

Union Office

5:00 P. M.

Doreen Nicholson - Chair

The following were present at this meeting:

Doreen Nicholson	Division A	Joan Mullen	Division B
Frances Wasserlein	Division D/Treasurer	Pat Gibson	Vice-President
Joan Cosar	Division H	Robert Gaytan	Communications Comm.
Fairleigh Funston	Organizer	Shirley Chan	Trustee
Vicki Meynert	Secretary	Jean Lawrence	Division B/Contract

1. Adoption of Agenda

Frances Wasserlein that the agenda be adopted as presented.
Fairleigh Funston Carried.

2. Notice to Chairperson of next Executive Meeting

Frances Wasserlein was given notice that she was to chair the September 29/76 Executive Meeting.

3. Adoption of Minutes of last Executive Meeting

Fairleigh Funston that the minutes of the last Executive Meeting be adopted
Frances Wasserlein as presented.

Carried.

4. Business arising from Minutes

- a) A letter was sent to Jerry Andersen.
- B) A letter was sent to Barbara Wynn Edwards of the Job Evaluation Committee.
- c) Fairleigh phoned the AMS regarding an AUCE speaker for their forum. It has been postponed to a future time and they will contact us.
- d) October 14/76 General Strike. Pat Gibson will phone Melody Rudd to verify the exact wording of the Provincial Association recommendation. He will report back to the Sept. 29/76 Executive Meeting.

5. Correspondence

- a) Letter from Superior Stamp and Stencil Company regarding production of Union buttons.
- b) Letter from Sorwuc. The bank employees at the Bank of Nova Scotia - SFU Branch have applied for certification.
- c) Letter from Mark Thompson of the Institute of Industrial Relations regarding a 90-minute video-tape called "The Grievance Arbitration Process". Frances Wasserlein suggested that we reply to the letter inquiring about fees and perhaps ask someone to go see it.
- d) Letter from the Compensation Branch of the Anti-Inflation Board informing us that a more detailed review is necessary.
- e) Letter from Shirley Dick of the Education Department protesting against the October 14th Day of Protest.
- f) Letter from Neil Boucher regarding job classifications and titles to be referred to contract negotiations. The Grievance Committee has suggested some changes and the University has turned them down so far.
- g) Letter of resignation from Nancy Wiggs as an alternate on the Provincial Executive.
- h) Letter from Nancy Wiggs regarding a UBC employee working on a grant for the Education Research Project in Richmond. Is she included in the bargaining unit? Our certification covers Point Grey Campus and VGH. She transferred - what happens to her seniority?

6. Financial Report

a) Second typewriter

Frances Wasserlein wants to go to IBM. Either the Union buys a new self-corrector or a reconditioned Selectric through Purchasing. Frances asked Fairleigh to ascertain the prices of a self-corrector, long carriage Selectric, single pitch and dual pitch, new, reconditioned or used through Purchasing, IBM and Barr Consolidated. Fairleigh will then make the final decision.

b) Fairleigh Funston Joan Cosar

that AUCE Local # 1 Executive authorize the short-term hiring (3 days) of 2 persons on the recall list to assist Margo Scherk and Fairleigh Funston in updating the Local's membership records.

Carried.

c) Frances Wasserlein apologized for the ambiguous wording of the dues increase motion. Robert Gaytan suggested that motivation for the increase be included in the next Newsletter.

Fairleigh Funston
Pat Gibson

that each Executive rep. hold divisional meetings in the next 2 weeks to discuss the dues increase issue.

Carried.

7. Cupe situation - Strike vote

a) Pat Gibson Fairleigh Funston

that, if it is possible, we send the Support Cupe referendum out with the ballot for the October 14th General Strike ballot; but, if not, that the Support Cupe ballot go out immediately.

Defeated.

Robert Gaytan
Frances Wasserlein

Emergency Motion.
that a polling station be set up to receive ballots for the Cupe Support vote to be held Monday next week between noon and two o'clock and that an information bulletin and notice of vote be given to the membership on Sept. 15/76.
Carried.

b) AUCE Strike Committee

Pat Gibson stated that our strike committee was probably not prepared for a Cupe strike as they haven't even met yet. The decision to become involved as a support picketer should be made on an individual basis. Frances Wasserlein suggested that our strike committee might meet with Cupe's to ascertain what kind of a strike they might have, etc.

Fairleigh Funston
Robert Gaytan

that last year's Strike Committee meet with the present standing Strike Committee to review last year's strike report and relay any pertinent information to Cupe's Strike Committee.

Carried.

8. Grievance Committee Report

Stewards Seminar. The University has agreed to let us have one. We have to give them a month's notice. Election of new stewards at the end of September. Stewards' ignorance of the contract causes lack of will to handle grievances. We should hold the Seminar at the end of October. The new contract will also require a Stewards Seminar.

Pat Gibson
Frances Wasserlein

that the paid Stewards' Seminar be held one month after the signing of the contract and that notice be given to management of this intention.

Carried

Marcel Dionne
Pat Gibson

that the Grievance Committee recommends that the Executive in cooperation with the Grievance Committee begin proceedings to change our certification to include all persons within B.C. who are covered by our jurisdiction and are employed by UBC.

Carried.

9. Contract Committee Report

They haven't met with UBC since the last Membership Meeting. Clark is tied up in mediation with CUPE on AUCE's regularly scheduled negotiation days. Will meet Thursday and Friday this week. There is a rumor that Clark will be in mediation on Thursday as well. Aiming to produce weekly bulletin with aid of Communications Committee.

