

Minutes

Executive Meeting - Tuesday, October 28, 1980
2:30 pm.
Union Office

Present: Wendy Bice, Carole Cameron, Ray Galbraith, Joan Treleaven, Kitti Cheema, Nancy Wiggs, Murray Adams, Susan Zagar, Helen Glavina, Jet Blake (3:50 pm.)

Carole Cameron chaired the meeting and Ray Galbraith recorded the minutes.

1. Adoption of agenda:

Moved by Nancy Wiggs THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Joan Treleaven

The motion was CARRIED.

2. Adoption of minutes:

Moved by Nancy Wiggs THAT THE MINUTES OF THE SEPTEMBER 23, 1980 EXECUTIVE MEETING
Seconded by Joan Treleaven BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Moved by Nancy Wiggs THAT THE MINUTES OF THE OCTOBER 7, 1980 EXECUTIVE MEETING
Seconded by Susan Zagar BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes:

Carole Cameron indicated that Shirley Irvine had been contacted and was to have attended the October 20th meeting of the Cross Local Health & Safety Committee. Carole also reminded the meeting that the Provincial Executive was due to arrive at 6:00 pm.

4. Business arising from the correspondence:

It was decided that the letter from the Citizens for a Better Surrey be reprinted in the next edition of "On Campus".

A copy of our collected ^{ive agreement} was to be sent to the VMREU when it arrived from the printers.

A letter of thanks was to go out to Kenny for his position on any possible cutbacks to service now being provided by the RCMP.

Special attention was drawn to the Rosanne Rumley letter in regards to the Bi-Weekly Pay Period. Carole Cameron indicated that she had contacted two of the members who had signed the petition; they said that they had only seen the petition and did not know that the letter was going to Grant. Carole further added that Rumley had claimed that Carole had told her to petition members and contact Grant if she was opposed to the concept - a claim which Carole denied. Carole felt that any protest was too late as the bi-weekly pay period was accepted in the June 17th contract ratification vote. In addition, she said that the letter circumvents the Union and that she regretted that the signatories were being misled at Employee Relations. Affirmative action was needed and to that end she recommended contacting each of the people and writing a letter to Rumley. A letter would then go to the University.

Moved by Nancy Wiggs THAT EACH MEMBER WHO SIGNED THE PETITION BE CONTACTED AND
Seconded by Joan Treleaven THAT A STRONG LETTER BE WRITTEN TO ROSANNE RUMLEY AND THAT
A LETTER BE SENT TO THE UNIVERSITY AFTER ALL OF OUR OWN
MEMBERS HAVE BEEN CONTACTED.

The motion was CARRIED. It was also decided that the correspondence would be sent to Linda Tretiak. Wendy Bice suggested including the issue in the next newsletter, while Carole Cameron recommended a synopsis and an article on the inappropriateness of the action

4(b). Job Evaluation Committee:

Murray Adams reported that the Committee had been holding weekly meetings. A questionnaire had been produced to get at the discrepancies between additional duties and the

job specifications. The Committee then planned to deal with classification as a broad issue. Murray said that it was not clear where the Committee was to go from this point in time and that it would be helpful for the Committee to have explicit terms of reference from the Executive. Furthermore, he added that there was no connection or continuity with past Committees.

Nancy Wiggs thought the end goal of the Committee might be a new evaluation system, but she agreed that the Committee might be up in the air as there were no concrete goals. Susan Zagar felt that one valuable area would be to work with the Grievance Committee on reclassification issues. Carole Cameron added that the standard job descriptions do not reflect what people are now doing - she believed that the Committee could participate in the revision and upgrading and possibly creation of new job descriptions. Nancy suggested that the Committee concern itself with specific areas where problems existed. An area of concern might be the computer operators; in this area it would have to be determined whether or not they were properly classified.

Murray then requested a Union policy decision - whether or not the criterion would be marketability or the level of training and responsibility. Nancy Wiggs stated that the present system was based on what members actually did rather than marketability - philosophically AUCE has said no to marketability in the past; the concept of equal pay for work of equal value has held sway. Carole stated that a case could be made that some members need more knowledge to do their particular jobs, an example of this being the Secretary II's at VGH. Nancy also felt that the Committee could also publish articles of interest on job evaluation. Carole added that at least 100 members had applied for reclassification this year, and this in itself was indicative of the dissatisfaction with pay and the levels of responsibility. The job specifications bore little relationship to what they are called and they needed to be rationalized against the present job description system - they should be in a language to reflect what members are actually doing.

