

AUCE PROVINCIAL

**DISPATCH
NUMBER 11**

June 13, 1980.

Dear Members: In accordance with the Rules of Order Governing the AUCE Convention, here are the Resolutions and Constitutional Amendments proposed for consideration at the AUCE Provincial Convention, to be held at Capilano College, June 21 & 22/80. Please give careful thought to these proposals - we hope to have good discussions at the Convention. If you have any questions regarding Convention procedure please contact a member of your Local Executive or a Convention Delegate.

RULES OF ORDER OF CONVENTION AMENDMENT NUMBER 1.

Any motion passed at Convention should contain provision for whether the work involved is to be carried out by: Cross-Local Committee and/or the Provincial Executive and/or individuals on a salaried or volunteer basis.

CONSTITUTIONAL AMENDMENTS

No. 1 Submitted by Local 4 (Cap. College), Section 1: NAME

Be it resolved that Section 1 be amended to read: "This organisation shall be known as "The Union of University and College Employees" (UUCE) and shall hereinafter be referred to as the Provincial Union, and, that the Provincial Constitution be amended throughout to read 'union' in place of 'association'."

No. 2 Submitted by the Provl. Exec. Section 2: OBJECTIVES

Be it resolved that Section 2F, be amended to read: "Within the community the union shall work for the establishment of political and social equality, for free accessible education facilities, for recreational and cultural development, for community health services and against rent and price increases"

No. 3 Submitted by the Provl. Exec. Section 2: OBJECTIVES

Be it resolved that Section 2 G, be deleted. To promote friendly relations between labour and government and between labour and industry.

No. 4 Submitted by the Provl. Exec. Section 2: OBJECTIVES

Be it resolved that a new Section 2G, be added to read: "To encourage in every way possible the unionisation of unorganised workers."

No. 5 Submitted by the Provl. Exec. Section 2: OBJECTIVES

Be it resolved that a new Section 2H be added: "To act as the voice for the membership on matters of Provincial or National scope, while recognising the need to preserve the autonomy of Locals and members in matters of Local concern."

No. 6 Submitted by the Provl. Exec. Section 7: THE PROVINCIAL EXECUTIVE

Be it resolved that Section 7A as is now reads It shall be comprised of the four Provincial Officers: President, Vice-President, Secretary-Treasurer, Provl. Organizer, plus Chairperson of the Trustees, plus two provincial executive members or duly elected alternates elected in accordance with Local Assn. by-laws, by and from each chartered Local Association of the Provincial Assn. BE AMENDED TO READ:"It shall be comprised of the six Provincial Table Officers (President, Vice-President, Secretary-Treasurer, Provincial Organizer, Provincial Co-ordinator, Chairperson of the Trustees), and two provincial executive members of duly elected delegates etc.."

No. 7. Submitted by the Provl. Exec. Section 10: DUTIES OF PROVL. EXECUTIVE OFFICERS

Be it resolved that new item D be added to read: "The Provincial Co-ordinator shall be at least responsible for co-ordinating the newsletter committee and cross-local education." Present Items (D) and (E) shall be re-numbered (E) and (F)

No. 8 Submitted by the Provl. Exec. Section 10: DUTIES OF PROVL. EXECUTIVE OFFICERS

Be it resolved that a new item E be added to read: "The Provincial Organiser shall be at least responsible for service to locals, contacting and communicating with potential new locals and cross-local education." Present items (E) and (F) be re-numbered (F) & (G).

No. 9 Submitted by the Provl. Exec. Section 7: THE PROVINCIAL EXECUTIVE

Be it resolved that Section 7B as it now reads: The Secretary-Treasurer shall be the sole paid officer of the Provincial Associationbe amended to read: 7Bi)a) "Two Provincial Officer positions shall be salaried. The duties of the two salaried positions shall be described under Policies and Procedures. Neither position shall be exclusively clerical in nature, 7Bi)b) For the purposes of Bi)a), the positions shall be that of the Secretary-Treasurer and the Provincial Co-ordinator."

CONSTITUTIONAL AMENDMENTS continued

No. 10 Submitted by the Provl. Exec. Section 7; THE PROVINCIAL EXECUTIVE

Be it resolved that Section 7 B ii be deleted and replaced with the following:

B. ii) a) "The Provincial Association shall pay the lost wages of any member on leave from her/his job to work for the Provincial. b) The wage for members working for the Provincial Association on their own time shall be determined by the Provincial Executive. c) Notwithstanding Section 7 B i, Local associations may request the Provincial Ass'n, to pay the wages for the short-term appointment of resource persons to perform such duties as may be required by a Local Association and/or the Provincial. d) There will be a hire limit of sixty (60) days on such appointments which may be renewable at the discretion of the Provincial Executive. e) For the purposes of this Section 7 B ii, such resource persons shall be members in good standing of the Local Association or the Provincial Association and may be in any of the following categories: Teaching Assistants, Temporary Part-Time Workers, Temporary Full-Time Workers, Continuing Part-Time Workers, Continuing Full-Time Workers, those members on 're=call' or notification lists, and any member who is on leave from her/his job."

