

GENERAL MEMBERSHIP MEETING

THURSDAY, FEBRUARY 12, 1976

12:30 - 2:30 (authorized two hour lunch - NOTE: 12:30 not 12:00)

IRC2 (WOODWARD)

1. FILM - *DON'T CALL ME BABY ANYMORE* - done by the Women's Committee of the Canadian Union of Public Employees (CUPE). About the problems and joys women experience in participating in union activities. Will start at exactly 12:35, so if you don't want to miss any of it, hurry over!
2. Motion to seat speaker from Status of Women.
3. Adoption of agenda.
4. Adoption of minutes, as mailed last week.
5. MOVED by Peggy Smith *that the referendum ballot to decide whether we accept the contract be destroyed.*
6. Elections. Close nominations for Trustee. Robert Gayton is standing
Close nominations for Working Conditions Committee. Robert Gayton is standing.
Close nominations for Pension Plan Committee. Ray Galbraith and Carol Cameron are standing.
Close nominations for Job Evaluation Committee. Barbara Wynne-Edwards is standing.
Elizabeth Baxter, Lil Legault and Teresa Gagne have come forward for the Sick Leave Study Committee. The University has been informed that these people will be sitting on the committee. Is anyone else interested?
7. Impassioned plea for committees. Robert Gayton.
8. Correspondence.
9. FINANCIAL REPORT. MOVED by Frances Wasserlein:
-that the financial statement as presented be adopted
-that the membership of AUCE Local 1 authorize payment of \$1,120.73 to Price Printing for printing of strike stickers and posters. (The posters have no dates and can be used in the event of another strike by Local 1.)
-that the sum of \$750.00 be allocated to cover office and equipment and printing and stationery expenses for the period February 12 to March 11 (date of next membership meeting)
-that the membership of AUCE Local 1 authorize payment of per capita tax for December 1975 in the sum of _____ to the Provincial Association of AUCE.
-that the membership of AUCE Local 1 authorize the purchase of a tape recorder (cost about \$200) which will be used for interviewing, recording meetings and recording music.
MOVED by Jerry Anderson *that the membership of AUCE Local 1 authorize Frances Wasserlein to investigate the various mailing services available and to report to the membership the costs involved in having our newsletters, agendas, minutes, etc. sent out by such a service.*
10. Speaker from Status of Women to discuss SOCRED Gov't's closure of Status of Women program and cutback in women's programs in Education Dept.
MOVED by Frances Wasserlein *that AUCE Local 1 send a telegram to the cabinet of the Province of B.C. protesting the closure of the Status of Women's offices and the firing of Julia Goulden.*
11. GRIEVANCE COMMITTEE REPORT. THE GRIEVANCE COMMITTEE recommends to the membership of AUCE Local 1 *that we take Emerald Murphy's misclassification grievance to arbitration.*
12. Constitutional Amendment to Local By-laws (see reverse side).
13. PROVINCIAL REPORT. MOVED by Jerry Andersen *that AUCE Local 1 withhold the Provincial per capita tax until the next Provincial Convention, at which time we vote whether or not to continue in this organization.*

FOR YOUR INFORMATION

The B.C. Council of the Confederation of Canadian Unions (CCU) is holding their second conference on Sunday, February 22, 9:30-5:00 at the Sheraton-Plaza 500. We have been invited to attend as observers.

There will be a demonstration March 8 (International Women's Day) in Victoria to protest the closing of the Status of Women's offices.

There will be a Provincial Assoc. meeting, Saturday, February 7 at 12:00 in the Union Off.

THE FOLLOWING IS A PROPOSED AMENDMENT TO OUR LOCAL BY-LAWS. IT IS RECOMMENDED BY THE EXECUTIVE, AND NOTICE OF MOTION FOR IT WAS GIVEN AT THE LAST MEMBERSHIP MEETING. IT IS INTENDED TO BECOME THE NEW ARTICLE N AND WOULD REPLACE THE PRESENT ARTICLE N IN TOTALITY.

N. DISCIPLINE

1. Any member of members of the Local Association shall have the right to prefer charges against any other member of the Local Association, according to Section 17 of the Provincial Association Constitution and the following provisions.

