

1977

NOTICE:

There will be a meeting on Friday, October 14 at 7:30 p.m. at the Provincial office to discuss the up-coming Universities and Colleges Conference to be held on October 28 and 29.

In case you don't know, all of the participating unions are entitled to send 3 delegates from each of their locals - including AUCE locals of course. The conference will be the first of its kind held in the province and it will be the first time that unions of colleges and universities in the province will have gotten together to discuss areas of common concern such as Bill 82 and other legislation that affects all of us. Hopefully, this conference will bring us closer together and we will be more effective as a result in combatting adverse legislation. It is very important that AUCE locals be fully represented at this conference.

The meeting on Friday is being held to discuss, mainly, what AUCE's contribution will be. AUCE has been slated to make special reports to the conference on maternity leave, student assistants, temporary workers and government programs. These reports should be discussed and it should be decided who will present them at the conference.

Each local is to have a written report on their local prepared as soon as possible to be sent in to the Provincial office for duplication for the conference. Please get this in as soon as possible if you haven't already done so. Include such information as who you represent, how many members you represent, how many contracts you have and some of the major aspects of your contracts, and anything you may think may be of mutual interest to other unions - such as whether the AIB has affected you, student summer job programs, Bill 82 or whatever.

The main reason why I'm sending this blurb right now is so that delegates to the Provincial Executive meeting know of the Friday night meeting. Will you please attend the meeting yourselves or find out if your local is sending anyone to the Friday night meeting?

\* \* \* \* \*

Cross-local packages (newsletters, etc.) should be brought for distribution to the other locals at the Executive meeting.

P.S. - Sorry this agenda is late but I got sick with the cold that's going around and missed some work.

Judy

MINUTES

AUCE PROVINCIAL EXECUTIVE MEETING

October 15, 1977

Present: Melody Rudd, Lid Strand, Cathy Pike, Nancy Wiggs, Roger Perkins, Linda Cowan, Dorris Andersen, Lyle Osmandson, Stu Berry, Betty Slade, Diana Berry, Pat Morland, Linda Oakman, Judy Wright

1. Adoption of agenda

2a. Adoption of minutes of September 17 Executive Meeting:

Dorris Andersen, Local 3 rep, drew attention to the fact that it was reported in the September 17 minutes that the president of Local 3 had suggested perhaps AUCE Local 3 should become part of CUPE. Apparently Shirley Bonney has never made such a statement. Dorris also stated that Local 3 is unanimously loyal to AUCE and that the report in the September 17 minutes were misleading. It was agreed that these corrections to the September 17 minutes would be duly recorded.

The minutes were adopted as amended.

2b. Correspondence:

i) Letter dated September 27 from Vancouver Co-op Radio informing us that the station was putting on a series of labour programming.

ii) Letter dated September 30 to AUCE locals and SORWUC from Judy Wright outlining the agenda for and purpose of the October 16 AUCE/SORWUC stewards' seminar. The letter also requested that locals inform Judy as soon as possible about who would be attending the seminar.

iii) Letter dated September 30 from H. Niebregal, President, Lavington Local 257 of the United Glass and Ceramic Workers of North America in Vernon B.C., informing us that the Consumers Glass Company had locked their members out on September 20. The local was also requesting a donation from us.

iv) Letter dated October 4 from Judy Wright to the Executive of AUCE locals and to the SORWUC Executive stating that the AUCE/SORWUC Committee would like to see an exchange of speakers between the unions take place at general membership meetings. It was also suggested that this exchange should take place as soon as possible, and requested that the locals inform the Provincial and the Committee as soon as possible if this was amenable to them.

v) Letter dated October 5 from Women Against Rape informing us of a public meeting to be held on November 5 as part of a campaign to raise public awareness about the problem of rape. A donation to the organisation was also requested.

vi) Letter dated October 15 from Ed Lavalley, Chairperson, Capilano College Labour Studies Program informing us of a course being offered on October 13, 20 and 27 concerning unemployment insurance.

vii) Letter dated October 11 to Judy Wright from Shirley Bonney, President, AUCE Local 3 in response to Local 3's report as presented in the September 17 Executive meeting minutes. The letter stated that Local 3 has never had 60 members; the greatest number has been 47. The present membership is 38, with 23 members employed and 15 on lay-off. The letter also stated that at no time has Shirley suggested

that maintenance staff of Local 3 join CUPE and that Local 3's maintenance/custodial staff is committed to AUCE.

viii) Letter dated October 11 from Laraine Singler, Assistant General Secretary, B.C.G.E.U., informing us that office space was available for rent at their building in Burnaby.

ix) Letter dated October 13 from Cheryl de Boer of the Vancouver Foundation requesting information about any financial aid we may have for art students in B.C.

