

MINUTES OF THE EXECUTIVE MEETING, APRIL 1, 1980 - Union Office  
2:30 pm. - 5:30 pm.

Present: Cathy Agnew, Carole Cameron, Lissett Nelson, Marcel Dionne,  
Joan Treleaven, Ray Galbraith, Lid Strand, Wendy Bice, Judy Blair,  
Pat Hannah

As the quorum of 7 Executive members had not been reached by 2:45 pm., it was decided to proceed with the agenda items which involved no motions. The first item of business concerned the situation at Yellow Cab.

A Union member, Kitty Cheema, presented a verbal brief on behalf of those cab drivers at Yellow Cab involved in the charges of racism against a Company manager. She indicated that the drivers involved were looking for Union support. She then outlined the history of the dispute to date at the end of which she requested the following: manpower for their picket lines, financial support, and moral support. Lid Strand stated that he had no qualms about supporting the cause of the cab drivers in question and that he would like to get the information out to the membership. Lissett Nelson suggested a donation of \$100 was in order and she requested that Kitty write an article for the next edition of ACROSS CAMPUS. In addition she felt we could issue a press release and invite a cab driver to speak for 5 or 10 minutes at the next membership meeting. As there was no quorum a decision was deferred until later in the meeting. Kitty was to be contacted as to the results of any motions.

1. Business arising from the correspondence: The items of correspondence which needed any possible decisions were left to Other Business when a quorum was expected.

2. Business arising from the minutes: Carole Cameron said that Strudwick had contacted her in regards to our request for a manual of all University policies as they pertained to AUCE. Strudwick's reply was to the effect that there were no policies in regards to support staff and that the University's tuition waiver policy was only a policy of the Employee Relations Dept. Carole was to pursue the matter further and request all Departmental and Library policy manuals which may exist.

Carole Cameron stated that two AUCE members were to be recommended by Dr. Nevison to serve on the President's Advisory Committee on Daycare. One of the members was Sheila Porter.

The next item was in regards to the UBC Sub-Committee on W5 and whether or not AUCE was to take a stand on the issue. Cathy Agnew indicated that CTV had issued an apology. She had seen the program in question and said it was not factual. Lissett Nelson moved: THAT AN EXECUTIVE MEMBER CONTACT THE GROUP IN QUESTION AND EMPOWER THE UNION OFFICE TO ISSUE A MEMORANDUM OF SUPPORT IF NECESSARY. The motion was seconded by Cathy Agnew and CARRIED (a quorum of the Executive had been attained by this point in the meeting). Lissett then moved: THAT THE EXECUTIVE DONATE \$50.00 TO THE UBC SUB-COMMITTEE. The motion was seconded by Lid Strand and CARRIED.

Lissett Nelson then pointed out that an error had to be corrected in the March 10th minutes. The motion in item #11 should read: That the Executive endorse that AUCE Provincial.... The correction was incorporated into the minutes.

Carole Cameron said that she had spoken to Cal Barber about the Employee Assistance Program and he was in the process of trying to organize a meeting. Carole also said that she had sent a letter to Lloyd Ingram of CUPW requesting details about the union's plan.

On the Benefacts issue Carole Cameron indicated that a further letter from Grant to our lawyer, Katy Young, had been received. In that Letter Grant admitted that the University did have the expertise to formulate and administer such a program but that no AUCE

member involvement was in the cards. Young suggested that before we could proceed with a contracting out grievance we would have to find out more information about the potential work which could be done by AUCE employees. Marcel Dionne suggested that we wait for the University to do something before we act. Lissett Nelson felt that we needed to state our position to the University and that this letter would serve as a precedent for a further grievance. It was decided to implement a past motion which directed the Union Office to contact the University outlining our opposition to the proposed program. Carole Cameron was to compose the response.

Lissett Nelson directed the meeting's attention to another error in the minutes of March 10th. Point #14's last sentence should read: "At that point Lissett changed her recommendation to include only the Grievance Committee at this time and to be for two monthly meetings instead of one." The amendment was incorporated into the minutes. Lissett then moved: THAT GRIEVANCE COMMITTEE MEETINGS BE HELD ON UNIVERSITY TIME TWICE EACH MONTH. The motion was seconded by Marcel Dionne. A discussion ensued on the implications of passing such a motion. Marcel suggested that the motion be tabled until the Executive gets a report from the Grievance Committee. Marcel moved: THAT THE MOTION BE TABLED UNTIL THE NEXT EXECUTIVE MEETING. The motion was seconded by Wendy Bice and CARRIED. Carole Cameron was to approach the Grievance Committee.