Charges can be preferred against any member who:

- a) Violates any provision of the Provincial Constitution and/or Local Association By-laws.
 - b) Obtains membership through fraudulent means or by misrepresentation.
 - c) Fraudulently receives or misappropriates any property of the Provincial Association or Local Association.
 - d) Acts in collusion with the employer with a view to injuring the Provincial Association or Local Association or impeding the implementation of any policy of the Provincial or Local Associations.
 - e) Fails to act in accordance with any decision of a regular or special membership meeting of the Local Association.
 - f) Continues to work for the employer while the Local Association is on strike.
2. The following procedure shall be followed in the event a member or members prefers charges against another member or members:
 - a) The member(s) laying the charge shall, in writing, state the following:
 - i) their name(s);
 - ii) the name(s) of the member(s) being charged;
 - iii) which of the above provisions the member(s) is charged with having violated (i.e. Article N.1.a), b), c), d), e) or f));
 - iv) the concrete action the member(s) charged is alleged to have taken.
 - b) The written charge shall be delivered to the executive.
 - c) The Executive shall hand deliver the charge to the accused with the date, time and place of the hearing. The hearing shall in no case take place sooner than seven days after said delivery.. The accused must also be informed of their right to counsel, and shall receive a copy of the sections of the Provincial Constitution and these By-laws dealing with discipline.
 - d) If the accused fails to appear at the hearing, the hearing may proceed in her/his absence, unless the accused has, prior to the time of the hearing, presented a medical certificate or proven a personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause l).
 - e) At the hearing, the member(s) laying charges or her/his representative shall read the charge and make her/his statement. The accused or their counsel shall then reply with the defense. The membership can then ask questions of either party (suggested time limit: 15 minutes).
 - f) The accuser, and the accused, shall make their summation.
 - g) The accused shall then leave the room, and a vote shall be taken as to guilt or innocence.
 - h) If the verdict is guilty, the penalty shall be debated and decided.
 - i) The accused shall return to the room and be informed of the decision.
 - j) The Executive shall be responsible for ensuring that the penalty is carried out.
 - k) In the event that a large number of charges are laid, the Executive shall call a special membership meeting to hold the hearings.
 - l) A motion to reverse a conviction or a given penalty shall be in order at any future membership meeting, providing the mover and seconder originally voted on the prevailing side.

NOTE: N.1.f) and all of N.2. are additions. The remainder of N.1. is unchanged from the present by-laws.

ASSOCIATION OF UNIVERSITY AND COLLEGE EMPLOYEES LOCAL #1

STATEMENT OF INCOME AND EXPENSES

For the period from 15 January 1976 to 12 February 1976

Income

Dues	\$ 5,166.00	
Initiation fees	<u>15.00</u>	\$ 5,181.00

Expenses

Printing and stationery	\$ 511.33	
Rent and Utilities	282.50	
Telephone and Telegraph	33.04	
Per Capita Tax (December 1975)	1,261.00	
Office Equipment and Expense	1,081.23	
Strike Expense (Legal Fees)	502.05	
Salary and Related Expenses	821.17	
Bank Service Charge-auditor's report	<u>3.50</u>	<u>4,500.82</u>

Excess of Income over Expense \$ 680.18

Cash on hand 15 January 1976 (as adjusted by audited financial statement) 18,901.44

Cash on hand 12 February 1976 \$19,581.62 *

* Term deposit at University Community Credit Union \$10,000.00
 Current Account at C.I.B.C., University Blvd. 9,581.62
\$19,581.62

MOTION: That the financial report presented above, be accepted.
(to be moved at March membership meeting)

The financial statements, as prepared by the auditor (Winspear Higgins, Stevenson) are available in the Union Office. We have received only 30 copies, so please do not take them from the office.

The amount of the per capita tax for January 1976 was \$1236.00 and has been remitted to Provincial Association as directed by the last membership meeting (12 February 1976) The Price Printing bill has also been paid.

If you know of anyone who has left the employ of the University and needs a dues receipt, please tell them that the receipts are ready and can be called for at the union office.

If you have any questions please drop me a note at the Union office. Thanks.

Submitted: Frances Wasserlein

THE FOLLOWING IS A NEW PROPOSAL FOR A DISCIPLINE PROCEDURE. IT IS BEING MOVED AS AN AMENDMENT TO THE PROPOSED DISCIPLINE PROCEDURE ALREADY ON THE FLOOR. IF ADOPTED, IT IS TO BECOME PART OF THE BY-LAWS.

SECTION N(1) OF PROCEDURE ALREADY ON THE FLOOR WOULD REMAIN UNALTERED. THE FOLLOWING WOULD REPLACE SECTION N(2), ALTHOUGH IT INCORPORATES VIRTUALLY ALL OF N(2) AND MERELY ADDS TO IT. (Moved by Judy Wright).

