to hold locals to perpetuity and we are sure that you will find Section 6 of the A.U.C.E. Provincial Constitution to be both simple and democratic. It is a decision that the local has to make. We hope that it is not made in haste or in anger. The issue you raise about representation at conventions is one that was raised at the June 1976 convention. At that time it was moved by Local 1 delegates that the last sentence of Section 14, C/1 be deleted. This sentence limits the representation from any one local to a maximum of 10 delegates. Local 1 felt that they should have been allowed more delegates because they had more members. The other locals strongly opposed this and the amendment was soundly defeated: 21 No votes, 5 Yes votes and 3 Abstentions. The method of representation that we use is basically a compromise between equal representation by locals and complete representation by population. It should be pointed out that our constitution allows for Local 4 to have 6 delegates at convention (and alternates), although only 2 were present full time and 1 member was present part time at the last convention. It is very true that the U.B.C. and S.F.U. locals could. if they combined their votes, 'rule' the conventions. But, it is also true that Local 2, Local 4. and Local 5, if they combined their votes could do the same. The fact is that these alliances have not occurred. In response to your question about shop steward seminars: No. none have yet taken place this year. However a motion was passed in our December meeting, authorising Sheila to proceed with setting them up. As to the question of resource people being sent out-of-town to other locals, this is to be done when requested. No requests have been made, so, the questions of who and when have not yet come up.

The resolutions about the Essential Services Disputes Act and the B.C. Systems Corporation are inseparably linked because the problem with the B.C. Systems Corporation was that it was, at that time, included under the Essential Services Disputes Act. Now we are all "Essential Servants". Nothing was done since the convention and your criticism is well taken. By passing these resolutions we have at least gone on record as being in opposition. We are now in the process of setting up a seminar for any member of all locals, in order to have one of our lawyers explain the ramifications of this legislation.

As to your question on resource materials, the answer is, Yes! We have lots of material and Sheila would be more than pleased to supply the information available on Cost of Living Allowance (C.O.L.A.), retirement, benefits and pension plans. She is only a phone call away.

You suggest that the resolution that "re-affirms the right for College and University employees to initiate job action where necessary" is an attempt to encourage locals to conduct illegal strikes. That is not true. The phrase quoted was part of the resolution that opposed the expansion plans of the B.C. Systems Corporation. The convention was opposed to the strike limiting legislation of the Essential Services Disputes Act as it applied to our workers.

As your paragraph on the two S.F.U. locals (2&6) asks no questions, we find it hard to come up with a response...Local 2 and Local 6 represent different types of workers in particular occupations; the needs of Teaching Assistants cannot be properly represented by the contract of the existing support staff local.

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Further it is not true that the convention resolved that no member can hold office for more than one term: the limit is two terms and that only applies to full-time paid positions. It was felt that it is dangerous for our union to be run by career unionists. Someone who takes a leave of absence from their job is more likely to be sensitive to the needs of their fellow workers. Nancy Wiggs, on behalf of the Executive, has already responded to your concerns about the loan made to S.O.R.W.U.C. by the convention in a previous letter to Local 4. One question not answered however is why your local did not get strike fund loans. Our records show that $2000.00 was made available to you but it was never used. We are not aware of any such requests for strike funds that have been refused (for any local. for that matter). If you know of any time that money was refused, please be specific and we will investigate further. As far as can be determined. it has never been the policy of the Provincial Executive to refuse strike funds to any of our locals. We, the executive admit. that although your article was initially disturbing, it did raise some valid points. These criticisms have not gone unheeded. It is the hope of the Executive of A.U.C.E. Provincial, that you and the rest of our brothers and sisters at Capilano College will remain within A.U.C.E. and help to correct our shortcomings.

In Solidarity, The Executive of A.U.C.E. Provincial for
cc: The Membership of A.U.C.E. Local 4 1978-1979

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Reply to General Membership of A.U.C.E. Local 4 re THE PROVINCIAL ASSOCIATION

18th January 1979

To: The General Membership of A.U.C.E. Local 4
From: A.U.C.E. Provincial Executive

Since its inception the Provincial Association has spent much time defining 'itself'. Each annual convention and each new executive demands an emphasis on the functioning of the Provincial. The first two conventions dealt almost entirely with constitutional amendments, and the last two conventions have tried to pin down the job(s) of the full-time representative, the Secretary-Treasurer. To date no A.U.C.E. Locals have been entirely or even largely satisfied with the Provincial. And at least the last three Provincial Executives have held marathon meetings to try and figure out what exactly it is that Provincial should be doing. With a monthly budget of approximately four thousand dollars how can the Provincial provide four thousand dollars worth of service to the locals? The question has not been answered to anyone's satisfaction.
For these and other reasons the article by Robert Willey in the Cap Communicator has been greeted with considerable concern by the Provincial Executive. Not only is much of what he says true, but the article spearheads many of the problems that the Provincial Executive is and has been working on. The time allotted to the Provincial Executive at this meeting is not adequate in order to deal with all the points raised in Robert Willey's article. We hope to discuss what appear to us as the most pressing problems. We also hope to have some time at the end of this presentation so Local 4 members may make comments or question anything that is said at this meeting.
The first thing is the confusion surrounding the functioning of A.U.C.E. Provincial. As set up in the Provincial Constitution, the Convention is the highest decision-making body. The Provincial Executive is entrusted with carrying out the wishes of the Convention as made clear through the Constitution and the resolutions passed. Representatives on these two important bodies has been a compromise between "representation by population" and equal representation per local. Equality is given to the smaller locals with two representatives each serving on the Provincial Executive. The convention has given

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preference to the middle local, actually Local 2. Local 1 is under-represented in terms of numbers, and Locals 4, 5. & 6 have (and Local 3 had), much fewer delegates to Convention than Local 1 or Local 2. The question has always been a difficult one. If Local 5 had, for example. five delegates, then Local 5 would have six times the voting power as delegates of Local 1. Or, as we have it now, Locals 1 and 2, if the delegates choose to 'block' can carry or fail any decision to be made. The question is how can A.U.C.E. members best be represented? How can each local benefit from the Provincial? At earlier conventions, our representation method was heavily discussed. As a clear answer failed to emerge, the discussion was put aside but not buried, merely waiting for any member or local to come up with a more workable system. The main thing of course is that A.U.C.E. members who do get together at the Provincial level, work together to ensure that the needs of all locals are met as best as possible.

