

Executive Meeting

November 18, 1980 - Tuesday
2:30 pm.
Union Office

AGENDA

1. Adoption of agenda
2. Adoption of minutes of the October 28/80 Executive meeting
3. Business arising from the minutes
4. Business arising from the correspondence
5. Secretary-Treasurer's report
6. Union Organizer's report
7. Union Co-ordinator's report
8. Communication Committee report
9. Grievance Committee report
10. Provincial report
11. Division Executive Rep report
12. Next meeting of the Executive -
Chair -
13. Next Membership Meeting
14. Job Evaluation Committee report
15. Dues and Strike-Related Expenses Referenda
16. By-Laws amendments
17. Other & New Business:

Minutes

Executive Meeting - Tuesday, November 18, 1980
Union Office
2:30 - 5:29 pm.

Present: Joan Treleaven, Wendy Bice, Carole Cameron, Ray Galbraith, Susan Zagar,
Murray Adams, Helen Glavina (3:30 pm.), Jet Blake (3:45 pm.)

Wendy Bice chaired the meeting and Ray Galbraith recorded the minutes.

1. Adoption of agenda:

Moved by Joan Treleaven THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Carole Cameron The motion was CARRIED.

2. Adoption of minutes:

Jet Blake had requested that the "she" in line number 19 be changed to Nancy Wiggs.

Moved by Carole Cameron THAT THE MINUTES AS AMENDED BE ADOPTED.
Seconded by Joan Treleaven

The motion was CARRIED.

3. Business arising from the minutes:

Ray Galbraith indicated: that a copy of our contract had been sent to the VMREU, that a letter still had to be sent to Kenny for his position on possible cutbacks to the Campus RCMP, that the Rosanne Rumley bi-weekly pay period petition still had to be dealt with, that Linda Tretiak would have to be invited to the next Executive meeting as the Chairperson of the Bi-Weekly Pay Periods Committee, that the upcoming dues and strike-related expense referenda would be out in the very near future, that the move of the Union office onto campus was in process, that Wendy Lymer, the new Secretary-Treasurer, be invited to the December Executive meeting, that the University retirement policy and Union critique were printed in the past newsletter, and that the issue of beginning Executive meetings at an earlier time was to be discussed.

Murray Adams reported that he had been unable to come with further volunteers for the Benefits Committee.

Carole Cameron felt that the appropriate time to discuss the issue of beginning Executive meetings at an earlier time was not at hand. She reasoned that in all likelihood we would have a new Executive to deal with in month's time and that the issue should wait until the first Executive meeting in December - a meeting to be attended by the old and the new members.

4. Business arising from the correspondence:

The Executive dealt with two pieces of correspondence. The first was a request from the Canadian Mental Health Association for donations of money, clothing or other items.

Moved by Carole Cameron THAT AUCE LOCAL #1 SEND THE CANADIAN MENTAL HEALTH ASSOC-
Seconded by Joan Treleaven IATION A DONATION OF \$50.00 FOR ITS CHRISTMAS FUND.

The motion was CARRIED.

The second piece of correspondence concerned a package of information in regards to filing Section 7(1) complaints. Carole Cameron stated that she had set up such a file in the office based on the new directives.

5. Secretary-Treasurer's report: stated

Ray Galbraith that the office move was in progress, that the telephone, light and heat had been cancelled as of December 31, 1980, that movers were being approached about the actual move, and that Sid Potter, the person in charge of Campus Mail had indicated that the new office would be integrated into campus mail. Ray reported that written confirmation of the move had as yet to come from Robert Grant, the Director of Employee Relations. In a recent telephone conversation Mr. Grant had indicated that the space would be ready for occupancy for January 1, 1981. As soon as he had arranged the renovations with Physi

Plant, Grant said he would send us written confirmation of the move.

Furthermore, Ray indicated that he was in the process of preparing a projected budget for the 1981 fiscal year, a budget that would be discussed, amended and ratified at the December membership meeting. This was in accordance with Section J-13 of the By-Laws.

6. Union Organizer's report:

Carole Cameron reported on the status of the AUCE member at Grace Hospital. HEU had claimed her position as being part of their bargaining unit. After the University supported her position remaining in the bargaining unit, the HEU withdrew their application. Carole felt that issues such as these in the Faculty of Medicine would recur due to the blurred delineation between clinical and academic work. She said that the Ophthalmology job descriptions had been sent to the members in that Department and that the job specifications recently received from that area were all over the place. This was due in the main part to the fact that the doctors' responsibilities were both teaching and clinical.