It was pointed out that the University had extended Carole Cameron's leave of absence until June 16, 1980. This was done in a telephone conversation with Wes Clark - the Union was awaiting confirmation in writing.

3. Adoption of agenda: Lid Strand moved: THAT THE AGENDA BE ADOPTED. It was seconded by Joan Treleaven and CARRIED.

4. Adoption of minutes: Lid Strand moved: THAT THE MINUTES OF THE MARCH 10TH EXECUTIVE MEETING BE ADOPTED AS AMENDED. It was seconded by Marcel Dionne and CARRIED.

5. Union Organizer's report: Carole Cameron reported that she had sent a letter to our lawyer in regards to the issue of varying our certification to include employees off campus automatically. She pointed out that the actual wording of our certification conflicts with existing practice. Carole suggested that the change be to include employees of UBC. The Executive found this suggestion acceptable.

6. Union Co-ordinator's report: Wendy Bice presented a brief on the need for a postage meter in the Union Office. She outlined all of the financial options available to the Executive should it decide in favour of the request - leasing, purchasing, renting. Most of the discussion centred on the fact that our postage needs had increased as we were now mailing Union information to hourly employees. Marcel Dionne moved: THAT THE UNION OFFICE EXERCISE THE OPTION TO RENT A POSTAGE METER FOR A YEAR. The motion was seconded by Wendy Bice and CARRIED.

Wendy then went on to report about the "progress" in contract negotiations. She brought the Executive up-to-date with the past week's developments, emphasizing the mediator's decision to withdraw to the sidelines. She indicated that things had gone well the week before. 7 proposals in total had been signed to date, while 2 had been dropped. Nothing of significance had been signed or dropped. The Contract Committee had been diligent in their efforts and had made extensive re-wordings in Union proposals. Meetings had been planned for the next day for some time the following week.

7. Secretary-Treasurer's report: Ray Galbraith reported on the following items:

-he said that Fred Trotter, the President of OTEU Local 378, had con-

tacted the Union Office and expressed a willingness to meet with smaller groups of AUCE members to discuss the affiliation issue. He also indicated that he would send some information to be reprinted in our newsletter.

-Ray then spoke about an overdraft on cheques which had been cashed at the Credit Union. He said the difficulty arose because the University had issue the dues cheque at a later date than usual. If the Credit Union charged us \$3.00 for each overdraft cheque Ray was to approach the Credit Union and have the charges reversed due to the volume of business we do with the Credit Union.

- Ray then presented a copy of a letter composed by the office staff for the Membership Secretary for bringing the membership files up-to-date (see attached). Joan Treleaven had seen it prior to the meeting and approved its content. Ray Galbraith was to run off a few hundred copies for Joan's use.

-Ray then read a letter received from a member who suggested that speakers at Union meetings identify themselves by name and department before speaking.

-Ray reported the Union Office staff was recommending to the Executive that the lock in the Office be changed and that new keys be issued. He said that machines in the Office have been left on at night by unknown members using the office equipment. Ray moved: THAT THE LOCK IN THE UNION OFFICE BE CHANGED AND THAT NEW KEYS BE ISSUED. The motion was seconded by Lid Strand and CARRIED. Keys were to be issued to Executive members and Chairpersons of Committees. The office staff were expected to develop a process of turning in keys.

-Ray stated that the Union Office was now insured through ICBC and that the decision to insure through ICBC was a philosophical one. He said that our lease with Copytron for the photocopier was signed a few days ago by Marcel Dionne and that Marcel had negotiated an excellent by-out option at the end of three years for \$1.00.

Ray reported that the APRIL edition of ACROSS CAMPUS was pasted up and camera ready and that it would be delivered to College Printers the following morning. It would return from the printers on Tuesday, April 8th and be in Campus Mail on Wednesday.

