

## EXECUTIVE MEETING

July 9, 1980

### AGENDA

1. Adoption of Minutes
- 2.. Adoption of minutes of May 13th and June 17th, June 25th, 1980
3. Business arising from the minutes
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 reoprt
9. Contract Committee Report
10. Communications Committee Report
11. Provincial report
12. Division Report
13. Next meeting of the Executive - ~~July 29th~~ *aug 5th*  
Chair - *Carole*  
Secretary - *RAY.*
14. Next membership meeting - July 24th  
*- Lissett*
15. Other Business:
  - seniority for excluded employees
  - union office "job descriptions"
  - ✓ - letters of complaint re: the strike
  - assessments to new employees
  - grant from government
  - etc.

# MINUTES

EXECUTIVE MEETING - July 9, 1980  
Union Office  
2:30 p.m. - 7:00 p.m.

Present: Marcel Dionne, Judy Blair, Joan Treleaven, Helen Glavina, Lid Strand,  
Nancy Wiggs, Judy Wolch, Susan Zagar, Lisset Nelson, Carole Cameron, Wendy Bice

## 1. Adoption of agenda:

Moved by Helen Glavina  
Seconded by Judy Blair

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

## 2. Adoption of Minutes of April 22, May 13, June 17, June 25th Executive Meetings:

Moved by Helen Glavina  
Seconded by Judy Wolch

THAT THE MINUTES OF THESE EXECUTIVE MEETINGS  
BE REFERRED TO THE AUGUST 5th EXECUTIVE MEETING

Wendy Bice indicated that p. 3 of the June 17th, motion <sup>be</sup> amended to read "... Bi-weekly pay period consist of 2 elected members; Benefits committee consist of of 3 elected members and the Union Co-ordinator."

Helen Glavina indicated that in the June 25th minutes she had recommended expulsion of the AUCE members who refused to pay the assessment.

THE MOTION WAS CARRIED

## 3. Business arising from the minutes:

Re: June 25th minutes - it was asked if the letter to the 17th people who refused to pay the assessment had been written. It was ascertained the letters had been written and not yet sent. Carole Cameron would read the letter when she arrived.

Re: Minutes of June 17th - Nancy mentioned Neil's suggestion that there be 4 people on the bi-weekly committee.

Moved by Wendy Bice  
Seconded by Lid Strand

THAT WE RECONSIDER THE MOTION ON BI-WEEKLY  
PAY PERIODS AND THE BENEFIT COMMITTEE

Moved by Lid Strand  
Seconded by Judy Blair

THAT THE BI-WEEKLY COMMITTEE CONSIST OF 4  
ELECTED MEMBERS; BENEFITS COMMITTEE CONSISTING  
OF 4 ELECTED MEMBERS AND THE UNION CO-ORDINATOR

Justification: Nancy suggested there would be more research and division of labour.

THE MOTIONS WERE CARRIED

Lid asked if the seniority of Wendy Bice was settled. Wendy said yes. He then inquired as to whether Bernice Kirk had been thanked yet. The Strike Committee agreed to send a letter.

Nancy asked Lid about the \$10. assessment issue of the AUCE Provincial. Lid said the issue was tabled until Sept.

Wendy said no-one had attended the Conf. on Secretaries.

Nancy asked Wendy To ask Lisset about the next membership meeting 's speaker on Nicaragua. Lid said he would arrange for a speaker from CAIMAW to attend the meeting.

4. Business arising from the correspondence:

A discussion ensued on letter from Concerned Citizens for Choice on Abortion (CCCA). They had three requests: 1. Pass resolution opposing Rafe Mair's anti-choice position. 2. Send it to the press, CCCA and Mair. 3. Send them a donation. a fourth request to endorse them occurred at the last meeting. Nancy Wiggs stated a desire for us to donate some money. She said that Mair was dangerous, that this specific group was solely responsible against drives of general Hosp. and Lions Gage Hosp. Pro-Life people. As a special interest group, they come into <sup>being</sup> when there's a threat, being the only group doing this.

