

Section 4: MEMBERSHIP continued

- I. Members not employed in an AUCE bargaining unit may retain active membership rights by paying not less than the per capita tax each month. Membership will only lapse if the per capita tax is more than three (3) months in arrears. However, if a member makes application for "Honourary Withdrawal" of up to twelve (12) months, she/he can be reinstated as an active member upon resumption of payment of per capita tax. The foregoing does not apply to members of a unit pending certification.
- J. Any member in good standing may transfer from one local to another without being required to re-apply for membership in the union. When a member transfers from one local to another the dues paid to one local remain within that local.
- K. Any member in good standing shall have the right to attend any Provincial Association meeting or convention with voice, but no vote.
- L. In the organisation period prior to certification a member will be considered to be in good standing if she/he has paid the one dollar (\$1.00) initiation fee to the Provincial Association.

Section 5: CHARTERS

- A. The Provincial Association alone is vested with the power to establish Local Associations and to grant charters thereto in all establishments within its jurisdiction.
- B. Charters shall be issued only by the Provincial Officers and shall be signed by the President and Secretary-Treasurer.
- C. The Local Associations shall comply with the Provincial Constitution at all times.

Section 6: LOCAL ASSOCIATION AUTONOMY

A Local Association may secede only under the following conditions:

- A. Upon receipt of a petition of twenty-five percent (25%) of the membership of the Local Association involved, the Provincial Executive shall conduct a full enquiry and a referendum vote of the Local Association concerned. The Provincial Executive shall circulate notice of referendum outlining the matters in dispute one (1) month prior to the referendum. The vote shall be by secret ballot. A majority of the Local Association membership shall approve the motion for secession before it will be considered passed.

Section 6: LOCAL ASSOCIATION AUTONOMY continued

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- B. Following approval of secession by a Local Association membership in referendum the Provincial Association shall automatically nullify the Charter of the Local Association and exonerate its members from any further obligations towards the Provincial Association.
- C. In the event that a Local Association decides to secede from the Provincial Association to affiliate to another union or to become an independent body, that Local Association shall have the right to retain its assets and records. If the Local Association votes in like manner to Section 6A to dissolve the assets and records shall become the property of the Provincial Association.

Section 7: THE PROVINCIAL EXECUTIVE

- A. There shall be a Provincial Executive of the Provincial Association elected annually. It shall be comprised of the six Provincial Table Officers: President, Vice-President, Secretary-Treasurer, Provincial Organiser, Provincial Co-ordinator, Chairperson of the Trustees, plus two provincial executive members or duly elected alternates elected in accordance with Local Association By-Laws, by and from each chartered Local Association of the Provincial Association.
- B. i. a. One Provincial Officer position shall be salaried. She/he may be paid either full-time or part time for the entire year or for a fraction thereof as determined by the Annual Convention. The salary and benefits shall remain at the same rate as if she/he continued in his/her normal job as a member of the Local Association bargaining unit. During a strike or lock-out of the entire Provincial Association, the paid officer shall not receive more than the strike benefits received by the other members. The duties of the salaried position shall be described under Policies and Procedures. There shall be no other paid officers unless proposed at a Provincial Convention and approved by the Provincial membership in referendum.
- b. The Secretary-Treasurer shall be the sole salaried Provincial Officer.
- 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 Association to pay the wages for the short-term appointment of resource persons to perform such duties as may be required by the Local Association and/or the Provincial.

Section 1: NAME

This organisation shall be known as "The Association of University and College Employees" (AUCE) and shall hereinafter be referred to as "The Provincial Association."

Section 2: OBJECTIVES

The objectives of this Provincial Association shall be:

- A. To bring about fair wage standards and to assure uniform job classification with equal pay for work of equal value 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 is a part-time or a full-time worker, whether or not she/he is a part-time or a full-time student, and whether or not she/he has children and/or dependents.
- B. To bring about improvement in the working conditions of members and to dedicate its efforts towards maximizing the opportunities for personal growth in the work situation of all members.
- C. To charter Local Associations which will bargain collectively on behalf of Local Association members.
- D. To maintain at all times the principles of local autonomy and democracy within this Provincial Association and its Local Associations.
- E. To improve communications and interaction among members of the university and college community.
- F. Within the community the union shall work for the establishment of political and social equality, for free accessible education facilities, for recreation and cultural development, for community health services and against rent and price increases.
- G. To encourage in every way possible the unionisation of unorganised workers.
- H. 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.
- I. To defend and extend full trade union rights for all workers.