Carole then brought up the fact that a decision was needed from the Executive in regards to bargaining unit supervisors disciplining fellow members. She suggested that the discussion take place under Other Business when more Executive members would be in attendance.

Finally, she reported that the idea of holding smaller meetings for stewards was still on.

7. Union Co-ordinator's report:

Wendy Bice said that she had very little of substance to report and that much of what she could touch on would be dealt with under the Grievance Committee report.

What followed was a general and wide-ranging discussion which centred on the perceptions and possible future recommendations of the Union Office staff in regards to the methods and procedures by which to best provide the members with accurate and consistent servicing.

8. Communications Committee report:

Ray Galbraith reported that the deadline for the next issue of "On Campus" was December 1st.

9. Grievance Committee report:

Helen Glavina reported that the Kitty Cheema and the Lissett Nelson arbitrations were proceeding on course. She indicated that a Grievance Committee/Labour Committee was scheduled for the next day and that the main order of business would be to deal with several reclassification grievances. She said that it was the intention of the Committee to furnish the newsletter and the Communications Committee with a regular column in the newsletter and with a "Know Your Contract" section which would serve to educate the members.

Carole Cameron was to do something for the newsletter on pensions and on hourly employees not getting paid on time.

Helen added that the Grievance Committee was well stocked and she was optimistic as to future developments. A member of the Executive asked about the planned challenge to the pension plan. It was reported that a grievance was in progress as someone in the Union had been deducted without authorization. That member had been willing to proceed with the matter. Carole indicated that we had some important precedents in our hands and that she was investigating others.

10. Provincial report:

Susan Zagar said that there was not that much to report. Ballots were to be counted that Friday evening and the Provincial Executive had decided to meet at the same time. A new newsletter was out and sitting in the Union Office. She indicated that the Continuing Legal Education Society of B.C. was sponsoring a course for the layperson on Labour Relations for the Non-Specialist. She requested that she be reimbursed for taking the course.

Moved by Helen Glavina THAT SUSAN ZAGAR BE REIMBURSED FOR \$37.00 FOR THE ABOVE
Seconded by Ray Galbraith COURSE ON LABOUR RELATIONS.

The motion was CARRIED.

Carole Cameron suggested that the Provincial and the Union Office co-ordinate future mailings. She also requested that the Provincial make information provided on the ballots as clear as possible.

Ray Galbraith asked Susan how much of the money from the assessment referendum, if it was ratified by the other Locals, would come to Local #1. Susan replied that all of the money would.

At the last Executive meeting, after the quorum had been lost, Susan said that the Provincial wanted our Executive to accept the proposed loan to repay the Per Capita Tax retro-activity. Carole Cameron was of the opinion that we should answer the issue and indicate that the motion was in abeyance.

Moved by Carole Cameron THAT WE RESPOND TO THE FIRST MOTION OF THE PROVINCIAL LETTER OF
Seconded by Helen Glavina OCTOBER 28, 1980 AND THAT OUR UNDERSTANDING IS THAT OUR MEMBERS
 WILL STILL BE IN GOOD STANDING SHOULD THEY PROVIDE A WILLINGNESS
 TO PAY.

The motion was CARRIED.

Carole then proceeded to set the record straight on the purchase of the calculator. She said that it was during the early part of the strike that Sheila Perret offered to purchase a calculator for Local #1 and that the story had been distorted recently.

11. Division Executive Rep report:

Jet Blake reminded the Executive that Division D was having a PSAC representative speak at their November 25th Division meeting.

12. Next Meeting of the Executive:

The next meeting of the Executive was scheduled for Tuesday, December 9th. The meeting after that was tentatively scheduled for January 6, 1981. The meeting of the 9th was to be chaired by Joan Treleaven.

13. Next Membership Meeting:

The next Membership Meeting was tentatively scheduled for December 18th, subject to room bookings confirmation as examinations were scheduled for December. It was decided that IRC 6 would be appropriate and that we would try to confirm the room on December 1st.

14. Job Evaluation Committee report:

Murray Adams said that there was nothing spectacular to report as the questionnaires had not been sent to the membership - the Committee was still plugging along. When the task was completed, everyone in the bargaining unit, in theory, would be provided with a job description and questionnaire. Murray then raised the question of the Committee's future direction.