Helen Galvina recommended contacting other unions and finding out how their classification systems work. She also suggested that the Job Evaluation Committee could work in conjunction with the Grievance Committee. Carole Cameron suggested waiting for the questionnaire results and possibly having the Executive coming up with a policy. It was decided that Murray would report on the questionnaire results and that he would be placed on the agenda of the next meeting. Carole interjected that the Committee should exist in relation to the contract language and to special needs - the Committee was to meet with management when needed.

Moved by Susan Zagar THAT THE CHAIRPERSONS OF THE JOB EVALUATION COMMITTEE, THE
Seconded by Nancy Wiggs BENEFITS COMMITTEE AND THE BI-WEEKLY PAY PERIOD COMMITTEE REPORT
TO THE EXECUTIVE ON A REGULAR BASIS UNTIL SUCH TIME AS THE
COMMITTEES HAVE PERFORMED THEIR STATED PURPOSES.

The motion was CARRIED.

Carole Cameron said that these Chairpersons should also be stewards.

5. Secretary-Treasurer's report:

Ray Galbraith reported that the shape of the forthcoming referendum assessment ballot was becoming evident. He had received research and precedents from our lawyer, Katy Young, that the Union would only be responsible for members' vacation pay (ie., picketers during May) if they were in the situation of actually accruing vacation entitlements on a monthly basis. That would mean that instead of having to pay almost \$12,000 we would be responsible for less than \$5,000. Ray was going to outline the Union's position in a letter to Clark in Employee Relations.

Ray reported on the status of the moving of the office onto campus. He said that we were still waiting for written confirmation of the move, but the arrangement was very firm and that the move would likely take place on January 1, 1981. The room was being renovated by Physical Plant to include better lighting and more electric outlets.

The last item of interest was the transition to the new Secretary-Treasurer. Wendy Lymer had been elected by acclamation at the October 23rd Membership Meeting and Ray had met with her to give her a general introduction to the duties of the position. In addition, further meetings were planned so that Wendy would be fully acquainted with the job by January. Carole Cameron also recommended that Wendy attend at least one Executive meeting prior to January.

6. Union Organizer's report:

Carole Cameron reported on the Shop Stewards' Seminar and said that apparently those who attended found it quite productive, at least judging by the written comments. Follow-up sessions in groups of three were planned. The main theme was "where do we go from here?". The purpose of the Seminar was to determine whether or not members wanted to remain as stewards.

Nancy Wiggs suggested very strongly that those who handle grievances should call up a steward when a grievance is being processed, and for this purpose the steward list should be divided up.

Carole indicated that she wanted to show a film at the December Membership Meeting, as she felt that it had been extremely valuable to have a speaker on behalf of the Nicaraguan Literacy Crusade at the last Membership Meeting.

Moved by Carole Cameron THAT "OPERATION FINGER PINKY", A FILM ON THE YUSA ORGANIZING
Seconded by Nancy Wiggs DRIVE, BE SHOWN AT THE DECEMBER 1980 MEMBERSHIP MEETING."

Helen Glavina spoke about the necessity of politicizing our membership; the process should be slow and one step at a time. Carole added that the film should be advertized in advance and that it was 36 minutes in length.

The motion was CARRIED.

Carole then passed out the University's policy on retirement, a document received from Jane Strudwick. Carole suggested that the Executive review it and make a decision on its fate. Susan Zagar stated that she was opposed to the whole tone of the letter/policy, making specific reference to sick leave. Nancy Wiggs added that the whole drift of the policy was totally opposed to AUCE's philosophy on the matter. It was decided that the policy would be printed in the newsletter and that it would be accompanied by comments and a critique. Carole topped off the criticism by stating that the policy was terribly discriminating and in contravention to the existing collective agreement. She was of the opinion that the University thought they were offering us a "carrot". She said she would like to correspond with the University to discover how negotiable their position was.

Moved by Nancy Wiggs THAT WE PROCEED TO CORRESPOND WITH THE UNIVERSITY ON THEIR
Seconded by Susan Zagar RETIREMENT POLICY AND THAT THE REPORT AND A CRITIQUE BE INCLUDED
IN THE NEXT NEWSLETTER.

The motion was CARRIED.

7. Union Co-ordinator's report:

Wendy Bice reported that the contract was scheduled to arrive the following morning - a remark that she and other Executive members greeted with skepticism.

