



# association of university and college employees

## MEMBERSHIP MEETING

MARCH 14, 1985

IRC 2

12:30-2:30 P.M.

### AGENDA

1. Adoption of the agenda
2. Adoption of the minutes of the August, October & November 1984 meetings.....December & January minutes will be circulated for a later meeting
3. Business arising from the minutes
4. Nominations.....the results of the ballot for President will be announced...the ballot will be counted March 5/85.
5. Secretary-Treasurer's report
6. Contract Committee report
7. Grievance Committee report
8. Health & Safety Rep. report
9. Other business

## **note:**

CUPE IS PUTTING ON A STEWARDS TRAINING SEMINAR FOR US AND CUPE 116 AND CUPE 2278 (TAU)

Date: Friday, March 16/85 (in the evening)

Saturday, March 17, 1985 (9:00-3:00)

Place: on campus

If you have thought about becoming a steward, here is your chance to learn what is involved and get some training. The course is open to any interested member. To register please forward your name to Patricia in the Union Office.

MEMBERSHIP MEETING  
August 21, 1984

MINUTES

Chair: Kitty Byrne (Fairleigh on vacation)

Secretary: Kitty Byrne  
(Patricia - ill)

Motion to seat the guest speaker

Moved by Ann Hutchison

Seconded by Jan Taggart

THAT WODEK KARP (FORMER VICE-PRESIDENT OF THE INDEPENDENT STUDENT ASSOC. OF POLAND AND FORMER ADVISOR TO SOLIDARITY'S NATIONAL COMMISSION OF EDUCATION AND SCIENCE) BE SEATED.

The motion was CARRIED.

1. Adoption of the agenda

Moved by Stuart Rogers

Seconded by Margie Walley

THAT THE AGENDA BE ADOPTED WITH THE ADDITION OF ITEM 7b UNION CO-ORDINATOR'S REPORT AND OPENING NOMINATIONS FOR TRUSTEE AND COMMUNICATIONS COMMITTEE.

The motion was CARRIED.

2. Wodek Karp spoke on the present situation of Solidarity in Poland. (copy of the speech on file with the minutes) Then questions were taken from the floor.

3. Adoption of the minutes of June 21, 1984

Tabled.

4. Business arising from the minutes

Tabled.

5. Nominations

Strike Committee, Tech Change Committee, Trustee, Communications Committee  
There was no one nominated.

6. Contract Committee report

Ted Byrne reported that our negotiations had broken off. The Union left the bargaining table over the issue of annual increments. Under Article 37 of the contract (called the bridging clause) the old contract stays in effect until a new one is negotiated. In the past the University has always paid annual increments as well as following the rest of the contract until a new one has been negotiated. This time the University is refusing to pay the increments and has brought this into negotiations (however, they did not bring it up at the onset of bargaining). The Union has made application to the Compensation Stabilization Program office and at the same time filed a grievance. We have left the bargaining table until this issue is resolved. AUCE has kept in contract with the other campus groups. None of the other Unions are currently at the bargaining table either although all are without contracts. The Faculty Assoc. has settled for no increase for this year. The University's proposals are completely unacceptable. They want to have a new category of employee....relief employee and they want to be able to increase the hours of student assistants during registration without having to give them any benefits or appointing them as temporary AUCE people. This would amount to contracting out work done by AUCE people and reducing the number of students hired. There was some discussion of these issues.

The Contract Committee is still meeting and working on proposed changes to the layoff and bumping clauses as directed by the membership.

Recent settlements.....VMREU at VCC (Langara).....received \$14 biweekly across the board; 3 days off between Christmas and New Year's; right for pregnant woman to transfer away from being on the VDTs, rest breaks every two hours, machines approved the Ministry of Labour.

AUCE Local 2.....settled for 0% increase....the University was trying to roll back their wages by 2.9%

AUCE Local 6.....got a .9% signing bonus first year and 1% increase for the second year.

7. Grievance Committee report (Ted Byrne reported)

- a) Maternity leave payback.....the University is maintaining that you must return from leave to the position that you left in order to qualify for the benefit. The Union has managed to get the benefit for 2 women who changed positions upon return from leave, however, the University is still holding firm in their interpretation.
- b) KPOs in the library have been designated as LA2s. They received a lump sum payment to compensate for the loss of steps in the lower pay grade. However, the Union and the University are in dispute over one person who the Union maintains was part of the group.
- c) Stat Holiday arbitration.....the case has been heard and we are waiting for the arbitrator's decision
- d) Ted explained a case where the employee resigned under duress and the University agreed to reinstate her.
- e) Word Processing Operators.....the University has downgraded two positions. They were the positions being used as examples in the arbitration presently in progress.
- f) 3 people have been fired and arbitration has been invoked in two of the cases
- g) Sec3 reclass arbitration.....the Union lost. It was a very poor decision and the arbitrator had not done a reclass case before and seemed to have a poor grasp of the case. However, our lawyer has advised us not to appeal because the grounds for appeal are very narrow and it was felt this decision was not in line with the criteria for appealing.
- h) Retirement case....the Union won a retirement grievance and got the employee reinstated. Now the University has retired her again and the Union is disputing it again.
- i) Flextime....three dept. have had it withdrawn recently. One will be going to arbitration. There was some further discussion of this issue.
- j) Tech change layoff in Copy & Duplicating....the Union has grieved and is investigating the situation further
- k) Increased work load due to frozen positions.....there is some protection in the contract.....your work load can't be increased unreasonably. If you are having problems please call the Union office for advise.

7b. Union Co-Ordinator's report

Ted reported that the Executive had decided to pay the Operation Solidarity per capita in quarterly installments pending the outcome of the merger/affiliation vote.

There is a conference on Human Rights in Victoria and Union would like to send a delegate to it. If anyone is interested they should contact the Union office. The Union will pay your expenses.

8. Secretary-Treasurer's report

Ted Byrne reported that the Executive is recommending a dues increase to 1½%. There will be a notice of motion and financial report in the near future.

9. Health & Safety Rep. report

Emerald Murphy is leaving the University and so we have lost our second rep to the President's Health & Safety Committee. We would like to thank Emerald for her contribution. Of course, we are now looking for someone else to take her place as our spokesperson on the committee. Karen Shaw our other rep. is the secretary of the committee and finds it difficult to take minutes as well as speak on our behalf.

There has been an engineer's report on LPC. It has finally (after 5 years) been confirmed that there are problems with the air quality in that building. Steps are being taken to improve the situation.

The Union has also received reports of similar problems in the new Psychology building. We are currently investigating.

10. Other business

The Merger Committee have met with the OTEU, VMREU and CUPE. There have been some discussions with the BCGEU and HEU as well.

The meeting was adjourned.