Interaction between the locals and the Provincial has always been a problem. On the one hand. all of us want a powerful Provincial Association that can win arbitration cases, get the best contracts in the province, beat anti-worker legislation, elminate sex discrimination, improve the job descriptions of workers, in short..create a workers' paradise in British Columbia. On the other hand, we want complete autonomy in our locals, with no, absolutely not one, suggestion of interference by another body and that includes the Provincial. As all Provincial Executive members are from locals themselves, the idea of local autonomy, has consistently won, hands down. Executive members are sometimes willing to suggest a particular strategy that has proven successful in their local, but no-one wants the Provincial Executive telling a local what that local should and shouldn't do.

The question of money has always been of major concern to the Provincial Association. For most of us, the Provincial seems rich. The Provincial Executive is constantly in the position of trying to 'have their cake and eat it', too. By this we mean that the Provincial Executive wants to give any money. requested by either local, to the local, and still have enough money left over for the next local's request. To date, the usual solution has been one of loans to the locals in need and as a request is made. In this regard, no local request has been flatly refused -- although it seems that every local has been angered and/or worried that the Provincial will not 'come through'. Most of the money spent has been as the result of motions moved at conventions and approved by conventions. As this is the Provincial Association's highest decision-making body, a change in the constitution would have to occur, before money matters would necessitate handling by a different procedure, for instance a referendum vote.

The real question to be raised is the appropriateness of Local 4 remaining a member of the Provincial Association. On at least a surface level. it would seem that Local 4 can benefit from the Provincial much more than can the other locals. Between January and November of 1978, Local 1 contributed in excess of twenth-seven thousand dollars in dues to the Provincial Association, and Local 4 contributed approximately twenty-three hundred dollars in like dues. Through the Provincial Association, Local 4 can have access to much more money than could possibly be raised in the Local. Also, Local 4, because of its size does not have a full-time representative and could make better use of the Provincial Secretary-Treasurer. Locals 1 and 2, with their own full-time reps, are much less inclined to go beyond the local resources for assistance. Also, Local 4 is on the Lower Mainland, and could make good use of the Provincial Office, whereas, the other smaller locals (Local 5 and previously in that category, Local 3), do not reap the potential benefit in the same way. This however has not happened. Local 4 has rarely asked for any assistance from the Provincial Association, and has rarely participated at the Provincial level. The way our union is set up, a lack of participation means that the local's concerns are not raised at the Provincial Executive and at the committee meetings.

...continued

continued Reply to Membership AUCE Local 4 re THE PROVINCIAL ASSOCIATION

The local learns little of what the other locals have to offer in terms of their successes and failures, as they do not hear about them and the local knows little about the research and other resources that the Provincial does have to offer. In short, without participation, there is very little to be gained by belonging to the Provincial Association. Many of the issues raised in Robert Willey's article seem political in nature. Do we as a union participate in strictly our own union's (narrow?) concerns? Or do we try to broaden our scope? On the Provincial level at least, our union has tried to be more encompassing of social and/or political issues. To date, any issue, that any member of 'constituency' brings to convention has been debated, with the result that motions pertaining to the B.C. Government's Essential Services Disputes Act (bill). the Service, Office and Retail Workers' Union of Canada (S.O.R.W.U.C.), Renaissance Canada. International Women's Day activities, the United Fishermens and Allied Workers' Union (U.F.A.W.U.). illegal acts committed by the R.C.M.P., etc., have been discussed and resolutions have been passed. It has been the feeling of most Provincial Executives that the Provincial Association, especially, is the arena for these discussions.

As we are all aware, there are only two routes a local can follow when there is major disagreement with A.U.C.E. Provincial policy. Either the local can participate and attempt to effect change of the 'offending' policy, or the local can cede from the Provincial Association. For a local as small as is Local 4, the realistic thing to do seems to be to disassociate. The money presently going to the Provincial Association might well be better used within the local. As members of the Provincial Association Executive, we would urge A.U.C.E. Local 4 to remain with A.U.C.E. and become more involved at the Provincial level. Our concerns as workers in post-secondary educational institutions in British Columbia are common to us all; we should work together to find suitable solutions to these concerns.

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Reply to Robert Willey from Stuart A. Berry, Local 5 member re PROVINCIAL

February 3, 1979.

As an active member of both the Provincial and Local, I could not believe my eyes when I read Robert Willey's letter from the Cap. Communicator. The first question I asked after reading the letter was "Who is Robert Willey". From the information stated in his letter I thought I must have missed someone at the 30 executive meetings and 3 conventions I attended. Mr. Willey seems to know quite a bit about the Provincial Executive which I was a member of for two years and never seen him at a meeting. Of course that is understandable, I only had to fly 500 miles and give up a weekend to attend meetings. It is a lot harder to attend the meetings when you are so far away and have to fight the traffic from the North Shore. Perhaps I am being a little fascist but I cannot help myself when I read letters such as Mr. Willey's letter of literary genius. In my very basic understanding of writing and reporting I would like to reply to the letter.

