

OLD SECTION #1: NAME

NEW SECTION #1: NAME

NO CHANGE FROM OLD CONSTITUTION

This organization shall be known as the "Association of University and College Employees" (AUCE) and shall hereinafter be referred to as the "Provincial Association".

*Carried*



OLD SECTION #2: OBJECTIVES

*Carried*

NEW SECTION #2: OBJECTIVES

CHANGED FROM OLD CONSTITUTION

The objectives of this Provincial Association shall be:

- A. To bring about improvements in working conditions, fair wage standards and to assure uniform job classification with equal pay for work of equal value for all employees, regardless of sex, sexual orientation, age, marital status, physical disability, previous and current psychiatric or psychotherapeutic treatment, colour, race, religious or political beliefs, national origin, whether she/he is a part-time or a full-time worker, whether or not she/he is a part-time or full-time student, and whether or not she/he has children and/or dependants.
- B. To charter Local Associations which will bargain collectively on behalf of Local Associations.
- C. To maintain at all times the principles of local autonomy and democracy within this Provincial Association and its Local Associations.
- D. To encourage in every way possible the unionization of unorganized workers.
- E. To Defend and extend full trade union rights to all workers.
- F. Within the community the union shall work for the establishment of political, social and sexual equality, for equal pay for work of equal value, for free accessible education facilities, for free accessible childcare facilities, for adequate and fully paid parental leave, for recreational and cultural development, for community health services, for adequate and affordable housing and against price increases.



OLD SECTION #3: JURISDICTION

NEW SECTION #3: JURISDICTION

NO CHANGE FROM OLD CONSTITUTION

The Provincial Association shall include but not be limited to jurisdiction over employees of any institution of higher learning in British Columbia.

*Carried*



*Carried as amended*

OLD SECTION #4: MEMBERSHIP

NEW SECTION #4: MEMBERSHIP

CHANGED FROM OLD CONSTITUTION

- A. Membership shall be open to full and part-time employees coming under this jurisdiction.
- B. Where a Local Association exists, application for membership must be made to the Local Association.
- C. Where no Local Association has been chartered, employees must 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 Council. In the Organization period prior to certification a member will be considered to be in good standing if she/he has paid the one dollar (\$1.00) initiation fee to the Provincial Association.
- D. Any Provincial Council member or Local Association Officer, or any member designated by either of them, shall have the authority to accept any application for membership, by affixing her/his signature on the application form in the space so provided, thereby giving such applicant membership status.
- E. Each person signing an application for membership and paying the initiation fee will thereby agree to comply with the aims and principles and policies of the Provincial Association.
- 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. The initiation fee collected by a chartered Local Association shall remain with that Local Association.
- G. Any member failing to pay her/his dues for a period exceeding three months while working within a bargaining unit shall be automatically suspended. The foregoing does not apply to members of a unit until they have signed their first collective agreement and implemented a regular system of dues collection nor does it apply to members on leave from a bargaining unit position. To be reinstated after suspension, a member must pay an assessment of twenty dollars (\$20.00) or her/his back dues, whichever is less.
- H. When a member becomes unemployed she/he shall retain full membership rights for a ~~period of one hundred and fifty days (150)~~ from her/his last payment of dues to a Local Association.

*a maximum period of 250 days*



- I. Any member in good standing may transfer from one Local to another without being required to re-apply for membership in the Union. When a member transfers from one Local to another the dues paid to one Local remain with that local.
- J. Any member in good standing shall have the right to attend any Provincial Association meeting or Convention with voice, but not vote.
- K. Childcare must be provided, or if unavailable, childcare expenses shall be reimbursed, for any member in good standing who attends any Provincial Meeting or Convention.



*Carried as amended.*

OLD SECTION #5: CHARTERS

NEW SECTION #5: CHARTERS

CHANGED FROM OLD CONSTITUTION

- A. The Provincial Association alone is invested with the power to establish Local Associations and to grant charters thereto in all establishments within its jurisdictions.
- B. Charters shall be issued only by the Provincial Council. *& shall be signed by one full time delegate from each local.*
- C. The Local Associations shall comply with the Provincial Constitution at all times.