N.2. The following procedure shall be followed in the event a member or members prefers charges against another member or members. Throughout, the accused shall be considered innocent until proven guilty, and guilt may only be decided if it is proven beyond any reasonable doubt.

a) The member(s) laying the charge (the accuser) shall, in writing, state the following:

- i) their name(s);
- ii) the name(s) of the member(s) being charged;
- iii) which of the above provisions the member(s) is charged with having violated (i.e., Article N.1.a), b), c), d), e), or f);
- iv) the concrete action the member(s) charged is alleged to have taken.

b) The written charge shall be delivered to the Executive.

c) The Executive shall immediately forward one copy of the charge to the below-mentioned Committee of Inquiry (or arrange the immediate election of same), and hand-deliver a second copy of the charge to the accused, along with a copy of the sections of the Provincial Constitution and these By-laws dealing with discipline, and a notification as to the accused's right to counsel.

d) i) A Committee of Inquiry shall be elected by the membership meeting, nominations having been opened at a previous meeting. The Committee shall be composed of seven members and four alternates, the alternates being, in the event of a contested election, those candidates receiving the eighth, ninth, tenth, and eleventh greatest number of votes. The Committee shall only be elected if and when necessary. Once elected, however, it shall exist for one year. Any member of the Committee directly involved with a charge, either as accuser or accused, shall step down while such charge is being investigated.

ii) The purpose of the Committee shall be to investigate any charge that has been laid and to determine the facts of the case. The Committee shall seek to determine whether or not the accused carried out the concrete action they are alleged to have carried out. The Committee shall make no assessment as to guilt or innocence, that is, it shall not judge as to whether the alleged concrete action is or is not in violation of Section N(1) of these By-laws. The Committee shall make a written report outlining the method and extent of its investigation and setting forth the facts determined through the investigation. The guiding principle shall be that only those facts can be accepted which can be proven beyond any reasonable doubt.

iii) In its investigation, the Committee shall seek information from such persons and sources as it deems appropriate. In the event of interviewing the accused, the latter shall be informed of their right to have counsel present. The investigation, from date of receipt of the charge, until completion of the written report, shall take a maximum of one month. However, this time limit may be extended in the event the accused is on vacation, leave of absence, sick or maternity leave. In such case the length of extension shall be the same as the length of such vacation or leave.

e) The accuser and accused shall receive a copy of the written report immediately upon its completion. The accuser shall then have the right to continue to prefer charges or to drop same. In the former case, the matter shall be referred to the membership meeting for a hearing.

f) The Executive shall set a hearing for the earliest possible date, and shall hand deliver a letter to the accused stating the date, time, and place of the hearing. The hearing shall in no case take place sooner than 7 days after said delivery.

g) If the accused fails to appear at the hearing, the hearing may proceed in her/his absence, unless the accused has, prior to the time of the hearing, presented a medical certificate or proven a personal emergency which prevents her/him from attending. In the event of extraordinary circumstances, refer to clause (n).

h) At the hearing, the Committee of Inquiry shall read its written report(s). The member(s) laying the charge, or her/his representative, shall then read the charge and make her/his statement. The accused or their counsel shall then reply with the defense. In their respective statements, either party may challenge any aspect of the report of the Committee of Inquiry, and may present evidence and/or witnesses to support such challenge. Both parties shall have the right to immediate cross-examination of witnesses. Any member, including members of the Committee of Inquiry, may then question the accuser, the accused, any witnesses presented, or any member of the Committee of Inquiry. A speakers' list will be followed, and as long as there are members wishing to speak, the debate must continue for a minimum of fifteen minutes.

i) The accuser, and then the accused, shall make their summation.

j) The accuser and the accused, their counsel, witnesses called by either party, and the members of the Committee of Inquiry shall then leave the room. The membership shall then discuss the verdict. A speakers' list shall be followed, and as long as there are members wishing to speak, the debate must continue for a minimum of fifteen minutes. The membership will then be asked to find the accused either guilty or innocent of violating Section N(1) of these By-laws. Those members who find the accused guilty will so signify, and those who find the accused not guilty will so signify.

k) If the verdict is guilty, the penalty, as provided in Section 17(B) of the Provincial Constitution, shall be debated and decided.

l) The Executive shall be responsible for ensuring that the penalty is carried out.

m) If because of time limitations it is necessary to do so, the membership may call a special membership meeting to hold a hearing.

n) A motion to reverse a conviction or a given penalty shall be in order at any future membership meeting, providing the mover and seconder originally voted on the prevailing side.

GENERAL MEMBERSHIP MEETING - 12 February, 1976 - 12:30 p.m., IRC 2

Ian Mackenzie in the chair.

