

ASSOCIATION OF UNIVERSITY
AND COLLEGE
EMPLOYEES

POLICIES AND PROCEDURES

AS AMENDED AT JUNE 1979 CONVENTION, VANCOUVER B.C.

**ASSOCIATION OF UNIVERSITY AND
COLLEGE EMPLOYEES (A.U.C.E.)
- PROVINCIAL OFFICE -
#901 - 207 WEST HASTINGS ST.
VANCOUVER, B.C.
V6B 1J8**

AUCE PROVINCIAL POLICIES AND PROCEDURES

TABLE OF CONTENTS

Page

AUCE Provincial Policies and Procedures.....	1
Duties of the Provincial Executive.....	2
Provincial Full-Time Representative.....	5
Finances.....	6
Organizing.....	7
Various.....	8
Student Employment	
Student Work Programs	
Education	
Educational Cutbacks	
Women's Organizations	
B.C. Ministry of Education	
College Employees	
B. C. Systems Corporation	
Public Sector Employees Council	
Affiliation	
Committees.....	12
Cross Local Committees	
AUCE/SORWUC Committee	
Dated Committees.....	13
Resolutions of Support.....	15
SFU 18	
Choice on Abortion	
Women's Day	
Civil Liberties	
Sexual Orientation	
Social Services Users	
Confederation of National Trade Unions	
Quebec	
Child Care	
Pipeline Moratorium	
J.C. Parrot/Bill C-8 (back-to-work order)	
Public Sector Workers	
Right to Strike	
Bill C-14	
Bill C-22	
Interior Public University	
Dated Resolutions of Support-1978,1977,1976,1975.....	22

AUCE PROVINCIAL POLICIES AND PROCEDURES

The Provincial Trustees shall maintain and update the Provincial Constitution and Provincial Policies and Procedures Manual.

May 1978

That past, present and future resolutions passed at AUCE Provincial conventions be gathered into a looseleaf booklet entitled- AUCE Provincial Policies and Procedures.

June 1976

DUTIES OF THE PROVINCIAL EXECUTIVE

CONVENTIONS

The Provincial shall assume responsibility for the preparations for the next Annual Convention, any Special Conventions, and any Provincial committee meetings.

June 1976

RESEARCH

The Provincial Association will be responsible for providing research and documentation for the locals in the following areas:

- a. Federal and Provincial legislation or developments, particularly in the fields of labour, women, and education, or any other developments that may affect the membership of the Provincial;
- b. The activities of other unions which may be of interest to the locals;
- c. Labour Relation Board rulings;
- d. Anti-inflation Board rulings;
- e. A summary of arbitration cases that may be useful to the locals;
- f. General research pertaining to women that may be useful to the locals;
- g. Statistical information on such subjects as labour, economics, and women, and on other matters that may be useful to locals, especially in contract negotiations;
- h. Any other general research that the Provincial feels may be relevant to the membership.

June 1976

PROVINCIAL LEGISLATION

That the Provincial Executive be charged with the responsibility of keeping track of Provincial Labour legislation.

September 1974

NEWSPAPER CLIPPINGS

The Provincial Association shall organize a newspaper clipping service run by volunteers and send copies of such clippings to the locals.

June 1977

CROSS LOCAL PACKAGE

There be the distribution bi-monthly of a cross-local package, consisting of reports and documents pertaining to the activities of individual locals and of the Provincial Executive. This package would contain more detailed reports than the Provincial Newsletter, and would be intended to enable committees and executives to share their resources and experiences.

June 1976

DUTIES OF THE PROVINCIAL EXECUTIVE CONTINUED....SEMINARS

That the Provincial Executive hold a Contract Seminar, a Grievance Seminar and an Organizational Seminar at least once a year and that provision be made for four (4) representatives from each local to be paid for time lost from work to attend these seminars. Locals may send other representatives paid for by the local.

June 1977

SHOP STEWARD SEMINARS

That AUCE organize shop steward seminars on a local level.

May 1978

LABOUR STUDIES COURSES

That the Provincial Executive identify pertinent courses on Labour Relations and encourage AUCE members to attend such courses and pay one/half of the tuition for these courses for persons approved by the local executive and that persons who have taken these courses serve as resource people to their own and other locals whenever possible.

