

AGENDA

AUCE Local 1
Special Membership Meeting
July 28, 1983

1. Adoption of agenda.
2. Report on BC Federation of Labour Meeting, Operation Solidarity.
3. Report on legislation affecting AUCE membership.
4. Report on Vancouver rally.
5. Motion of support for Tranquille workers.
6. Report on Victoria rally.
7. Report on Anti-Budget Coalition.
8. Report on Women Against the Budget.
9. Notice of motion: financial support to Anti-Budget Coalition.
10. Motion: Endorsement of Operation Solidarity.
11. Motion: Payment of per-capita tax to BC Fed.
12. Notice of motion: AUCE Resolutions.
13. Other Business.

July 28, 1983

MEMBERSHIP MEETING
MINUTES

12:30-1:30 p.m.

Chair: Marcel Dionne

Secretary: Patricia House

1. Adoption of the agenda

Moved by Sharon Newman

Seconded by Nancy Wiggs

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Report on BC Federation of Labour meeting, Operation Solidarity
Fairleigh Wettig reported on this initial organizing meeting.
Her written report follows the minutes.

3. Report on legislation affecting AUCE membership

Ted Byrne reported on several aspects of the legislation and pointed out that it has much broader ramifications than its impact on us as AUCE members. He thinks Bill 2, while it doesn't cover AUCE might foreshadow what we expect the government may do to the Labour Code.

Ted's written report follows the minute.

4. Report on the Vancouver rally

Kitti Cheema reported on this. She written report following the minutes.

5. Motion of support for Tranquille workers

1. A telegram be sent to the Tranquille workers stating the following:

The membership of AUCE Local One firmly supports the action of the Tranquille workers to defend your democratic and trade-union rights and those of your patients. Your action is a model and inspiration to all workers and democratic people in B.C. and is an important contribution to our efforts to defeat the budget and have the legislation withdrawn.

2. A press release be issued to the media, the Lower Mainland Budget Coalition, and be included in the AUCE newsletter which states the following:

On July 28, 1983 the membership of AUCE Local One passed the following motion:

MOTION AS STATED ABOVE

3. An announcement be made in next newsletter to call on our members to participate in a letter writing campaign to the Tranquille workers to indicate our support, with a carbon copy to Bennett.

MOVED: Kitti Cheema, Vice-President

SECONDED: Ann Hutchison, AUCE member

Fairleigh Wettig, Union Organiser

The motion was CARRIED.

6. Report on Victoria rally
Mary Forkin reported that she and Rosemary Rising had attended as representatives of AUCE. It was very successful and brought together a wide range of groups with a strong feeling of unity.
7. Report on the Lower Mainland Budget Coalition
To date we have been unable to send a representative to this group but we have been keeping up on their activities. They were the organizers of the Vancouver rally. They are a non-partisan group, not limited to unions.
8. Report on Women Against the Budget
Sheila Rowswell reported on this group. It was called together by the Vancouver Status of Women. It includes different women's organizations and unions. So far we haven't sent a representative but have been keeping in touch with them and hope to participate.
9. Notice of Motion
There were two notices of motion read. They are reprinted in the newsletter and will be voted on at the next meeting.
10. Endorsement of Operation Solidarity

Moved and Seconded by the Executive:

"That AUCE Local 1 endorse the plan of action initiated by the B.C. Federation of Labour and passed by a coalition of Unions (affiliates & non-affiliates) on July 15, 1983 and that Local 1 actively participate in Operation Solidarity."

Motion amended to include:

and in recognition of item 4 of this ten point program, the per capita assessment (which amounts to \$4.44 per year per AUCE member) will be paid by the donation of our annual \$5.00 strike assessment deducted in August of each year to Operation Solidarity. This will be the case for the duration of the program.

The motion was CARRIED.

The meeting was adjourned.

Agenda item 10 & 11

Be it moved: "That AUCE Local 1 endorse the plan of action initiated by the B.C. Federation of Labour and passed by a coalition of Unions (affiliates & non-affiliates) on July 15, 1983 and that Local 1 actively participate in Operation Solidarity."