Section 3: JURISDICTION

The Provincial Association shall include but not be limited to jurisdiction over employees of any institution of higher education in British Columbia.

Section 4: MEMBERSHIP

- A. Membership shall be open to full and part-time employees coming under this jurisdiction.
- B. Where a Local Association exists, application for membership must be made to the Local Association.
- C. Where no Local Association has been chartered, employees may join as Headquarters Members of the Provincial Association. The Provincial Association shall assist such members in joining or forming a Local Association as soon as possible thereafter. Applications for Headquarters Membership shall be made to the Provincial Executive. Dues for Headquarters Members shall be equal to the per capita tax as set forth in Section 17A except for unemployed members covered under Sections 4H and 4I.
- D. Any Provincial Association Officer or Local Association Officer, or any person designated by either of them, shall have the authority to accept any application for membership, by affixing her/his signature on the application form in the space so provided, thereby giving such applicant membership status.
- E. Each person signing an application for membership and paying the initiation fee will thereby agree to comply with the aims and principles and policies of the Provincial Association.
- F. The initiation fee of this Provincial Association shall be one dollar (\$1.00) for each person wishing to become a member except in the case where laws or regulations require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead and in place of the constitutional requirements.
- G. Any member failing to pay her/his dues including the per capita tax for a period exceeding three months while working within a bargaining unit shall be automatically suspended. The foregoing does not apply to members of a unit until they have signed their first collective agreement and implemented a regular system of dues collection. To be reinstated after suspension, a member must pay an assessment of twenty dollars (\$20.00) or her/his back dues, whichever is less.
- H. When a member becomes unemployed she/he shall retain full membership rights without paying per capita tax for a period of one hundred and fifty days (150) from her/his last per capita tax payment.

Section 20: PROCEDURES continued

- B. Amendments may be made to this Constitution by a majority vote of the registered delegates at any Provincial Association Convention.
- C. If 50% plus 1 of the delegates present at a Convention so demand, any motion passed at the Convention shall be subject to ratification or rejection by the membership of the Provincial Association in a referendum ballot. Until the results of the referendum are announced the motion, as carried shall stand. Referendum ballots shall be mailed within thirty (30) days of the final day of the Convention.

Section 21: LOCAL ASSOCIATION BY-LAWS

The Constitution of each Local Association shall be consistent with the Constitution of the Provincial Association. The By-Laws of each Local Association shall, in substance, contain the following provisions, together with any others that are not inconsistent with the provisions of this Constitution, and which have been approved by a majority vote of the Local Association at the first meeting of that Local Association chartered by the Provincial Association Executive. Local Association By-Laws and amendments to said By-Laws must be approved by the Provincial Association Executive.

A. NAME

This Local Association shall be known by name as "The Association of University and College Employees No. _____", and shall hereinafter be referred to as the "Local Association".

B. OBJECTIVES

The objectives of the Local Association shall be the same as those of the Association of University and College Employees, as provided in Section 2 of the Provincial Association Constitution.

C. JURISDICTION

The jurisdiction of the Local Association shall be the same as that of the Association of University and College Employees, as provided in Section 3 of the Provincial Constitution, except where otherwise determined by charter grant.

D. MEMBERSHIP

Application for membership in the Local Association shall be made in writing and may be accepted from the applicant by a Local Association officer or designated authority. Each person signing an application for membership and paying the initiation fee will thereby agree to comply with the aims, principles and policies of the Provincial Association.

Section 21: LOCAL ASSOCIATION BY-LAWS continued

Upon acceptance of such application according to Section 4 D of the Provincial Association Constitution, the applicant shall be entitled to full membership status. The initiation fee of this Local Association shall be one dollar (\$1.00) for each person wishing to become a member except in the case where the laws or regulations of the Province or the laws and regulations of the Federal Government require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead of and in place of the By-Law requirement.

