

MINUTES

Executive Meeting, April 22, 1980 - Union Office
2:30 pm.

Present: Wendy Bice, Carole Cameron, Ray Galbraith, Marcel Dionne, Lid Strand,
Judy Wolch, Lissett Nelson, Joan Treleaven, Nancy Wiggs, Judy Blair

1. Adoption of agenda:

Moved by Nancy Wiggs

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Seconded by Carole Cameron

Moved by Lissett Nelson

THAT THE AGENDA BE AMENDED AS FOLLOWS: SECTIONS

Seconded by Judy Wolch

9, 13 & 14 TO BECOME 4(a), 4(b) & 4(c) RESPECTIVELY.

THE AMENDMENT WAS CARRIED.

THE MOTION AS AMENDED WAS CARRIED.

2. Adoption of the minutes of the April 1, 1980 Executive meeting:

Moved by Lid Strand

THAT THE MINUTES OF THE APRIL 1, 1980 EXECUTIVE

Seconded by Nancy Wiggs

MEETING BE ADOPTED AS CIRCULATED.

Lissett Nelson indicated that a section of the minutes on page 5 should be changed to read: "at the Special Membership Meeting on April 9th and that a plan of action be presented to the membership at the meeting."

THE MINUTES AS AMENDED WERE ACCEPTED AND THE MOTION CARRIED.

3. Business arising from the minutes of the April 1st Executive meeting:

a) Carole Cameron reported that we had not as yet received any of the requested Library or Department policy manuals.

b) Lissett Nelson asked about the status of the UBC Sub-Committee on W5 and our donation. Lid Strand replied that CTV had issued two retractions, with the second one being total. As far as he was concerned the issue had been resolved. Ray Galbraith indicated that no donation had been issued and suggested that when the Executive decides upon a course of action that the name of the Executive member who is delegated to carry out the specific task be incorporated into the minutes.

c) Carole Cameron said that the letter outlining the Union's position on Benefacts had been sent to the University.

d) On the issue of varying our certification, Carole stated that she had communicated only verbally with our lawyer. Marcel Dionne said that those workers doing UBC work at BCIT were being paid by the Provincial Govt. He said also that if we ever considered trying to get them into our bargaining unit that we would have to sign them up - there was a problem and that had to do with the fact that they are presently be paid more than they would under our contract. Carole added that VGH workers were included under the Faculty of Medicine umbrella and that the women at Research Forest was part of the Dept. of Forestry.

e) Wendy Bice reported that the Office had rented a postage meter and not only was it a smashing success, but it was also a labour-saving device.

f) Ray Galbraith said that the office lock would be changed just prior to the next Executive meeting and that keys would be issued at that time to provide an orderly transition.

g) Marcel Dionne suggested that the motion to recommend to the membership to consider the \$500 loan to SORWUC as a donation be printed in the next edition of ACROSS CAMPUS. Ray Galbraith indicated that it would appear at that time.

h) In regards to the sum of \$1845 which was to be transferred into the Strike Fund Ray Galbraith stated that this was no longer necessary after further discussions with the accountant. The \$6845 raised through the referendum went through the Provincial to the SFU Local #2 Strike Fund.

i) Lissett Nelson asked whether or not the letter and donation for the anti-nuclear conference had been sent. Ray Galbraith said that they had.

- j) Lissett Nelson questioned whether or not the motion to invite a representative from the Yellow Cab taxi drivers should have referred to the next two-hour meeting rather than the one-hour meeting held on April 17th. Ray Galbraith reported that both the donation and the letter of support had been prepared and were awaiting the arrival of someone from Yellow Cabs. He said that Kitty Cheema was to act as the intermediary and would indicate to the taxi drivers that they could speak at the two-hour lunch meeting in May.
- k) Carole Cameron said that she had sent the letter supporting the Committee on Workers' Health stand on revised changes to Schedule "B". She also had dealt with the issue of the Vancouver Status of Women grant and Vancouver City Hall.

4. Business arising from the correspondence:

At the outset Ray Galbraith reported that the Union's cash situation could not warrant further donations at this time and indicated that this was extremely unfortunate in light of some of the just and deserving causes. He said he was prepared to substantiate our financial position later in the meeting.

- a) The first item to be discussed in depth was a letter from the Labour Studies Program at Capilano College informing us of the availability of educational funds for independent Canadian trade unions. Nancy Wiggs suggested that we contact Sheila Perret for pointers, while Lid Strand strongly urged that we take advantage of the program.

Moved by Marcel Dionne
Seconded by Joan Treleaven
(with an amendment incorporated)

THAT RAY GALBRAITH WITH THE ASSISTANCE OF OTHER EXECUTIVE MEMBERS MAKE AN APPLICATION FOR INDEPENDENT LABOUR FUNDS AND THAT SUITABLE PROGRAMS BE DEVELOPED AT OUR LOCAL LEVEL.

