

AUCE PROVINCIAL EXECUTIVE MEETING - JANUARY 8 & 9, 1982

MINUTES

January 8, 1982

Present: Nancy Wiggs - President  
Lid Strand - Secretary-Treasurer  
Sheila Perret - Provincial Organizer  
Lauma Avens - Provincial Co-ordinator  
Sheila Rowswell - Local 1 Representative  
Dianne Kauffman - Local 5 Representative  
Kyra Guest - Local 5 Representative  
Alan Dutton - Local 7 Representative  
Kathy Chopik - Local 7 Representative

Absent: Jack Gegenberg - Vice-president  
Bob Wiseman - Provincial Trustee  
Star Rosenthal - Local 2 Representative  
Lynne Taylor - Local 2 Representative  
Rose Marie Reid - Local 4 Representative  
Sheila Brown - Local 4 Alternate Representative

The meeting was called to order at 7:40 p.m. with Nancy Wiggs in the Chair.

Local 1 Report

Sheila Rowswell reported that the first general membership meeting since the last Provincial Executive meeting will be held on Thursday, January 14 1982. It is possible that the motion to secede from AUCE Provincial will be on the floor for discussion.

Sheila also reported that the preparations and research for the upcoming negotiations are proceeding well-the Local sent out a questionnaire to the membership to help determine the kinds of issues that the members are prepared to back.

Local 1 received a letter from the Labour Relations Board stating that AUCE members are not a part of the application submitted by the Hospital Employees Union in their current attempt to gain a certification from CUPE 116.

Local 1 has recently become aware of a variance issued by the Workers' Compensation Board, exempting the university from certain provisions of the Act. The variance was likely issued before the existence of the union, and the matter is currently being investigated by the union.

Local 1 has a new executive: President - Irene McIntyre, Vice-president - Suzan Zagar, Secretary-Treasurer - Patricia House, Membership Secretary - Wendy Lymer, Trustees - Sharon Newman & Joyce Diggins, Union Co-ordinator - Wendy Bice, Union Organizer - Carole Cameron, Grievance Cmte. Chair - Ted Byrne, Contract Cmte. Chair - Murray Adams, Provincial Rep. - Sheila Rowswell.

Nancy Wiggs stated that particularly in the election of the Vice-president, the result was interesting since S. Zagar ran on a clear pro-CUPE ballot. K. Cheema, the pro-independent candidate lost by only 24 votes. Further, Joyce Diggins and Irene McIntyre, both opposed to a merger with CUPE won their bids for office.

Local 1 passed a motion of support for the T.A. union, CUPE 2278, in their attempts to obtain a contract. The mediator has now booked out of the dispute, and CUPE 2278 is holding a one day strike on January 22, 1982. No motions were possible at this meeting of the Provincial Executive, due to a lack of quorum, however will be allowed on Saturday, January 9th.

Lid Strand reported on a conversation with Darlene Bailey, the union's representative on the President's Advisory Committee on Health & Safety. There is a sense of frustration since the committee has no power to do anything about some of appalling conditions that exist at the university.

#### Local 4 Report

This is an unofficial report by Sheila Perret, a member of the Local, since there were no Provincial Representatives from Local 4 present. 95 members voted to secede from AUCE in a referendum ballot, with 12 voting against and 3 spoiled ballots. The Executive is now circulating a petition, as per the Constitution. The elections will take place in February/March.

It was noted that the Provincial received Local 4's per capita for October 1981.

The next general membership meeting will be on January 21, 1982. The new medical doctor for Capilano College will be the guest speaker.

#### Local 5 Report

See written report attached to minutes.

The written report was supplemented. The management consultant firm that was called in to study labour relations at the College has submitted its report to the College Board. The union has not seen a copy as yet, but it appears that the Board may not release the report in its entirety. The only recommendations that the union is aware of is that the consultants suggested that informal meetings between the unions and management would be helpful. This recommendation comes as no surprise, since management has always pushed for "friendly" and "one on one" meetings.