Motion amended to include:

and in recognition of item 4 of this ten point program, the per capita assessment (which amounts to \$4.44 per year per AUCE member) will be paid by the donation of our annual \$5.00 strike assessment deducted in August of each year to Operation Solidarity. This will be the case for the duration of the program.

Report on the affect of this legislation on AUCE members

First of all, our concern should not be simply with the bills that affect us as union members, but with the repressive nature of this legislation in general. We are also parents, renters, women, members of minorities, etc. Our participation in broad coalitions against this legislation is therefore of paramount importance. It should be noted that Operation Solidarity, to which we have given our endorsement, is working against all of the bills, and not just those which can be defined as anti-union. The following brief description of the direct effect of the legislation on AUCE members is therefore only part of the picture.

Bill 3, the Public Sector Restraint Act, allows a public sector employer to fire without cause. This means that there would be no recourse to seniority rights, or the grievance procedure. It is also possible, according to the bill, that there would be no compensation for those let go. This means that the employer can now go about reducing the work force without following the usual lay off procedure (recall rights, bumping, etc.) Also, in disciplining people the employer can now leap over the preliminary stages of discipline and simply fire an employee. This bill also opens the way to all kinds of discrimination. The employer could, conceivably, fire someone because they are pregnant, because they are active in the union, because of their personality, and so forth. This is facilitated by the absence of a general purpose clause at the head of the bill. In this respect, the changes to the human rights legislation are also significant.

Bill 11, the Compensation Stabilization Amendment, extends the Compensation Stabilization Act (ie. wage controls) indefinitely. The new wage guidelines allow no settlement above 5%, but they also set a lower limit of -5%. Wage increases may now be tied directly to productivity, which is to say that they may be tied to an agreement on longer hours of work. The employer's ability to pay, ie. the University's budget, is now the major consideration when wages are negotiated. Once a wage agreement has gone to the Commissioner (Ed Peck) for a decision, there is no longer any avenue of appeal, the Commissioner's decision is final.

Bill 26, the Employment Standards Amendment Act, allows the employer to negotiate standards below the minimum provided for in the act. For example the University may ask us to reduce vacation, maternity leave, increase overtime, change hours of work beyond the minimum standards. If we accept, we're stuck with the agreement, even if the Employment Standards Act provides for more. Also, the former Employment Standards Board is replaced by a single director. Now, after the date of expiry of a contract, if no progress is made toward negotiating a new one, any 'interested party' may apply to have the contract declared no longer binding. There would then be no contract in effect, and in fact the new contract might have to be negotiated from scratch.

Bill 2, the Public Service Labour Relations Amendment Act, does not affect us directly, but it does affect thousands of public sector workers, and may foreshadow the changes we can expect in the Labour Code. This bill means, for those affected by it, that the following items may no longer be negotiated into a contract: seniority in hiring, standard job descriptions, hours of work, retraining, job classifications, vacation schedules, involuntary transfer procedures, job security.

Hope to see you at the next rally! In the meantime, write letters to your MLA, and anyone else you think might be moved.

Ted Byrne

In the aftermath of the 7 July budget, B.C. was suddenly labelled Canada's Poland. Twenty seven bills were introduced which effectively trampled upon the basic civil liberties which have served as the foundation of our society. Regressive legislation that threatens our livelihood, the preservation and acceptance of our individuality and the protection of our basic human rights.

The B.C. Federation of Labour held a meeting 15 July to deal with the reality's of the government's attack on workers. All unions in B.C. were invited to attend. Affiliates and non-affiliates alike set aside past differences in an effort to unite under a banner of justice.

Sixteen speakers eloquently articulated the situations with which we are faced. Some of the comments which come to mind are:

"All workers, union and non-union have a right to dignity... this legislation has stripped us of that dignity."

"The root causes of social sin which led to the violence in Latin America can be found in the rudiments of legislation such as this:

Father Jim Roberts

"We must never forget our strength is not for ourselves but for the weakest in our society."