*Carried*

OLD SECTION #6: LOCAL ASSOCIATION AUTONOMY

CHANGED FROM OLD CONSTITUTION

Omit this section completely from the Constitution.



OLD SECTION #7: THE PROVINCIAL EXECUTIVE

NEW SECTION #6: THE PROVINCIAL COUNCIL

CHANGED FROM OLD CONSTITUTION

There shall be a Provincial Council of the Provincial Association. It shall be comprised of members of the Local Associations as follows:

- A. Two (2) <sup>continuing</sup> ~~full-time~~ members: one member of each Local Association Executive, and  
one member of a Standing Committee of each Local Association, and
- B. Up to two (2) additional Local Association members elected by the membership prior to each Council Meeting (elections shall be held before each Council Meeting) who shall serve for one meeting only and who shall be referred to as ~~part-time~~ members. ~~Part-time~~ members may be re-elected.

*Rotating*

*Rotating*

*Carried as amended*



OLD SECTION 8: NOMINATION & ELECTION OF PROVINCIAL ASSOCIATION  
EXECUTIVE OFFICERS

CHANGED FROM OLD CONSTITUTION

Omit entire section from Constitution.

*Carried*



*Carried*

OLD SECTION 9: PROVINCIAL REFERENDUMS & VOTING PROCEDURES

NEW SECTION 7: PROVINCIAL REFERENDUMS AND VOTING PROCEDURES

CHANGED FROM OLD CONSTITUTION

- A. A Provincial Association referendum may be held as required by Convention or by the unanimous agreement of the Locals, in accordance with Local Association By-Laws, between Conventions.
- B. The Provincial Council shall be responsible for the form and content of the ballot. The Provincial Council shall also be responsible for setting the dates when ballots must be distributed, returned and counted.
- C. The Local Associations shall be responsible for conducting the referendum and for informing the Provincial Council and/or the Convention of the results.
- D. The Provincial Council is responsible for ensuring that ballots for Headquarters Members are distributed, collected and checked against membership lists for Headquarters Members.



OLD SECTION 10: DUTIES OF THE PROVINCIAL EXECUTIVE

*Carried  
as amended*

NEW SECTION 8: DUTIES OF THE PROVINCIAL COUNCIL

CHANGED FROM OLD CONSTITUTION

- A. The function of the Provincial Council is to ensure communication, co-operation and mutual support among the Local Associations.
- B. The Provincial Council shall have the entire management of the Provincial Association between Conventions and shall be held responsible for efficient management of the same.
- C. Within four (4) months of the Annual Convention, the Provincial Council shall ensure that an up-dated Provincial Constitution and Provincial Policy and Procedures Manual shall be distributed to the Local Associations.
- D. The Provincial Council shall meet at the call of at least two (2) ~~full-time~~ members thereof, but in no case shall meetings be held less than quarterly. A majority of the members of the Provincial Council shall constitute a quorum for the transaction of business at Provincial Council meetings.

*continuing*



OLD SECTION 11: DUTIES OF PROVINCIAL EXECUTIVE OFFICERS

CHANGED FROM OLD CONSTITUTION

Omit entire section from Constitution.

*Carried*



OLD SECTION 12: RECALL OF PROVINCIAL EXECUTIVE

CHANGED FROM OLD CONSTITUTION

Omit entire section from Constitution.

*Carried*



OLD SECTION 13: VACANCIES IN PROVINCIAL EXECUTIVE POSITIONS

NEW SECTION 9: VACANCIES IN PROVINCIAL COUNCIL POSITIONS

CHANGED FROM OLD CONSTITUTION

Any Provincial Council member who for any reason ceases to hold office, shall forthwith upon termination of her/his position as Council member, turn over to the Provincial Council all records, documents, books, funds, assets, and all other property of the Provincial Association.

*Carried*



OLD SECTION 14: PROVINCIAL COMMITTEES

NEW SECTION 10: PROVINCIAL COMMITTEES

CHANGED FROM OLD CONSTITUTION

- A. Ad hoc Committees may be formed by the Provincial Council or by resolution of any Convention.
- B. A majority of a Committee shall constitute quorum for the transaction of business of that Committee.