#### Local 7 Report

See attachments to report at end of minutes.

December was spent establishing contacts with the groups that will be in the bargaining unit, such as the lab instructors.

A position has been created on the Executive, to act as a liaison officer.

The Executive of Local 7 was elected December 10, 1981, as follows: President - Kathy Chopik, Vice-president - Janet Laxton, Treasurer - Alan Dutton, Trustees - Richard Kuhn & Alan Howatson, Member At Large - Andy Shand.

The first issue of the G.S.S. Newsletter was published in December. A great deal of space was allowed for reporting on union activity.

On January 6, 1982, AUCE Local 7 initiated a meeting with CUPE 951 (inside workers), since CUPE had expressed hostility towards AUCE. CUPE expressed a concern that AUCE was well known as a militant union, and that this could endanger their "good relationship" with management. However, members of Local 7 were able to convince CUPE to support the organizing drive of the union and further that an article would appear to that effect in CUPE's next newsletter.

Meetings have begun with lawyer C. Askew, regarding the composition of the bargaining unit.

Local 7 also asked for people to be sent to a meeting on Monday January 11, 1982 at 7:30 p.m..

MOTION Moved: Sheila Perret Seconded: Lid Strand

That the use of the \$150.00 travel funded be extended until the February meeting.

CARRIED

MOTION Moved: Lid Strand

That Sheila Perret and Mary Ogilvie (Local 6) go to Victoria to aid Local 7 in organizing.

FAILS FOR LACK OF SECOND

Discussion ensued around the desire to not restrict, by way of motion, who should travel to Victoria. It was however understood that at least Sheila Perret would attend.

MEETING ADJOURNED AT 9:05 p.m.

MINUTES

January 9, 1982

Present: Nancy Wiggs - President  
Jack Gegenberg - Vice-president  
Lid Strand - Secretary-Treasurer  
Sheila Perret - Provincial Organizer  
Lauma Avens - Provincial Co-ordinator  
Sheila Rowswell - Local 1 Representative  
Lynne Taylor - Local 2 Representative  
Dianne Kauffman - Local 5 Representative  
Kyra Guest - Local 5 Representative  
Alan Dutton - Local 7 Representative  
Kathy Chopik - Local 7 Representative

Absent: Bob Wiseman - Provincial Trustee  
Star Rosenthal - Local 2 Representative  
Rose Marie Reid - Local 4 Representative  
Sheila Brown - Local 4 Alternate Representative

The meeting was called to order at 10:15 a.m., with Nancy Wiggs in the Chair.

The Chair allowed motions which were not possible on Friday January 8, 1982 due to a lack of quorum.

MOTION Moved: Lauma Avens Seconded: Lid Strand

That the Provincial Executive fully support the strike of the TA union - CUPE 2278, and that as many members as possible support the picket lines on January 22, 1982.

CARRIED

MOTION Moved: Jack Gegenberg Seconded: Lauma Avens

That the Provincial Executive offer CUPE 2278 the use of the facilities of the Provincial office for the duration of the strike.

CARRIED

Local reports continued.

Local 2 Report

Lynne Taylor reported that due to the holiday season, things have been quiet at the local. The first Executive meeting of the new year will be on Wednesday, January 13, 1982 where the Executive will begin organizing for the upcoming dues increase.

Local 6 Report

Jack Gegenberg reported, since there is no Provincial Rep..

Grievances before the Labour Relations Board regarding the university's hiring policies are still continuing. The union won the arbitrability of the cases but has now lost one, where the Board did not agree that an employee was discriminated against in the hiring procedure. The case of a second grievor is still continuing.

The Local is considering a dues increase, the current dues being 1% of the salary.

MOTION Moved: Jack Gegenberg Seconded: Kathy Chopik

To adopt agenda.

AMENDMENTS/ADDITIONS

To add VMREU request for a speaker to Other Business.