In the first paragraph I quote "I don't wish to get involved with the pro's and con's as much as I wish the question asked". To make this statement then say nothing else perhaps would have been fair. The following sentence implies that you should only consider his opinion. If you are not prepared to debate the question then don't ask it.

In Mr. Willey's second paragraph he states that A.U.C.E. has the makings of a powerful force in the development of rights and benefits for workers. Try comparing where A.U.C.E. members stand in relation to other organizations representing college and university employees. If Mr. Willey had attended the meeting last year co-sponsored by the Public Sector Employees Council and AUCE. he would have found that the rights and benefits of our members are fought a lot harder for than those of the bigger unions. In the same paragraph

...continued

he talks about the distribution of information. Since belonging to Local 5 I have been spokesperson and chairman of the negotiating team for both our contracts, and information that I requested from the Provincial has always been sent to me, of course I had to ask and didn't expect the Provincial to read my mind or inundate with information about everything and as a result read nothing. Melody, Judy and Sheila have all carried out requests for research for negotiations on our behalf.

In the fifth paragraph, I can only interpret it as that each local should be able to control the convention. I have yet to see S.F.U. and U.B.C. even attempt to push amendments through a convention. I think that this is a credit to the integrity of their membership and I would feel insulted if someone wrote such a fact about our local.

In paragraph six he mentions about local workshops. At Local 5 we have had one workshop for stewards and we are in the process of making a request for another. Again I guess the key is we ask for these and I believe that this resolution was originally suggested by our local and supported by S.F.U. and U.B.C.

In reference to paid resource people, in our local, we have had seven people come to our local on request, most of which were Provincial Executive members, others from U.B.C., S.F.U. and Cap College.

In paragraph nine and ten in reference to "Job Action". What are they telling us? I guess most people assume that most responsible people realize that they must follow their legal contracts and the laws of the land but I guess others must be constantly reminded like a parent with a small child. I ask the question does your supervisor have to tell you each day what your hours for the next are? I am quite sure that with normal intelligence that even you can answer that question.

Paragraph eleven shows once again the research that Robert Willey put into his article. If you had been involved in the discussions and difficulties in the certification of Local 6 you understand the need for two locals. The needs of the two groups with the exception of basic needs are quite different and the priorities and interests are quite different. In most institutions faculty and staff are represented by two different organizations because of these differences. This is why we have electrical unions, plumbing unions, truckers unions, etc. The purpose of unions and associations is not to close down institutions but to fairly represent the members or the bargaining units.

The question of S.O.R.W.U.C. has always been a sensitive one and all locals have from time to time had questions in reference to funds expended on this issue. Our local has asked questions at executive meetings, conventions, and requested representatives attend our executive meetings to explain the use of our funds. We have always received the answers to our question and never has information been withheld from us. Everything has always been above board and proper motions made and passed at executive meetings or conventions. To state that there has been manipulation of funds is not only derogatory but also slanderous and unfounded.

Loans to locals have been passed at meetings when I have been in attendance as a matter of fact our local received a $2,000.00 interest free loan. I have never heard of a request for funds for whatever reason, ever being turned down for any reason. The only request made was for the definition of the terms of the various loans.

In conclusion I can only say that anyone who would write such an article with so much misinformation contained in it is subject to suspect. I would ask that the members of your local investigate these facts very closely.

...continued

continued Reply to R. Willey from S. Berry, re PROVINCIAL

Mr. Willey's comments do not represent the feelings of our local, nor do they fairly represent the work and efforts of our executive or the membership of A.U.C.E.

I have not always been pleased with everything that Provincial has done but our local has always been involved and tried to change things where we felt it should be changed. Our local has always been involved, and has always participated because we know it's worth it.

Mr. Willey's dye was cast by himself and I sincerely hope that his dye is not the dye cast for your local. The next time you want information, ask, if you don't get the answers then change it. For someone who has made no effort to be part of our organization and has never even attended a Provincial Executive meeting I find his credibility poor.

I would gladly challenge Mr. Willey to debate the issue on the floor of his general meeting. And I ask, who is ineffectual, the Provincial Executive or Mr. Willey?

Stuart A. Berry, Immediate Past President
Local 5 and former Local 5 Representative
to the Provincial Executive.

AUCE LOCAL 5 - ANNUAL REPORT FOR THE 1979 PROVINCIAL CONVENTION

We have somehow managed to see ourselves through another year and the signing of a new contract, once again without too much of a struggle. One could get the impression that Local 5 is dormant throughout most of the year. Actually the majority of Local 5's membership would tend to agree. Do we conclude that distance in this case works in favour of keeping issues of a contentious nature occurring on other campuses from disturbing the monster of the deep that rests in the bowels of C.N.C.? Or perhaps it is because of the ingenious methods of open communication between our former outspoken president and management that one would surmise a harmonious relationship between the two exists? I will have to say that the answer remains in limbo or locked in the deep consciences of our last few remaining veterans.

Even though management seems to be overpowering in that they presently outnumber staff on a ratio of approximately 4 to 1, there appears to be a spark in the membership that still prevails. It is in keeping that spark aglow that remains a struggle to retain autonomy within Local 5. It is also a little difficult for some of us to understand what with the great restraints put on the budget, cutbacks are not effective enough to hold back certain management positions but effective enough to cutback on fulltime positions for staff and better work programs for our students. Yes of course it is the same old story, priorities first. Yet it is a piece of the financial puzzle that never quite seems to fit.