*Carried*



OLD SECTION 15: UNION EDUCATION

CHANGED FROM OLD CONSTITUTION

Omit entire section from Constitution.

*Carried*



OLD SECTION 16: CONVENTIONS

NEW SECTION 11: CONVENTIONS

CHANGED FROM OLD CONSTITUTION

*Carried*

- A. The Annual Convention of this Provincial Association shall be held normally in the Spring. The date thereof shall be announced at least ninety (90) days in advance of the date so set. It shall be the responsibility of the Provincial Council to make arrangements for the Annual Convention.
- B. Notwithstanding the foregoing, Special Conventions may be called by the Provincial Council on two (2) weeks' notice. Special Conventions shall be for the sole purpose of discussing a specific urgent situation. The Provincial Council must call a Special Convention upon receipt of a petition of twenty-five percent (25%) of the membership of the Provincial Association.
- C. Delegates:
- i) Any member in good standing is eligible to be a delegate to the Annual Convention or Special Convention. Delegates shall be elected by Local Associations on the following basis:  
  
1-50 members: 2 delegates; 1 delegate for each additional 50 members or majority fraction thereof up to 200 members. Thereafter, 1 delegate for each 100 members or majority fraction thereof. No more than 10 delegates shall be allowed from each Local Association, except where application is made by the Local Association for additional representation and such request is granted by the Provincial Council, subject to approval of Convention.
  - ii) Local Associations shall elect alternates to provide for the inability of the delegates to attend.
  - iii) Delegates and Alternates shall be elected in accordance with Local Association By-Laws. If Local Association By-Laws do not outline specific procedures for delegate election, delegates shall be elected by secret ballot vote at a Local Association Membership meeting. Alternates shall be elected by choosing first those with the highest number of votes after the elected delegates.
  - iv) ~~Full-time~~ <sup>*Continuing*</sup> members of the Provincial Council shall automatically be delegates to Convention in addition to the delegates elected by the Local Associations as in Section C(i) above.
  - v) Delegates elected to the Annual Convention shall serve also for any Special Convention except as decided by a Local Association;
- D. The Provincial Council shall print all proposed resolutions and consti-



tutional amendments and submit them to the Provincial Association Convention. Resolutions to the Provincial Annual Convention must be received by the Provincial Council at least twenty-eight (28) days prior to the Convention date. Emergency resolutions can be accepted from the floor of the Convention.

- E. A majority of the registered delegates to a Convention shall be necessary to form a quorum for the transaction of business.
- F. The rules of order shall be presented for approval by a majority of delegates present as the first order of business in the official agenda.
- G. One member of the Council shall serve as Convention chair, and another member of Provincial Council shall serve as Assistant Chair.
- H. Convention expenses shall be paid from the Council Fund.



*Carried  
as amended*

OLD SECTION 17: REVENUES AND FINANCES

NEW SECTION 12: REVENUES AND FINANCES

CHANGED FROM OLD CONSTITUTION

The Provincial Association shall receive funds in the following manner:

*Carried*

- A. There will be a ceiling of 30,000 on the annual expenditures of the Provincial Association.

*~~The ceiling in A above shall be called the Council Fund~~*

*Carried*

- B. The annual Provincial Convention shall establish a Council Fund for the following year. At no time shall the monies in the Council Fund exceed the sum specified in A above. The Council Fund may be used only for those purposes listed in E above. *below*

*~~She gets  
so lost~~*

*Carried*

- C. If, at the annual Provincial Convention, it is determined that the Council Fund is not depleted, then the Council Fund for the following year shall include these unexpended monies. The remainder necessary to bring the Council Fund to the determined amount as per B above shall be contributed by the Local Associations as per D below.

