The Best Man for the Job May Be a Woman
Section 4 (MEMBERSHIP)

C. Where no Local Association has been chartered, employees may join as Headquarters Members of the Provincial Association. The Provincial Association shall assist such members in joining or forming a Local Association as soon as possible thereafter. Applications for Headquarters Membership shall be made to the Provincial Executive. Dues for Headquarters Members shall be equal to the per capita tax as set forth in Section 15A except for unemployed members covered under Sections 4H and 4I.

AMENDMENT:

ADD: (at end of paragraph) Any full time paid Provincial Officer shall be considered to be Headquarters Members.

F. The initiation fee of this Provincial Association shall be one dollar ($1.00) for each person wishing to become a member except in the case where laws or regulations require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead and in place of the constitutional requirements.

AMENDMENT:

ADD: (at end of paragraph) or to a Local which is on strike, or locked out.

Section 7 (THE PROVINCIAL EXECUTIVE)

B. i. The Secretary-Treasurer shall be the sole paid officer of the Provincial Association. She/he may be paid either full-time or part-time for the entire year or for a fraction thereof as determined by the Annual Convention. The salary and benefits shall remain at the same rate as if she/he continued in his/her normal job as a member of the Local Association bargaining unit. During a strike or lock-out of the entire Provincial Association, the paid officer shall not receive more than the strike benefits received by the other members. There shall be no other paid officers of the Provincial Association unless proposed at a Provincial Convention and approved by the Provincial Association in referendum.

AMENDMENT:

Delete 3rd sentence, and replace with the following:

The salary of a Provincial salaried officer shall be the equivalent of Local 1’s Pay grade 4, Step 6, and benefits shall be equivalent to the local of which the salaried officer is a member.

After this sentence, add a new sentence:

In general, any salaried officer of the Provincial shall not work overtime when unemployed AUCE members can be hired to do necessary work. A salaried officer shall only work overtime when authorized by a majority vote of the Provincial Executive, who shall also determine the amount of overtime which may be worked. Overtime worked shall not exceed a total of five (5) hours in a four-week period. Authorized overtime shall be paid at a rate of two (2) times the hourly rate, or the salaried officer may request the equivalent time off in lieu of overtime pay. Overtime shall not be paid for Provincial Executive meetings, Committee meetings, or other events where AUCE members regularly volunteer time, nor shall attendance at such meetings constitute a part of the salaried officer’s regularly scheduled working hours.
Section 7 (THE PROVINCIAL EXECUTIVE) Cont’d.

C. The qualifications for office in the Provincial Association shall be membership in good standing in a chartered Local Association.

AMENDMENT: Reword:

The requirement for office in the Provincial Association Executive shall be membership in good standing in a chartered Local Association, or Headquarters membership.

Section 15 (REVENUE AND FINANCES)

A. The revenue of the Provincial Association shall be derived from a per capita tax of three dollars and twenty-five cents ($3.25) per full/time member per month, excluding those members unemployed as dealt with in Sections 4G, 4H and 4I of this Provincial Constitution. Other than full/time members shall pay a per capita tax of twenty-five (25) per cent of the dues collected per month. The amount of per capita tax shall be changed only by a majority of ballots cast in a referendum of the Provincial Association.

AMENDMENT:

ADD: An increase in per capita tax shall be effective the third month following the month in which the referendum was conducted to allow locals adequate time to obtain any local dues increases which may be necessary to accommodate the per capita tax increase.

Any local on strike or locked out shall not be required to pay the Provincial per capita tax requirements for the duration of the strike.

Per capita tax shall be waived when any member of the bargaining unit is on strike, locked out or secondary picketing for more than two (2) weeks. In all instances, the per capita tax is payable for members of the bargaining unit not affected by the strike, lockout or secondary picketing.

ADD: A new sub-section, I:

I. Provincial financial statements shall be printed in the Provincial Newsletter. If no Provincial newsletter is currently being published, they shall either be printed in the Local newsletters, or distributed at Local membership meetings. Financial statements will also include budgets, and all financial motions pertaining to the running of the Association.

MOTIVATION:

- currently a Provincial policy that local representatives distribute financial statements to local executives.
- this information should be accessible to all members of the Provincial Association.