June 1977

LOCAL REQUESTS TO SEE CANDIDATES

That in order that as many members as possible have an opportunity to evaluate the candidates for provincial office before the referendum election is held, those candidates nominated shall be required to attend 1 meeting of each local association which requests their presence within a reasonable time before the referendum is held. The Provincial Association shall pay for any costs incurred, including time lost from work for candidates.

November 1975

SHORT TERM LEAVE OF ABSENCE

That local association may request the Provincial Executive to pay lost time wages on occasion for the short-term appointment of resource persons who take a short-term leave of absence from their job in an AUCE bargaining unit to perform such duties as may be required by a local association. That there be a time limit of 60 days on such appointments, which may be renewable at the Executive's discretion.

November 1976

That the salary of the person on leave will be the same as their job rate, plus the cost of the employee's share of her/his benefits.

June 1975

DUTIES OF THE PROVINCIAL EXECUTIVE CONTINUED...SERVICE OF LOCALS

If 2/3 of a quorum of the Provincial Executive so approve, any local of the Association may be granted the services of the full-time rep. for a period of up to 10 working days during the period between Annual Conventions. It is understood that the work and activity of the Provincial will not be unduly hindered by such request.

June 1976

NEWSLETTER

That the Provincial Union Organizer be responsible for preparing the Provincial Newsletter as well as present duties.

May 1978

That Provincial Newsletter will be published after every Provincial Executive meeting and will contain a report on the decisions of that Executive meeting, the Local reports presented at the meeting, as well as other articles.

June 1977

There be the publication of a bi-monthly provincial newsletter for the membership of the Association.

June 1976

Be it resolved that a standing Newsletter Committee of AUCE be struck to publish a Provincial Newsletter four times yearly on behalf of the Provincial Executive. The Secretary/Treasurer chair the Committee and that each local delegate one representative to serve on this committee.

November 1975

That the Provincial Council be in charge of publishing a Provincial Newsletter which shall be put out every other month, and the first issue of which shall appear no later than two months after the present convention.

June 1975

PROVINCIAL EXECUTIVE MEETINGS

1. All Provincial Executive meetings will start on time as scheduled.
2. Saturday Provincial Executive meetings will start at 10:00 a.m.
3. A chart will be established in order to have volunteers sign up to arrive earlier and make coffee/tea, to do any xeroxing or gestetnering necessary, and to stay at the end of meetings to do clean-up.
4. Secretary-Treasurer will send notices to all Provincial Executive members and Local offices reminding them of meeting dates & times.
5. We start each meeting with a review of the agenda, a report by the Table Officers on priority of items and approximate time estimated to be needed to conduct each item of business, and that the chairperson of each meeting meet with Secretary-Treasurer prior to each meeting to discuss agenda.
6. Local representatives arrival times will be recorded.

December 15, 1979 Provincial Executive Meeting.

PROVINCIAL FULL-TIME REPRESENTATIVEJob Description- Secretary-Treasurer

Be it resolved that the following be adopted as a job description for a Provincial full-time representative.

1. The full-time rep. will be responsible for the co-ordination and production of the bi-monthly newsletter, under the direction of the Provincial Executive and/or any Provincial Newsletter Committee.
2. The full-time rep. will primarily be responsible for the research that the Provincial Association requires, and for publishing the bi-monthly research report for all locals.
3. The full-time rep. will be responsible for the coordination and production of the bi-monthly cross-local report under the direction of the Provincial Executive and/or any Provincial cross-local report committee.
4. The full-time rep. will be responsible for the preparation and coordination, if requested, of any Provincial conventions, cross-local committee meetings, Provincial Committee meetings, and any other meetings held under the auspices of the Provincial Executive.
5. The full-time rep. will be responsible for the maintenance and running of the Provincial office, and ensure that the office is open and available to Association members at certain regular times to be designated by either the convention or the Provincial Executive.
6. The full-time rep. will be responsible for any administrative or clerical duties assigned to her/him by the Provincial Association.
7. That the full-time rep. shall aid in the organization of the locals.
8. Notwithstanding the above, the priorities and direction of day-to-day work of the organizer shall be the responsibility of the Provincial Executive between conventions.