Dr. Charles Paris, Human Rights Commission

"This government is devoid of compassion and human understanding."

Norm Richards, BCGEU

"They are playing fast and loose with institutions paid hard for by the good people of this Province...our rights have disappeared in the interest of political expediency."

Owen Dykstra, B.C. President CUPE

"With jack boot tactics these used car dealers feel they have a mandate to turn this Province into a land for the rich."

Monty Alton, USWA

"The slimy old snake has finally shed its skin so we can see who he is."

Pat Clark, B.C.T.F.

"What we are discussing is the formation of a coalition of hope... there is a question of rights for children, they join the rest of us as second class citizens."

This meeting passed a plan of action known as Operation Solidarity. It is a ten point program which we have circulated to the membership about 10 days ago. The basic points of this program include:

1. That there will be no raiding between unions for the next 4 years.
2. That a Solidarity ctte. be struck comprised of affiliates & nonaffiliates.
3. That the trade union Movmt will enter into a broad coalition with civic groups churches, peace groups tenants groups etc. in an effort to oppose the legislation.
4. That non affiliates would also pay an amount equal to the per capita tax of the Fed to be used exclusively to partially fund Operation Solidarity.
5. That regional Trade union Solidarity cttes. are to be established.
6. That all union locals will hold mtgs. to discuss the issue and engage in a letter writing campaign to lobby the gov't.
7. That for at least 2 months the Fed will start a massive public education campaign through the media etc.
8. That rallies will be planned and held throughout the province.
9. That the Provincial Solidarity ctte will work out all major policy decisions and will elect an official spokesperson.
10. Operation solidarity will renew its mandate every twelve mos.

REPORT ON THE VANCOUVER RALLY - Kitti Cheema, Vice-President

presented at the July 28, 1983 membership meeting.

On July 23, 1983, over 50,000 people participated in a massive demonstration to oppose the draconian legislation presented by the Socreds on July 7. It was clear to all those who attended, that this legislation was designed to wipe out basic democratic and trade union rights. Rights which we, as workers, fought for, through strikes and other means, over the years.

Representation covered a wide range of political, community, women's and trade union organisations, giving various calls on how to oppose this anti-people and anti-democratic legislation. The calls ranged from the necessity of a general strike in B.C. to organising letter writing campaigns to the government. Demands made by various groups and individuals expressed the sentiment of everyone attending the rally - the BUDGET MUST BE DEFEATED AND THE LEGISLATION WITHDRAWN!

Many people made the comment that this legislation will hurt the poor and those requiring assistance and will line the pockets of the multinationals and large corporations in B.C. As one of the speakers from the podium pointed out, "The rich are getting richer and the poor are getting poorer". The statement, "Human rights are not for sale", was also well received and indicative of this consciousness. Various speakers outlined how the legislation would hurt groups and individuals in B.C. Those who called for action to defeat the legislation received the best response. Women spoke on how this legislation particularly hurts women, especially single mothers and those on social assistance. This is an issue which is of special concern to AUCE because the majority of our members are women.

Workers from the forest industry, building trades and construction industry were also represented, thus showing the consciousness that this attack is not restricted to government employees. They were well aware that this legislation against government employees is merely a test case and should it succeed with us, it will only be a matter of time before it is applied to all workers.

The sentiments of the people in the demonstration were expressed through placards and banners reading as follows:

NO LAYOFFS, JOBS AND JOB SECURITY FOR ALL
DEFEAT THE BUDGET AND THE LEGISLATION
ADEQUATE AND INEXPENSIVE HEALTH CARE FOR ALL - ESPECIALLY THE DISABLED
AN INJURY TO ONE IS AN INJURY TO ALL
1984 IS COMING
B.C. - CANADA'S CHILE
and many more.

The fact that people wanted action was shown in their enthusiastic response to anyone who called for action. It was clear to the participants that the only way the legislation was going to be defeated was by organising job actions.