Section 16 (STRIKES AND LOCKOUTS)

ADD: A new section B.

B. Any local on strike may request funds from the Provincial strike fund, to be granted on a per capita basis, to pay for the expenses of operating the strike. Such expenses may include, but shall not be limited to, legal expenses, advertising and publicity, printing costs, telephone expenses and rents.

Section 19 (LOCAL ASSOCIATION BY-LAWS)

D. MEMBERSHIP

The initiation fee of this Local Association shall be one dollar ($1.00) for each person wishing to become a member except in the case where the laws or regulations of the Province or the laws or regulations of the Federal Government require a lesser or larger initiation fee, in which case the provisions of the laws and regulations shall apply, instead of and in place of the By-law requirement.

AMENDMENT: Delete the phrase one dollar ($1.00) and replace with a blank:

N.B. The intent of this is that each local can determine their own initiation fee.

E. The Officers of the Local Association shall include, but not be limited to the following: President, Vice-President, Secretary, Treasurer, Two (2) Trustees. The offices of Secretary and Treasurer may be amalgamated at the Local Association’s discretion...

AMENDMENT: After “Two (2) Trustees”, include the positions “Two (2) Provincial Representatives, Union Organizer, and Union Coordinator.”

L. DUES AND FINANCES

2. The Local Association shall have the right to levy on its members, for special purposes, one assessment per year of at most five dollars ($5.00), which shall be voted on by two-thirds (2/3) majority vote of the members at a Local Association membership meeting, provided that proper notice has been given at least fourteen (14) days prior to the vote. Further assessments shall only be levied as a result of a referendum ballot.

AMENDMENT: Replace “• • • two-thirds (2/3) majority • • •” with “• • • a simple majority • • •”.

MOTIVATION: Principle of democracy is based on simple majority (50% + 1). A simple majority is used in other parts of the Provincial Constitution (i.e. - Per capita tax is changed by simple majority of ballots cast).
LETTERS

March 17, 1981
To All AUCE Members in the General Services and Administration Building

As a result of the Telecommunication Workers Union picket action which involved the Administration Building on February 23 and 24, 1981, a motion was passed at an Executive meeting on March 5, 1981 to reimburse AUCE members who were affected by the labour dispute.

It has been our policy in the past to reimburse lost wages to AUCE members affected by such disputes. Therefore, this item will appear on the agenda for the April 23rd Membership meeting.

You may apply to the Union Office for lost wages if the Executive recommendation receives the support of the membership at that meeting. In the event of membership approval, you must present pay stubs from February 15 and March 15 to the Secretary-Treasurer, in person, after April 23, 1981.

If you have any further questions, please contact the Union Office.

March 17, 1981
To All AUCE Members in the Dentistry Building

Dear Member,

As a result of the Vancouver Municipal and Regional Employees Union picket action which involved the Dentistry Building on March 20, 1981, a motion will be made at the next Membership Meeting to reimburse AUCE members who were affected by the labour dispute.

It has been our policy in the past to reimburse lost wages to AUCE members affected by such disputes. Therefore, this item will appear on the agenda for the April 28th Membership meeting.

You may apply to the Union Office for lost wages if the Executive recommendation receives the support of the membership at that meeting. In the event of membership approval, you must present pay stubs from February 28 and March 31 to the Secretary-Treasurer, in person, after April 28, 1981.

If you have any further questions, please contact the Union Office.

Wendy G. Lymer,
Secretary-Treasurer,
AUCE Local One

NOTICE OF MOTION

THAT the membership authorize reimbursement of wages lost by AUCE members affected by the Telecommunication Workers Union picket action on February 23 and 24, 1981.

JANUARY/FEBRUARY UNION DEDUCTIONS

At a meeting of the AUCE Local I Executive January 20th, 1981, the following motion was passed regarding the January and February assessment deductions:

"That AUCE members will be deducted as per the letters to R.A. Grant dated December 18th, 1980 and to Mr. Bob Seeley, dated January 7th, 1981."

If any person has a question or complaint regarding the assessment, these may be directed to the AUCE Local I Executive, c/o AUCE Local I, #202 - 6383 Memorial Road, Campus Mall.

SORRY ABOUT THE DELAY!

