

MINUTES - Executive Meeting
A.U.C.E. Local 1
Feb. 28, 1979
5 p.m.

Present: Michelle McCaughran (chairperson), Richard Melanson
Valerie Melanson, Carole Cameron, Lid Strand, Lissett
Nelson, Ray Galbraith, Ian Spence, Judy Wright.

1. The agenda was amended to add these items:
 - a. Division Representative's report for Division 'D'
 - b. A motion concerning the U.B.C. Engineers' Lady Godiva Ride
 - c. A discussion concerning additions to present office machinery

(Lid, Carole) THAT the agenda as amended be adopted.
CARRIED

2. (Carole, Lid) THAT the minutes of the January 31 executive meeting be adopted as read.
CARRIED

3. BUSINESS arising from the minutes.
PENSION PLAN INQUIRY - The Pension Plan Inquiry and the petition to be circulated among Pension Plan members requesting information and assurances regarding the long-term fundability of the Plan are deferred pending receipt of a reply to Valerie Melanson's letter to the governors of the Plan.

4. CORRESPONDENCE

Communications received during February were reviewed with particular attention given to:

- International Women's Day Organizing Committee information and invitation to participate in I.W. Day activities in Vancouver March 3 - 11.
- B.C. Federation of Labour's protest against recent federal government moves to exclude from U.I.C. benefits persons working less than twenty hours per week.
- Shirley Dick's letter disputing the validity of the vote taken at the Feb. 15th membership meeting supporting the executive motion to aid the postal workers' union financially in the sum of \$500.00.
- Administrative Management Society's letter re: its Business Student Orientation Program, May 7 - 11. As students participating in the program were not to be paid for their labour by the host offices, the executive agreed to refuse the offer. Lid Strand volunteered to communicate that decision to the Society.



(Richard, Lid) TO seat Nancy Wiggs and receive her motions re: the Godiva Ride and the Task Force on two week pay periods.

CARRIED

(Nancy Wiggs, Richard) THAT the executive authorize a subcommittee to act as a task force to study the feasibility of instituting two-week payroll periods for university staff and to consult other campus unions in this regard.

CARRIED

The membership of the task force is to be: Nancy Wiggs, Laurie Foreman, Ruth Smith.

(Carole, Lissett) THAT the executive supports the Women-in-Law Committee's motion deploring the U.B.C. Engineers' Lady Godiva Ride.

CARRIED

DIVISION Representative's Report, Division D.

Lissett reported on her progress in organizing her Division and showed the questionnaire she has circulated among Division members soliciting their interest and participation in such activities as contract classes and discussion groups.

The first issue of a Division D newsletter has been produced by a committee organized by Lissett.

The executive commended Lissett's efforts and asked that she document her work and maintain a file of questionnaires and forms for the reference of the Union Organizer and other Division Representatives.

5. PENSION PLAN - This item was deferred as per item 3, Business Arising From The Minutes.

6. AFFILIATION

(Ray, Lid) THAT a subcommittee of the executive be struck to investigate and to prepare a report on all aspects of the affiliation question. Should any executive recommendations arise from the subcommittee report the issues will be taken to the membership for decisions. The subcommittee shall present a progress report to the next executive meeting.

CARRIED

The membership of the committee shall be: Ray, Lid, Lissett, Richard, Ian. Resource persons may include Jeff Hoskins, Ian Mackenzie, Nancy Wiggs.

(Ray, Lid) THAT a subcommittee of the executive be struck to investigate and to prepare a report on the present organization and structure of the union office and executive. The purpose of such a subcommittee would be to make recommendations, if any, which could possibly alleviate many of the difficulties encountered by Local 1's office staff and executive.

CARRIED

The membership of the committee is to be: Ray, Lid, Carole, Michelle, Ian.

7. TREASURER'S REPORT

- Valerie had received an inquiry from Canadian Classified Directory asking if A.U.C.E. wanted to be listed in the 1980 edition under Labour Unions. The cost of the listing would be \$78.00. The executive decided against the offer.
- Valerie reported that the university maintains that the union should pay the expenses and lost wages for Wendy Lymer's appearance as a witness at a past arbitration. Carole advised that as Wendy Lymer was a subpoenaed witness, it was the university's responsibility to pay for her time.

8. CONTRACT COMMITTEE

The committee reported that:

- they were scheduled to meet in mediation with Clark Gilmour beginning March 1st, and
- they had held their first joint meeting with the Strike Committee on Feb. 28.

9. GRIEVANCE COMMITTEE

Carole reported that she had submitted a 96.1 form to the Labour Relations Board in the grievance concerning sessional employees' tuition waivers. She also noted that there were currently four grievances at Step 3 in the grievance procedure. In one grievance, the person hired by the university in preference to the grievor is not yet a member of the bargaining union; the possibility of withholding membership until the grievance is resolved was discussed.

