


Comes JAN '80 mtg.

AUCE PROVINCIAL

15th January 1980

Carolyn Askew



Dear Carolyn:

Further to our conversations some weeks ago, and on behalf of the AUCE Provincial Executive, I am writing to ask your advice on several matters of concern to this union. The concerns are directly and indirectly related to our application for affiliation to the Canadian Labour Congress in June 1979.

Enclosed are copies of correspondence we have received from and sent to the CLC. As you will see the request was refused. We met with Bill Smalley and Larry Widen in September; they reiterated the refusal and explained that our request, 'intact as AUCE', was impossible because of AUCE's redundancy with existing affiliates - BCGEU, CUPE and OTEU. Affiliation could only be granted if AUCE chooses to merge with one of the three unions.

The AUCE Provincial Cross-Local Affiliation Committee (copy of relevant convention resolutions enclosed) is comprised of the Provincial Executive plus one additional representative from the 5 locals - a total of 20 members, with the exception of any other interested members who have voice and no vote at the Affiliation Committee meeting. To this date, the Affiliation Committee has formed itself into smaller research groups who are responsible for meeting with representatives from OTEU, BCGEU, CUPE, CCU, CAIMAW, SORWUC and the UFAWU. Committee members then report back to the whole committee and reps from those labour groups have been or will be invited to meet with the committee to answer questions arising from research reports. Copies of the reports so far submitted are enclosed. The Affiliation Committee also has published bulletins for the AUCE membership - copies enclosed. At the present time we are planning to send A/C research reps to special local membership meetings on affiliation, we are setting up an all-AUCE membership meeting for February 2nd or February 10th. The purpose of this meeting is strictly informational. Referendums, motions, and any other decision-making process will take place at the Special Convention scheduled for the 11th, 12th and 13th of April - much later than the three months mandated by Convention but as soon as possible considering the amount of work we have taken on.

As you will see from the correspondence enclosed, the BCGEU, and John Fryer in particular, is one union that seems extremely interested in the AUCE affiliation process. As have the other unions, BCGEU has supplied us with much information about their union. Recently, there were rumours of a raid of the SFU Local 2 by BCGEU. It was reported by a Local 2 member to that Local's executive, that initiation forms were being circulated by the BCGEU on the SFU campus; it was not determined that initiation fees were paid by those AUCE members who did sign the forms. It is also known that a petition was circulated among AUCE Local

association of university & college employees, #901-207 w. hastings st., vancouver, b.c. V6L

members; the petition offered information on the BCGEU. What we would like you to advise us about is how the Affiliation Committee might conduct itself in the face of a rumoured or actual raid attempt. As well, what are your suggestions for ways in which the Affiliation Committee could present research to the General Membership, & conduct the Special Convention presentation of information, keeping the Constitution and the 1979 Convention directions in mind. Because most of the Committee members have full time jobs there are severe limitations on the amount of time each person has available for the enormous tasks; we are having difficulty making the bulletins appear with some regularity. Hopefully, visits made to the locals and the Special General Membership meeting will be taken seriously by the membership.

One of our major difficulties in keeping the membership informed is the problem presented by the fact that Local 5 is at Prince George. Affiliation Committee meetings are held weekly, they are taped; tapes are sent to the College of New Caledonia local and if decisions made at meetings not attended by Local 5 reps are not acceptable to them, the reps have the power to have the action delayed until their concerns are aired. The AUCE Provincial Executive meets once a month in Vancouver; on the Friday night the A/C meets and Local 5 reps are present. This means that they are only in town to get first-hand information for one out of five meetings. Bringing them into town is mainly a financial problem. The Special General Membership meeting will probably be video-taped and reps from the Provincial will travel to Prince George to meet with that Local. A cumbersome method all 'round.

A fear that has been voiced by several members in all the locals is that the Provincial is going to make the decision arbitrarily. Also expressed by the membership, and in fact by Jess Succamore of CCU, is the observation that lost in all the research of these various other unions is the fact that the application for affiliation was made for AUCE intact & what is emerging in the press is the idea that the Provincial is in the middle of merger talks with the other unions. This was especially evident throughout the BC Federation of Labour Convention. I have enclosed copies of their Executive report excerpts which mention the AUCE Local 2 strike and the affiliation business. It is difficult to assure the membership that merger negotiations are not seen by us as our responsibility. And, because we are researching the existing affiliates, AUCE as an option has not yet been presented, and in fact has been forgotten by some as a bona fide 'option'!

Anyway, we are trying to do our best to present the information in an unbiased fashion.

Some of the committee are also interviewing women's committees and other 'interest' groups within the unions with the idea that the rank and file often may have very different information about how a union actually does operate on a local or shop level. We have, of course, also met with a couple of members of our former Local 3 at David Thompson University Centre, now part of CUPE Local 1341.

On the question of affiliation what happens to our assets if CLC does agree to take us 'intact'? If the union, as a Provincial body, does decide to merge with one union are assets and liabilities automatically assumed by that union, or does that depend on the particular union? If the Provincial Association decides at Convention or by referendum ballot, to merge local by local, perhaps leaving one or two AUCE locals, what happens to the Provincial funds - would they be divided proportionate to the membership of that particular local? Do you see this as a question for a referendum ballot? 3/...