The above notice should have appeared in the March Newsletter but was misplaced. Some members have already taken the initiative and contacted the Union Office with regard to incorrect deductions in the first two months of 1981. If you have inquiries to make on this matter, please inform the Executive in writing.
Equal-pay front pushes forward

By Theresa Chruscinski

HEU's Equal Pay For Work Of Equal Value Committee met Feb. 24 in Vancouver to discuss recommendations for the Union's Provincial Executive. A number of recommendations were made for presentation to the Provincial Executive.

Equal Pay Committee Passes Recommendations

Government locals seek 15 pct.
This letter was sent to School Boards and Councils

I am writing on behalf of the members of the Employers' Council of British Columbia to voice concern about one critical aspect of your current labour negotiations.

The Employers' Council of BC is an inter-industry association with about 150 members from both the private and public sectors in British Columbia, plus the major bargaining associations. We provide our members with information on negotiations and settlements, we represent their joint interests with government and we provide forums where employers can exchange information on negotiations and other matters. The enclosed brochure more fully outlines our objectives and activities.

The purpose of this letter is not to comment upon the wage demands or offers in this dispute. It is our belief that individual parties are best able to determine the appropriate level of settlement for their circumstances. In the case of the school district we know that consideration of the taxpayer remains paramount, while, of course, ensuring that your employees are treated fairly.

There is one aspect of your negotiations, however, which is of concern. I refer to what is being called, by the unions, "equal pay for work of equal value."

This is a concept which was originally presented in law in the Canadian Human Rights Act which was passed in 1977. There is no such concept in our provincial law at present.

"Equal pay for work of equal value" is different from equal pay for equal work, which has been with us for several years.

The difficulty with "equal pay for work of equal value" is the basis on which it is determined. The Canadian Human Rights Act states that the criterion to be applied is "the composite of the skill, effort and responsibility required in the performance of the work and the conditions under which the work is performed."

In other words, before determining whether two jobs are equal, they must be properly analysed under an appropriate job evaluation system.

Our concerns are twofold:

a) that what the unions are demanding—equal pay for some inside and outside workers—is not really "equal pay for work of equal value" because it has not been determined whether the jobs are equal; and,

b) that to grant these inside workers similar starting rates to outside workers without having had such an exhaustive examination will have a serious rippling effect throughout your administration and thereby a negative impact upon the taxpayers and other employers.

1981 03 12

Page 2

It should be noted that far from being opposed to the concept of "equal pay for work of equal value," the members of the council are anxious that implementation of the concept be done only after a thorough examination which fairly treats all the employees involved.

We urge your school district to give this matter your serious consideration. We will be pleased to provide any information you might require. You have the support of members of this council in rejecting this union demand.

Yours sincerely,

William M. Hamilton
President and Chief Executive Officer

Because of the now 10-week old strike of CUPE/VPREU with the Vancouver Regional District and because the main issue in the strike is equal pay for work of equal value, that is the unions are trying to bring the base rate for largely female inside workers up to the base for largely male outside workers we are going to print some settlements that have been reached so far with other Lower Fraser Valley towns. These contracts will have equal pay for work of equal value by the end of 1982.

<table>
<thead>
<tr>
<th>District</th>
<th>General Base 1st yr.</th>
<th>1st yr. Increase 2nd yr.</th>
<th>Clerical adjustment over 2 yrs.</th>
<th>Clerical base end '82</th>
<th>Labourer base end '82</th>
<th>Gap between clerical &amp; labourer by end of '82</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission</td>
<td>1.47</td>
<td>1.50</td>
<td>.87 in 1st yr.</td>
<td>10.70</td>
<td>10.60</td>
<td>+.10</td>
</tr>
<tr>
<td>Chilliwack</td>
<td>1.50</td>
<td>1.50</td>
<td>.57 in 1st yr.</td>
<td>9.76**</td>
<td>10.45**</td>
<td>-.69</td>
</tr>
<tr>
<td>Maple Ridge</td>
<td>1.50</td>
<td>1.60</td>
<td>.42 in 1st yr.</td>
<td>10.37</td>
<td>10.95</td>
<td>-.58</td>
</tr>
<tr>
<td>Langley</td>
<td>1.50</td>
<td>1.50</td>
<td>.60 in 1st yr.</td>
<td>10.19***</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* for clericals with the exception of clerk/typist, to have parity with janitors by the end of 1982
** Janitor base rate
*** Maintenance agreement is negotiated separately

In addition each of these towns reduced the increment steps in their contracts either from 5 steps to 4 or from 4 steps to 3.
Public sector managers must deal with strong and growing unionism.