Ray then told the Executive that he had a series of questions that the accountant at Advanced Accounting Services wanted answered before proceeding to issue the audited statement for 1979. He reported that the accountant felt that generally things were in order and that our auditing expenses would be greater than last year. The accountant wanted information about the following:

- a) he wanted a copy of the minutes of the April 1st Executive meeting to verify how the Executive dealt with the matters in question
- b) in regards to the \$500 loan to SORWUC for Muckamuck Marcel Dionne moved: THAT THE EXECUTIVE RECOMMEND TO THE MEMBERSHIP THAT AUCE LOCAL #1 CONSIDER THE \$500.00 LOAN TO SORWUC AS A DONATION. It was seconded by Lid Strand and CARRIED.
- c) Ray pointed out the accountant's concern with the dramatic increase in the amount of petty cash. The Office staff indicated this was most likely due to our increased mailings to hourly employees. The Executive did not express any concern for the increase after the discussion
- d) Ray said there was still an outstanding loan from the Provincial on the books and that it was for the Section 7 we processed last year. The loan totalled \$859.50. Ray had contacted Sheila Perret of the Provincial and she stated that it was still considered a loan to be repaid. The Executive decided to repay the loan as soon as possible after the issue had once again been brought to the membership's attention

- e) the accountant pointed out that our May 1979 assessment of \$6845.00 to cover Local # 1's \$5000.00 donation to Local #2 at SFU generated \$1845.00 which should have found its way into our Local Strike Fund. Ray Galbraith moved: THAT THE SUM OF \$1845.00 BE TRANSFERRED INTO THE STRIKE FUND AS SOON AS OUR FINANCIAL SITUATION PERMITS. It was seconded by Lid Strand and CARRIED. Lid suggested that the actual transfer of funds be in a series of small deposits, rather than a lump sum.
- f) Ray reported that Advanced Accounting Services needed all serial numbers of our IBM typewriters for their records. He said he would pass this information on to the accountant
- g) the accountant had uncovered an apparent overpayment to our former lawyer, Barbara Findlay, in the amount of \$217.00. The Executive felt that it would be too costly to pursue the matter further as Ms. Findlay had changed law firms and left Vancouver.
- h) Ray reported the accountant's suggestion that we could generate more interest income, possibly through a regular banking institution. No decision was made at this time as it was more for the information of the Executive. Lid Strand suggested that we could possibly shift our funds into shorter term deposits in the Credit Union.

Ray indicated that the lease for the office had expired at the end of February, 1980 and that he would like permission to approach the University about availability of space on campus. CUPE's Society pays a nominal sum of \$1.00 a year for their space on campus. The Executive found no disagreement with that suggestion. In the interim we would continue to pay our monthly rent to Dakralda Properties - a rent that could be subject to an increase at any time. The feeling was that we would most likely enter into another two-year leasing arrangement with Clarence Saba at Dakralda Properties Ltd.

Ray said the Office staff were recommending that the Trustees produce an up-dated version of the By-laws for distribution to the membership. Carole Cameron volunteered to meet with the Trustees to get the project on the tracks.

Margaret Hopkinson, an AUCE member, had finished the collation of the Pension Survey Questionnaire and Ray reported that an article on the results was to appear in the forthcoming edition of ACROSS CAMPUS. Ray said that the Office staff were willing to help in composing further questionnaires for those items shunted into Sub-Committee last November by the membership - increment steps, sick leave, job classification.

Lid Strand then raised the issue of the collator in the Registrar's Office which was for sale. Lid said that it was an excellent deal and that Marcel Dionne had negotiated a significantly lower price. The collator included an automatic stapler. The Executive decided that Marcel was to keep the possible purchase on the back burner until our financial situation improved - hopefully within three weeks.

8. Grievance Committee report: Carole Cameron reported that the University had held firm with their efforts to undermine AUCE member accessibility to the Tuition Waivers and that the grievance had stalled at Step 3. Since that point we had applied for the appointment of a Labour Relations Officer under Section 96.1. Carole stated that an Officer had been appointed and that we were waiting to be contacted.

The Retirement arbitration was still in limbo as the arbitrator had yet to submit his report, six months after the fact. Carole said that we were unwilling to press the issue as it could possibly influence the decision, especially if the action was unilateral; ie., that it came from the Union only.