Wendy then raised the issue of the Benefits Committee and its future. She said other than Nancy Wiggs there was only one other member at present. Judy Wolch was still a member, but she was not interested in attending meetings. Fortunately for the Union, Strudwick had yet to organize the University's Committee. Nancy Wiggs indicated that she would like to remain on the Committee but that she was "lost" - she suggested getting a consultant to present us with a package. Wendy replied that we did have someone for that purpose but that the Committee was disintegrating.

Carole Cameron stated that some improvement in our benefits plans was essential. She suggested culling five members, whoever they might be, and that the Executive should take direct responsibility for getting the Committee functioning. She and Nancy and Wendy were prepared to be members of the Committee. Murray Adams and Helen Glavina were to poll their

Committees for additional volunteers.

8. Communications Committee report:

Ray Galbraith said that the deadline for this upcoming edition of "On Campus" was Monday, November 3, 1980.

9. Grievance Committee report:

grievance

Helen Glavina indicated that the Cheema leave of absence[^] was going to arbitration and that Susan Zagar was busy collecting information. She reported that the Real Estate flex hours grievance reply had been received. Carole Cameron had extended the grievance's time limits as the resolution of the grievance was still outstanding. There would be no flex hours until December 31st or sooner if phones were installed.

It was reported that the Cairns and McCaughran reclassification grievances were going to arbitration - notices of motion to that effect were going in the next newsletter.

Carole Cameron said that Helen Glavina and Ted Byrne had come into the Union Office on a one-half day leave of absence to learn about the filing and production of grievance materials.

10. Provincial report:

Susan Zagar reported that the Provincial Executive had met the past weekend and that the next affiliation ballot was due out by December 15, 1980, a ballot that would be counted on January 17, 1981. In response to Susan's statements about the difficulties of getting volunteers to stuff ballots, Helen Glavina replied that it should be the Provincial's job to co-ordinate work parties, and to even consider hiring part-time help. Jet Blake in turn objected to the exploitation of volunteer labour. She said that many resented the fact that Sheila received overtime and others didn't. The whole organization mitigated against members volunteering or serving on the Provincial Executive.

Susan Zagar then passed out copies of the Provincial financial statement and requested that Ray Galbraith provide similar statements for Local 1 for the upcoming discussion with Sheila Perret and the Provincial.

Nancy Wiggs returned to the theme of Sheila Perret's overtime in relation to the Provincial's financial statement. She said that it was necessary to drive it home that another full-time person was needed, despite the fact that judging by appearances all of the work was being done.

Susan reported that the Provincial was paying for her to attend the Seminar on Wrongful Dismissal and that she would prepare a report for the Provincial newsletter. Furthermore, the new amended constitution would be out soon. She said that the Provincial was wrangling with the issue of the \$1.00 initiation fee; that there were vague ideas where it should be going. The issue was to be raised at the next Convention. She reported that the Provincial was to reimburse us for our calculator. Locals #2, 4, 5, & 6 were to receive a special assessment ballot for a \$5.00 deduction the purpose of which was to defray our strike expenses.

Moved by Nancy Wiggs THAT THE EXECUTIVE DISCUSS THE PROVINCIAL'S VISIT AND THAT LID
Seconded by Susan Zagar STRAND BE EXCUSED FOR THE DURATION OF THE DEBATE.

The motion was CARRIED.

A wide-ranging discussion ensued on the issue that touched all facets of the issue. The general consensus was that the whole debate was premature prior to our dues increase.

11. Division Executive Rep Report:

Jet Blake, the Division D Exec Rep, reported that a speaker from PSAC had been tentatively scheduled to come on November 13, 1980.

12. Dues Increase Referendum:

Nancy Wiggs spoke briefly about some of the advantages of the 1% dues check-off system, but she also raised the possibility of an across-the-board increase. Carole Cameron then referred to the problem of the timing of the ballots - the dues increase and the strike-

related expenses referenda. Her personal preference was to go for the whole amount at one time. She felt that the retroactivity issue should be dealt with separately, that the issue of the Per Capita Tax retroactivity should be handled with a separate ballot in the future. The Executive should consider putting a position on the Per Capita Tax retroactivity to the membership. We should express our regrets to the Provincial about our financial situation and point out our mutual similarities. In any discussion about raising the dues we should refer to what other unions pay - our dues were in fact bargain-basement. Any ballot should be preferential in nature with an across-the-board amount and a percentage figure. She suggested that the Union Office word the ballot and that it would be crucial that a newsletter precede the vote in order to sell it. One Executive member recommended establishing polling stations over a three day period. A tentative recommendation was to target the end of January 1981 for the first dues deduction and to have a \$10 deduction in January and a \$10 deduction in February 1981 in regards to retiring the strike-related expenses.