10. Communications Committee Report

Only 3 people are actually active on the Committee. They might change the format to something similar to the UBC Reports. Not getting very much response from membership. Will do more editing. Will try to get out every 2 weeks if more useful to Contract Committee. Will cost slightly less each issue than present newsletter.

11. Organizer's Report

- a) Anyone wishing to learn to run the equipment in the office is welcome to approach Fairleigh. Otherwise, machines are mishandled.
- b) The Strike Committee report has been run off. Anyone wishing to look at it may borrow a copy. There are not enough for everyone yet.
- c) Fairleigh has been working on old and new contracts to be printed side by side.
- d) Will write Organizer's Report for Newsletter. Will ask for volunteers to clip back issues of Province shelved in office. Frances suggested that we phone Shirley Dick to help.
- e) Working on Division Structure.
- f) SFU people phoned UBC's Carol Singer to see if they could get jobs here while strike happening there. When SFU people came down with her blessing, Carol said the University had changed their policy and they weren't hiring anyone during the strike at SFU. Their only recourse is to go to LRB on discrimination on their own. We have no jurisdiction.
Fairleigh Funston that the meeting be extended 3 minutes in
Shirley Chan order to get through the business at hand.
Carried.
- g) Some of the membership are concerned that Data Processing handles all Union business. CPU Systems Ltd. has written to see if we're interested in using their Mini-Computer business. Pat Gibson suggested that UBC has all the information we require and it doesn't seem feasible to have anyone else handle our business.

The meeting adjourned
at 7:04 P.M.

MINUTES OF SPECIAL JOINT CONTRACT & EXECUTIVE
MEETING

December 7, 1976 Union Office 5:00 p.m.

General Report on A.I.B.

Ian spoke to Bill Guest of the A.I.B. re. letter already in the mail. 19% reduced to 15% effective October 1st, 1975. Employer must send within 30 days revised copy of A.I.B. form reflecting A.U.C.E. wage and benefit increase (new copy to reflect roll-back.). Modification to wage and benefits to be arrived at by negotiations with the University. We asked that it not be released to the press until Thursday. Grant Doesn't want Confrontation- would spread payments over a period of time.

Questions and Discussions on Method of Repayment.

How does this affect our pay grades?

What about people who have quit? Do they pay back or do the people who have replaced them pay?

How is Income Tax, Canada Pension, Unemployment Insurance, University Pension Plan, etc. affected because of the rollback and payback?

People who are on Leaves of absence should have to pay back their portion.

Questions regarding people at the top of the pay scale. Some of their increases were in fact less than 15%.

What are other Unions Doing?

What is Legal Advice? What are the legal loopholes open to us?

Some Suggestion

Across the Board Roll-back

Figure out Difference between payroll last ~~XXXXXXXX~~ December and this December. 4 % from everybody

An overall average payback

Everybody to pay back increase they got over the 15% from Oct. 1975.

Request from membership that we need more time in order to investigate all possible angles so we can come up with answers for the membership.

Present alternatives to membership.

Analysis of percentage & dollar wage scale - maybe use overhead projector.

Make clear to membership it's an overall budget item - not based on individual percentages.

Check figures to see if July's increase was included in AIB.

Check B.C. Teachers Fed. court case re roll back before July (this was when B.C. came under AIB legislation)

Set up sub-committee to find out total amount increase.

Motion : Sub-committee be struck to determine dollar amount per person
& to re-check Univ. figures on their AIB 2 form.

Moved: Neil Boucher

2nd: Margie Walley

CARRIED

Sub-committee: Frances Wasserlein

Motion: We proceed with agenda.

Moved: Judy Todhunter 2nd: Neil Boucher

CARRIED

Motion: In order for Frances Wasserlein to do research on AIB rollback,
that the Univ. be requested to bill the Union for Frances'
day's pay.

Moved: Roberta

2nd: Doreen Nicolson

CARRIED

...CONT.

MINUTES OF SPECIAL JOINT CONTRACT & EXECUTIVE MEETING
December 7, 1976 Union Office 5 p.m.

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Press Release - What action to take?

Adopt a press release to be presented at the Membership meeting.

Kevin: "We should strike a sub-committee to re-negotiate our contract."

Discussion on press release written by Ian - delete AUCE composed of mostly women.

Discussion on figures of press release. Average wage of 19%, AIB has ruled that it should be rolled back to 15%. Form to be achieved through negotiation.

Discussion on inclusion again of low paid women workers in press release.

Union has asked for exception to AIB guidelines due to sex discrimination. The bottom paid \$633 & will be \$725 approx.

Discussion on CUPE technical jobs at UBC which are paid more but skills and education are comparable or less. Because the Anti-Inflation Act permits only percentage increase, low paid clerical type jobs continue to be low paid.

Question: Is substance of letter agreeable?

Motion: That substance of press release be adopted by this meeting and recommended to the membership at the meeting for release: and that in the event that the press finds out about the rollback before the meeting that we release it at such time.

Moved: Ian

2nd: Darlene Crowe

CARRIED

How does the rollback modify the next membership meeting? People want to know if we shouldn't break up & meet again tomorrow.

Chair recommends that a sub-committee work & prepare 'how to go about the AIB situation' toward the membership.

Moved: Jean

People needed to speak before the membership to explain what we know so far and to field questions.

Jean retracts motion: she felt that the executive should have the job.

Motion: To adjourn until tomorrow.

Moved: Kevin

2nd: John

CARRIED