Our local executive over the past year seems to have changed hands more times than a fast moving poker game. This of course could be attributed to contract exclusions, resignations, added responsibilities, conflict of interest and so on. However, despite the weak links, communication between management and staff still remains open. Luckily for us they seem to have problems within their own structure to keep themselves occupied while we try to recruit reinforcements.

Our Principal Charles McCaffray's assertiveness towards a community orientated college has pushed our little northern centre into such rapid progress that a lot of souls are feeling the crunch. Perhaps a little too much, for it seems that some of these souls have undertaken a minor exodus. This seems to be the penalty for remaining dormant for so long. Yet I somehow know the move is for the better.

Some of the objectives within Local 5 hopefully to be completed within the near future are:

- Classifications for new contract due May 16, 1979 have been under research by myself (Vicki Nunweiler) and Lorraine Winthrope (Personnel Officer). Long hours have been spent in putting information together to come up with a satisfactory package. This supposedly has been the easy part. Our trials and tribulations will come in matching the job descriptions with our new classifications. Then everyone should come out smiling (Nice to be optimistic isn't it?) We would like to thank Sheila Perrett, Local 1 and Local 4 for their assistance in compiling and sending us the classification information. It was greatly appreciated.

- Staff Development (sigh!)
  Fortunately we have a Personnel Officer who is very 'gung ho' over this hot item which has been a long time coming. It is supposedly one of her pet projects over the summer. So hopefully will have more news in the fall.

- Our executive is going to start meeting on more of a regular basis with at least one meeting every week. These meetings will include reports from various committees, i.e., safety committee, food committee, stewards committee, etc. We are also going to put emphasis on turning out a regular monthly newsletter and have provincial reps submit a written report to keep our membership in tune with what is happening internally and down at the Provincial. (Something of which has not been too successful in the past.)

- As soon as budget changes, etc. subside, Local 5's executive will approach management to obtain a union office. It is desperately needed. I am a little tired of our bulletin board being used as a dart board and tripping over our union filing cabinet to get to my films.

In March we held a Steward's Workshop Seminar. This workshop proved to be informative and beneficial in giving stewards the confidence needed to proceed with grievances. However if time allowed, discussions could have carried on. We would like to recommend this kind of seminar to any local whose stewards are rather dubious as to what or how important their role is in maintaining an open communicative relationship between employer and employee.

We have had a few grievances, one of which started with the stewards committee and went to the general membership. The L.R.B. was also involved. A Section 7 was filed against Local 5 but ran the time allotment and was resolved. At present there is a two-fold grievance in effect. An employee is grieving the refusal of her increment entitlement by her supervisor and a bereavement leave.

Provincial Election vs. Right to Work Legislation. What say ye now brothers and sisters. Wait and see? Ah yes, to be or not to be.

As the new fiscal year starts to take shape I am sure Local 5 will have more to share with brothers and sisters in AUCE come next September. The membership of Local 5 would like to take this time to thank the Procincial Executive for the long hours and painstaking effort in keeping the solidarity of AUCE alive. And to Sheila Perrett for keeping on top of things as well as she did. Our very best to the new Provincial Executive and all other AUCE locals in their contractual negotiations and for a happy and successful year.

In solidarity,

V. J. Nunweiler

Vicky Nunweiler,
President, AUCE, Local 5
Wilf Bellmond, Provincial Trustee
and Member-at-Large

AUCE LOCAL 6 - ANNUAL REPORT 1979

Local 6 would like to take this opportunity to introduce ourselves to members of other locals of AUCE. As the Teaching Support Staff Union (TSSU) we are the only Local representing teaching support staff. Our bargaining unit includes Graduate Teaching Assistants, Undergraduate Teaching Assistants, Sessional Instructors and Language Instructors. There are several other certified unions representing teaching support staff in Ontario, Quebec and Saskatchewan, but we are the first in B.C. The last year has been exciting for our Local. After 18 months of organising, in April 1978 we had more than 50% of the bargaining unit signed into the union, and were therefore able to apply for a certification vote, which was held in November, 1978. As many students are off campus in summer, fall semester was a more appropriate time to hold the vote.

An important stage in the process of certification was a hearing before the Labour Relations Board, applied for by the Local, to define our bargaining unit. The union had done considerable research to produce a reasonable definition, but the university administration disputed it, seeking to include additional categories. The hearing was a very legalistic procedure lasting 5 days. The union was represented by 3 of its own members - Michele Pujol, Suzanne Marria and Vinny Mohr, who had a much harder time adjusting to the legalese than did the university's representative - lawyer Tom Roper. The union's team did a great job, however, and their definition of the bargaining unit was accepted, with the addition of only one group of employees. The basis for the Board's ruling was that all teaching support staff employed on four month contracts should be included in the bargaining unit.

In November when the certification vote was finally held, we won it by a small margin. In January negotiations with the administration for a collective agreement began, and have been progressing slowly. Our first achievement was to get an office for the union - important, as we now have a concrete presence on campus. No initialling has taken place beyond procedural items, as the administration refuses to initial any articles until they have seen the whole contract. About half the contract has been discussed, and progress has been made towards agreeing on some items.

Writing the contract has been an important aspect of the union's activity in the last year. A contract committee was struck in June 1978, and has been at work ever since. The first stage was to obtain and study contracts from other unions - including other teaching support staff unions, but much of the contract had to be written from scratch, as our situation is unique, particularly with respect to teaching assistants, who have dual roles as students and teachers. A draft of the contract is now complete, but revising and editing continues.