Ray Galbraith replied that it would be best to wait until the questionnaires had been returned before deciding upon a route or routes to follow. Ray felt that if the situation warranted that a full review of the classification system should be carried out. He suggested that such a monumental task could only be carried out by paying two members to carry out such a study. These members would have a one year's leave of absence from their jobs and would issue interim and final reports on their progress. They would be paid through special assessments. Jet Blake added that the members should pay for the services they expect and for the services they receive.

15. Dues and Strike-Related Expense Referenda:

This issue was referred to under the business arising from the minutes.

16. By-Laws Amendments:

Ray Galbraith recommended that this Executive meeting not deal with the amendments; he felt that it was not productive to deal with them in a piecemeal fashion and that more could be accomplished by scheduling a series of special Executive meetings.

Carole Cameron recommended that Executive meetings be held every two weeks until the

By-Laws amendments were dealt with. A discussion ensued on how the amended version was to be presented to the membership. Ray suggested that we print a complete package of the revisions and send them out to the membership - on that basis we could proceed with bringing them back to the membership in the most orderly fashion possible.

Wendy Bice then informally polled the Executive in regards to having meetings every two weeks.

Moved by Carole Cameron THAT AN EXECUTIVE MEETING BE HELD ON DECEMBER 2, 1980 TO DEAL
Seconded by Joan Treleaven WITH AMENDING THE BY-LAWS AND THAT A REGULAR EXECUTIVE MEETING
BE SCHEDULED FOR DECEMBER 16, 1980.

The motion was CARRIED.

17. Other Business:

a) Bargaining Unit Supervisors and Disciplining - Carole Cameron reported that there was an indeterminate number of Secretary IV's and Admin Clerks who were presently disciplining other bargaining unit members, both verbally and in writing. She said that Muriel Dyson in Dentistry, had held three conversations with a fellow bargaining unit member to express dissatisfaction with that member's work. One day before the expiry of the Orientation Period that employee received a letter.

Carole said that the issue of responsibility was set out in the Labour Code. It is enshrined that bargaining unit members should not be responsible for disciplining or hiring and firing other members. Carole was particularly concerned with the friction that could and probably was developing in various offices. She indicated that a Sec IV AT VGH composed the job specs for the members in her Department and was also responsible for hiring and firing. She felt that we must have an official position and that the standard job description should be the reference point. Carole added that she would send letters to the University and to two particular members that we knew about. She would inform the University that such responsibilities were outside the scope of the bargaining unit and she would tell our members that they were placing themselves in a compromising position when the situation got "sticky". After Jet Blake suggested that the issue be raised in the newsletter, Carole said that the letter and the Union policy on the matter would go in "On Campus". The Executive agreed that Carole should proceed on the basis outlined above.

b) Reimbursement for CLC Affiliation Committee - Helen Glavina requested that the Executive reimburse the Committee for \$84.00 for the last leaflet that was printed. She made reference to the motion already on the books which allowed the various affiliation committees and groups to have access to the Union resources to carry out the debate. She reported that most of the expenses for her Committee had been out-of-pocket to date. Ray Galbraith indicated that he would vote for a motion if the use of outside printers was a one-time affair.

Moved by Helen Glavina THAT THE AUCE LOCAL #1 EXECUTIVE REIMBURSE THE PRO-CLC AFFILIA-
Seconded by Jet Blake TION COMMITTEE FOR \$84.00 AND THAT THIS USE OF OUTSIDE PRINTERS
BE A ONE-TIME AFFAIR.

The motion was CARRIED.

c) Resignation of the President affair - Helen Glavina reported that Kitty Cheema wanted to know of any moves to lay charges against Marcel Dionne. As a result Helen asked the Executive what they wanted done on the matter. After a general discussion it was decided that Helen would produce, if possible, a year-end report for the next Executive meeting and that report would contain some reference to the above matter.

d) Grace Hartman letter re: CUPE and affiliation - Helen Glavina requested that the letter from Grace Hartman of CUPE be read. Ray Galbraith proceeded to read the letter for the information of the Executive.

e) Katarina Halm and Strike Pay - Ray Galbraith reported that Katarina Halm was requesting strike pay for May 5th to 9th due to a mix-up in her vacation scheduling. She had incorrectly assumed that she was on vacation and would be paid.

Moved by Carole Cameron THAT WE REIMBURSE KATARINA HALM FOR THE PAY LOST DURING THE STRIKE
Seconded by Ray Galbraith AND THAT THE UNION FORGIVE THE \$250.00 ADVANCE FOR THE WCB APPEAL

The motion was CARRIED and the meeting adjourned at 5:29 pm.