No. 11 Submitted by the Provl. Exec. Section 15; REVENUE AND FINANCES

If proposed amendment Section 7 B ii (above) passes Convention, be it resolved that Section 15 F be amended to read: "Any member of the Provincial Association working on the legitimate business of the Provincial Association with the approval of the Provincial Executive shall be paid according to Section 7 B ii."

No. 12 Submitted by the Provl. Exec. Section 8; NOMINATION & ELECTION OF PROVINCIAL EXECUTIVE OFFICERS.

Be it resolved that Section 8 D (Procedures for Conducting a Referendum Ballot) and Section 8 E (Results of the Balloting...) be re-numbered Section 9 A and 9 B and re-named PROVINCIAL REFERENDUMS AND VOTING PROCEDURES. Further resolved that Section 9 A 3 (original 8 D 3) be re-numbered 9 A 4; and 9 A 3 shall now read: "In the event that a Local Association or Local Associations is faced with the possibility of a strike or lock-out, it shall be the responsibility of the Local Association Trustees to set up alternative voting procedures such as a polling station, in order that the members may have maximum opportunity to cast their votes."

No. 13 Submitted by the Provl. Exec. Section 13; PROVINCIAL COMMITTEES

Be it resolved that Section 13D become Section 13E and Section 13 D shall read: "There shall be a committee known as the Provincial Newsletter Committee. The committee shall be chaired by the Provincial Co-ordinator and shall be responsible for the publication of the Provincial Newsletter, Bulletins and assisting the trustees in distributing the Provincial Constitution and Provincial Policies and Procedures manual."

No. 14 Submitted by the Provl. Exec. Section 14; CONVENTIONS

Be it resolved that following addition to Section 14 C 3 read: "If Local Association By-laws do not outline specific procedure for delegate election, delegates shall be elected by secret ballot vote at a Local Association membership meeting. Alternates shall be elected by choosing first, those with the highest number of votes after the elected delegates."

No. 15 Submitted by the Provl. Exec. Section 14; CONVENTIONS

Be it resolved that item (6) be added to Section 14 C (delegates) to read: "Delegates and alternates elected by Local Associations may be instructed but shall not be bound in advance by their Local Associations as to their vote on any particular resolutions."

No. 16 Submitted by the Provl. Exec. NEW SECTION 14

Be it resolved that there be a NEW number Section 14 titled UNION EDUCATION to read: "A. There shall be a standing committee known as the Education Committee. It shall be composed of no less than four (4) members of the Provincial Executive including at least one of the Provincial salaried officers. B. It shall be the general responsibility of the Education Committee to provide assistance to the Locals in the education of members in matters relating to collective bargaining, steward training, grievance and arbitration issues, and occupational health and safety. C. It shall be the specific responsibility of the Education Committee to co-ordinate the organization of at least two conferences for members of the Provincial Association per year. One conference per year shall be on the topic of strategies and techniques in collective bargaining. The topic of the second conference each year shall be determined by the Provincial Executive."

No. 17 Submitted by the Provl. Exec. Section 15; REVENUE AND FINANCES

Be it resolved that Section 15 A be amended to read: The revenue of the Provincial Association shall be derived from a per capita tax of point three (0.33%) per cent of the monthly gross wage of each member of the Provincial Association. (deleting the reference to "other than full-time members")

No. 18 Submitted by the Provl. Exec. Section 15; REVENUE AND FINANCES

Be it resolved that Section 15A become Section 15 A i, and an additional item 15 A ii be added to read: "The revenue of the Provincial Association may also be derived from any Special Assessments, as referred to in Section 15 C."

No. 19 Submitted by the Provl. Exec. Section 15: REVENUE AND FINANCES

Be it resolved that Section 15B be amended to read: "Fifteen (15) percent of the per capita tax collected shall be deposited in the strike fund."

No. 20 Submitted by the Provl. Exec. Section 15: REVENUE AND FINANCES

Be it resolved that the following be added to Section 15 H - between "Provincial Executive" and "without appropriate written documentation" : "and/or the Provincial Association".

No. 21 Submitted by the Provl. Exec. Section 16: STRIKES AND LOCKOUTS

Be it resolved that Section 16 A be re-numbered Section 16 B and Section 16 A read as follows: "At least seventy-two (72) hours before the commencement of a strike, representatives of the certified bargaining unit shall meet with the Provincial Table Officers to discuss the strike with a view to improving the effectiveness of the strike."