June 1976

Salary

That the salary of the Secretary/Treasurer would be the same as her/his regular job rate, plus benefits.

June 1976

That the Provincial Secretary-Treasurer attend Executive meetings of the Local Associations on a regular basis with the permission of the local.

June 1977

FINANCESFISCAL YEAR

That the Fiscal Year be April 1 to March 31.
June 1976

BUDGET

That the Secretary-Treasurer (in cooperation with the Provincial Organizer if such a position is approved) be required to present at the beginning of the spring annual convention a budget for the Provincial Association for the following fiscal year to be voted on at the end of the spring annual convention.
June 1976

FINANCIAL REPORTS

That the Executive of the Provincial Association make available to the Locals complete financial reports including budgets, projections (if any), and all motions pertaining to the running of the Association, and be it further resolved that this distribution to the Local executives be the duty of the Provincial representatives.

LOCAL SEMINARS

That when requested and when necessary, the Provincial will pay expenses for resource people to travel to out-of-town AUCE locals to conduct 'portable' seminars for AUCE locals.
May 1978

TRAVEL EXPENSES

1. Expenses be handled by AUCE Provincial on a reimbursement basis up to \$12.50 per day for out-of-town reps where lunch is provided.
2. That the Expense Claim Voucher proposed by Jenny Somero be adopted for the time being.
3. That reimbursement for expenses within the prescribed per diem rates (\$15.00 when lunch not provided) only apply to the days and partial days in which a rep is in town, i.e. from the arrival in town until time of leaving.
4. That these decisions be included on the expense reimbursement vouchers.
5. That the motions in regard to the Travel Expenses be included in the Policies & Procedures Manual.

Provincial Executive Meeting, September 15, 1979.

ORGANIZING

The Provincial Association will actively, in cooperation with any other unions or organizations, aid in the organization of unorganized workers, in particular clerical workers. Further that the Provincial Executive inform the locals within two months of this Convention as to the Progress of this activity.

June 1976

The Provincial Association will actively initiate the organization of new locals of AUCE, and further, the Provincial Executive will bi-monthly inform the locals as to the progress of this activity.

June 1976

That the Provincial Association encourage and assist locals to organize new bargaining units where feasible and desirable, but that locals must be in consultation with the Provincial Association and its executive.

November 1975

Be it resolved that AUCE support, in theory and in practice, the organization of non-organized workers who are covered by the jurisdiction outlined in Section 3 of the Provincial Constitution.

November 1975

The Provincial Association of AUCE shall provide information and encouragement to any group of workers who are considering joining a Union or of organizing an independent Union and who request such information and assistance. Such requests must be in writing to the Provincial Executive.

June 1975

VARIOUS POLICIES AND PROCEDURES

Student Employment

June 1979

That AUCE Provincial 1979 Convention endorse the following six point policy on student employment:

- 1) For any job created within student employment programmes, including Work Study or Youth Employment Programmes, students shall receive, at a minimum, the union base rate at campus of employment.
- 2) Wherever possible, jobs created within such programmes be designed to provide students with practical experience related to student career interests.
- 3) That students be included in the decision-making process of each level of the programme(s), and that the structure be in the form of the following representation and should consist of at least:
 - a) a student representative
 - b) union representatives from the so-affected union(s)
 - c) an administrator of the university or college,
 in order to regulate the student employment programmes going on at the campus, and will make sure that these jobs are not union-type jobs. The committee will also attempt to relate the jobs to the students's career.
- 4) That the Work-Study Programmes not be developed as a substitute for the 'Student Aid Programme'.
- 5) Whenever jobs created within such programmes fall within a union bargaining unit, then the employee shall come under the appropriate collective agreement in force on that campus.
- 6) Jobs created for the programme shall in no way replace or hinder the development of a bargaining unit position.

That AUCE continue to work with the B.C. Students' Federation and other campus unions to implement the policy on student employment.