We, at UBC have already had first hand experience with the results of budget cuts. Last year over 160 staff and T.A.'s were laid off. This year, 10 L.A. III's have already been axed. Our trade unions and other UBC organisations including AUCE were represented. I'm not aware if the University Administration was present but Pederson's opposition to the cuts as indicated in a press release issued recently consisted of concern about tenure (no mention of AUCE or CUPE workers, etc.) and the following comment: "In the case of this University, it cannot be argued that such dismissal procedures are necessary in order to satisfy the current restraint program. All of our collective agreements, including the one with faculty, make provision for employee lay-off in the case of fiscal exigency." It is clear the workers at UBC are going to have to rely on their own initiative to defeat this legislation. Initiative like that organised by the workers at Tranquille Institution in the Interior. It is only by this type of job action, will we get results and which can succeed in pressuring the government to withdraw their legislation.

Report on the Lower Mainland Budget Coalition

The Lower Mainland Budget Coalition is a broad coalition, distinct from the BC Fed's Operation Solidarity. The intention of this group is to include as many groups as possible in its struggle against the recent budget. Operation Solidarity also opposes all the legislation, but is essentially a coalition of trade unions, both BC Federation of Labour affiliates and others (like us). Operation Solidarity has endorsed the Lower Mainland Budget Coalition, and is thus committed to working with it.

The first meeting of this coalition was on July 18th. About 450 people attended, approximately half as individuals and half as representatives of various organizations. About 150 organizations were represented. They adopted a statement of goals, emphasizing their opposition to the budget and the anti-human rights legislation. Membership in the coalition was opened up to both individuals and organizations with, according to the rules of order adopted, one voting delegate and one delegate with a voice but no vote for each organization. Individuals would have a voice but no vote. There was a long debate over the speakers list for the Vancouver rally (Sat. July 23). The significant result of the debate was that the NDP would not be allowed a speaker. With this the coalition more or less declared itself non-partisan. The majority decision to remain non-partisan was prompted by a strong desire to remain open to all possible participants, regardless of political persuasion.

The second meeting was held on Monday the 25th of July. The agenda consisted of a report on the Vancouver rally, which had been a considerable success, with some 20 or 30 thousand marching. Art Kube, the president of the BC Fed, spoke to the meeting on the activities of Operation Solidarity. Four proposals were then endorsed: that each group pass a resolution calling for total withdrawal of the legislation; that each group establish an education/information committee; that each group agree to take limited action: petitions, leafleting, etc.; that each group pass a resolution agreeing to lobby municipal councils to call for withdrawal of legislation (Vancouver municipal council has already done this).

The next meeting of the Lower Mainland Budget Coalition will be on Friday Aug. 5th at 10:00 am., at the Fishermen's Hall, 138 E. Cordova, Vancouver. If you wish to have more information about this coalition contact:

Unemployed Action Centre
Fishermen's Hall
688-9093

Ted Byrne

Motion Passed:
July 28, 1983
10 days notice
of motion given.

"That Auce Local 1 endorse the plan of action initiated by the B.C. Federation of Labour and passed by a coalition of unions (affiliates and nonaffiliates) on July 15, 1983 and the Auce Local 1 actively participate in Operation Solidarity."



B.C. FEDERATION OF LABOUR (CLC)