John Pryer
General secretary of the British Columbia Government Employees' Union and visiting lecturer at the School of Public Administration, University of Victoria.

Women's jobs will be affected by technological change.

By John Pryer.

Canada Flunks World Test On Women's Wages

Ontario Labour
Women workers have lot to be militant about
Financial Post 3 Jan. 1981 p. 4

Women on front line in union battlegrounds

By Peter Silverman

HEALTH AND SAFETY

Pregnant women win VDT ruling
Province News Services
Minutes

Membership Meeting - Thursday, March 19, 1981
12:30-2:25 pm.

The meeting was chaired by Marcel Dionne and the minutes were recorded by Wendy Lymer.

1. Adoption of agenda:

Wendy Lymer indicated that the By-law notations in Sections 8 and 10 of the agenda should be removed as they were to be discussed at the next two-hour meeting which would allow more time for that somewhat controversial topic.

 Moved by Susuz Zagar

Seconded by Connie Poisson

THAT THE AGENDA BE ADOPTED AS AMENDED.

The motion was CARRIED.

2. Adoption of the minutes:

Corrections were made on pages 20 and 21 of the newsletter. "Approximately" was deleted from the sentence which contained the number of votes counted on the per capita tax motion. In the first paragraph on page 21, the sentence beginning with "Wendy Rice felt" was reworded to read: "Wendy Rice felt that after two years in the Union Office, she would be far more constructive ...".

 Moved by Joan Treleaven

Seconded by Susuz Zagar

THAT THE MINUTES BE ADOPTED AS AMENDED.

The motion was CARRIED.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. Nominations:

Opening - Delegates to the Convention (10) - Joan Treleaven, Richard Melanson, Connie Poisson, Marcel Dionne, Carole Cameron, Pat House, Gohieennes, Ted Byrne, KittI Cheema and Wendy Rice were nominated. It was noted that Susan Zagar and Lid Strand would automatically attend the Convention as they were table officers of the Provincial Association.

Provincial Representative (1) - KittI Cheema was nominated. Nominations for this position would remain open until the next Membership Meeting.

Closing - Vice-President - Susuz Zagar was elected by acclamation.

Alternate Provincial Representative - Ray Galbraith declined the nomination. This position would re-open for nominations at the next Membership Meeting.

Closing - University Health and Safety Committee - Darlene Bailey was elected by acclamation. Shirley Irvine was nominated but has not yet responded to the nomination.

Grievance Committee (1) - There were no nominations for this position which will remain open until the next Membership Meeting.

Provincial Education Committee - There were no nominations to this Committee. Nominations will remain open until the next Membership Meeting.

Communication Committee (2) - There were no nominations for the two positions. It is hoped that there will be a greater response at the next Membership Meeting as the vacant positions will remain open until 11:00.

6. Secretary-Treasurer's report:

Wendy Lymer directed attention to the higher per capita tax figure which was the first payment made based on the new rate this year. She pointed out that the outstanding liabilities were the loan to the BCTCU and the holiday pay for picketers which was owed to the University. The latter figure would be lessened considerably because last year Ray Galbraith discovered a precedent whereby we would only be responsible for those members who had less than twelve months of seniority when the strike occurred in 1980. Wendy was in the midst of determining the actual amount involved and would report back at the next meeting. She explained that the figure for the loan did not include the interest which would be calculated when the final payment was made.

 Moved by Wendy Lymer

Seconded by Suzuz Zagar

THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED FEBRUARY 28, 1981.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron indicated that an extension had been obtained to review existing plans. Mr. R. M. Craven, the assistant treasurer at UBC, has offered to come to a meeting to explain the benefit plan. Carole pointed out that Mr. Craven would require at least twenty to thirty minutes to speak and that a two-hour meeting would be more appropriate for such a discussion. At the present time, Mr. Craven is in the midst of producing the Annual Report but if the membership favours the idea, he would like to discuss the topic in detail.