Student Work Programs

Be it resolved that a priority of AUCE Provincial be to oppose any attempts to undermine the job security of AUCE members through the imposing of student work programs by the provincial and federal governments; Be it further resolved that AUCE Provincial work with other campus unions and the B.C. Students Federation to develop a consistent policy to respond to student work projects in order to ensure that the job security of AUCE and other campus workers is not undermined and that adequate fundings are provided for students. And be it further resolved that in conjunction with so affected other unions, AUCE call for an informational seminar in the fall
May 1978

Education

June 1979

That AUCE demand of the federal and provincial governments to:

- 1) Recognise and accept their continued responsibility to ensure planned, quality, accessible post-secondary education throughout Canada;
- 2) Ensure the long-term planning of Canadian post-secondary education with full and democratic input into the planning process from those groups in society interested in, and most directly affected by, post-secondary education;
- 3) Make a commitment to the systematic removal of all financial barriers to higher education;
- 4) Ensure full funding to meet the financial needs of post-secondary education;
- 5) Commit themselves, as a first economic priority, in conjunction with other groups in Canada, to developing a program wherein a job is provided to every person who wants to work;

That AUCE Provincial work with other campus unions and the B.C. Students' Federation to develop consistent policies to ensure that Canadians may receive the high quality accessible education that they deserve;

That AUCE re-affirm its policy on educational cutbacks set at Convention May 1978 which stated that AUCE actively participate in the development of anti-cutbacks campaigns in conjunction with all segments of the campus communities.

Educational Cutbacks

May 1978

Be it resolved that AUCE actively participate in the development of anti-cutbacks campaigns in conjunction with all segments of the campus communities.

WOMEN'S ORGANIZATIONS

That AUCE participate in the festivities of International Women's Day each year.

May 1978

That the Provincial Association will co-operate and work with women's organizations or unions in areas where their interests are in common with those of the Provincial Association.

June 1976

B.C. MINISTRY OF EDUCATION

That a person be appointed to research and follow all actions and publications of the B.C. Minister of Education and report back to the Provincial Executive on any relevant material to AUCE.

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.

COMMITTEESCROSS 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

DATED COMMITTEESTEACHING ASSISTANTS

That the Provincial Executive set up a committee to investigate the T.A. situation. That this committee report to the Local Associations within 2 months.

That this Convention support in principle the chartering of the T.A.s at SFU as a local of AUCE.

June 1976

WAGE AND PRICE CONTROL

The Provincial shall encourage locals of the Association to form local wage and 'price' control committees, and that these committees meet jointly as a provincial committee. Further that the Provincial in cooperation with these committees actively oppose this legislation in cooperation with the rest of the trade union movement and other interested groups. Further that the Provincial Executive be instructed to report to the locals bi-monthly as to the progress of this activity.

June 1976

CONSTITUTIONAL AMENDMENTS

Whereas the events of this Convention have indicated that certain sections of the Provincial Constitution are not adequate or sufficiently specific to deal with some of the issues facing the Provincial Association, Therefore be it resolved that an ad-hoc committee be struck at this Convention which would be charged with studying constitutional amendments to overcome these difficulties. This committee would work under the direction of and in conjunction with the Provincial Executive. The committee would study the constitution as a whole but concentrate specially on the following sections;

1. Section 14-D Resolutions and Constitution Committee - possible amendment to make this committee function year-round, not just immediately prior and during the Annual Convention.
2. Amendments to all parts of the Constitution regarding Annual Conventions to include Special Conventions.
3. Possible amendment of Section 7-B to include part-time as well as full-time paid officers. This committee's purpose would be to ensure that all proposed amendments to the Provincial Constitution be as fully discussed at the local level memberships as possible well in advance of subsequent conventions.

That this ad-hoc committee consist of at least 1 member from each local.

November 1975

WOMEN IN THE WORKFORCE

The seminar on Women in the Workforce recommends to the Provincial Convention that they strike an ad hoc Committee composed of representatives of all locals which will be charged with setting up seminars for all AUCE members on the question of women in the workforce, and also to set up a conference to be open to members of other unions and unorganized workers wishing to join unions, in order to discuss the question of women in the workforce and to share our experience with them.

June 1975

PROVINCIAL COUNCIL

That the Provincial Convention strike a committee to study the concept of a Provincial Council, to study proposals to change the structure of the Provincial Executive to a Provincial Council of Locals with representatives elected from each Local to refer back to the Locals before the next Provincial Convention and to present these proposals to the next Provincial Convention. This committee is also to study the constitution and its effects on creating this structure.