Moved by Wendy Bice  
Seconded by Joan Treleaven

THAT AUCE LOCAL I DONATE \$100. TO THE CCCA  
AS SOON AS DEEMED POSSIBLE WHEN OUR FINANCIAL  
SITUATION IS EVALUATED BY THE SECRETARY-  
TREASURER

THE MOTION WAS CARRIED

Moved by Lid Strand  
Seconded by Judy Blair

THAT NANCY WIGGS AND WENDY BICE DRAW UP A  
LETTER OF SUPPORT TO THE CCCA AND A COPY BE  
SENT TO THE PRESS AND FURTHER THAT WE PUBLISH  
THIS LETTER IN OUR NEWSLETTER.

THE MOTION WAS CARRIED

5. Union Organizers Report:

Carole Cameron read the letter composed <sup>to</sup> the the 17 petition signers. It was agreed to commence disciplinary action August 1st. Charges will be laid by the Executive if we haven't been paid by Aug. 1st. Carole suggested we send letters by Registered Mail.

Lid mentioned Prov. by-laws section 17A <sup>was</sup> now changed to read 10 days (not 7) prior to <sup>a</sup>hearing and to have a member of the prov. assoc. as council.

Carole Cameron produced copies of the current by-laws and suggested they be reproduced for entire membership to be sent out with the new contracts. She distributed copies to the Executive to bring back to the next Exec. meeting for changes. Carole enquired about purchasing the union bike for \$50.

Moved by Wendy Bice  
Seconded by Lid Strand

THAT WE ACCEPT CAROLE CAMERON'S OFFER TO  
BUY THE UNION BIKE FOR \$50.

THE MOTION WAS CARRIED

Marcel Dionne ascertained that the Union staff received the \$100. signing bonus.

6. Union Co-ordinator's Report

Wendy Bice said that there would be no report at this time.

7. Secretary-Treasurer's Report:

As Ray Galbraith was absent, there was no report at this time.

8. Grievance Committee Report:

Lid asked if we had received the results of the retirement arbitration. Carole Cameron informed him that we received the award Friday. The arbitrator said the University has the right to retire an employee at 65. If the person has been kept past 65 the university can't force their retirement. Thus, <sup>Yvonne</sup> Lemon will be reinstated and given a continuing job. She noted that 2 hourly employees should have been kept in their jobs.

Lid Strand then asked about Irene MacIntyre's reclassification arbitration and was told by Carole Cameron that it had been lost and the decision may be appealed by Katie. This will be discussed later. The problem is that this arbitrator gives more weight to management's arguments, as an authority figure. This could be the basis of an appeal.

9. Contract Committee Report:

Wendy Bice spoke about arranging the printing for the new contract.

Judy Wolch enquired about the study session deductions. Carole Cameron informed her that the industrial relations officer she spoke to thinks we should pay the University as we owe them the money. Also, we can't tell who was or wasn't at the meeting. The University will reimburse those who weren't there and who were deducted.

10. Communications Committee Report:

Carole Cameron said that Ray Galbraith was coming into the office Thursday with the agenda for the July 24th membership meeting. There was some confusion as to whether or not there would be a newsletter this month. Nancy Wiggs and Lisset Nelson suggested the Communications Committee make sure a newsletter goes out every month if the office can't manage to do it themselves. They expressed concern about never knowing if their articles are being published or not. Carole Cameron suggested the communications committee take more responsibility for the newsletter, become more actively involved. Nancy Wiggs stated that Ray Galbraith is an expert with the newsletter and that he should be training the Communications Committee as he is now the only one who knows what's going on.

Moved by Lisset Nelson  
Seconded by Marcel Dionne

THAT THE EXECUTIVE SEND A LETTER TO THE MEMBERS  
OF THE COMMUNICATIONS COMMITTEE EXPRESSING THE  
EXECUTIVE'S DESIRE TO SEE A NEWSLETTER EVERY  
MONTH.

THE MOTION WAS CARRIED

Wendy Bice offered to ask Ray Galbraith about a July newsletter when he came into the office Thursday. Marcel Dionne spoke of an apparent lack of communication between the office staff. Carole Cameron stated that the three people working in the office would deal with this when Ray Galbraith returns from vacation.