13. Next Executive Meeting:

It was decided to hold the next Executive meeting on November 18, 1980. Jet Blake was to chair the meeting.

At that point Nancy Wiggs raised the issue of AUCE's support in regards to the Engineering Students publication the "Red Rag" and to the Lady Godiav ride. The Executive felt that Nancy should speak to the Human Rights Branch as AUCE's representative.

14. By-Laws Amendments:

It was decided to table further discussion of the by-laws until the next Executive meeting.

15. Other Business:

a) Motion to have Executive meetings begin at either 1:00 pm. or 1:30 pm.:

Ray Galbraith indicated that the new Secretary-Treasurer, Wendy Lymer, said that it would better for her and for her daycare commitments that Executive meetings begin around 1:00 pm. It was decided that the issue would be discussed at the next Executive meeting under Business Arising from the Minutes. Carole Cameron raised the issues of a Union Office Christmas party and the recent theft of petty cash from the Union Office.

b) Resignation of the President Committee report:

Carole Cameron spoke on the difficulty of dealing with the motion of support for the Executive's action that was defeated at the October 23rd Executive meeting. Nancy Wiggs said that the solution was to let it go away, to lay charges or to once again ask the membership for direction. Carole said that she personally was fed up with the destructiveness of the issue - she felt that the principle had been important but that the Executive had probably blown the handling of the case. Wendy Bice suggested ending the affair, tidying it up rather than pressing on. Carole added that if the matter was to go on indefinitely then the scope of the investigation should be broadened - if we proceed then everything should come out.

Nancy Wiggs recounted that the Executive had reacted to an issue put in front of it. Carole then opined that given the circumstances that Marcel Dionne would probably not have too much trouble being re-elected. Carole felt that some statement of where the issue came from and how perhaps it should have been handled should be produced, but that any statement should reiterate the original Executive motion was correct.

c) The Provincial Executive members did not arrive until 6:25 pm. Unfortunately a few Executive members had to leave and a quorum was not present. Discussion of the Provincial's and the Local's financial positions continued until 7:10 pm. Some of the Provincial's lack of knowledge in regards to Local #1's financial situation was cleared^{up}. The Provincial still maintained that the Per Capita Tax increase would be retroactive to August 1980 and that they would help Local #1 repay it with an interest free loan.

FINANCIAL STATEMENT - AUCE PROVINCIAL EXECUTIVE SEPTEMBER 20, 1980.

INCOME	APRIL	MAY	JUNE	JULY	AUGUST	To date/tot.BUDG.	BALANCE.
Per Capita Tax	5463.00	5462.48	5695.63	1083.00	7724.93	25429.04	
Copier	--	50.00	--	--	--	50.00	
Sub-total	5463.00	5512.48	5695.63	1083.00	7724.93	25479.04	
Transfer from P24/SF	1475.04	--	3500.00	364.61	1055.55	6395.20	
Transfer for Special Savings S/A (\$)	--	8926.96	--	--	7518.68	16445.64	
TOTAL INCOME	6938.04	14439.44	9195.63	1447.61	16299.16	48319.88	
<u>EXPENSES</u>							
Bank Charges	7.80	6.00	8.40	12.55	5.65	40.40	
Printing	465.79	2120.13	1438.66	252.80	3820.79	8098.17	
Travel	419.27	2093.97	741.45	38.00	1410.03	4702.72	
Phone	107.04	122.78	231.45	--	175.35	636.62	
Meetings and Conferences	809.48	91.47	841.63	56.31	193.36	1992.25	
Office	841.38	862.48	470.68	583.18	1290.27	4047.99	
Donations	10.00	100.00	415.00	--	--	525.00	
Lawyer Grant TSSU	500.00	--	--	--	--	500.00	
Lawyer Grant SFU 18.	400.00	--	--	--	--	400.00	
Special As. proceeds #2	--	--	--	--	6265.68	6265.68	
Special As. proceeds #6	500.00	--	1000.00	--	1253.00	2753.00	
Salaries and Rltd exp's	1515.21	3154.30	2024.26	2206.40	1870.59	10770.76	
Postage	204.00	586.85	--	1182.48	733.80	2707.13	
Plan 24 Strike Fund.	--	--	628.01	--	--	628.01	
Library	104.95	20.00	51.30	20.00	66.45	262.70	
Accountant	--	--	--	--	400.00	400.00	
Audit	--	--	--	--	812.40	812.40	
To Special Savings re #2 & #6.	--	--	7426.96	--	--	7426.96	
<u>TOTALS</u>	5884.92	9157.98	15277.80	4351.72	18297.37	52969.79	
<u>EXCESS INCOME</u>	1053.12	5281.46	--	--	--	6334.58	
<u>EXCESS EXPENSES</u>	--	--	6082.17	2904.11	1998.21	10984.49	
<u>TO AUGUST 31/80 EXCESS EXPENSE OVER INCOME</u>						4649.91	
As at September 17th 1980.							
<u>TERM DEPOSIT.</u>	5000.00	(Matures September 25th at 13.25%)					
<u>1 24.</u>	4019.52						
Labour Canada Funds.	1216.83						