June 1975

SALARIED POSITIONS

That AUCE strike a committee to draw up the terms of reference and duties for any salaried positions of the Provincial Association and report to the Provincial Executive within one month of the Convention.

June 1975

JOB EVALUATION

That a committee of the Provincial Association be struck to advise and assist the Locals on implementation of job evaluation and job classification programs.

September 1974

TABULATING COMMITTEE

That two alternates be elected to the Tabulating Committee.

September 1974

RESOLUTIONS OF SUPPORTSFU-18

June 1979

That AUCE Provincial demands of the Attorney-General of B.C. and the Burnaby RCMP that the charges against the SFU 18 be dropped,

That a statement to this effect be issued after the AUCE Convention,

That we pass the donations can for individual donations;
Further that \$999.00 (nine hundred and ninety-nine dollars) be donated to the SFU 18 Legal Defense Fund.

In relation to the SFU 18 the following motions were also passed;

That AUCE Provincial also resolved to participate in public defense activities organised by the SFU 18 Defense Committee,
That AUCE Provincial Executive and other AUCE members will also attend the trials of those arrested, and
That AUCE Provincial Convention condemns the strike-breaking actions of the RCMP and the 'Ad Hoc Labour Liaison' Committee and that AUCE oppose the existence of, and any cooperation with the 'Ad Hoc Labour Liaison' Committee.

That AUCE Provincial Executive write to the B.C. Federation of Labour, requesting the Federation to publicly call for the charges against the SFU 18 to be dropped and to endorse the defense of the SFU 18, and that the Federation be requested to give assistance and support to the SFU 18.

Choice on Abortion

June 1979

That AUCE Provincial continue to support the Concerned Citizens for Choice on Abortion.

May 1978

Whereas AUCE believes that abortion is a matter of personal choice for the woman involved, and that such a choice is an unalienable right of womanhood; Whereas this right is presently being threatened by a campaign on the part of the "anti-choice" movement to end the availability of therapeutic abortions at Vancouver General Hospital; Whereas this right is threatened by a campaign by the same anti-abortion movement to stack federal nominations meetings of most political parties to ensure an anti-abortion majority in Parliament;

Be it resolved that AUCE strongly opposes such crusades and urges all locals to join active vocal campaigns to combat them;

Be it further resolved that AUCE endorses the Concerned Citizens for Choice on Abortion in their mobilization to ensure continued availability of therapeutic abortions at Vancouver General Hospital;

Be it further resolved that AUCE encourages its members to solicit memberships into Vancouver General Hospital to help preserve the right of women to a free choice on abortion.

Women's Day (International Women's Day)

June 1979:

That AUCE Provincial organise mass support and participate in the International Women's Day activities in Vancouver, for March 8th, 1980.

Civil Liberties

May 1978

That the Provincial Association of AUCE protest the illegal invasions of privacy and erosion of civil liberties, and call for the prosecution of these illegal acts committed by the RCMP, Security forces, and government agents and agencies.

Sexual Orientation

May 1978

Be it resolved that the AUCE Provincial Association condemn the anti-gay crusades of Renaissance Canada and Anita Bryant which seek to deny homosexual men and women democratic human rights;

Be it further resolved that the AUCE Provincial Association affirms its view that sexual orientation should not be a consideration in hiring, advancement or any other condition of employment of men and women working in educational institutions; and,

Be it further resolved that the AUCE Provincial Association forward a copy of this resolution to the Gay Alliance Toward Equality of Vancouver (GATE) in support of the organised opposition to the upcoming visit of Anita Bryant.

Social Service Users

May 1978

Be it resolved that AUCE Provincial condemns the proposed provincial government policy of 'user pay' for family counselling special needs daycare, infant development programmes and all on-going social work intervention.

Confederation of National Trade Unions (Quebec)

June 1979

That AUCE Provincial send a telegramme to the Confederation of National Trade Unions (in Quebec), with the following points included:

- 1) Expressing solidarity in the common struggles facing us, in particular, the fight back on attacks from all levels of government, on public sector workers;
- 2) Informing them of the policy we have passed at the 1978 AUCE Provincial Convention, in support of their national demands;
- 3) Assuring them of our solidarity with respect to their struggle to exercise their right to self-determination.