E. LOCAL ASSOCIATION EXECUTIVE

The Officers of the Local Association shall include, but not be limited to the following: President, Vice-President, Secretary, Two (2) Trustees. The Offices of Secretary and Treasurer may be amalgamated at the Local Association's discretion. Each certified unit shall be entitled to have at least one (1) member on the executive as a member-at-large.

F. ELECTION OF OFFICERS

1. A nominee for any office must be a member in good standing of the Local Association.
2. The nomination of Local Association Officers shall commence at the regular monthly meeting in _____ and close at the regular monthly meeting in the following month. Annual elections of Local Association Officers shall be by referendum ballot vote. At least fourteen (14) days prior notice of the election shall be given to the membership. The person receiving the largest number of votes in any election shall stand elected. In the event that only one person is nominated for an office, no secret ballot shall be held for that position and that person shall be elected by acclamation.
3. The two Local Association Trustees shall be responsible for the fair conduct of the balloting in all Local Elections. In the event that a Trustee is running for office and is therefore not available to act as a returning officer, the Local Association Executive shall appoint a returning officer accordingly. No member running for office shall be eligible to act as a returning officer in that election. Each candidate will be allowed one (1) scrutineer at the polling station(s) and at the ballot count. The results of the balloting will be announced as soon as possible after the election in the Local Association.
4. Any Protest alleging "unfair ballot" or other irregularity must be presented in writing to the Secretary of the Local Association within seven (7) days of the results of balloting being announced. Upon receipt of such protest the Local Association Executive shall meet and if the protest is upheld another ballot shall be conducted. All ballots and voting lists shall be held by the Trustees for a reasonable period after the election. A motion to destroy the ballots shall be in order at a subsequent Local Association General Meeting following the election.

COLLEGE EMPLOYEES

That AUCE Provincial Association look into the feasibility of a conference of unions and staff associations representing employees at colleges and universities in B.C. to meet and discuss our common interests and problems.

June 1977

B.C. SYSTEMS CORPORATION

That the AUCE Provincial Association will work in conjunction 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 reaffirm the right of college and university employees to initiate and effectively carry out job action where and when necessary.

May 1978

PUBLIC SECTOR EMPLOYEES COUNCIL

That AUCE continue to participate in the Public Sector Employees Council. That the Provincial Executive elect representatives to serve on this Council.

June 1977

AFFILIATION

That the question of affiliation to CCU and other alternative bodies be presented to the AUCE membership over the next 12 months and that articles pro and con such affiliation be published in the newsletter and be it further resolved that at the next Provincial Convention there be further debate about such affiliation.

November 1975.

That the Provincial Executive be instructed to:

- 1) Investigate the question of affiliation with other Labour Organizations or Unions
- 2) Investigate affiliation on a Local, Provincial and National basis.
- 3) Report their findings and recommendations at the next Annual Convention.

June 1979

That AUCE attempt to affiliate with the Canadian Labour Congress and that if AUCE is not successful in attaining affiliation intact as AUCE then a Special Convention shall be called to further discuss terms of affiliation with the CLC.

That AUCE strike a committee composed of a minimum of one representative from each local to work on the project of attempting to affiliate AUCE with the CLC, with the Provincial Executive on the committee.

That this committee report to the Provincial Association and the membership of each local in no more than three (3) months time and at the same time document alternative ways of affiliating to the CLC.

That the Special Convention referred to in Resolution #1 about affiliation to the CLC take place after the committee has reported on its findings.

That any referendum on this matter be held only after the committee has reported on its findings and after the issue has been discussed by our membership.

* It was understood by Convention that the Committee on Affiliation not be restricted to researching and documenting affiliation to the CLC alone, but that their investigations may include other trade union organisations such as Confederation of Canadian Unions, B.C. Federation of Labour, Working Women Unite, etc. as long as research and affiliation at least about the CLC be undertaken. There is no limit to the work the committee chooses to do in their research.

COMMITTEES

CROSS LOCAL COMMITTEES

If two or more locals request the establishment of a cross-local committee, then the Provincial Association shall help establish such a committee. If the cross-local committee is composed of three or more locals, any expenses incurred by this committee will be paid by the Provincial, subject to prior ratification by the Provincial Executive. If the cross-local committee is composed of only two locals, the expenses shall be shared 50% by the Provincial Association and 50% to be shared on an agreed basis subject to prior ratification by the locals and Provincial Executive.