11. Provincial Report:

Lid Strand spoke of the Provincial Convention where it was decided to: 1. send to referendum the provincial dues increase (\$2. - \$3.25), 2. status of new table

officers, - Union Co-ordinator (depending on dues increase). 3. eliminated time limits for full-time union office staff (more than 2 years).

Two committees were struck at the convention: 1. standing newsletter committee, 2. Education committee. Also, a number of cross local committee's were set up, the primary one a cross local one on working conditions as a whole. A motion was passed for the Convention to break and reconvene at the CAIMAW picket line, where a \$350. donation was presented to them.

Table officers were nominated as follows:

Lid Strand - President

Barb Leise - Vice President

Sheila Perret - Secretary Treasurer

Ada Ho - Provincial Organizer

- no Provincial Co-ordinator as yet

Lynn Taylor - Chair of Trustees

Sheila Perret's leave of absence was discussed. Lid outlined her difficulty in getting personal leave and that she intends to grieve it. A discussion of time limits for full-time provincial AUCE staff ensued. Nancy Wiggs expressed concern for the constitutionality of abolishing time limits, Lisset Nelson expressed concern for democracy, advocating time limits. Carole pointed out the difficulty of working in the office, and further, on the ability to recall if necessary. Lid said there were pro's and cons. Discussion continued, for and against time limits and ended with Nancy reiterating her concern for constitutionality in that notice of the amendment should have gone to the membership.

Lid continued his report, stating that the Prov. Executive would do any negotiating for merge or affiliation. He tendered his resignation as Provincial Rep. as of Aug. 15th, and suggested we open nominations for provincial rep. at the next membership meeting.

### 13. Division Report:

Lisset Nelson said she was leaving her files with the division rep. when she goes on Maternity Leave. She spoke of the reorganization of the Education Dept. where depts. are combining and one of the Sec. II's arbitrarily assigned as dept. secretary, not posting jobs as Sec. III for dept. secretary. Person chosen in Lisset's office has less seniority than Lisset. At a meeting in Ed. dept. last week, all agreed that: 1. should be Sec. III position 2. 3 months notice should be given 3. consultation rights. A meeting held in Employee Relations today. Employee Relations gave their position that they would not classify dept. head secretaries as Sec. III's, that management can reassign employees, stating they informed the Union in February, and that they did not need to give 3 months notice. Clark was heard to remark "work now, grieve later." A discussion ensued, Lisset Nelson said she would like to grieve the lack of 3 months notice, and the use of Sec. II's as dept. secretaries. Carole Cameron said she wanted to go over the file, meet with the grievance committee and perhaps launch a policy grievance. Nancy Wiggs offered help as a reference person with reclassification expertise. Carole gave the possible repercussions of this precedent setting situation if it is allowed to continue unchallenged.

13. Next meeting of the Executive - August 5th  
Chair - Carole Cameron  
Secretary - Ray Galbraith

14. Next Membership Meeting - July 24th

15. Other Business

- a) Lisset Nelson - wished to discuss CLC pro-affiliation at next membership meeting. Wendy Bice reminded Lisset Nelson that 2 speakers were coming to the meeting and that we had a great deal of internal business to take care of at that meeting as well. Carole Cameron informed Lisset that there would be the budget and reams of back minutes possibly discussed at the meeting. Nancy Wiggs stated her concern that alot of time be available for pro and con affiliation debate. Lid Strand suggested requesting candidates for table officers to come to that meeting, as ballots would be received at that time.

Moved by Helen Glavina  
Seconded by Lisset Nelson

THAT A SPEAKER FOR B.C. FEDERATION'S  
WOMEN'S COMMITTEE (CLC) REGARDING SEXUAL  
HARRASSMENT AND THEIR ACTIVITIES PROMOTING  
WOMEN'S CAUSE, SPEAK AT OUR MEETING JULY  
24th.

Helen Glavina motivated this motion, stating she wanted the CLC speaker to balance the CCU speaker.