Carole noted that the Grievance Committee was continually working on reclassifications.

Joan Treleaven asked if anything concrete had resulted from the investigation of the Bi-Weekly Pay System. Carole responded that Mr. Craven felt that although it would result in major changes to the present UBC computer program, that it was in the proceedings and implementation was expected later this year.

Marcel Dionne reported that Jane Strudwick was leaving the service of the University. He suggested that the Union may not be confronted with as many vague policies as have sprung up as of late. Marcel also noted that the Compensation Analyst at Employee Relations, Calvin Barber, was also leaving the University's service.
8. Executive report:

Carole Cameron first discussed a Microtechnology Conference to be held in Ottawa from March 27th to March 31st. The Women’s Bureau of the Secretary of State was prepared to waive the registration fee of $123.00 to encourage women from unions and women’s groups from across Canada to attend. This conference would deal with technological changes, health and safety in the workplace, video display terminals, cathode ray tube terminals, and word processing equipment. Following that meeting, the Canadian Pension Conference would take place to discuss most aspects of pensions and retirement. Carole had been extended an invitation to attend and, if the membership authorized payment for the airfare of $601.00, she would take one week of her vacation to participate in the conferences.

Moved by Carole Cameron
Seconded by Lid Strand
THAT THE MEMBERSHIP AUTHORIZE THE EXPENDITURE OF $601.00 FOR AIRFARE FOR CAROLE CAMERON TO ATTEND TWO CONFERENCES TO BE HELD IN OTTAWA FROM MARCH 27, 1981 TO APRIL 2, 1981.

Cobie Wennes inquired about accommodations for such an excursion. Carole responded that she would share accommodations with Sheila Perret whose attendance would be financed by the Secretary of State who would only be responsible for one person from our union. Carole was also asked if there were any representatives from the other Locals who planned to attend the conferences. Carole replied in the negative. As there were no further questions the vote was taken.

The motion was CARRIED.

Carole indicated that a room in the Buchanan Tower was filled with equipment. There have been reports that the equipment is creating a great deal of noise pollution. This example is a good basis on which to establish rules for working conditions. Carole noted that this problem was further to the investigation presently underway in the Library Processing Center.

Marcel Dionne mentioned that a notice of motion would appear in the next newsletter which would ask for the membership’s approval for the payment of General Services and Administration Building AUCE staff who lost wages in the result of that management decision.

Dave mentioned that Local 10 at Capilano College is a good example of how AUCE can support their membership. Local 10 was not represented at this meeting and expressed a desire to be represented.

Marcel Dionne stated that the increased rate was not official yet. He explained that the Provincial had offered to loan Local 5 up to $5000.00. The Provincial was also willing to take one week of her vacation to participate in the conferences.

9. Provincial report:

Suzan Zagar reported that Local 5 went on strike February 24th and 25th. The Labour Relations Board issued a cease and desist order against the action forcing the Local back to work. Local 5 members lost two and one-half days wages which was unfortunate as they are already underpaid. Suzan stressed that this Local was most definitely in need of support from the other Locals. She stated that the Provincial had offered to loan Local 5 up to $5000.00. The Provincial was also considering making a donation of $1500.00. The Provincial, in a strong show of support, was also preparing to donate $500.00 toward the legal expenses of Local 5.

Suzan discussed Capilano College briefly. Local 4 has a new Executive but has not elected a Provincial Representative as yet.

There was no further news on the assessment of the other Locals. As was reported earlier, Local 2 (Simon Fraser University) paid the assessment through the Administration who was forced to accept responsibility for the payment because it was negligent in making the deduction. The other Locals are either not financially able to bear the assessment or are withholding it due to Local 1’s stand on the per capita tax issue.

At the last membership meeting, Local 1 voted in favour of not paying the increased per capita tax rate to the Provincial between August and December of 1980. At the last Provincial Executive meeting, after one hour of discussion, no decision was reached on Local 1’s status in the Provincial Association as a result of that vote.