Quebec

May 1978

Be it resolved that this Convention recognises the right of the people of Quebec to determine their own future.

Be it resolved that this Convention recognises that working class solidarity between other Canadians and Quebecois can only be attained if the people of Quebec determine their own future.

Be it resolved that this Convention opposes all forms of economic and military pressure that may be exerted on the people of Quebec.

Child Care

June 1977

That a priority of AUCE Provincial Association will be to continue the struggle for better maternity and child care benefits.

November 1976

Whereas our union represents a great many people of child-bearing age, and whereas we believe that child rearing should be a social activity and not the total responsibility of working parents, and whereas children have the rights to a rich and varied social environment in which to grow, and whereas children benefit from the labour of working parents, therefore be it resolved that AUCE supports and encourages efforts to obtain quality, freely-available child care and urges its locals to negotiate contract provisions with this aim.

Pipeline Moratorium

June 1977

That the Annual Convention of AUCE call for a ten (10) year moratorium on the construction of ALL pipelines through or near native lands where land claims have not been settled- including the MacKenzie Valley, the South Yukon (the Alcan route), central and eastern N.W.T. (The Polar Pass Route), the route of the Kitimat pipeline, and that the government(s) involved negotiate land claims responsibly to the satisfaction of the native people involved;

that we demand that the Federal Government stop all consideration and deliberations on these pipelines and establish a "Berger style" inquiry into the whole of the national energy policy of Canada;

that we communicate this resolution directly to the Federal and Provincial governments, and we communicate this resolution and our feelings of solidarity directly to the Dene, Inuit Tapirisat, the Council of Yukon Indians, the B.C. Working Group for a Moratorium, the Kitimat Oil Coalition, and the Thompson Inquiry on the Kitimat Pipeline.

J.C. Parrot/ Bill C-8 (back-to-work order)

June 1979

That AUCE condemn the actions of the Liberal Government and call upon the Progressive Conservative Government of Canada to overturn the conviction of J.C. Parrot of the Canadian Union of Postal Workers, to withdraw all charges against the regional directors of CUPW, and to withdraw Bill C-8 (the back-to-work order)

Public Sector Workers

May 1978

That AUCE continue to oppose any attempt by the Provincial Government to limit the ability of the Public Sector unions to maintain reasonable wages, rights, benefits and working conditions.

That AUCE oppose the Provincial Government's Essential Services bill.

June 1977

That the Provincial Association of University and College Employees oppose any attempt by the Provincial Government to limit the ability of Public Sector unions to maintain reasonable wages, rights, benefits and working conditions; that the Provincial Association call upon the B.C. Federation of Labour and the Public Sector Employees Council to support the Alberta workers in their protest against the Alberta "Public Service Employees Relations Act" and that we further urge these groups to oppose the passage of any similar legislation in B.C.

Right to Strike

June 1976

That the AUCE Provincial Association issue press releases which condemn all present or future government legislation which removes or curtails the right to strike.

Bill C 14

June 1979

That AUCE Provincial calls upon the Federal Government to repeal the changes imbedded in Bill C-14, and

That AUCE Provincial demands of the Federal Government to significantly increase Manpower (and other) retraining programmes

Bill C-22

June 1979

That AUCE Provincial opposes the passage of Bill C-22, and

That AUCE Provincial opposes the principle of "average comparability of total compensation" which is codified in Bill C -22, and

That AUCE Provincial will endorse and participate in public activities which are held to oppose the passage and implementation of Bill C-22

Interior Public University

June 1976

Be it resolved that AUCE supports the formation of the Public Service Unions Coordinating Committee.

Resolutions of Support 1978Commonwealth Plywood Workers (Quebec)

Be it resolved that AUCE stand in solidarity with the Commonwealth Plywood workers by sending this resolution and a \$100.00 donation to them and be it further resolved that AUCE mobilize support for this struggle among its membership by providing information on the struggle through the AUCE Provincial News.