Motion: that we send \$50.00 to the Lavington Local 257 of the United Glass and Ceramic workers who have been locked out by Consumers Glass Company and that we request more information from them about their local and about their current problems.

Moved by Melody                      Seconded by Lid                      carried

Motion: that Judy attend the November 5 Women Against Rape meeting and that we consider making a donation to them after we know more about their policies and the outcome of the meeting.

Moved by Melody                      Seconded by Lid                      carried

2c. Financial Report: there was no written financial statement available for this meeting because a bank statement had not arrived by meeting time. Judy reported verbally on the current bank balance and expected incoming income.

### 3. Local Reports

Local 1 (UBC) - Lid Strand

Two 'at large' Grievance Committee members have been elected at UBC. It was found necessary to elect from the membership at large rather than as straight 'division' representatives.

The UBC Library Administration is claiming that certain jobs can remain temporary indefinitely. This interpretation of the contract causes problems with job postings and may cause the elimination of certain jobs. This is an important issue at UBC and will be grieved.

Elections have started for Local 1's fourth Contract Committee.

An October 13 general membership meeting voted to participate in a cross-local committee composed of SFU, UBC and the Provincial Association dealing with maternity leave contracts in the two locals' contracts.

Local 2 (SFU) - Linda Cowan, Roger Perkins

The referendum on Local 2's second contract was still in progress at meeting time.

Elections of stewards was taking place.

Local 2 is experiencing financial difficulties. A \$10.00/month dues referendum was defeated by the membership but another referendum requesting \$9.00/month for full-time workers and \$3.00/month for part-time workers in AUCE Local 3 was to be held within a couple of weeks.

The issue at this meeting of back dues owing to the Provincial Executive was raised. Local 2's Provincial reps will be raising the issue at a Local 2 Executive meeting with the question of how to deal with the problem to be discussed.

Motion: that Judy write a letter to Local 2's Executive asking about

what can the Local do about its Provincial per capita tax.

Moved by Roger Perkins            Seconded by Linda Cowan            carried

Local 3 (David Thompson University Centre) - Dorris Andersen  
The CUPE President at Selkirk College has written to the LRB  
requesting that CUPE at Selkirk be given "successor rights" over  
AUCE Local 3. Local 3 is investigating its status and Shirley Bonney,  
President, has written on behalf of Local 3 to the LRB stating that  
Local 3 members wish to remain in AUCE. Local 3 had not yet had a  
reply from the LRB.

Local 4 (Capilano College)

Not represented at this Executive meeting.

Local 5 (College of New Caledonia) - Stu Berry

New local officers had been nominated and a membership meeting was to  
be held within a few weeks.

Local 5 had a grievance concerning job postings and a job transfer  
grievance in progress.

Local 5 requestd a loan of \$2,000.00 from the Provincial Association to  
help cover expenses incurred during negotiations for their first  
contract.

Motion: that an interest-free loan of \$2,000.00 be given to Local 5  
from the Provincial Strike Fund to be paid back within 1½ years.

Moved by Linda Cowan            Seconded by Lid Strand            carried

Motion: that the AUCE Provincial rent a telephone answering device  
for three months.

Moved by Melody Rudd            Seconded by Linda Cowan            carried

Local 6 (Simon Fraser Teaching Assistants)

Not represented at this Executive meeting.

#### 4. Old Business

i) Colleges Conference

Motion: That the Provincial pay for costs of out-of-town delegates  
to the Colleges Conference from AUCE over and above the amount paid  
for transportation which will be paid for by PSECC.

Moved by Judy Wright            Seconded by Linda Cowan            defeated

Motion: That the Provincial pay for all costs for delegates from  
AUCE to the Colleges Conference.