THE MOTION WAS CARRIED.

- b) The next item to be discussed was the B.C. Fed's sexual harassment study results. It was decided that we should write to the Fed and request a copy of the final study.
- c) The last item discussed was the letter received from CUPW in regards to their present set of negotiations and their offer to show the film they made surrounding their situation in 1978.

Moved by Lissett Nelson
Seconded by Lid Strand

THAT AUCE LOCAL #1 TAKE UP THE OFFER OF A FILM AND SPEAKER FROM CUPW ONCE THE CURRENT SET OF AUCE NEGOTIATIONS HAS BEEN COMPLETED. BOTH THE FILM AND THE SPEAKER WILL BE PLACED ON THE AGENDA OF A TWO-HOUR LUNCH MEETING.

THE MOTION WAS CARRIED.

4. (a) Contract Committee report

Nancy Wiggs said that there was not much to report. She said that much depended upon the results of the strike vote. The mediator was available and willing to call both parties together. She felt that the Contract Committee was in a good strategic position and that the University's options had diminished. She also reported that Waterston was the type of mediator who would report out at once.

Strike Committee report

Judy Wolch reported that the picket dockets were being printed and that they contained all of the relevant information. She said that 15 letters had gone out to other unions requesting either donations or interest-free loans. Letters to other bodies had gone out requesting volunteers to "woman" our picket lines in case of large and important membership meetings. Picket signs were to be printed by Sandy Masai's husband.

All campus unions had been contacted asking about any progress in their negotiations. A letter had been sent to the Bank of Montreal requesting that they close their inner door should the General Administration Building be picketed. Judy said that the Computing Centre and the Administration Building were the buildings to be hit first, if necessary. Nancy Wiggs stressed that the information should not leave the Union Office. Nancy then suggested that at the April 29th meeting that we get the membership to authorize the

Strike Committee to designate certain buildings as strike targets. Marcel Dionne suggested that at each meeting of the Strike Committee a member of the Executive be in attendance so that decisions could be made by the Committee. Lid Strand felt that we should picket any areas where University work is being moved to. Carole Cameron suggested that we pay close attention to the B.C. Fed's picket policy. She thought it would be tactically appropriate for the Strike Committee to contact the Fed before anything was put into action. Judy Wolch said that the Fed would be notified immediately after the strike vote was counted.

Lissett Nelson believed that the membership should vote on the concept of an all-out or selective strike strategy. She also suggested that disciplinary measures should be announced and accepted by the membership. She felt that in time of a strike that the Strike Committee was of paramount importance and that the Executive should become part of the Strike Committee. The Committee should in turn be open to all members active on a daily basis.

Nancy Wiggs then mentioned the 1975 strike and the Fed's "furious" reaction at having received only 7 days advance notice. She then outlined the Fed's policy and procedure in regards to affiliates and non-affiliates. She then spoke against bringing so many members into decision-making process. She then said that the disciplinary action was already set down in the Constitution and that members had to be only informed. She too suggested that the Strike Committee should decide what buildings to pull out and that a member of the Executive should be on the Strike Committee.

Moved by Lissett Nelson
Seconded by Nancy Wiggs

THAT THE EXECUTIVE DELEGATE ONE OF ITS MEMBERS TO ATTEND ALL STRIKE COMMITTEE MEETINGS AND THAT SHOULD A STRIKE OCCUR ALL EXECUTIVE MEMBERS SHALL BE INVITED TO STRIKE COMMITTEE MEETINGS.

THE MOTION WAS CARRIED.

4. (b) Union Office Job Descriptions:

Carole Cameron suggested that Lissett Nelson's amendments to the proposed job descriptions and the job description themselves be tabled until the next meeting as she had not had time to deal with them.

Moved by Lissett Nelson
Seconded by Carole Cameron

THAT THE UNION OFFICE JOB DESCRIPTIONS BE TABLED UNTIL AFTER THE CURRENT SET OF NEGOTIATIONS.

THE MOTION WAS CARRIED.

(c) Short-term leave of absence for Grievance Committee members:

Carole Cameron reported that 4 out of 6 members of the Grievance Committee were opposed to leaves of absence on University time twice a month. She said that it would inhibit many of them from attending Committee meetings. All are presently on other Union Committees. At present the Grievance Committee manages to deal with its business during lunch hours. Those on the Committee who were polled thought that the idea could be resurrected in the future if necessary. Lissett Nelson felt that the opinion of 4 Grievance Committee members should not constitute policy. Other Executive members said that the wishes of those individuals should be fundamental in deciding the issue.