*Carried  
as amended*

- D. i) By March 31 of each year, each Local Association shall submit to the Provincial Council the total number of members it has. *does paying is*  
ii) The formula for each Local Association's contribution to the following year's Council Fund shall be:

*Local membership*  
*total prov. membership*

$$\frac{\text{amount determined in B} \times \text{Local membership}}{\text{total amount necessary to bring Council Fund up to determined amount}} = \text{amount contributed by each local}$$

*minus amounts in Council Fund at fiscal year end*

*amount contributed by local*

*divided by*

*(number of members in Provincial Association)*

- iii) Upon approval by Convention of the Council fund, the Local Associations shall submit two (2) months after Convention their contribution to the Council Fund. If a Local fails to pay into the Council fund without making an agreement on its contribution to the fund, that Local shall be suspended. When suspended, a Local may not attend Provincial meetings or Conventions, may not receive funds from Council and may not participate in referenda. Upon full payment of arrears the suspension shall be lifted.

- E. Expenditures of the Provincial Association and/or the Provincial Council shall be limited to the following:\*\*\*

*carried*

- i) Travel expenses for Council members and delegates to Provincial Conventions to attend Council meetings and Provincial Conventions;

*Carried*

- ii) Expenses incurred in organizing new AUCE Local Associations.



- carried iii) Expenses for Provincial Conventions.
- carried iv) Annual Audit and bookkeeping expenses (if necessary) of the Provincial Association.
- deleted (v) Expenses to enable Locals to distribute their newsletters and bulletins to the entire Association.

F. Should an emergency arise and the Provincial Council decide that an assessment of the Provincial Association is necessary, a referendum ballot of the Provincial Association membership will be taken. Reasons for, and the duration of the proposed assessment will be distributed with the ballots. A majority of ballots cast in favour of said assessment shall be considered approval.

G. Prior to the implementation of a "dues collection system", <sup>(within the local)</sup> a Local Association shall not be required to contribute to the Council Fund.

\*\*\* In E above, the committee is not able to resolve the issue of the retention of the office.

H. An audit shall be conducted annually & the audit presented to the Annual Convention

I. The fiscal year shall be ~~from~~ April 1 to March 31

J. There shall be one continuing member from each local <sup>designated to have</sup> ~~who~~ signing authority <sup>for the council</sup> & each ~~document~~ <sup>document</sup> shall be signed by 2 people



OLD SECTION 18: STRIKES AND LOCKOUTS

NEW SECTION 13: STRIKES AND LOCKOUTS

CHANGED FROM OLD CONSTITUTION

- A. At least seventy-two (72) hours before the commencement of a strike, representatives of the certified bargaining unit shall meet, where feasible, with the Provincial Council to discuss the strike, with a view to improving the effectiveness of the strike. During the strike, the Local shall communicate the progress of the strike to the Provincial Council, through their Local Representatives on the Provincial Council.

*Carried*



OLD SECTION 19: DISCIPLINE

NEW SECTION 14: DISCIPLINE

CHANGED FROM OLD CONSTITUTION

1. Change word "Officers" to "Council Members" in section E.

*Carried*



OLD SECTION 20: PROCEDURES

NEW SECTION 15: PROCEDURES

CHANGED FROM OLD CONSTITUTION

1. Change word "Executive" to "Council" in A.

*Carried*



OLD SECTION 21: LOCAL ASSOCIATION BY-LAWS

NEW SECTION 16: LOCAL ASSOCIATION BY-LAWS

CHANGED FROM OLD CONSTITUTION

1. Change "Provincial Association Executive" to "Provincial Association Council" wherever it appears.
2. Change section F(3) to remove the words "in all Local elections".
3. Change section F(5) to read:

Local representatives to the Provincial Council shall be as follows:

Two (2) <sup>Continuing</sup> ~~full-time~~ members: one member of each Local Association Executive, and  
one member of a Standing Committee of each Local Association, and

Up to two (2) additional Local Association members elected by the membership prior to each Council Meeting (elections shall be held before each Council Meeting) who shall serve for one meeting only and who shall be referred to as ~~part-time~~ <sup>rotating</sup> members. ~~Part-time~~ <sup>Rotating</sup> members may be re-elected.

3. Create a section G(8) as follows: "The Local Trustees shall be responsible for referenda as per section 7(c) of the Constitution."

E. <sup>amended</sup> "may normally include"

Carried as amended