CARRIED AS AMENDED

MOTION Moved: Kathy Chopik Seconded: Lauma Avens

To adopt the minutes.

CARRIED

BUSINESS ARISING FROM MINUTES

B.C. Federation of Labour Convention - Jack Gegenberg reported that several members of AUCE attended, including Star Rosenthal, Sandy Shreve, Anne Sullivan & Lauma Avens. Jack reported that a leaflet was distributed to delegates at the convention, seeking support for AUCE's inclusion into the CLC. This resulted in a delegate speaking in favour, and calling for a change in policy regarding jurisdiction. A motion from the United Food and Commercial Workers calling for "one union-one industry" carried. Another motion calling upon the B.C. Fed./CLC/Labour Councils to work towards allowing non-affiliates in also passed.

AUCE members also lobbied informally, speaking to delegates after the convention in the hospitality suites.

Lid Strand, who also attended the convention, stated that on the surface the convention appeared boring and controlled. However, there existed various behind the scenes lobbying and meetings. He spoke to a member of the Quesnel Labour Council, who supported AUCE's stand. It was clear that the firm lines/hostilities between unions was not as evident in the Interior.

Lauma Avens indicated her concern that the rank and file had no control and no real say at the convention. She further commented on the undemocratic way in which the Executive

conducted the various votes, calling for a voice vote on important issues, in order to ensure that they passed. She also stated that delegates had no prior knowledge of when resolutions from the unions would reach the floor. The Resolutions Committee called out debate on resolution in an arbitrary manner, rather than in a chronological order.

Kyra Guest expressed surprise that a member of the Quesnel Labour Council supported the AUCE position, since the Prince George & District Labour Council gave absolutely no support to the strike of AUCE Local 5, despite a request by the Local.

Convention Minutes - Sheila Perret reported that the minutes were almost finished, and when they were, she would be meeting with Bob Wiseman regarding the constitutional amendments.

Job-Evaluation Report - Nancy Wiggs suggested that this item be struck from this agenda and future agendas, since it had already been settled that the Provincial would cover all copying costs for the JJSERC report.

Union Sisters - Sheila Rowswell stated that this organization has been in existence for approximately 7 months. It is an organization consisting of women in trade unions that meet for dinner about every 4-6 weeks to discuss relevant issues. The next meeting is January 20, 1982, at the Astor Hotel, dinner at 7 p.m., bar at 6 p.m.. The person to call is Pat Crowther, at work 291-3183 and home [REDACTED].

Prioritizing Provincial Support/Involvement - Sheila Perret was concerned that if we supported too many issues actively, we are spreading ourselves too thin.

MOTION Moved: Jack Gegenberg Seconded: Lynne Taylor

That on future agendas there be a special section dealing with support for organizations and that there be a time limit allotted.

CARRIED

Sheila Rowswell stated that she thought that AUCE Provincial should play a larger political role as the central body, which does no servicing work.

Lid Strand agreed with this concept, but was concerned about which issues we put our major energies into.

Secretary-Treasurer's report - Correspondence - a correspondence list (in) was distributed.

MOTION Moved: Lauma Avens Seconded: Jack Gegenberg

That we adjourn for 5 minutes.

CARRIED

The meeting reconvened at 11:25 a.m..

The correspondence-in list was supplemented by 2 items - a letter from the Ontario Nurses Association, asking for information on our maternity leave clauses; a letter informing us of a conference PENSIONS - FOCUS ON WOMEN, where we could send a maximum of 2 delegates at a cost of \$15.00 each.

MOTION Moved: Lid Strand Seconded: Sheila Perret

That AUCE Provincial send 2 delegates to the conference PENSION - FOCUS ON WOMEN, on March 6, 1982.

CARRIED

There ensued some discussion about who would be the best people to attend. It was agreed that Joyce Diggins, a member of Local 1, who is well informed about pension plans be approached.

Correspondence-out: -letter to SORWUC Local 1 requesting payment of outstanding copier bill.