Nancy Wiggs was opposed to discussions on affiliation obscured by covers of CAIMAW and Sexual Harrassment Conference reports. Lid Strand spoke in favor of this, expressing that the speaker from CAIMAW was coming to the meeting to speak on equal pay for work of equal value not ~~pro~~ the CCU, shouldn't be bringing speakers for balancing purposes. Lisset Nelson amended Helen Glavina's motion.

Moved by Lisset Nelson  
Seconded by Helen Glavina

THAT THE EXECUTIVE INVITE A SPEAKER FROM THE  
CLC TO SPEAK ON SEXUAL HARRASSMENT.

THE MOTION WAS CARRIED.

Nancy Wiggs suggested Lisset cancel the speaker from Nicaragua as three speakers were too many. Lisset Nelson agreed to do this.

Moved by Carole Cameron  
Seconded by Lid Strand

THAT THE NICARAGUAN SPEAKER ASKED TO SPEAK AT  
THE SEPTEMBER MEMBERSHIP MEETING INSTEAD OF  
JULY 24th.

THE MOTION WAS CARRIED

- b) seniority for excluded employees - Carole Cameron informed the executive that the University wanted us to give seniority to excluded people. Carole Cameron was not in favour of this. She doesn't want to encourage people transferring in and out of the bargaining unit. They don't pay dues.

Moved by Carole Cameron  
Seconded by Lid Strand

THAT THE EXECUTIVE OF AUCE LOCAL I ADVISE THE  
UNIVERSITY THAT WE ARE NOT IN FAVOR OF GRANTING  
SENIORITY TO EXCLUDED EMPLOYEES.

THE MOTION WAS CARRIED

- c) union office "job descriptions" - Carole Cameron suggested we put this off until the next executive meeting.
- d) letters of complaint re: the strike - Carole Cameron handed out the package. Judy Blair was on the committee to investigate allegations against Marcel Dionne. It was suggested she perhaps shouldn't have been on the committee as she was with him

at the time in question. The report outlined the witnesses' accounts of the situation. The committee reminded the executive that they had been asked to make a report, not to make recommendations. As Marcel Dionne was present, it was decided to move onto the remaining items on the agenda before he left, during the discussion of his case.

- e) assessments to new employees - Carole Cameron cited there were three problems
1. people newly signed on and assessed. Some received the bonus, some did not. We allowed a limitation on the bonus. There was no limitation on the assessment.
  2. Some student assistants received the bonus.
  3. Summer session employees were assessed.

Marcel Dionne suggested people with problems send details to Ray Galbraith.

Moved by Lid Strand  
Seconded by Carole Cameron

THAT A SUB-COMMITTEE BE STRUCK TO INVESTIGATE  
RAMIFICATIONS OF THE ASSESSMENT, PENSION PLAN  
PROBLEMS.

THE MOTION WAS CARRIED

Lid Strand and Ray Galbraith are to be the committee.

- f) information going out from union office - Carole Cameron expressed concern about information going to the membership, pro and anti-affiliation opinions seemingly sent out on behalf of this office. She suggested it be clear who the information is from, etc.

Moved by Marcel Dionne  
Seconded by Carole Cameron

THAT ANYTHING MAILED OUT FROM THIS OFFICE  
TO THE MEMBERSHIP BE VIA NEWSLETTER OR ELSE BY  
AN APPROVED COMMITTEE OF THE UNION, ON AN  
INDIVIDUAL BASIS, ONE SUBJECT AT A TIME.

The motion was amended.

Moved by Lisset Nelson  
Seconded by Helen Glavina

THAT ANYTHING MAILED OUT FROM THIS OFFICE TO  
THE MEMBERSHIP ~~BE~~ VIA NEWSLETTER OR ELSE BY AN  
APPROVED COMMITTEE OF THE UNION OR A GROUP  
WITHIN THE UNION CONSTITUTED TO AID IN THE DEBATE  
ON AN INDIVIDUAL BASIS.