Faculties Federation

That AUCE Provincial extend a message of support and solidarity to the Colleges and Faculties Federation of B.C. in their opposition to Bill 82 and their fight to maintain the right to bargain effectively for fair working conditions for the faculty teaching in B.C. Colleges.

Fleck Workers

Whereas the 130 women workers at Fleck Manufacturing in Ontario are fighting for their first contract; Whereas the company refuses to offer more than 10 cents more than the minimum wage and refuses to provide decent working conditions - preferring to spend its money paying strike-breaking scabs; Whereas the RCMP has attacked workers on picket lines and state injunctions prevent sympathy strikes; Whereas the Fleck workers are fighting for the right to strike and organize and these rights are under attack all across the country;

Be it resolved that AUCE support the Fleck workers by sending this resolution and a \$100.00 donation to them;

Be it further resolved that AUCE mobilize support for this struggle among its membership by providing information on it through the AUCE Provincial News.

SORWUC

That AUCE Provincial make a \$10,000 long-term interest-free loan to SORWUC.

United Fisherman and Allied Workers (UFAWU)

Be it resolved that AUCE denounce the unwarranted attack by the Combines Investigation Branch on the UFAWU, and be it further resolved that we demand that the Solicitor General Jean Jacques Blais, and Consumer and Corporate Affairs Minister Warren Allman, drop all charges against the Union and its members; that the harassment of the UFAWU by the Combines Investigation Branch cease immediately; and that any investigations of the fishing industry be held in public,

and be it further resolved that we demand collective bargaining rights for fishermen under the B.C. Labour Code and/or the Federal Labour Code.

That Provincial donate \$100.00 to United Fishermen and Allied Workers' Union.

Resolutions of Support 1977

Immigrant Rights

That the Annual Convention of AUCE demands a complete withdrawal of the Bill (C-24) - on the rights of immigrants; and that this position be communicated to the Federal Government and to the Committee Against Bill C-24 in B.C.

United Bank Workers

That the Provincial Convention confirm the decision of the Provincial Executive to donate \$200.00 per month towards the salary of the full time office person of the United Bank Workers and that this remain in force until the next Convention.

Resolutions of Support 1976

CASAW

That the delegates at the 4th. annual AUCE Convention support the demands of CASAW workers that;

- 1) the contract be re-opened
- 2) there be no reprisals by the company against the strikers and further that \$300.00 be sent to the CASAW office in Kitimat to help pay legal expenses. And further that this motion be reported to the press and sent via telegram to the CASAW membership meeting this afternoon as soon as possible.

Teaching Assistants

That this Convention support in principle the chartering of T.A.'s at SFU as a local of AUCE.

1978- That AUCE support and aid the organization of teaching assistants at U.B.C. as a Local of AUCE if they so desire.

Resolutions 1978

That the minutes of the 5th Annual Convention of May 27 and 28, 1978 be accepted.

Resolutions 1977Teaching Assistants

That the Provincial Association of AUCE provide funding for an organizer paid at the regular T.A. salary rate, who is familiar with the issues related to organizing T.A.'s, for a 7 week period ending August 12, to assist our efforts until the end of the semester. Be it clearly understood that this request is for a special short-term funded support commitment from the Provincial Association, which should not jeopardize any other long-term organizing commitments it may wish to undertake.

Resolutions 1976Auditor

To reappoint auditors until the next Annual Convention.
That the Provincial Executive be instructed to have alternate recommendations for the next Convention regarding auditors.

Resolutions 1975Educational Program

That a committee of the Provincial Executive be struck to implement an educational program serving the various needs of the locals of AUCE and that these services are to be available to the Locals. These services would be available to the Locals no later than the fall.

Local Reps.

That each Local elect two reps. before the end of October.

Per Capita Tax

That subject to the approval of the Convention, the AUCE Provincial Executive waive the per capita tax to AUCE Local 2 until the implementation of a dues check-off.

Provincial Executive

That at this convention the two representatives from each Local form a Council to act as an interim Provincial Executive until the Fall Convention.

Resolutions 1975 continued..Provincial Worker

That this Convention instructs the Provincial Council to make provisions to elect from amongst themselves a person to work for the Provincial July 1, 1975 until the Fall Convention. That this person would work under the direction of the Council in three main areas: communication between the locals, including editing the Newsletter; service to the Locals, the smaller having priority over the larger, and service during negotiations having priority over other times; assist and coordinate efforts by locals to prepare for the Fall Convention.