MOTION Moved Sheila Perret Seconded: Kathy Chopik

That a letter be sent to the United Bank Workers (SORWUC) suggesting that their outstanding copier bill be paid by the end of our fiscal year (March, 1982), and to inform us if they have serious problems with this request.

CARRIED

- telegram to P. Trudeau regarding aboriginal rights and the Constitution.
- letter to A. Dutton regarding outstanding financial items.
- letter to Provincial Executive, including agenda for Jan. 8 & 9 meetings.
- letter to INFAC, supporting Nestle boycott.
- letter to Provincial Executive regarding the table officers meeting

Financial report-due to disability and lack of bank statements, an actual report was not prepared. However, the following are the balances as of December 31, 1981:

Convenience Account-----	3799.56
Shares Account-----	34.62
Plan 24-----	17581.50
Term Deposit-----	5000.00
TOTAL-----	26415.68

Labour Education Convenience---	809.54
Labour Education Shares-----	26.76
Labour Education Plan 24-----	1329.80
TOTAL-----	2166.10

MOTION Moved: Lid Strand Seconded: Jack Gegenberg

That A. Dutton and K. Chopik be paid through the Provincial office as employees.

CARRIED

MOTION Moved: Jack Gegenberg Seconded: Lynne Taylor

That A. Dutton and K. Chopik be paid for 20 hours per week.

AMENDMENT Moved: Lid Strand Seconded: Alan Dutton

And that this be reviewed at the next meeting, with Local 7 coming prepared to justify any change.

CARRIED

MAIN MOTION - CARRIED

MOTION Moved: Lid Strand Seconded: Sheila Perret

That we renew our subscription to the Canadian Labour Law Reporter.

AMENDMENT Moved: Sheila Perret Seconded: Lid Strand

(add) for 2 years.

CARRIED

MAIN MOTION - CARRIED

MOTION Moved: Lid Strand Seconded: Lynne Taylor

That we renew our subscription to Western Labour Arbitration.

CARRIED

MOTION Moved: Lid Strand Seconded: Kathy Chopik

That AUCE Provincial authorize the purchase of 1000 I SUPPORT AUCE buttons, providing that they cost no more than 60¢ each.

AMENDMENT Moved: Sheila Perret Seconded: Jack Gegenberg

To increase the number to 2000 buttons and remove the 60¢ limit.

CARRIED

MAIN MOTION - CARRIED

MOTION Moved: Jack Gegenberg Seconded: Alan Dutton

That 1000 of the buttons be small (3/4") and that 1000 of the buttons be large buttons (2").

AMENDMENT Moved: Alan Dutton Seconded: Kathy Chopik

To add periods between the AUCE letters (A.U.C.E.).

CARRIED

MAIN MOTION - CARRIED



Local 7 requested that these buttons be ordered as quickly as possible.

Lid reported on the accounting course that he took, and suggested that it might be useful for other members of the Executive to take it, in order to be more aware of the financial aspect of the union.

MOTION Moved: Sheila Perret Seconded: Lynne Taylor

To reserve the remaining \$75.00 allocated for L. Strand to take the accounting course and that the difference be used for any other professional development courses for the Secretary-Treasurer.

CARRIED

MOTION Moved: Sheila Perret Seconded: Alan Dutton

That the Provincial organize a cross-local treasurers' workshop to be held by the end of the fiscal year - March 1982.

CARRIED

The Chair allowed the deferred items from the November meeting to reach the floor at this time (see page 10, minutes November 27 & 28, 1981)

MOTION Moved: Lid Strand Seconded: Lauma Avens

That we renew our subscription to Briar Patch.

CARRIED

MOTION Moved: Lid Strand Seconded: Lauma Avens

That we renew our subscription to This Magazine.

CARRIED

Motion Moved: Lid Strand Seconded: Alan Dutton

That the Secretary-Treasurer be instructed to prioritize the buying of publications and bring back a recommendation.