The university administration's attempts to suppress unionization have resulted in a number of unfair labour practices being filed with the LRB. Although in September 1978 we were under a freeze, in terms of Section 51 of the B.C. Labour Code, the university introduced a number of changes in the terms and conditions of our employment. A voluntary Teaching Assistant Training programme, in which new T.A.s could participate, with

pay, was to be made compulsory for new T.A.s, and unpaid, and finally was dropped altogether. A letter from the Vice-President Academic was sent to all members of the bargaining unit stating that no annual increase could be given on account of the freeze - which was not true. Neither the union nor the LRB would have refused permission to implement a wage increase.
The university also introduced changes to the strike policy. This complaint was resolved in discussions between the Industrial Relations Officer, the Union and the Administration, when the Administration agreed to clarify the policy with respect to Teaching Support Staff, and not to change existing policy. Other complaints were turned down by the LRB.
The last complaint submitted by the Union stated that in failing to implement the 4% annual increase, which was customarily awarded to Teaching support staff in September, the university was in fact changing the terms and conditions of employment. A similar complaint was successful in Ontario last year. This complaint is still before the Labour Relations Board.

The most important work of the union remains organising the bargaining unit. After Local 2's strike we are faced with some reluctance and hesistancy from non-union members of the unit, but this is really only a temporary reaction to a rather difficult situation. We are confident that by the Fall 1979 we shall not only have our first contract, but shall have achieved a substantial presence within the university community. Organising has been assisted by a number of factors in the past year. The university administration appointed a Committee to review operations of the university, which recommended stringent cutbacks to the tutorial system - which caused concern to all teaching support staff. Irregular hiring practices in some departments caused grievances among employees, whcih were valuable examples of the need for a union. Being certified and having a contract under negotiation has also been useful in demonstrating the value of unionization. Organizing is important - the union is growing in strength, but still has battles to be fought.

The teaching support staff at UBC have been represented by an Association for the last three years. As this was not succeeding in achieving changes, they decided this year to unionize. Local 6 has tried to give them assistance in their attempt, and organized a workshop with them, and discussed organising, legal procedure for unionizing, and encouraged them to consider becoming a local of AUCE. However, as they felt the need to be supported by a large organisation, and to have a paid business agent, they decided to join CUPE.

A crucial issue for the Local was Local 2's strike. At an emergency meeting of the membership, the decision to respect picket lines was taken by a majority of those present. Many members of the union did respect the lines, but others felt, because of financial difficulties, that they could not do so. The average wage of teaching support staff is about $500 a month.
Two members of Local 6 were arrested on the picket lines, and await trial.
The strike was a very important issue, as it forced the Local to face its position as a trade union. Although some members resigned, and the opposition to the union grew, and became more vocal and more organised, overall the union gained strength. The number of active members swelled considerably and membership meetings have been better attended.

During the past year Local 6 by-laws have been amended - changing the name to include Teaching Support Staff Union; changing the time for elections to January; changing the base for dues to 1% of wage; and changing the structure of the executive, to reflect the needs of the union better.

Our present membership is about 260 - the size of the bargaining unit varies from semester to semester, between 400 and 500 members. Our current executive is: President: Peter Lane; Secretary: Cristine Russell; Grievance Officer (Chief Steward): Bill Burgess; Information Officer: John Rowell; Treasurer: Vic Verigen; Staff Coordinator: Evelyn Schimmel; Provincial Representatives: Susan Knutson & Mary Mabin; Trustees: Michael Ewen & Alison Hopwood.

Finally - throughout its organisation and certification drive TSSU has received invaluable assistance from the Provincial Association, and other Locals of AUCE. We could not have made it without financial support in both grants and loans, and we would like to thank every member of AUCE for their help.

Mary Mabin for Local 6 Executive.
May 14, 1979.

Bill Burgess motion
CLC affiliation

Submitted to the 1979 AUCE Provincial Convention by:

THE PROVINCIAL EXECUTIVE

RESOLUTION NUMBER 1.

BE IT RESOLVED that A.U.C.E. attempt to affiliate with the Canadian Labour Congress.

That if we [illegible] are not successful in obtain affiliation ~~that this Convention strikes a committee~~ as AUCE (with the CLC intact) [illegible] the Prov. call a special convention to discuss what further attempts should be made

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Amendment Passed

Motion Carried

Submitted to the 1979 Provincial Convention by:
THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 1.

Section 1 : NAME

Be it resolved that Section 1: NAME, as it now reads:
This organisation shall be known as "The Association of University and College Employees" (AUCE) and shall hereinafter be referred to as the Provincial Association.

be amended to read:
This organisation shall be known as "~~The Union of~~ the University and College Employees' Union (UCEU) and shall hereinafter be referred to as the Provincial Union.

Carried

and, that the Provincial Constitution be amended throughout to read 'union' in place of 'association'.

* * * * *

N O T E S

Submitted to the 1979 Provincial Convention by:

THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 2.

Section 2: OBJECTIVES

Be it resolved that Section 2:OBJECTIVES (A), as it now reads:

"To bring about fair wage standards and to assure uniform job classification with equal pay for comparable work for all employees, regardless of sex, sexual orientation, age, marital status, physical disability, previous and current psychiatric or psychotherapeutic treatment, colour, race, religious or political beliefs, national origin, whether or not she/he has children and/or dependents."

be amended so that:
"equal pay for comparable work" be replaced with "equal pay for work of equal value".

and, be further amended to add, after "national origin":
"whether or not she/he is a part-time or a full-time worker"

and, be further amended to add:
"whether or not she/he is a part-time or full-time student,"
~~before~~ and "whether or not she/he has children and/or dependents".

* * * * *

NOTES

Submitted to the 1979 Provincial Convention by:

THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 3.