Status of other Employees

Be it resolved that the Provincial Executive of AUCE investigate the status of employees at other post secondary institutions and to make a report at the next Provincial Convention.

INDEX - To the AUCE Provincial Policies and Procedures Manual

- Abortion, 16
- Ad Hoc Labour Liaison Committee, 15
- Affiliation, 11
- Auditor, 24
- Average Comparability of Total Compensation, 21

- Bank Workers, 11, 22 & 23
- Bills, (Legislative, Federal, etc.)
 - Bill 82, 22
 - C-8, 20
 - C-14, 21
 - C-22, 21
 - C-24, 23
- Essential Services, 20
- British Columbia Minister of Education, 10
- British Columbia Students' Federation, 8 & 9
- British Columbia Systems Corporation, 10
- Budget, 6

- Canadian Congress of Unions (CCU), 11
- Canadian Labour Congress (CLC), 11
- CASAW (Canadian Association of Smelter and Allied Workers), 23
- Childcare, 19
- Choice on Abortion, 16
- Civil Liberties, 17
- College Employees, 10, 22
- Committees, 12
- Combines Investigation Branch, 22
- Commonwealth Plywood Workers, 22
- Concerned Citizens for Choice on Abortion, 16
- Confederation of Canadian Unions (CCU), 11
- Constitutional Amendments, 3
- Conventions, 2
- Cross Local Committees, 12
- CUPW (Canadian Union of Postal Workers), 20

- Daycare, 19

- Education, 9 & 10
- Education, Ministry of (B.C.), 10
- Educational Cutbacks, 9
- Educational Programme, 24
- Essential Services, 20
- Executive, Provincial (AUCE), 2, 3, 4, 24

- Faculties Federation, 22
- Finances, 6, 24
- Financial Reports, 6
- Fiscal Year, 6
- Fleck Workers, 22
- Fishermen's Union, 22, 23
- Full-time representative, 4 & 5

continued/...

INDEX - continued:

Immigrant Rights, 23
Interior Public University, 21
International Women's Day, 10

Job Evaluation, 14

Labour Studies Courses, 3
Leave of Absence, 13
Local Education, 6
Local Representatives, 24
Local requests to see candidates, 3
Local Seminars, 6
Lost Wages, 3

Newsletter, 4, 25
Committee, 4

Organising, 7
Organiser, Union, 4

Parrot, J.C., 20
Per Capita Tax, 24
Pipeline Moratorium, 19
Policies and Procedures, 1
Postal Workers, 20
Provincial Council, 4, 14
Provincial Executive,
duties of, 2, 3 & 4
interim, 24
Provincial Legislation, 2
Provincial Worker, 25
Public Sector Employees Council, 10
Public Sector Workers, 20
Public Service Employees Relations Act (Alberta), 20
Public Service Unions Coordinating Sommittee, 21

Quebec,
Commonwealth Plywood Workers, 22
Confederation of National Trade Unions, 18
self-determination, 18

RCMP, 15, 22
Research, 2
Resolutions of Support, 15
Right to Strike, 15, 20

Salaried Positions, 14
Secretary-Treasurer, 5 & 6
Seminars, 3, 6, 14
Service of Locals, 4
Sexual Orientation, 17

continued/....

INDEX - continued:

SFU-18, 15
Short term Leave of Absence, 13
Social Service Users, 17
SORWUC (Service Office and Retail Workers' Union of Canada), 11, 22
Status of employees at other post secondary institutions, 25
Student Employment, 8
Student Work Programmes, 8
Strikes, 20

Tabulating Committee, 14
Teaching Assistants, 4, 13, 23, 24
Trustees, 1

Union Organiser, 4
United Bank Workers, 23
United Fishermen and Allied Workers Union (UFAWU), 23 & 23

Wage and Price Controls, 13
Wages, 3
Women's Day, 17
Women's Organisations, 10
Work-study Programmes, 8

Youth Employment Programmes (YEP), 8

/ April 1980 (revised)
JW