If the Provincial Association votes to merge with either union in the CLC, or to continue applying and lobbying the CLC for acceptance as AUCE, or to merge with the CCU or a CCU affiliate, or with SORWUC, what becomes of the \$10,000 long term interest free loan made to SORWUC by the 1978 Convention?

Considering all options, how much bargaining power do you expect we would have in terms of our numbers (2860) and our jurisdiction?

From the copies of letters and research are there any other questions you feel should be asked of the CLC? Of the CLC affiliates?

If, after the April Convention, the membership decides to merge with a CLC affiliate, what happens to the person, myself or someone else, who is the paid officer of AUCE and on leave from an AUCE Local?

What are the responsibilities of AUCE and a successor union? If only Local 4 at Capilano College, my 'home local', decides to merge with a CLC affiliate what are the responsibilities of both the local and the Provincial Association

Referring to Section 14: CONVENTIONS Part C, is there any better way to ensure an equal voice for all members on the question of merger or affiliation?

Regarding membership rights, and this serious issue has only just become apparent, we have found that employees at more than one local, specifically Local 4 at Capilano College and Local 5 at the College of New Caledonia, have not signed an initiation form nor paid their one dollar initiation fee. Considering the raid scare at Local 2 how do you suggest we approach this problem without creating a storm and alerting other interested parties? The relevant section of the Constitution is Section 4: MEMBERSHIP Part F.

For the time being, these are our questions. As we near the Special Membership Meeting and the Special Convention other concerns will undoubtedly arise. Are you expecting to be in Vancouver within the next couple of weeks and if so, can I let the Provincial Executive and the Affiliation Committee know that you would be willing to meet with us?

* * * * *

I was also asked by the Provincial Executive to get your opinion on the contract settlement at Capilano College. I have enclosed the draft which has been agreed to, signed, and is in the process of being printed. We are questioning the constitutionality of settling a contract that provides a specific segment of the union membership, specifically part-time temporary workers, a majority of whom also happen to be college students, with ^{less than} an 8% wage increase in the first year of the two-year agreement as opposed to 8% for the rest of the membership. In the second year of the contract everyone will receive an 8% increase and a COLA which is tied in to the Vancouver Consumer Price Index.

Most of those affected are not pleased with the settlement; they have been meeting to try and come up with some way of obtaining a fairer settlement. The contract ratification was the closest vote ever taken by the membership - 50.9% in favour of settling. Voter turnout was also the highest ever - 154 of a possible 168.

Can the settlement be disputed constitutionally, through a Section 7 complaint, or through Section 9 of the Human Rights Code? A very rough calculation has determined that the difference, had it been paid, would amount to approximately \$780 to \$1000 for the year, for all employees affected. If you refer to the wage scales at the back of the draft you will see that there are in fact three percentages less than the 8%. However, most of the jobs these people are in are in the lowest category, because as students they're not around long enough to advance

to the 'higher' steps. Members who are getting the 8% increase are also dissatisfied enough about the issue to consider lodging a complaint with the Local Association on behalf of their sister members. I have been asked to meet with the so-affected members on February 7th. What time lines do we have to consider for any resolution to this problem? As an aside, we find it interesting to note that two short weeks before accepting this wage proposal, the membership voted 77% in favour of strike action over the issue of creating a separate wage scale for student employees and of stripping student employees of seniority, grievance and benefit rights. Management turned around and called the horse a different colour; after we debated and argued and were sure we'd won the principle of equal pay for work of equal value with the membership they got scared of the prospect of job action - and understandably so. Any suggestions you have to make we'd appreciate hearing. Some of the angry members have approached the Provincial with the request for a new local - they are so disgusted with the settlement...

* * * * *

For your files I have enclosed copies of current contracts and the Local By-Laws and Provincial Constitution.

Also, enclosed are some of the materials provided us by the different unions for our research.

We look forward to working with you and hope to hear from you as soon as you have the time to consider our concerns.

Please remember to bill us for the time spent consulting on the telephone.

In Solidarity,

Sheila N.L. Perret, Secretary-Treasurer

encl. As follows:

1. Contracts for AUCE Locals 1, 2, 4, and 5 (#2 subject to finalisation by Industrial Inquiry Commission on 0's and 1's categories)
2. AUCE Provincial Constitution
3. Resolutions, Constitutional Amendments and major motions that passed at the 6th Annual AUCE Provincial Convention, June 1979
4. xerox copies of correspondence between AUCE Provincial and the CLC
5. CLC Affiliated unions' correspondence
6. Affiliation Committee Bulletins (4)
7. Affiliation Committee Research reports
8. BCGEU Public Sector Committee and Executive Committee reports excerpts concerning AUCE Provincial and AUCE Local 2 strike
9. Correspondence between AUCE and BCGEU concerning the above
10. Press Release issued November 22nd by AUCE Provincial re BC Fed at
11. Newspaper clippings concerning Affiliation Committee and above
12. Contracts, By-Laws and Constitutions of unions and labour groups being researched by the AUCE Provincial Affiliation Committee
13. Materials related to AUCE #4 & Capilano College contract negotiations
14. Miscellaneous articles, papers