Section 9: DUTIES OF THE PROVINCIAL EXECUTIVE

Be it resolved that Section 9: DUTIES OF THE PROVINCIAL EXECUTIVE be amended to add a new item (C):

C. The Provincial Executive shall have the power to hire a part-time office as deemed required.

* * * * *

NOTES

Oops, we goofed! The Constitutional Amendment Number 3, regarding Section 9: DUTIES OF THE PROVINCIAL EXECUTIVE, is in error. (typo) Please read it as the following:

C. The Provincial Executive shall have the power to hire a part-time office worker as deemed required.

Thank you...

Defeated

Submitted to the 1979 AUCE Provincial Convention by:

THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 4.

Section 10: DUTIES OF PROVINCIAL EXECUTIVE OFFICERS

Be it resolved that Section 10: DUTIES OF PROVINCIAL EXECUTIVE OFFICERS be amended in the following way:
that (E) be renumbered (E) 1.
and, that the following be added as (E) 2:

E. 2. The Executive of the Provincial Association shall be authorised to enter into loan agreements with the bank or credit union when necessary, in order to secure emergency funds for the Provincial Association or a Local Association. An emergency situation for the purposes of this section shall include but not be limited to a strike by, or a lock-out of, a Local Association. All loan agreements entered into by the Provincial Association shall require the signature of the ~~Secretary~~-Treasurer and one of the Vice-President or President.

* * * * *

N O T E S

Carried

Submitted to the 1979 Provincial Convention by:

THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 5.

Section 15: REVENUE AND FINANCES

Be it resolved that Section 15A as it now reads:
The revenue of the Provincial Association shall be derived from a per capita tax of two dollars ($2.00) per full/time members per month, excluding those members unemployed as dealt with in Sections 4G, 4H and 4I of this Provincial Constitution. Other than full/time members shall pay a per capita tax of 25% of the dues collected per month. The amount of per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association membership.

be amended to read:

The revenue of the Provincial Association shall be derived from a per capita tax of two dollars and twenty-five cents ($2.25) per full/time member per month, excluding those members unemployed as dealt with in Sections 4G, 4H and 4I of this Provincial Constitution. Other than full/time members shall each pay a per capita tax of 25% plus 25¢ of the dues collected per month. The amount of per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association membership.

(Note: The pronosed amendments are underlined above.)

Carried

* * * * * * * * *

N O T E S

Submitted to the 1979 Provincial Convention by:

THE PROVINCIAL EXECUTIVE

CONSTITUTIONAL AMENDMENT NUMBER 6.

Section 15: REVENUE AND FINANCES

Be it resolved that Section 15 B as it now reads:

Twenty-five cents ($0.25) of the per capita tax shall be deposited in the strike fund.

be amended to read:

~~Fifty cents ($0.50)~~ 20% of the per capita tax shall be deposited in the strike fund.

(Note: The proposed amendment is underlined above.)

Carried

* * * * * * *

N O T E S

That if the increase to the per capita tax is approved the amendment re the increase to the strike fund also go to the ~~referred~~ referendum ballot.

Carried

Submitted to the 1979 Provincial Convention by:

AUCE Local 4 (Capilano College)

CONSTITUTIONAL AMENDMENT NUMBER 7

Section 15: REVENUE AND FINANCES

Be it resolved that the following be added as Section 15 H:

H. That no financial arrangement or commitment concerning loans, grants or leases be entered into by the Provincial Executive without appropriate written documentation which, where pertinent, shall include but not be limited to information concerning amount of loan, length of loan, interest and repayment schedule.

ifany?

* * * * * * * *

N O T E S

Submitted to the AUCE 1979 PROVINCIAL CONVENTION by:

AUCE #4 @ Capilano College

CONSTITUTIONAL AMENDMENT NUMBER 8

Section 15 - REVENUE AND FINANCES

Be it resolved that Section 15: C be renumbered Section 15 C(i), and the following be added as Section 15 C(ii), and named: SPECIAL STRIKE FUND ASSESSMENTS -

15. C(ii) Where a local is on strike, the non-striking members of the Provincial Association shall be assessed one (1) hour's pay per month, for the duration of the strike. The proceeds of such assessment are to be administered by the Provincial Executive for the benefit of the strike fund of the striking local. In the event that the strike is of less than one month's duration, the assessment shall be pro-rated.

* * * * * * * *

NOTES

Defeated

A case for planned education
Presented by
the National Union of Students
March 1979

Education:
A system in chaos

Introduction

Sheila Perratt
Nancy Wyllie
Bob McAdie

Pres. - Rudd
Vice P.
Sec. Treas. - Melody Rudd
V. Organizer
Trustees Mick Maguire

President — Joan Wood
~~Nancy Clapp~~
~~Sheila Benet~~

~~Susanne Mariah~~

V. Pres. — ~~Ed Strand~~
Hester Vair

~~Richard Helmson~~
~~Harry Hatris~~

Sec. Treas. — Sheila Benet
~~Joy Smith~~

V. Organizer — ~~Bill Bowles~~
~~Jean Wood~~
Susanne Mariah

Trustees — ~~Nick Haguisi~~
Jimmy Gilbert
Joy Smith
Vicki Nunweiler

EMERGENCY RESOLUTION

Whereas the 1978 Convention passed three motions aimed at upholding the right of Quebec people to decide their own future and the need to build unity of workers in English Canada & Quebec based on that;

Whereas the Confederation of National Trade Unions meets in Quebec City this weekend to consider how best to fight for national demands;

BE IT RESOLVED that we send a telegram to the CNTU with the following points included:

1) Expressing solidarity in the common struggles facing us, in particular, the fight back on attacks from all levels of government on public sector workers;

at the 1978 Convention

2) Informing them of the policy we have passed ~~on their national demands and the path of unity.~~ ✓

~~3) Urging them to choose the path of unity as the way forward in achieving their own particular demands as well as those common to us all.~~

~~3) Assuring them of our solidarity regardless of their decision.~~

3) Assuring them of our solidarity with respect to ~~their struggle~~ their right to exercise self determination

Carried

AUCE Provincial Convention Emergency Resolutions

submitted by AUCE Local 6.