Suzan briefly discussed the annual Convention to be held in June. It still has not been determined whether the Convention will be held at UBC or at Capilano College. A Resolutions Committee has been struck to raise constitutional amendments. Nominations will be opened for Table Officers of the Provincial at the Convention. The new Executive would assume office in September of 1981.

Lid Strand offered to speak on the Provincial’s support of the rallies being organized to protest education cutbacks. A press conference was organized to raise support around the province. The rally held on March 18 received good coverage in the Ubyssey. Lid reported that a recent article in the Ubyssey indicated that cutbacks were occurring in women’s courses especially. He also noted that the fund for student loans has been increased to $4,000,000. Student Employment Services funding suffered as result of that increase. Lid urged that we must keep the pressure on the government until we get a budget we can live with.

10. Other Business:

Carole Cameron reported that parking fees might be increased to $100.00. Marcel Dionne commented that the increased rate was not official yet. He explained that all parking fees would be increased by 20%. There was a possibility that a further $40.00 increase would be levied against faculty and staff subscribers for the purpose of building future parkades around campus. The Faculty have already indicated that they are strongly opposed to the proposed increase. Marcel urged that a letter be composed to President Kenny stressing our opposition to the increase as well.

The meeting was adjourned at 1:15 pm.
F. ELECTION OF OFFICERS

G. CHANGES

P. PROPOSED BY-LAWS CHANGES

F. ELECTION OF OFFICERS

F.2. (third paragraph)

Notwithstanding the above, nominations for full-time salaried positions will commence at the regular monthly meeting two months prior to the expiration of the incumbent's term. Full-time salaried officers will serve for one year from the date they assume office. Full-time salaried positions are paid as follows: All persons working full-time for the union shall be paid at the same rate. This rate will be represented by Pay Grade 4, Step 6. The full-time salaried staff will be entitled to all the rights and benefits of the collective agreement.

Union members wishing to run for full-time salaried positions must submit a statement containing their qualifications and background. This statement will be distributed to the membership. Election for these positions will be conducted in the same manner as above.

6. DUTIES OF LOCAL ASSOCIATION OFFICERS AND COMMITTEES:

3. Secretary-Treasurer:

The Secretary-Treasurer shall be responsible for taking minutes of the meetings of the Local Association and of the Local Association Executive and shall be an ex-officio member of the Communications Committee; shall co-ordinate the production of the Division newsletters with the Division Executive Representatives; and further shall maintain accurately and properly such bookkeeping system as shall be set up under the instructions of the Local Association Executive. The Secretary-Treasurer shall present financial statements to each membership meeting and by January 1 of year, shall audit the Local Association's books and all related papers to an auditor approved by the Local Association Executive. An annual audited financial report shall be circulated to the Local Association and Provincial Association Executives and presented to a general membership meeting of the Local Association before June 1 of year. The duties of the position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations.

6. Union Organizer:

Shall be a member of the Executive, an ex-officio member of the Grievance Committee and shall do work related to that committee including the training of new members in the processing of grievances. This position is also responsible for the training of Local Shop Stewards. The duties of this position shall include maintaining the collective agreement, organizing the steward, division and committee structures. Further, this position shall share the general office work (i.e., correspondence, mailing, filing, membership lists, etc.) and public relations. In the absence of the Union Co-ordinator, will be an ex-officio member of the Contract Committee.

7. Union Co-ordinator:

Shall be a member of the Executive, an ex-officio member of the Contract Committee, shall be involved in negotiations and shall do work related to that Committee. When not involved in negotiations, this position shall become ex-officio on the Grievance Committee and shall do work related to that committee. The duties of this position shall include maintaining the collective agreement and sharing the general office work (i.e., correspondence, filing, membership lists, etc.) and public relations.