PROGRAM OF ACTION

1. That all unions in B.C., through bi-lateral agreements respect, for the next four years, each others sanctity of established bargaining units.
2. That, under the leadership of the B.C. Federation of Labour Executive Council, we establish a Trade Union Solidarity Committee, which will be comprised of the Executive Council of the B.C. Federation of Labour and fair representation from non-affiliated unions, for the purpose of mounting an effective fight-back campaign against the vicious attack of government on social, economic, human and trade union rights.
3. That the B.C. Trade Union movement, under the leadership of the B.C. Federation of Labour, enter into a broad-based coalition with other groups such as the churches, the unemployed, peace groups, tenants' organizations, minority groups, small business groups, women's groups and any other groups who have a sense of moral and social responsibility to the overall community, for the purpose of:
 - a) Opposing the brutal attack of government against the social, economic and democratic fibre of this province
 - b) To help individuals and groups directly affected by this governmental onslaught.
 - c) To start broad public discussion in this province in an effort to develop public policies for a social and economic recovery alternative designed to meet the real needs of people in the 1980's.
4. That non-affiliates be asked to pay an amount equal to Federation monthly per capita into a defence fund for the purpose of partially funding "Operation Solidarity". (Further to this item Auce Local 1 passed the following motion: In recognition of item 4 of this ten point program, the per capita assessment (which amounts to \$4.44 per year per AUCE member) will be paid by the donation of our annual \$5.00 strike assessment deducted in August of each year to Operation Solidarity. This will be the case for the duration of the program.)
5. That we set up regional Trade Union Solidarity Committees who, under the direction of the Provincial Committee, will do the work of building the coalition. These regional committees will work through the framework of local Labour Councils and will be involved in the overall mobilisation.
6. All trade unions in the province will hold special local union meetings to discuss with the membership the implications of the budget and the accompanying legislation on workers and the general public. Local unions shall engage in letter writing campaigns, post-card campaigns and lobbying. They shall also appoint delegates to the local Labour Council Solidarity Committees and also mobilise their membership for mass rallies.
7. The B.C. Federation of Labour, through the Communication Advisory Committee will start a massive membership and public education program in the form of radio spots, newspaper advertisements, bill-boards, pamphlets and briefing notes, beginning Monday, July 18, 1983. This program will run for a minimum of two months.
8. "Operation Solidarity" will hold its first in a series of mass public rallies on Wednesday, July 27, 1983 starting at 3:00pm at the steps of the Provincial Legislature in Victoria. All other groups which will form the broad-based coalition will be asked to participate. The committee will set into motion organizational talent to assist regional coalitions to plan and execute regional mass rallies.
9. The Provincial Trade Union Solidarity Committee will work out all the major policy decisions on the fight-back campaign as far as B.C. labour is concerned, its chief spokesperson will be the president of the B.C. Federation of Labour. Each trade union group shall agree to allow the chief spokesperson of the Provincial Trade Union Solidarity Committee to make all public representations on behalf of the Committee.
10. "Operation Solidarity" will renew its mandate every twelve months through a delegated conference.



association of university and college employees

The following resolutions were passed as individual motions at a general membership meeting on September 15, 1983. All resolutions were printed as notice of motion in the August issue of the accross campus which was received by all members prior to August 18, 1983 and therefore more than a month's advance notice was given for consideration by the general membership.

The resolutions as passed at the September 15, 1983 membership meeting formed a part of the minutes for that meeting and were subsequently printed in the October issue of the newsletter and adopted as correct during the October 20, 1983 membership meeting. Those resolutions are as follows:

1. That Auce Local 1 endorse the Solidarity Coalition and will send two delegates to meetings of that Coalition. Further, that Auce Local 1 will donate \$250.00 to the Lower Mainland Solidarity Coalition.
2. That Auce Local 1 send two representatives to participate in Women Against the Budget and will actively take part in organizing and publicizing events and actions undertaken by Women Against the Budget and further that we will donate the sum of \$100.00 to Women Against the Budget.
3. That Auce Local 1 shall participate in the UBC Campus Community Alliance, an a cross-campus anti-budget coalition and donate an amount of \$100.00 to that organization.
4. That Auce Local 1 shall form a committee to coordinate our involvement in Operation Solidarity and other groups opposed to the legislation. This committee shall also be charged with keeping our membership informed of all developments concerning the legislation and actions taken against it, with writing letters, press releases, etc., with lobbying our MLA's and with forming a local phone committee.
5. That Auce Local 1 shall give full support to any person or group who is discriminated against as a result of this legislation within the confines of our Local Association By-laws.
6. That Auce Local 1 recognizes any picket line set up by any other union, laid-off workers or community group which opposes any of the budget legislation as a bona fide picket line.
7. That the Auce Local 1 executive shall call an immediate special membership meeting when any member of the local is discriminated against as a result of this legislation, at which meeting we will consider further action.
8. Our ultimate goal is to have all the offensive legislation removed.