Moved by Lissett Nelson
Seconded by Carole Cameron

THAT THE MOTION IN QUESTION BE TABLED UNTIL AFTER OUR CONTRACT AND THE UNION OFFICE JOB DESCRIPTIONS ARE SETTLED.

THE MOTION WAS CARRIED.

5. Union Organizer's report:

Carole Cameron said that the status of the shop stewards' seminar was in question due to the fact that we did not know when our contract negotiations would be resolved. In regards to the seminar Carole reported that she had spoken to a woman, an Edna Oberman, about helping her to organize the seminar. Edna has been involved with other unions in

setting up training programs for stewards and union officials, her specialty being assertiveness training. Carole indicated that the seminar would probably span two days and include 30 stewards each day.

Carole was of the opinion that when someone was needed you should make use of their expertise. She said that Oberman's services came for \$300 a day and that Executive approval would be needed to incorporate her into the seminar. Lid Strand expanded the discussion with a suggestion to develop training courses with the Provincial.

Moved by Marcel Dionne
Seconded by Nancy Wiggs

THAT WE NOT PURSUE THE STEWARDS SEMINAR
UNTIL OUR NEGOTIATIONS ARE RESOLVED.

THE MOTION WAS CARRIED.

Carole stated that the University had to be given 30 days notice, leaving the seminar to be tentatively scheduled for June.

Moved by Marcel Dionne
Seconded by Lid Strand

THAT THE EXECUTIVE AGREE WITH CAROLE CAMERON'S
PROPOSAL TO INCORPORATE EDNA OBERMAN INTO
THE SEMINAR AT THE APPROPRIATE TIME.

THE MOTION WAS CARRIED.

On the issue of parking for Union Office staff Carole said that it was pointless for her to park at the Chevron Station at \$10.00 a month when a University sticker costs \$40.00. She requested that the Executive authorize the purchase of parking stickers for the office staff.

Moved by Lid Strand
Seconded by Marcel Dionne

THAT THE EXECUTIVE AUTHORIZES THE PURCHASE
OF UNIVERSITY PARKING STICKERS FOR THE UNION
OFFICE STAFF.

THE MOTION WAS CARRIED.

6. Union Co-ordinator's report:

Wendy Bice reported that several notices and bulletins had been sent to members during the past few weeks, with the latest bulletin containing some retractions and comments. Carole Cameron indicated that it would be illegal for the University to deduct our members for their participation in the study session of April 9, 1980, according to the Payment of Wages Act.

7. Secretary-Treasurer's report:

Ray Galbraith reported that the audited statement had been prepared by our accountant at Advanced Accounting Services and that there were no difficulties. The statement would be reprinted in the next edition of ACROSS CAMPUS and presented at the May membership meeting.

Ray then presented a copy of the attached report ("Rough Projection of Expenses for May 1980") and said that it was self-explanatory. Expenses were continuing to exceed income on a monthly basis. After the completion of negotiations Ray said he would provide a more detailed projection until the end of this fiscal year. At present it appeared that it would be necessary to go to the membership and ratify/pass a decision to defer the depositing of the appropriate funds into the Strike Fund. Ray also spoke of the possibility of a dues increase in the form of the percentage formula or a straight across-the-board increase.

Ray stated that the deadline for submissions from Lid Strand and Carole Cameron for the position of Union Organizer was Monday, April 28th. The referendum ballot would go out a few days later and be returned and counted on May 14th with notice to the University on May 15th. Ray was to contact the Trustee who would oversee the balloting procedure.

The locks in the office would be changed the day before the next Executive meeting in order to facilitate an orderly transition to the new keys. The new keys would be handed out at the next Executive meeting.

Ray reported that he was prepared to recommend to the Executive a repayment schedule

for the \$859.50 owed to the Provincial for the processing of last year's Section 7. After some discussion about the mechanics of the original granting of the loan it was suggested that the issue be raised at the next membership meeting and that membership approval be obtained for repayment of the loan. Ray was to raise the issue at the May membership meeting.

Ray asked the Executive what they wanted done with the Toshiba now that we had a new photocopier in the Union Office. The immediate consensus was to have the Union Office sell it, although the mechanics of such a sale were not discussed.

8. Grievance Committee report:

There was no Grievance Committee report.

9. Communications Committee report:

Ray Galbraith said that the deadline for the next edition of ACROSS CAMPUS was April 30th and that the newsletter would be going to the printers at the beginning of the following week.

10. Provincial report:

Lid Strand reported that the Teaching Assistants' Union at UBC (CUPE Local 2278) had entered the mediation stage and that Local 2's wage demand was 16% - in fact their membership, like ours, had rejected the Contract Committee's recommendation and increased the demand.