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Mar. 13/81  Letter from Hospital Employees Union re health care benefits
Mar. 13/81  Letter from International Union of Operating Engineers re review of benefit plans
Mar. 11/81  Letter from Office and Technical Employees Union re review of benefit plans
Mar. 17/81  Copy of letter from Sheila Perret to B.C. Organisation to Fight Racism offering support for their activities
Mar. 17/81  Letter from Carol McKinlay enclosing membership application form
Mar. 17/81  Letter from Carol McKinlay re dues deductions in January and February
Mar. 18/81  Letter from Erik de Bruijn re sick leave statistics
Mar. 18/81  Letter from Heirloom Bible Publishers re family bibles
Mar. 18/81  Original letter to Valerie Kahn re membership form and initiation fee
Mar. 19/81  News release from the B.C. Federation of Labour re postponement of a one-day protest in the Rootesays
Mar. 19/81  Poster advertising workshop sponsored by Women Against Imperialism and the B.C. Federation of Women
Mar. 19/81  Letter from Carole Cameron nominating Wendy Rice as a delegate to the Convention
Mar. 19/81  Letter from Board of School Trustees of School District #39 (Vancouver) re student workers' pay rates
Mar. 19/81  Memo from Shirley Irvine re Working Conditions Committee and the By-laws
Mar. 20/81  News release from the B.C. Federation of Labour re a Child Care Conference scheduled for March
Mar. 23/81  News release from the BCGEU re government staffing practices
Mar. 23/81  Copy of letter from R. Anderson to the AUCE Provincial re complaint against Local Two Executive
Mar. 24/81  Letter from Ruth Mirza to Wendy Rice re a History Dept. grievance
Mar. 25/81  News release from the B.C. Federation of Labour re the civic labour dispute
Mar. 25/81  Copy of letter from James Chad/F/Minister of Lands, Parks, and Housing to Sheila Perret re co-operative housing on the Raindome Lands.
Mar. 25/81  Copy of letter from Brian Forstman/Student to Tom Shorthouse/Law Librarian re health hazards created from unshielded fiberglas around a photocopier.
Mar. 26/81  News release from the BCGEU re transportation of handicapped in North Vancouver
Mar. 26/81  Letter from Labour Relations Board of B.C. re the 1980 Annual Report
Mar. 27/81  News release from the BCGEU re the setting of negotiating goals
Mar. 27/81  Letter from Jane Brookies confirming agreement to split the cost of photocopying position descriptions
Mar. 27/81  Original letter to Margaret Casselman re union membership
Mar. 31/81  Original letter to Lyman Marneholds re appointment notices for two employees
Mar. 30/81  Letter from Sheila Perret to Committee to Investigate AUCE's Salaried Officers' Working Conditions meeting
Mar. 30/81  Letter from Sheila Perret to Committee to Investigate Research Parks meeting
Mar. 30/81  News release from the B.C. Federation of Labour re the Province's (the newspaper) coverage of Labour matters
Mar. 30/81  Letter from L.S. Grant/TBUU vice-president re plans to meet with the AUCE Local One Executive
Mar. 30/81  Copy of letter from Sheila Perret to Gordon Bryanton proposing affiliation with the College Institute of Educators' Association of B.C.
Mar. 30/81  Copy of letter from Sheila Perret to Ann Frost/Douglas College re referendum ballot votes on affiliation
Mar. 30/81  Letter from Lilian Song enclosing membership form and initiation fee
Mar. 30/81  Letter from Aline Barlow/Homefront Learning re volunteer tutors

"Miss Kent, I want that researched, analyzed, verified, encoded, translated, extrapolated, condensed, and typed in triplicate."
Membership Meeting - Tuesday, April 28, 1981
IRC 2
12:30 - 2:30 PM.

Article 10 of the Collective Agreement states:
"The University agrees to allow nine (9) two-hour lunch meetings (12:30 - 2:30) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given."

You are therefore entitled to take time off from work to attend the April 28th Membership Meeting.

AGENDA

No Smoking

1. Adoption of agenda
2. Adoption of minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations
   Opening - Alternate Provincial Representative
   University Health and Safety Committee

   Closing - Delegates to the Provincial Convention (10) - Joan Treleaven, Richard Melanson, Connie Poisson, Marcel Dionne, Carole Cameron, Pat House, Cobie Wennes, Ted Byrne, Kitti Cheema, Wendy Bice
   Provincial Representative (1) - Kitti Cheema
   Grievance Committee (1)
   Provincial Education Committee
   Communication Committee (2)

6. Secretary-Treasurer's report
7. Grievance Committee report
8. Executive report - Changes to By-laws concerning salaried staff
   - Reclassifications of certain groups in the bargaining unit (Questionnaire)

9. Provincial report
10. Other Business - By-law changes