EMERGENCY CONSTITUTIONAL AMENDMENT

1. Section 4H - Membership

BE IT RESOLVED that Section 4H - Membership - as it now reads:

When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of ninety (90) days from her/his last per capita tax payment.

be amended to read:

When a member becomes unemplyed 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 tax payment.

Carried

EMERGENCY RESOLUTION (Submitted by Lid Strand in accordance with Item 3 of rules of order governing AUCE convention).

WHEREAS Canadians have the right to expect high quality accessible education;
AND WHEREAS this right should be available to all, regardless of sex, age, income or region;
AND WHEREAS the policies of the federal and provincial government in shifting more of the burden of education on students have had the effect of discriminating against women students, working class students, and those students from areas isolated from post-secondary institutions;

BE IT RESOLVED that AUCE call upon the federal and provincial governments to:

1) Recognize and accept their continued responsibility to ensure planned, quality, accessible post-secondary education throughout Canada;

2) Ensure the long-term planning of Canadian post-secondary education with full and democratic input into the planning process from those groups in society interested in, and most directly affected by, post-secondary education;

3) Make a commitment to the systematic removal of all financial barriers to higher education;

4) Ensure full funding to meet the financial needs of post-secondary education;

5) Commit themselves, as a first economic priority, in conjunction with other groups in Canada, to developing a program wherein a job is provided to every person who wants to work;

BE IT FURTHER RESOLVED that AUCE Provincial work with other campus unions and the B.C. Students' Federation to develop consistent policies to ensure that Canadians may receive the high quality accessible education that they deserve;

BE IT FURTHER RESOLVED that AUCE re-affirm its policy on educational cutbacks set at Convention May 1978 that AUCE actively participates in the development of anti-cutbacks campaigns in conjunction with all segments of the campus communities.

Carried

Motion Re: Unemployment Related Cutbacks

Whereas Canada has been plagued with chronic high unemployment

and whereas those most affected by high unemployment have women, young people and those living in Quebec and the Maritimes

and whereas the Liberals have worsened the plight of the unemployed by:
1) passing Bill C-14 - which reduced unemployment benefits and excluded many part-time and seasonal workers
2) cutting on manpower re-training programmes

and whereas Bill C-14 was opposed by both the NDP and the Conservatives

therefore be it resolved that AUCE Provincial ~~call upon~~ demand the Federal Government to repeal the changes imbedded in Bill C-14

and be it further resolved that AUCE Provincial ~~call upon~~ demand the Federal Government to significantly increase manpower (and other) retraining programmes.

^meaningful

Carried

AUCE Provincial Convention Emergency Resolutions

submitted by AUCE Local 6.

WHEREAS the passage of Bill C-22 would effectively eliminate collective bargaining rights for public sector workers, and

WHEREAS the passage of this bill would impose a permanent form of wage controls on public sector workers, and

WHEREAS the principle of "average comparability of total compensation" is incompatable with achieving equal pay for work of equal value, and

WHEREAS the passage of this bill would constitute a major attack on the gains that have been won by organized working women,

BE IT RESOLVED that AUCE Provincial opposes the passage of Bill C-22, and

BE IT FURTHER RESOLVED that AUCE Provincial opposes the principle of "average comparibilty of total compensation" which is codified in Bill C-22, and

BE IT FURTHER RESOLVED that AUCE Provincial will endorse and participate in public activities which are held to oppose the passage and implementation of Bill C-22.

Carried

REFERRED MOTION: From June 2, 1979.

Whereas the 1978 Convention called for joint policy between the B.C. Students' Federation and AUCE and other campus unions, in order to respond to the inequities inherent in student work projects,

Whereas the AUCE Provincial Executive has worked over the past year to develop such policy,

THEREFORE BE IT RESOLVED:

That AUCE Provincial 1979 Convention endorse the following six point policy on student employment:

1) For any job created within student employment programs including Work Study or Youth Employment Programs, students shall receive, at a minimum, the union base rate at campus of employment. Carried

2) ~~Wherever possible~~, Jobs created within such programs be designed to provide students with practical experience related to student career interests. Carried

3) That students be included in the decision-making process of each level of the programme(s), and that the structure be in the form of the following representation and should consist of at least:
   a) a student representative
   b) a union representative(s) from the so affected union(s)
   c) an administrator of the university or college,

~~in order to regulate the student employment programmes going on at the campus, and will make sure that these jobs are not union-type jobs.~~ The committee will also attempt to relate the jobs to the student's career.

approval of Student Empl. Programs shall be resp for overseeing. The committee will inform the employer of all jobs falling within a bargaining unit

Carried

4) That the Work-Study Programmes not be developed as a substitute for the 'Student Aid' Programme. Carried

5) Whenever jobs created within such programs fall within a union bargaining unit, then the employee shall come under the appropriate collective agreement in force on that campus. Carried

6) Jobs created for the programme shall in no way replace or hinder the development of a bargaining unit position. Carried

CONSTITUTIONAL AMENDMENT #

SECTION 13: Committees - change the present "D" to "E" and insert the following paragraph called "D"

Motion: ~~that the 6th annual AUCE Provincial Convention strike a cross-local~~ There shall be a cross-local committee which shall be known as the AUCE Provincial Strike Support Committee.

a) Each AUCE Local shall elect annually one representative and one alternate to serve on the AUCE Provincial Strike Support Committee.

b) Two members of the Provincial Executive shall also serve on this committee.

c) The duties of the AUCE Strike Support Committee shall be to facilitate strike support when an AUCE Local is on strike or is honoring a legal picket line and,
   i) shall include organising a consistent flow of information to and from non-striking locals and,
   ii) shall organise group activities in support of the struck local.

d) The AUCE Provincial Strike Support Committee shall be responsible to the Provincial Executive and shall report to, and coordinate their activities with, the Provincial Executive.