CARRIED

Co-ordinators Report- Lauma Avens reported that she had attended the B.C. Fed Convention and was preparing the newsletter. She expressed frustration at the lack of articles being submitted. Despite various deadline attempts an unmoveable and firm deadline of Wednesday January 13, 1982 is now in effect. She also reported that she had spent a considerable amount of time clipping newspapers and felt that the list of subjects was too lengthy and irrelevant.

MOTION Moved: Lauma Avens Seconded: Jack Gegenberg

That we clip only articles relevant to this union, such as articles on women's issues and other union.

CARRIED

The meeting adjourned for lunch at 12:50 p.m..

The meeting reconvened at 1:50 p.m..

Organizer's report-Sheila Perret

MOTION Moved: Sheila Perret Seconded: Lid Strand

That the dates for the Bargaining Strategy Workshop be changed to February 5, 6, 7, 1982.

CARRIED

Sheila Perret is planning that the evening of the 5th be a social evening with possibly a guest speaker, and that the actual workshops be held on the 6th and 7th.

The funding for the weekend will come from the Labour Education fund.

MOTION Moved: Sheila Perret Seconded: Lid Strand

That each Local send 2 people, representing the contract committee in addition to the Provincial Representatives to the Bargaining Strategy Workshop.

DEFEATED

MOTION Moved: Jack Gegenberg Seconded: Lid Strand

That the Provincial pay for the Provincial Representatives, plus 3 additional people from the out-of-town Locals to attend the Bargaining Strategy Workshop.

CARRIED

MOTION Moved: Sheila Perret Seconded: Alan Dutton

To reconsider the previous motion.

DEFEATED

MOTION Moved: Lid Strand Secnded: Alan Dutton

To videotape the Bargaining Strategy Workshop.

CARRIED

Sheila Perret reported that three neighbourhood houses, Little Mountain House, South Vancouver Neighbourhood House & Kiwassa, have formed a committee to investigate unionization. They have narrowed it down to CUPE or AUCE, and have a final meeting scheduled for Tuesday, January 12, 1982, where speakers from both unions will address the membership.

The workers are under special contracts from the Ministry of Human Resources and they work with families and children in crisis. They are largely part-time, women workers, earning approximately \$7.00 an hour and have erratic working hours.

One of their greatest problems is the insecurity of their funding from the government which is on a year to year basis.

A lengthy discussion followed, centered principally on the concerns of what the workers expectations are of unionization, particularly in view of the funding insecurity. Executive members expressed the concern that in the event of a discontinued fund, a union can do very little, except perhaps to build public support. Also arising out of the discussion was the issue of increasing our jurisdiction and overlapping the jurisdiction of SORWUC.

MOTION Moved: Lid Strand Seconded: Kathy Chopik

That in principle AUCE Provincial convey to the workers of the Neighbourhood Houses that we would accept them as an AUCE Local.

MOTION WITHDRAWN

MOTION Moved: Nancy Wiggs Seconded: Lid Strand (J. Gegenberg  
in Chair)

That we extend an invitation to the steering committee of the Neighbourhood Houses to attend our next Executive meeting to discuss the issues of organizing an AUCE unit.

AMENDMENT Moved: Sheila Perret Seconded: Kathy Chopik

To delete "next Executive meeting" and insert the words "a special Executive meeting".

AMENDMENT DEFEATED

MAIN MOTION - CARRIED

MOTION Moved: Lid Strand Seconded: Alan Dutton

That the Friday evening of the next regular Provincial Executive meeting focus on the future of AUCE - primarily on the organizing of bargaining units outside our traditional jurisdiction.

CARRIED

Sheila Perret reported that the Local 6 Shop Steward Seminar had been a success, with 16 people attending, including Local 7 members, and another one is being planned for the spring.

Trustee report-cancelled due to lack of Trustee.