MOved by Melody Rudd            Seconded by Linda Cowan            carried

ii) CILC Committee Report: Judy reported that a meeting of college  
faculty representatives and representatives of staff unions decided to  
continue to pass information along to members and to try to promote  
public awareness of the implications of Bill 82.

iii) Judy reported that members of the Fraser Valley Staff Association  
had decided to postpone having speakers from other unions until after  
they had attended the Colleges Conference.

iv) Maternity Leave:

Motion: that Judy Wright and Melody Rudd be the Provincial's  
representatives on the cross-local Maternity Leave Committee.

Moved by Melody Rudd            Seconded by Betty Slade            carried

- v) The Constitution Revision Committee has not yet met.
- vi) Affiliation Committee Report - Melody Rudd.  
The Affiliation Committee is setting up a meeting with B.C. Federation of Labour reps for the near future. On the basis of its discussions and investigations, an article on the Committee's findings will be printed in the Provincial newsletter and then a formal report will be given to the Union.
- vii) Organisation Seminar Report - Linda Cowan  
Linda will be sending out a questionnaire to the Locals to gather information regarding how each local conducts its business so a comparison of locals can be made. The information received should assist in determining what areas of organisation the Seminar should deal with.
- viii) Strike Fund Policy Discussion:  
It was decided the "Constitution Revisions Committee" should look into terms of reference for use of the Strike Fund with the view to making possible recommendations as to how the strike fund could be utilised most effectively.

Motion: that a letter be sent to Locals asking how they would like to see the Provincial Strike Fund be used.

Moved by Melody Rudd      Seconded by Lid Strand      carried

#### 5. New Business

i) Discussion on donations to other organisations: it was noted that \$2,000.00 for donations has already been set aside by the Provincial, however, donations are seldom requested. From this discussion, it was decided that it would be a good idea to have a general report on the Provincial's budget - how money's being spent.

ii) The next Provincial Executive Meeting was scheduled for November 26, 1977.

#### 6. Adjournment

STATEMENTS FROM CANDIDATES NOMINATED FOR PROVINCIAL SECRETARY/TREASURER

Tom McGauley      Local #6

Assumptions, Goals, Concerns, Issues.

1) From our experience in Local 6 and as a delegate to the Provincial, I am convinced AUCE is in a crisis position. Intransigent management coupled with an increasingly punitive and cutback oriented government not only put present contracts in jeopardy, but have lead to the increasing erosion of job security, union bargaining strength and the general well being of the entire membership. This attack is only beginning. I beleive it is crucial that in the year 1977 - 1978 that AUCE its locals and Provincial, take concrete moves to deal with this worsening situation. Much has been won in previous contracts. It will take time to build within the union stronger relations between all the members. Ultimately the membership must decide on the course its organization will and must take. A reality that must be dealt with is the possibility of student work programs becoming an increasingly anti-union club in both the Administration and Government's hands. I would work, within the directions and guidance of the Provincial Association, to implement the intent of the policy resolutions passed at the 4th Annual AUCE Convention held in June, 1977. These resolutions instruct:

i) that government work programs be opposed where they undermine the wages and security of AUCE workers.

ii) that cross-local communications be improved, by the Secretary/Treasurer attending, with the local's permission, Executive meetings of the local associations, and that the Provincial newsletter be published after every Provincial Executive meeting.

iii) that all unions and locals at the Colleges and Universities of B.C. be encouraged to maintain some sort of liason and contact over common issues and problems. That AUCE maintain full participation in the Public Sector Employees Council.

iv) that as AUCE is essentially a union of women clerical workers, feminist issues are of paramount importance to the Provincial Association, and its Secretary/Treasurer. I am conscious that these issues and their contract solutions which AUCE members have struggled for, are the core strength of the union. Any threat posed to Maternity benefits is a threat to the very collective being of AUCE.

2) In a time of crisis it is imperative to strengthen within and build without. This could begin with a concerted effort to better utilize existing grievance procedures. The Provincial's role in this would be to encourage and arrange for cross-local seminars and workshops on grievance procedures. The same is needed among the steward networks. Apathy must be tackled in the work place. In each contract year there also must be at least one, if not two contract strategy seminars, where members of each local meet to discuss and learn from each others experience.

This points to the fact that many locals share similiar problems and go through one crisis after another. We must put the union in a position to act with creative solidarity. We need more cross-local think-tank seminars.