Respectively submitted by

Anne Gilbert, Local #4

Defeated

SUGGESTED ADDITIONS TO AUCE PROVINCIAL POLICIES AND PROCEDURES MANUAL

Submitted by Lid Strand, Provincial Organizer.

PROVINCIAL COMMITTEES - Page 2

Provincial Communications Proposals

1. The Newsletter should be put out every second month. The first newsletter after the Annual Convention should focus on the convention and new policies. The newsletter immediately preceding the subsequent convention should contain an Executive report and any policies submitted to that time.

2. This Newsletter should be supplemented by a bulletin that comes out approximately twice a month and contains announcements and up-to-date developments.

3. An official Communications Committee should be set up to work on the Newsletter. They should meet at least once a month.

4. This committee should be chaired by the Union Organizer who shall report to the Provincial Executive on its activities.

Defeated

EMERGENCY RESOLUTION (Submitted by Lid Strand in accordance with Item 3 of rules of order governing AUCE convention.)

WHEREAS the federal and provincial governments have embarked on a deliberate attack on the rights of public sector workers;

WHEREAS the attack by the Liberal government on the Canadian Union of Postal Workers by flagrantly outlawing a legal strike and imposing a regressive settlement on postal workers is the first of many attacks that will confront the unionized workers of Canada;

WHEREAS the Liberal government has continued its attack on CUPW by charging J.C. Parrot and the regional directors of CUPW;

BE IT RESOLVED that the Association of University and College Employees (AUCE) condemn the actions of the Liberal government and call upon the government of Canada to ~~withdraw all charges~~ against J.C. Parrot and ~~the~~ regional directors of CUPW and to withdraw Bill C-8 (the back-to-work order). ~~overturn the convictions~~ to withdraw all charges against the present

Carried

EMERGENCY RESOLUTION (Submitted by the AUCE Provincial Executive in accordance with Item 3 of 'Rules of Order Governing AUCE Convention'.)

Whereas the 1978 Convention called for joint policy between the B.C. Students' Federation and AUCE and other campus unions, in order to respond to the inequities inherent in student work projects,

Whereas the AUCE Provincial Executive has worked over the past year to develop such policy,

THEREFORE BE IT RESOLVED:

That AUCE Provincial 1979 Convention endorse the following six point policy on student employment:

1) students shall receive, at a minimum, the base rate of the campus union wage for the job classification of the job being done Carried

2) the jobs created for the Work-Study (and other student employment) Programmes be career-related only

3) that students be included in the decision-making process of each level of the programme(s), and that the structure be in the form of the following representation should consist of at least:

   a) a student representative
   b) ~~a~~ union representative(s) from all Union(s) affected Carried
   c) an administrator of the university or college,

   in order to regulate the student employment programmes going on at the campus, and will make sure that these jobs are not union-type jobs. The committee will also attempt to relate the jobs to the student's career.

   Carried & remainder tabled

4) That the Work-Study Programmes not be developed as a substitute for the 'Student Aid' Programme

5) The students employed by the University or College shall come under the Collective Agreement in force on that campus

6) Jobs created for the programme shall in no way replace or hinder the development of a ~~full-time~~ position Maintain current part-time Carried

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NOTES

EMERGENCY CONSTITUTIONAL AMENDMENT (Submitted by Lid Strand) *

Section 9: DUTIES OF THE PROVINCIAL EXECUTIVE

A. The Provincial Executive shall have the entire management of the Provincial Association between conventions and shall be held responsible for efficient management of same.

B. Within four (4) months of the Annual Convention the Provincial Executive shall ensure that an updated Provincial Constitution and Provincial Policies and Procedures manual shall be distributed to the membership.

C. The Provincial Executive shall meet at the call of the President or twenty-five percent (25%) of the members thereof, but in no case shall meetings be held less than quarterly. A majority of the members of the Provincial Executive shall constitute a quorum for the transaction of business at Provincial Executive meetings.

(Note: the amendment is the addition of the words underlined above.)

* In accordance with Item 3 of rules of order governing AUCE convention.

Carried

EMERGENCY CONSTITUTIONAL AMENDMENT (Submitted by Lid Strand) *

Section 14: CONVENTIONS

D. There shall be a committee known as the Resolutions and Constitution Committee which shall consist of no less than four (4) elected delegates to the Annual Convention. Each local Association shall be entitled to have one of its delegates be a member of the Resolutions and Constitution Committee. If the Provincial Association is composed of less than four Local Associations, the Provincial Executive shall appoint additional members of the Committee to bring its total membership to four. The Committee shall elect one of its members to serve as chairperson. The Resolutions and Constitution Committee shall print all proposed resolutions and constitutional amendments and submit them to the Provincial Association conventions. Resolutions to the Provincial Annual Convention must be received by the Provincial Secretary-Treasurer ad least twenty-eight (28) days prior to the convention date. Resolutions and constitutional amendments submitted on behalf of a local will be accepted by the Resolutions and Constitution Committee only after ratification by an officially constituted membership meeting of the local. Emergency resolutions ~~can~~ may be accepted from the floor of the Convention.

(Note: the amendment is the addition of the words underlined above.)

* In accordance with Item 3 of rules of order governing AUCE convention.

Defeated