MOTION Moved: Lauma Avens Seconded: Dianne Kauffman

WHEREAS the current AUCE policy to lobby the CLC to allow AUCE to affiliate intact is an unrealistic one,

AND WHEREAS this policy was arrived at as a result of a misleading referendum ballot,

THEREFORE BE IT RESOLVED that this Provincial Executive articulate this position to the membership,

AND FURTHER BE IT RESOLVED that in recognizing the needs and desires of the membership to belong to a central labour organization, this Executive recommend affiliation to the Confederation of Canadian Unions.

The meeting adjourned by consensus of the Executive for 10 minutes.

MOTION - DEFEATED

MOTION Moved: Sheila Perret Seconded: Kyra Guest

To record the votes.

CARRIED

IN FAVOUR - Lauma Avens, Dianne Kauffman, Kyra Guest.

AGAINST - Sheila Perret, Sheila Rowswell, Lid Strand, Lynne Taylor, Jack Gegenberg.

ABSTAIN - Alan Dutton, Kathy Chopik.

1982 Convention-Nancy Wiggs reported that she had tentatively booked rooms at UBC for June 12th and 13th. There was some discussion that this might be too early, since the CLC convention was thought to be the last weekend in May, and the effect of the AUCE lobby at that convention would greatly affect our own convention.

MOTION Moved: Sheila Perret Seconded: Lid Strand

That the 1982 AUCE Convention be held on June 26th and 27th.

The meeting adjourned by general consensus for 5 minutes.

AMENDMENT Moved: Lid Strand Seconded: Sheila Perret.

That the actual dates in June be deleted.

DEFEATED

AMENDMENT Moved: Jack Gegenberg Seconded: Lynne Taylor

That the dates be changed to June 12th and 13th.

AMENDMENT CARRIED

MAIN MOTION - CARRIED

MOTION Moved: Jack Gegenberg Seconded: Sheila Rowswell

That the 1982 AUCE Convention be held at the University of British Columbia.

CARRIED

MOTION Moved: Jack Gegenberg Seconded: Lid Strand

That a call for convention be issued.

AMENDMENT Moved: Sheila Perret

To add the words "after the February meeting".

THE CHAIR RULED THE AMENDMENT OUT OF ORDER.

MAIN MOTION -- DEFEATED

MOTION Moved: Lid Strand Seconded: Lauma Avens

That the meeting be extended by 15 minutes to deal with the request from VMREU and the next Executive meeting.

CARRIED

MOTION Moved: Lauma Avens Seconded: Lid Strand

That AUCE participate on the VMREU panel on February 4/82, on equal pay for work of equal value.

CARRIED

It was agreed that Nancy Wiggs participate on behalf of AUCE.

It was reported that an Equal Pay Committee was struck by the municipal workers' unions after the strike.

MOTION Moved: Lid Strand Seconded: Jack Gegenberg

That Sheila Rowswell be authorized to attend meetings of the Equal Pay Committee (EPYC) on behalf of AUCE.

CARRIED

MOTION Moved: Jack Gegenberg Seconded: Lauma Avens

That the next Provincial Executive meeting be held on February 26, 27, 1982.

CARRIED

MOTION Moved: Lid Strand Seconded: Jack Gegenberg

That the remainder of the 15 minutes be used for discussion on the Hospital Employees Union (HEU).

CARRIED

MOTION Moved: Sheila Perret Seconded: Kathy Chopik

That in concert with our equal pay policy we send a message of support to HEU, in support of their equal pay demands.

AMENDMENT Moved: Lauma Avens Seconded: Lid Strand

That we insert the words "in their struggle to obtain a contract and particularly in support". (so the motion would read: That in concert with our equal pay policy we send a message of support to HEU, in their struggle to obtain a contract and particularly in support of their equal pay demands).

AMENDMENT CARRIED

MAIN MOTION - CARRIED

MOTION Moved: Sheila Perret Seconded: Lid Strand

That in the event of a strike by the HEU, we urge AUCE members to support the picket lines.

CARRIED

The meeting was adjourned at 5:20 p.m.