The committee is studying the problem of job descriptions and reclassification, with particular attention to instances in which persons are promoted out of the bargaining unit to P.S. 1 and 2 positions. It is felt that these persons could remain in the bargaining unit in the higher pay grades provided for in the A.U.C.E. contract.

Lissett raised the question of persons in the bargaining unit writing evaluation reports on other union members. Richard recommended that the executive take the position that the power of A.U.C.E. personnel in supervisory roles to judge other A.U.C.E. members should be disallowed and certainly that such evaluations should never be admitted as evidence in grievances.

Judy recommended that job descriptions be examined more closely to see if supervisory duties necessarily include the writing of evaluation reports. She also suggested that the university might be willing to exclude A.U.C.E. personnel from report-writing if this were stated union policy, but if the university were not willing, then the matter should be brought forward in the next set of contract negotiations.

The grievance committee will study the matter further and report back to the next executive meeting.

10. MEMBERSHIP SECRETARY'S REPORT

(Richard, Lid) THAT A.U.C.E. local 1 pay for the union office employees parking, when parking space is available and required, in the sum of ten dollars per month per employee.
CARRIED

(Richard, Lissett) THAT A.U.C.E. local 1 authorize payment for the printing of more membership cards.

After some discussion, the motion was withdrawn. Richard and Judy will study alternatives to the present design of the card. Suggestions were made that "union duties" could be printed on the backs of membership cards, that cards could be colour coded according to month or year of issue, that security a meetings would be easier to ensure if old cards were withdrawn and new ones issued. Richard and Judy will report back at the next executive meeting.

11. UNION ORGANIZER'S REPORT

In reference to the Dental Plan, Carole and Richard indicated that it is M.S.A. policy to, if petitioned, periodically poll the membership and admit to the plan persons who previously failed to join. Valerie will write a letter to the university asking them, as employers, to approach M.S.A. and request such a poll.

12. COMPENSATION PAY

(Richard, Michelle) THAT A.U.C.E. local 1 compensate the treasurer in the sum of twenty dollars for spending a day off mailing out union dues receipts.

Valerie indicated that she did not want compensation in that members of the executive customarily sacrifice leisure time to complete union business.

Ray indicated sympathy for the intent of the motion but felt that if compensation were to be given, it should come out of established policy rather than ad hoc motions.

In view of the fact that a study of union office organization has been authorized, the motion was withdrawn until the subcommittee can make its report to the executive.

(Michelle, Lid) THAT the A.U.C.E. travel club the authorized to use A.U.C.E. envelopes and the addressograph in the distribution of A.U.C.E. travel club material.

CARRIED

(Lid, Michelle) THAT A.U.C.E. local 1 donate fifty dollars to the C.U.P.W./I.N.C.O. workers benefit to be held March 17.

(Lissett, Michelle) THAT the motion be amended to increase the donation to one hundred dollars.

The motion as amended was CARRIED.
Judy will contact Julius Fisher, of the Amalgamated Transit Union, who is co-ordinating the benefit, and will attend the benefit to present the cheque.

Michelle reported that she will be on a panel discussing the Essential Services Act, Bill 46, at Simon Fraser University, March 6.

13. SECTION 7 DISCIPLINARY ACTION/ BOARD OF INQUIRY

Nancy Wiggs indicated that there are no new developments in the matter of disciplining A.U.C.E. members who crossed a bona fide picket line; a Labour Relations Board decision regarding the validity of the Board of Inquiry is still pending. She indicated that some members involved have, or plan to, resign their jobs for personal reasons and that charges against them will be dropped as they leave the bargaining unit.

14. PROVINCIAL REPORT

Lid reported that a Provincial newsletter was in progress and would be published March 9.

15. COMMUNICATIONS COMMITTEE

Judy reported that the committee was studying improvements in the format and content of the newsletter and that paste-up for the March issue would be done March 2.

16. The next general membership meeting is to be held March 15, 1979, in Buchanan 102, at 5 p.m.
Carole underlined the importance of achieving a quorum at that meeting to close nominations for the position of Union Organizer.
Judy will draw up the agenda for the meeting.

17. The next executive meeting was scheduled for March 27.
Valerie will chair. Richard will act as recording secretary. Valerie will draw up the agenda.

18. OFFICE MACHINERY

Lid recommended that the executive consider purchasing more labour-saving machinery including a machine that folds paper to envelope size. Michelle suggested that because of the cost of such machines, it would be preferable to advertise in the newsletter for volunteers to help with the work.

ADJOURNMENT