Carole said that notice for the May 21st Shop Stewards' Seminar was going out to all stewards and that she was scheduled to preview some films at the National Film Board for the Seminar itself.

9. Strike Committee report: Cathy Agnew said that the Committee was plugging away and that a questionnaire was being prepared for the membership - a questionnaire that would include some reference to the "Prince Charles Affair". Carole Cameron brought up the issue of the petition apparently composed and circulated by Diane Green and how such actions undermined the Contract Committee.

A general discussion ensued on the liaison of the Executive,

Strike Committee and Contract Committee and of the power and leadership roles of those Committees. Lissett Nelson suggested getting direction from the membership at the Special Meeting on April 9th. Marcel Dionne was of the opinion that the three Committees should agree jointly on any necessary courses of action. Wendy Bice and Lid Strand offered the opinion that the membership should debate the strategy in general but leave the specifics up to the Committees and the Executive. Carole Cameron then requested more effective and real communication with the Union Office. Lissett felt that many of the Union's difficulties arose because Union representatives were not elected on platforms - such an approach was fraught with difficulties when positions on issues such as strike action and alternative actions had to be taken.

10. Affiliation Convention: Lid Strand reported that the Convention's Resolutions and Constitutional Committee was meeting that evening and that he would attend to present Local 1's motion. He felt that once Local 1 found out what the other motions to be presented at the Convention that our delegates to the Convention should meet and discuss strategy. The Convention itself was to take place at Cap College and all AUCE members in Local 1 were to be encouraged to attend.

11. Union Office Job Descriptions: Lissett Nelson passed out her prepared revisions to the tentative job descriptions circulated at the last Executive meeting. She felt that the three positions should be outlined by task and said that the way they were now structured tended to usurp several potential duties of the Union's Committees. She suggested that as time was short that we conclude the discussion at the next Executive meeting and possibly vote on the issue. The matter was then referred to the next Executive meeting.

12. Next Executive Meeting: The next Executive meeting was scheduled for Tuesday, April 22, 1980 at 2:30 pm. Wendy Bice was to chair and Ray Galbraith to take the minutes.

13. Executive Report at the April 17th Membership Meeting: Marcel Dionne volunteered to give the report.

14. Other Business: a) Compilation of the By-laws - The Trustees were to meet with Carole Cameron and update the By-laws with a view to publishing a revised version for the membership.

b) The Executive recommendation to elect Table Officers at Union Meetings was slotted for the two-hour Membership Meeting in May. Notice of that motion was to appear in May's edition of ACROSS CAMPUS.

c) Anti-Nuclear Conference - NDP Energy Policy Committee: Lissett Nelson presented a letter from the above group which outlined the planned day of protest against nuclear power - April 26th. She spoke in favour of the protest and moved: THAT AUCE LOCAL 1 EXECUTIVE ENDORSE THE CONFERENCE IN QUESTION AND THAT WE MAKE A \$50.00 DONATION TO DEFRAY THE COSTS OF THE CONFERENCE. It was seconded by Lid Strand and CARRIED. (See attached)

d) Yellow Cab racism issue: Lid Strand re-traced Kitty Cheema's presentation at the outset of the meeting when a quorum had not been achieved, after which he moved: THAT AT OUR MEMBERSHIP MEETING OF APRIL 17TH WE GIVE 5 TO 10 MINUTES TO A SPEAKER FROM THE CAB DRIVERS INVOLVED IN THE DISPUTE TO PRESENT THEIR CASE AND THAT DONATIONS FROM THE MEMBERSHIP AT THE END OF THE MEETING BE ENCOURAGED. It was seconded by Lissett Nelson and CARRIED. Lid Then moved: THAT THE EXECUTIVE DONATE \$100.00 TO THE CAB DRIVERS. It was seconded by Lissett Nelson and CARRIED. Marcel Dionne requested that his abstention be recorded. Lid then moved: THAT A LETTER STATING THE UNION EXECUTIVE'S POSITION BE SENT TO THE CAB DRIVERS, THE MANAGEMENT OF YELLOW CAB AND THE HUMAN RIGHTS BRANCH/BOARD AND THAT A PRESS RELEASE BE ISSUED. It was seconded by Lissett Nelson and CARRIED. Kitty Cheema was to be informed of the results the following day.