1. Adoption of the Agenda

- Joan Cosar That presentation of the film be moved to the end of the meeting.
Margot Scherk CARRIED
- Jerry Andersen That the agenda as amended be adopted. CARRIED
Pat Gibson

2. Speaker from Status of Women Office

- Frances Wasserlein That a guest from the Status of Women be seated at this meeting and
Vicki Meynert present a short report (Item 10 on agenda). CARRIED

3. Adoption of Minutes

- Frances Wasserlein pointed out that Peggy Smith and not she had made the motion at the 18 December 1975 membership meeting concerning payment for buttons.
- Jerry Andersen That the minutes of the past membership meetings as circulated prior
Pat Gibson to this meeting be approved as amended. CARRIED

5. Peggy Smith That the referendum ballot to decide whether we accept the contract
Dale McAslan be destroyed. CARRIED

6. Elections

Further nominations were received as follows:

- Working Conditions Committee - Valerie Pucie, Diane Nowitski
Pension Plan Committee - Frances Hilder, Joyce Diggins
Job Evaluation Committee - Rayleen Nash, Maureen Gitta

Nominations were closed for the Trustee position and Robert Gaytan elected by acclamation.

Following these nominations a member commented that it appeared the three people standing for the Sick Leave Study Committee were Executive appointees as membership approval had not been received.

- Pat Gibson That the membership of AUCE Local 1 agrees that the three members
Frances Wasserlein named on the agenda, Elizabeth Baxter, Lil Legault and Teresa Gagne,
should serve on the Sick Leave Study Committee and that nominations
should remain open for this committee. CARRIED

7. Frances Wasserlein spoke on the need for committee members.

8. Correspondence (read or summarized by Ian Mck.)

- a) letter from Doug Kenny re new director of employee relations
b) letter from Faculty Assn. regarding ours to them concerning their support during our strike (Frances reported briefly on joint AUCE, Faculty Assn. meeting)
c) letter from Anth/Soc. protesting the late notice given for meetings
d) letter from university informing union of their members on various joint committees.

9. Financial Report (Frances Wasserlein)

A financial statement was not presented at this meeting because of a late return of the books from the auditor.

- Frances Wasserlein That the membership of AUCE Local 1 authorize payment of \$1,120.73 to
ale McAslan Price Printing for printing of strike stickers and posters. CARRIED

- Frances Wasserlein That the sum of \$750 be allocated to cover office and equipment, and
Dale McAslan printing and stationery expenses for the period February 12 to March
11 (date of next membership meeting). CARRIED

- Frances Wasserlein That the membership of AUCE Local 1 authorize payment of per capita
Rayleen Nash tax for January 1976 in the sum of _____ to the Provincial
Association of AUCE. CARRIED

- Frances Wasserlein That the membership of AUCE Local 1 authorize the purchase of a tape
recorder (cost about \$200) which will be used for interviewing,
recording meetings and recording music.

- Emerald Murphy That the above motion concerning the tape recorder purchase be tabled
Nancy Wiggs until the next membership meeting. CARRIED

- Jerry Andersen That the membership of AUCE Local 1 authorize Frances Wasserlein to
Frances Wasserlein investigate the various mailing services available and to report to
the membership the costs involved in having our newsletters, agendas,
minutes, etc. sent out by such a service. CARRIED

10. Speaker from Status of Women (Joanne DeHerzog)

A brief talk was given outlining the main purposes of a rally planned for March 22 and describing ways women could voice their disapproval of government action regarding women.

Frances Wasserlein That the membership of AUCE Local 1 at U.B.C. protests most strongly against the closure of the provincial Status of Women's office and the cut backs in programs to eradicate sexism in the Department of Education. CARRIED

Peggy Smith That we start the film presentation at 1:50 p.m. DEFEATED
Dale McAslan

11. Grievance Committee Report (Ray Galbraith)

A brief report was presented and a fuller written report will be circulated with the minutes of this meeting.

Ray Galbraith That we take Emerald Murphy's misclassification grievance to arbitration. CARRIED
Frances Wasserlein

12. Constitutional Amendment

Rayleen Nash That we table discussion on the proposed amendment until the next general membership meeting. CARRIED
Mary Raphael

13. Provincial Report (Margot Scherk)

A written report was read to the membership.

14. Other Business

Frances Wasserlein That the membership of AUCE Local 1 authorizes the expenditure of up to \$800 for the Across-Campus newsletter to be distributed campus wide. CARRIED
Nancy Wiggs

Emerald Murphy That the Executive shall draw up agendas for general membership meetings giving business of the union first priority CARRIED
Nancy Wiggs

Emerald Murphy That all members of any union committee which meets with the university on behalf of the union be officially designated by a meeting of the membership. CARRIED
Pat Gibson

Nancy Wiggs That AUCE Local 1 opposes the outrageous ICBC car rate increase and supports the idea of a maximum increase of 25% this year with the balance coming from the gasoline tax already paid.

Kevin That the word "outrageous" be deleted. DEFEATED
Rayleen Nash
The original motion was ... CARRIED

As no time was left to show the film it was suggested that this could be done during two lunch breaks.

Meeting adjourned at 2:20 p.m.