THE MOTION WAS DEFEATED  
THE AMENDMENT WAS DEFEATED

A debate ensued as to which committees would be deemed as bona-fide, and general right to use Union office equipment. Confusion as to who was responsible for information coming from the office, whether or not it is "official"

Moved by Carole Cameron  
Seconded by Marcel Dionne

THAT ANY INFORMATION MAILED FROM THE UNION OFFICE  
TO THE MEMBERSHIP SHOULD BE EITHER THROUGH THE  
NEWSLETTER OR APPROVED BY A CONSTITUTED COMMITTEE  
OF THE UNION.

THE MOTION WAS CARRIED

Moved by Carole Cameron  
Seconded by Lisset Nelson

THAT THE EXECUTIVE OF LOCAL I APPROVE THE TWO  
CURRENT COMMITTEES' USE OF OFFICE FACILITIES TO  
SEND OUT INFORMATION TO THE MEMBERSHIP.

- g) letter from Guatemala - Carole Cameron produced a letter regarding the situation in Guatemala, asking for support.

Moved by Helen Glavina  
Seconded by Marcel Dionne

THAT THE AUCE LOCAL I EXECUTIVE SEND A STRONGLY  
WORDED TELEGRAPH TO THE GOVERNMENT OF GUATEMALA  
CONDEMNING THEIR ANTI-UNION ACTIVITIES.

THE MOTION WAS CARRIED

Marcel Dionne left the meeting in order for the Executive to conclude (d) letters of complaint re: the strike.

Joan Treleaven summarized: John Tutlis phoned Marcel regarding Registrar's work. Marcel came to the Union office, nobody was there. Donna Keith said it was indeed Registrar's office work. She felt as the work had been started, the impact was lost. Judy Blair and Marcel Dionne went back and left the decision as to whether or not to do this work up to them. He said that Robert Grant denied this was Registrar's office work. It was believed that if Marcel Dionne had told them not to do the work, they wouldn't have done it, as he is president of the union.

A discussion of the avenues open to the executive ensued. Nancy Wiggs said that the executive can lay charges and that Simeon Garriott did not have to. Further discussion on the report continued.

Moved by Lisset Nelson  
Seconded by Helen Glavina

THAT THE ACCUSATIONS MADE BY JOHN TUTLIS ARE  
FOUNDED.

A general discussion ensued. Carole Cameron expressed that Marcel Dionne had admitted that the work was done because of him. It was felt that Marcel Dionne had made a personal decision as he often does, in order to facilitate negotiations with the university. His office of president and the responsibilities attached to it was of utmost consideration. Further discussion as to further action was held.

Moved by Joan Treleaven  
Seconded by Lid Strand

THAT THE EXECUTIVE CENSURE MARCEL DIONNE AND  
ASK HIM TO RESIGN, AND SEND A CONCISE STATEMENT  
OF THE COURSE OF EVENTS TO THE MEMBERSHIP.

Discussion ensued. Carole Cameron <sup>suggested</sup> an amendment which <sup>would be</sup> incorporated into the motion. Further discussion regarding asking Marcel Dionne for his resignation versus recall. The amendment was as follows:

Moved by Lisset Nelson  
Seconded by Carole Cameron

IF MARCEL DOESN'T RESIGN IMMEDIATELY WE PROCEED  
TO PRESS CHARGES.

Nancy Wiggs defined the process of recall and it was agreed to be a better route.

THE MOTION WAS CARRIED AS AMENDED

After further discussion, Nancy Wiggs volunteered to telephone Marcel Dionne of the Executive decision. Carole Cameron and Wendy Bice will draft a letter and phone poll the Executive. Carole Cameron and Joan Treleaven will draft an article for the newsletter containing a concise outline of the results of the sub-committee investigating Marcel Dionne's actions. Helen Glavina and Lid Strand will write an article on "why we did what we did".

Moved by Lid Strand  
Seconded by Helen Glavina

THAT THE ABOVE BE SENT OUT SEPARATELY FROM THE  
NEWSLETTER.

THE MOTION WAS DEFEATED  
The meeting was adjourned at 7:00 p.m.