e) Self-determination for Quebec and roles of women in society and trade unions: The discussion centred on a flier received in the Union Office on March 31st. It was sent by a coalition of feminist women concerned about the role of both women and the trade union movement in Quebec. As no Executive member could attend the organizational meeting on April 14th, Carole Cameron suggested that we keep ourselves apprised of events by writing.

f) Committee on Workers' Health: Lid Strand moved: THAT WE SUPPORT THE

COMMITTEE'S EFFORTS TO HOLD A PUBLIC MEETING IN REGARDS TO THE PROPOSED CHANGES TO SCHEDULE B OF THE WORKERS' COMPENSATION ACT. It was seconded by Marcel Dionne. Lid said that what concerned him was the effort to slip through changes which could harm workers' health. Lid pointed out that the extensive documentation was contained in our CORRESPONDENCE binder. The motion was CARRIED.

g) Vancouver City Hall and the Status of Women grant: Carole Cameron requested Executive permission to write a letter to all those on City Council who opposed the grant. Carole moved: THAT SHE WRITE A LETTER TO THOSE ON CITY COUNCIL WHO OPPOSED THE GRANT TO THE VANCOUVER STATUS OF WOMEN ON BEHALF OF THE EXECUTIVE EXPRESSING OUR DISPLEASURE WITH THEIR VOTES. It was seconded by Lid Strand and CARRIED.

h) Seniority for excluded employees: Carole said that although this issue was important it would have to be deffered for serious discussion until the next Executive meeting. She indicated that as many as 6 employees were in this excluded category and that although they received all the benefits of the Union they paid no dues. She said that Strudwick had approached the Union about allowing seniority for these excluded employees. Carole's response to Strudwick's overature was that we may consider the idea if the excluded employees were to pay dues. Carole told the Executive that should we follow this route then a Letter of Agreement affixed to the contract would be appropriate. It was decided that the Executive would discuss the issue at the next meeting and that the letter involved would accompany the minutes of this meeting.

The meeting adjourned at 5:28 pm.

Carole Cameron chaired the meeting in Wendy Bice's initial absence and Ray Galbraith took the minutes.

# Association of University and College Employees

LOCAL No. 1 (U.B.C.)

April 1980

Dear \_\_\_\_\_:

We have been bringing our Membership files up-to-date and have noticed that your file does not contain an application for membership. It could be that you were in fact signed up in the past and your application was lost in transit.

It would be of great service to us if you could complete the membership application form and the information below and return them to the Union Office.

1. a) Have you ever been signed up (and paid the \$1.00 application fee) by a steward or representative of the Union? YES \_\_\_\_\_ NO \_\_\_\_\_
- b) Do you presently have a Union card? YES \_\_\_\_\_ NO \_\_\_\_\_
2. ~~iii~~ If the answer to 1.a) above is "YES" could you indicate who signed you up and approximately when. \_\_\_\_\_
3. a) If the answer to 1.a) above is "YES" could you fill out the enclosed application form and return it to us. No \$1.00 application fee will be charged. A receipt will be returned to you as well as a Membership/Union card, if necessary.
- b) If the answer to 1.a) above is "NO" could you fill out the enclosed membership application form and return it to us with the \$1.00 application fee. A receipt will be returned to you as well as a membership card.

Sincerely yours,

Joan Treleaven  
Membership Secretary  
AUCE Local #1

**\*\* DRAFT COPY \*\***

Mar 22/80

Dear Union Reps:

After attending the Union Meeting last Thurs. I find myself wanting to offer a suggestion with regard to the members speaking to the Chair from the microphones.

I think it would be more enlightening to those attending the meeting if members making a Motion or even making a Comment first identify themselves by name & department. I know that the "regulars" know the speakers by name but as in my own case where I only attend meetings that are going to require my vote, I find it difficult to follow the proceedings not knowing the names of people speaking.

I read all the material that is printed & sent to members and so have formed my opinions & what I wish to vote for when I attend what to me is an important issue but like to hear other members views & like to know what Dept. they work in.

Having been in the Union since the beginning I hate to see us swallowed up by the "professionals" where we will have little or no say for our own "special working" conditions in such a variety of depts. This affiliation must be decided by the entire membership & I trust they all understand what it means.

Sincerely M. Hall  
Hoising