

AGENDA - EXECUTIVE MEETING TUESDAY, FEBRUARY 17, 1976, 5:00 p.m. UNION OFFICE

- 1/ Adopt agenda
- 2/ Adopt minutes
- 3/ Correspondence
- 4/ Standing Committees - arranging of first meetings. (Is it time to call meeting of new Contract Committee?)
- 5/ Discussion of role of Executive - see below.
- 6/ Items tabled by membership meeting for further consideration by Executive
  - a/ Constitutional amendment
  - b/ tape recorder
- 7/ Business arising from minutes - part-time work in Union Office - seminars on Contract. - shift differential thing
- 8/ Communications Committee Report - tabloid
- 9/ Grievance Committee Report . 9a/ Possible scab trial
- 10/ Report on meeting with Faculty Association?
- 11/ Provincial Report?
- 12/ Strike Committee Report? (Strike Report?)
- 13/ Meeting re. Bill C-73 at BCTF-
- 14/ Other business

P.S. - Investigation of mailing service.

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Some of us on the Executive have of late become worried about the role and functioning of our Committee. Nancy and myself had a discussion the other night and have some observations and suggestions that we'd like to put forward.

In no particular order, here they are:

1/ We feel that the single most important function of the Executive is the planning and organization of membership meetings. We don't think that we've been doing this very well lately: agendas have been haphazard and poorly thought out, with the result that important items have appeared at the end and non-essential ones at the beginning. We haven't thought about the procedures that must be followed at membership meetings, with the result that our meetings have been lengthened with needless and boring procedural hassles: witness the problems around elections. We have made recommendations to the membership, with no-one having been designated to motivate them at the meeting; we often haven't discussed the motivation ourselves. The bad effect of this is obvious: the tabling of our By-laws amendment was a result of nobody from the Executive having motivated it, having explained how it fit in with the Provincial Constitution. Reports from Committees are never planned in advance: when we draw up an agenda, we don't know how long they're going to be, or even if there are going to be any. Much unnecessary verbiage is expended at membership meetings, when it could have been presented in advance, in writing, annexed to the agenda. And on the other hand, as Heather pointed out at the meeting, important items like the grievance report are not given time for adequate discussion.

Peggy is right when she says our meetings are boring. We feel the way to overcome this is not to cut down on the amount of business (we can't do that, if we wish to remain democratic), but rather to plan meetings very carefully, in order to get through the same amount of business much faster. And that would leave us enough time for entertainment or educational events at the end of the meeting.

We'd like to put forward the following proposals for your consideration:

- a/ That agendas for executive meetings be mailed out in advance (self-criticism here: I haven't been doing this).
- b/ That the planning of the membership meeting agenda be at the top of the Executive agenda. Only those items that must be discussed before going on the membership agenda should come before the drawing up of same.
- c/ That time limits be carefully considered and placed on all agenda items.
- d/ That a particular member of the Executive be designated for each recommendation or report being presented to the membership. Such member should be responsible for motivating the recommendation, and ~~she/he should be instructed by the Executive as to what that motivation should be.~~
- e/ That we recommend to the membership that a time limit of 3 minutes be placed on each person on the speaker's list, and that someone be designated to keep time. (Local #2 does this).
- f/ That all committee reports be in writing, and mailed out with the agenda. Each committee should, no later than the Executive Meeting at which we draw up the agenda, inform us of how much time they think they will need for actual discussion of their report.

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g/ That the time of the Executive meetings be changed to be in harmony with the time of the membership meetings. Rather than having a meeting automatically every second week on a given night, we should have one meeting following each membership meeting, the main purpose of which would be to ensure that the decisions of that meeting are promptly carried out, and one meeting preceding each membership meeting by about ten days, the purpose of which would be to plan the agenda, which could then be mailed out in time.

2/ We feel that the membership is not really in touch with what the Executive is doing. We think that if we are to maintain a democratic union, it's important that they know what we're doing at all times. That's the only way to keep an executive that is responsible and that cares. Therefore, we'd like to propose that the executive minutes be distributed to the entire membership. (We realize some logistical problems would have to be solved here).

3/ The problem of the Union office is a long-standing one, with a committee set up almost a year ago to look into its function and into the possibility of a second organizer. This committee never got off the ground, and the problems remain. We think a full discussion of the role of the office and the Union organizer in the day-to-day operation of the Union is necessary.

PLEASE, ALL COME OUT TO THIS MEETING. BRING YOUR IDEAS, AND LET'S HAVE A THOROUGH DISCUSSION.

-Ian Mackenzie

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

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

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

#### Section 17 (Provincial Constitution) - Discipline

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

E. The Provincial Convention shall have the power to discipline Provincial Officers and impose any or all of the penalties listed in Section 17B.

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

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