Financial Statement
for month ended
April 30, 1980

INCOME:

Dues	\$11,611.63	
Initiations	<u>24.00</u>	\$11,635.63

EXPENSES:

NSF Charge	3.00	
Service Charge	3.00	
Printing & Stationery	348.47	
Telephone	156.46	
Legal & Professional Expenses	1611.00	
Office Expenses	605.24	
Meetings & Conferences	220.87	
Salaries	4323.71	
Per Capita Tax	2605.02	
Donation	50.00	
Rent	300.00	
Dues Refund	<u>50.00</u>	\$10,239.27

EXCESS OF INCOME OVER EXPENSE

\$ 1,396.36

Total assets, March 31, 1980	\$63,111.75
Plus: Excess of income over expense	1,396.36
Plus: Interest on accounts	<u>39.69</u>
Total assets, April 30, 1980	\$64,547.80

Held as follows:

BCTCU Term Deposit	\$10,000.00
BCTCU Strike Fund	54,349.19
BCTCU Savings 100 Account	163.61
Share Accounts	<u>35.00</u>
	\$64,547.80

Notes on Expenses:

Office Expenses:

Charlton Ltd. - Parking	10.00
Petty Cash	99.97
Postage for meter	190.14
Rob's Janitorial Service	75.00
U.I. Procedures	8.00
Library	208.60
Letra-Set	<u>13.53</u>

Financial Statement
for month ended
September 30, 1980

INCOME:

Dues	\$11,954.75	
Initiations	40.00	
Strike Fund Assessment	6,650.00	
Other	<u>55.00</u>	\$18,699.75

EXPENSES:

Printing & Stationery	519.19	
Telephone	207.70	
Legal & Professional Expenses	356.50	
Office Expenses	1,762.06	
Meetings & Conferences	33.00	
Salary & Related Expenditures	4,575.61	
Rent	300.00	
Donation	50.00	
Per Capita Tax	2,689.07	
Picket Signs	240.32	
Loan Payment to the Provincial	200.00	
Pickers Holiday Pay	95.16	
BCTCU Loan #2 Payment	10,000.00	
NSF Charge	3.00	
Service Charge	<u>5.10</u>	
		<u>21,036.71</u>
Excess of expense over income		(\$ 2,336.96)

Total assets, August 31, 1980	\$19,036.67
Minus: Excess of expense over income	2,336.96
Plus: Interest on accounts	<u>136.21</u>
Total assets, September 30, 1980	\$16,835.92

Held as follows:

BCTCU Term Deposit	\$10,000.00
BCTCU Strike Fund	5,758.69
BCTCU Savings 100 Account	3,242.98
Share Accounts	<u>35.00</u>
	\$16,835.92

Notes on Expenses:

Office expenses:	
Nabel Leasing - Scriptomatic	535.50
B.C. Hydro	51.05
Williams Office Equipment	28.00
Parking	50.00
Butterworths	110.00
Duthie Books	53.55
Rob's Janitorial Service	75.00
Course reimbursements	93.25
Pitney Bowes	141.18
CNCP Telecommunications	50.31
Bookstore	95.38
Nabel Leasing - Copytron	447.12
Willson Office Specialty	31.72

EXECUTIVE MEETING - Tuesday, October 28, 1980
Union Office
2:30 pm.

AGENDA

1. Adoption of agenda
2. Adoption of minutes of the September 23rd and October 7th Executive meetings
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. Dues increase referendum
13. Next meeting of the Executive -
Chair -
14. By-laws amendments
15. Other Business:
 - Provincial Executive at 6:00 pm.
 - Motion to start Executive meetings at either 1:00 pm. or 1:30 pm.