It is also necessary to build without. With the assent of locals, contact and discussions about what is going on, in AUCE's view, must be made with some of the many groups which make up the College and University communities. At Simon Fraser a joint-union council meets, though irregularily, to discuss Contract situations and to keep each other informed about pertinent facts. Unions and student groups must begin to recognize that they have a common interest in acting together.

over ...

I believe that the Provincial Associations can provide leadership in enabling some greater local and campus cohesion in the coming year. Unless problems are dealt with, out of the shared experience of all AUCE locals, management will maintain the upper hand. I believe that the job involves a real commitment to bringing closer together the separate experiences of all locals. Not simple communication. But building stronger and more functional bridges between locals, and other unions with similar problems.

3) I believe there are political realities which must be struggled with. The Social Credit government with its legislation against the Vancouver Resource Board and the Faculty Union at Notre Dame; and the federal government with its legislation to put public sector employees back to work, denying their right to strike, do not portend well for members of AUCE. What has happened with these other public sector employees is a forecast of what could very well happen with us. The AIB's punitive re-writing of various contracts is another factor which points to the need for AUCE to take a larger political role in framing the ground from which we as a union must act. The worsening situation in bargaining points to the need, as does the political reality of the province, that AUCE must accelerate its discussions on affiliation with larger provincial and national labor federations. Concomitant with AUCE's struggle to win equal pay for equal work, there is the need for us to maintain our work with the unorganized. I do not believe that campus organizing has all been done. The issues of women's liberation must be translated into concrete demands. Day care, equal pay for equal work, action against racism in the workplace, action against sexual discrimination, these are all issues which must be the central focus of our collective strength and action. It is no accident that the administrations of the various colleges and universities are taking strong positions around these issues. AUCE can take a leading role in action. AUCE has an unparalleled opportunity to demonstrate to other clerical workers that it is possible not only to win high wage contracts, but also that it is possible to act with solidarity on some of these vital issues. Job security rests on political action. These are some of the issues I would work on, if elected.

- I have worked as the manager at an \$80,000 LIP grant called the Kootenay Learning Project which was involved in work in rural education, rural libraries and rural and urban daycare. We also worked to extend and diversify existing adult education services. I was responsible for the day to day organization, hiring, monthly reports and the co-ordination of the work load undertaken by the Kootenay Learning Project. Dec. 1971 to Oct. 1972

- I have worked 3 years as a letter carrier for the post-office. During this time I was secretary of my local - Local 260 Letter Carrier's Union of Canada. I was elected delegate to the B.C. and Yukon 1974 wage and contract conference and also elected as a delegate to the bi-annual national Letter Carrier's Convention, Niagara Falls, Aug. 1975

- I returned in Fall 1975 to Simon Fraser to complete requirements for my B.A. Graduated, spring 1976. Accepted into Graduate School, and employed as a teaching assistant in the English Department. Charter member, AUCE, Local #6. (Teaching Assistants at SFU) Treasurer, President and Local #6 Delegate to AUCE Provincial Association, Fall 1976 - Summer 1977. Currently employed, from a resolution passed at the Provincial Convention (for 7 weeks) to co-ordinate the organizing drive to achieve certification, being successfully completed among teaching assistants at SFU.



AUCE PROVINCIAL EXECUTIVE MEETING

Agenda

1:00 p.m.  
AUCE Provincial Office  
October 15, 1977

#1113 - 207 West Hastings St.  
Vancouver, B.C.

Scheduled chairperson - John Renforth

1) Adoption of Agenda

2) Secretary-Treasurer Report:

Adoption of minutes of last meeting  
Correspondence  
Financial report

3) Local Reports

4) Old Business:

Colleges and Universities Conference

Motion: Judy Wright - That the Provincial pay for costs of out-of-town delegates to the Conference from AUCE over and above the amount paid for transportation which will be paid for by PSEC.

Report from CILC representatives.

Report concerning representatives to speak to Fraser Valley College workers.  
Maternity leave.

Constitution and Revision Committee report.

AUCE/SORWUC Committee report.

Affiliation Committee report.

Organisational Seminar Sub-committee report.

Quebec Moniteurs.

Federal grant for labour education report.

Strike fund policy discussion.

5) Adjournment.