June 1976

SORWUC

Recommendations for AUCE/SORWUC Committee

1. That the AUCE/SORWUC Committee should include the Provincial full-time person and at least one representative all locals of AUCE.
2. That activities of this committee be reported in the Provincial Newsletter.
3. That AUCE members continue to work with SORWUC members to organize unorganized workers and promote union democracy.
4. That this committee discuss the possibilities of merger, affiliation or other formal joint structures with SORWUC such that AUCE members may have more direct input and control in the organization of unorganized workers by this committee.
5. That the AUCE/SORWUC Committee be authorized to organize a joint stewards seminar and other joint educational activities.

June 1977

That AUCE Provincial Executive establish a joint committee with SORWUC to organize unorganized workers and that this committee report to future conventions.

June 1976

RESOLUTIONS - 1980 CONVENTION continued

4. That AUCE Provincial shall urge Jack Heinrich, Minister of Labour, to amend the following Acts to include Farmworkers and Domestic, Household employees: Minimum Wage Act, Hours of Work Act, Payment of Wages Act, Annual & General Holidays Act, Maternity Protection Act, Workers' Compensation Act, Control of Employment of Children Act.
5. That AUCE Provincial Executive be directed to negotiate the terms of any affiliation/merger with another union and/or labour body that the AUCE membership votes to enter into; and, That the Provincial Executive be responsible, especially through the Local Representatives, for reporting on these negotiations to the AUCE membership; and, That any final ratification with the negotiations, regarding affiliation/merger shall be approved or rejected by the AUCE Provincial membership.
6. That AUCE condemn the actions proposed by the Provincial Government, to amend the Municipal Superannuation Pension Plan without consultation with the Public Sector Unions.
7. 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:
 - a) why must this plan be mandatory?
 - b) why are members only receiving 4% interest on money invested?
 - c) for what purpose is the government using this money?If the answers to these questions are not satisfactory to the membership, then AUCE shall investigate the alternatives of:
 - a) an alternate pension plan
 - b) seeking changes to the plan that would address the above concernsAnd, that AUCE Provincial seek representation on the Municipal Superannuation Committee.
8. 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 to participate in (the) governance; and, that each local be encouraged to send a rep to the CCCA; and, that AUCE Provincial donate \$100 to CCCA.
9. That AUCE declare wholehearted support for the CAIMAW strikers at Canadian Kenworth; and, That AUCE Locals make regular reports on the progress of the strike at Local membership meetings and encourage members to join the CAIMAW picket lines until the strike is over; and, That AUCE issue a press release condemning the employer's attitude and calling on all other trade unionists in B.C. to join in wholehearted support for the CAIMAW workers; and, That AUCE donate \$350 to the CAIMAW strikers.

RESOLUTIONS - 1980 CONVENTION continued

10. That one Provincial Executive member participate in the activities of the Clerical Workers' Organising Committee and that locals of AUCE be encouraged to elect at least one representative to work with CWOC and report on its activities to their Local, and that AUCE donate \$75 to CWOC.
11. That AUCE Provincial shall donate \$100 to SORWUC to help them pay the SORWUC office worker's salary.
12. Convention voted to pass a collections can for the striking members of SORWUC who are picketing the Muckamuck. \$68.35 was collected.
13. AUCE Provincial Executive shall establish a cross-local committee to draw up proposals for job descriptions, salaries and benefits for the salaried officers and shall report back to the next annual convention with recommendations before these proposals are implemented.
14. That the Provincial Executive be directed to form a cross-local committee to investigate the Discovery Parks developments and the ramifications of Discovery Parks, and that a report be made to the locals that may be affected.
15. That the AUCE Provincial send a letter to SFU President Pederson and issue a press statement condemning the blatant anti-union measures (used by the University in contract negotiations with Local 6) and demand that the University drop the unprecedented intrusions into union rights and settle the collective agreement immediately.
16. That \$250 be donated to the SFU 18 Legal Defense Fund.
17. That AUCE Provincial Convention urges the BOGEU to "come through" with their promises to help the SFU 18 with their Legal Defense Fund expenses.
18. That the AUCE Convention send a message of support to the College of New Caledonia Faculty Association in support of their struggle to gain a new contract.

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