No. 22 Submitted by the Provl. Exec. Section 17: DISCIPLINE

Be it resolved that Section 17A be amended to read: "The accused shall be presented with the charges in writing at least ten(10) days prior to the hearing and shall have the right to have a member of the Provincial Association act as her/his counsel. The accused shall also be advised in writing at least ten (10) days prior to the hearing of her/his right to counsel and rights of appeal." (Changes underlined)

RESOLUTIONSRESOLUTIONSRESOLUTIONSNo. 1 Submitted by Local 5 (College of New Caledonia)

WHEREAS Local 5 is geographically isolated in terms of inexpensive and frequent access to AUCE Provincial Resource Materials and people; and WHEREAS Local 5 experiences a renewed sense of solidarity and purpose when in contact with members of our other locals i.e. workshops, seminars and conventions; and WHEREAS the Local 5 executive is handling an intensive spectrum of union activity i.e. revision of job descriptions, set-up of classifications, participation in all administrative job interviews; negotiations research; and WHEREAS the present Local 5 Negotiations Committee has little or no experience/expertise; and WHEREAS Local 5 finances cannot support a Union Worker on a regular part-time basis: THEREFORE BE IT RESOLVED THAT: AUCE Provincial provide AUCE Local 5 with one full-time Union Worker for a period of three to four (3-4) weeks, sometime during the months of August through October 1980.

No. 2 Submitted by the Provl. Exec.

BE IT RESOLVED THAT A special Provincial Committee be struck to investigate the occupational health and safety issues that affect university and college employees and to develop policy in regard to this issue AND BE IT FURTHER RESOLVED THAT: In the meantime the Provincial Association oppose any attempt by either the Federal or Provincial Governments to undermine policies or programmes in this area.

No. 3 Submitted by the Provl. Exec.

BE IT RESOLVED THAT the Provincial Association of University & College Employees request the Honourable J. Heinrich, Minister of Labour, to amend the following Acts to include Household (Domestic) employees: Minimum Wage Act, Hours of Work Act, Payment of Wages Act, Annual & General Holidays Act, Maternity Protection Act, Worker's Compensation Act, Control of Employment of Children Act.

No. 4 Submitted by Local 2(SFU)

BE IT RESOLVED THAT in the event the AUCE membership votes to affiliate and/or merge with another labour or union, all negotiations to achieve this be undertaken by a new affiliation committee; BE IT FURTHER RESOLVED THAT this new affiliation committee consist of one elected representative from each local and one Provincial Executive member; BE IT FURTHER RESOLVED THAT all negotiations completed by this affiliation committee be subject to approval of the AUCE membership by referendum ballot.

No. 5 Submitted by Local 4 (Capilano College)

That SORWUC be asked to pay back, on a monthly basis, by way of a percentage (not less than 10%) of dues collected by them, the outstanding debt of \$10,000.

No. 6 Submitted by Local 4 (Capilano College)

WHEREAS We, as compulsory contributors & beneficiaries of the Municipal Superannuation Pension Plan, are being denied input & consultation with regard to the conduct and administration of the Plan; AND WHEREAS the actions announced by the Provincial Government to limit benefits and to increase contributions causes hardship to present contributors and jeopardizes the retirement security to previous employees of the Public Sector; BE IT RESOLVED THAT: AUCE condemn these actions taken by the Provincial Government without consultation with the Public Sector Unions.

No. 7 Submitted by Local 4 (Capilano College)

BE IT RESOLVED THAT: AUCE Provincial set up a cross-local committee to investigate more thoroughly the Municipal Superannuation Act and the terms of reference of the committee shall be: (1) Why must this plan be mandatory? (2) Why are members only receiving 4% interest on money invested? (3) For what purpose is the Government using this money? and if the answers provided to these questions are not satisfactory to the membership, then AUCE shall investigate the alternatives of: (1) an alternate pension plan (2) seeking changes to the plan that would address the above concerns.

No. 8 Submitted by the Provl. Exec.

BE IT RESOLVED THAT AUCE continue to support the Concerned Citizens for Choice on Abortion and encourage its members in all areas with hospital boards to obtain membership on these boards, and participate in governance.

THE CONVENTION IS OPEN TO ANY MEMBER OF AUCE, ANY MEMBER OTHER THAN A DELEGATE OR A MEMBER OF THE PROVINCIAL EXECUTIVE SHALL HAVE VOICE AT THE DISCRETION OF THE CHAIR, BUT SHALL HAVE NO VOTE.

Convention starts at 8:30 a.m. sharp each morning. Please try to attend even though you may not be an elected delegate.

*See you at the
Convention - Sheila*

Sheila N.L. Perret
Secretary-Treasurer.

THE CONVENTION IS COMING!
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