Lid indicated that the affiliation bulletin arising from the Affiliation Convention would be ready for distribution to the Locals the following week. Carole Cameron then raised the issue of her and other delegates dissatisfaction with the general tenor of the Convention, especially in regards to the rigid use of rules of order. Nancy Wiggs suggested that Carole prepare a written statement to which other delegates from Local #1 could affix their signatures.

11. Seniorty for Excluded Employees:

Moved by Carole Cameron
Seconded by Nancy Wiggs

THAT THIS ISSUE BE TABLED UNTIL
MORE TIME IS AVAILABLE FOR DIS-
CUSSION.

THE MOTION WAS CARRIED.

12. Next Executive meeting:

The next Executive meeting was scheduled for May 13, 1980 at 2:30 pm.
It will be chaired by Joan Treleaven and minutes will be taken by Ray Galbraith.

13. Next Membership Meeting:

The next Membership Meeting was scheduled for Thursday, May 15, 1980 from 12:30 to 2:30 pm. Marcel Dionne was to present the Executive Report.

Notices to the University were to go out from the Union Office for the May 13th Executive meeting and the May 15th Membership Meeting.

14. Other Business:

(a) Trustees - Carole Cameron reported that Jet Blake had resigned and that the other Trustee, Pat Hannah, was also contemplating resigning in order to devote more time to the Grievance Committee.

The meeting adjourned at 5:00 pm. with several Executive members anxious to have a discussion at the next Executive meeting in regards to the propose of having Executive meetings on University time. The feeling was that the meetings were held to deal with the Union's business as thoroughly as possible.

Rough Projection of Expenses for May 1980

Strike Fund (including March & 1979)	\$2820.00
Provincial Repayment	200.00
Auditor	800.00
Rent	300.00
Salaries	4300.00
Telephone	100.00
Janitor	75.00
Per Capita Tax	2700.00
College Printers	400.00
	<u>\$11695.00</u>
Projected dues & initiations	<u>\$11650.00</u>
Expense over income****	\$ 45.00

****This does not include any of the following:

- Hydro
- Re-stocking the office with paper
- Possible equipment maintenance
- Bookstore materials for the office
- Legal & professional expenses
- Executive meeting expenses
- Possible salary increase for paid Union staff (including retroactivity)
- Parking
- Petty cash & postage
- Library expenses
- Various office expenses
- Unforeseen expenditures

On the basis of the above information I would recommend that we forego depositing the ten percent (10%) of our monthly dues into our Strike Fund until such time that our financial position improves or until we undertake a further dues referendum based on 1% formula.

As indicated above this is only a rough projection. After this current set of negotiations I plan to provide the Executive with a projected budget for the rest of this fiscal year. Such a projected budget would include items such as our leasing and rental payments for the photocopier, the Scriptomatic, and the postage meter, and any interest income derived from our term deposit and Strike Fund. It would also include our August 1980 assessment of \$5.00, that is \$5.00 per member.

ADVANCED
ACCOUNTING
SERVICES

200 - 1200 WEST 6TH AVENUE
VANCOUVER, B.C. V6H 1A5
PHONE: 733 - 1104

April 10, 1980

To: Association of University &
College Employees Local No. 1
2162 Western Parkway
Vancouver, B.C.
V6T 1V6

Re: Preparation of audited financial statements
as at December 31, 1979 - together with
discussions pertinent to the engagement:

Including:

Meetings and discussions with Mr. Ray Galbraith
regarding matters related to the audit and
general office procedures:

\$800.00

AUDITING : ACCOUNTING : INCOME TAX

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

April 14, 1980.

TO THE EXECUTIVE:

THE NEXT EXECUTIVE MEETING IS SCHEDULED FOR TUESDAY, APRIL 22, 1980
IN THE UNION OFFICE. THE MEETING WILL BEGIN AT 2:30 PM.

PLEASE BRING THIS AGENDA AND THE ENCLOSED MINUTES OF THE APRIL 1ST
EXECUTIVE MEETING.

WENDY BICE WILL CHAIR THE MEETING AND RAY GALBRAITH WILL TAKE MINUTES.

Agenda:

1. Adoption of the agenda.
2. Adoption of minutes of the April 1, 1980 Executive Meeting
3. Business arising from minutes of April 1st
4. Business arising from the correspondence
5. Union Organizer's report
6. Union Co-ordinator's report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Contract Committee report & Strike Committee report
10. Communications Committee report
11. Provincial report
12. Seniority for excluded employees
13. Union Office "job descriptions"
14. Short-term leave of absence for Grievance Committee members
15. Next meeting of the Executive -
chair -
16. Next Membership Meeting -
chair -
Executive report-
17. Other Business: