

Tentative Agenda for May 13, 1980 Executive Meeting

1. Adoption of minutes of April 22, 1980
2. Business arising
3. Contract/Strike Committees' report
4. Union Organizer referendum 4. a) Division Representative report
5. Poll referendum for \$50.00 assessment
6. Financial report
7. Other Business:
 - a) Parking tickets
 - b) Campus Mail
 - c) Delegates to the Provincial Convention
 - d) Other reports

Minutes

Executive Meeting - May 13, 1980
Union Office
2:30 pm.

Present: Joan Treleaven, Marcel Dionne, Ray Galbraith, Pat Hannah, Lissett Nelson,
Judy Wolch, Carole Cameron, Nancy Wiggs, Helen Glavina, Lin Todhunter

1. Adoption of agenda:

Moved by Nancy Wiggs

Seconded by Lissett Nelson

THAT THE AGENDA AMENDED TO INCLUDE 4 (a) - DIVISION EXECUTIVE REPRESENTATIVE REPORT BE ADOPTED.

THE MOTION WAS CARRIED.

2. Adoption of minutes:

Marcel Dionne queried the Yellow Cab drivers crossing our picket line - he wanted to know how this would affect our continued support of their dispute. Lin Todhunter replied that it was Company policy to respect any picket lines. Ray Galbraith then reported that Kitty Cheema was acting as a go-between and that the drivers in the dispute had as yet to pick up our original letter of support and the donation. He said that Kitty wanted representatives of the cabbies to come to an Executive meeting to outline the present situation. Nancy Wiggs felt it was an issue that we could not deal with as we had no regularly scheduled two-hour membership meetings planned.

MEETING

Moved by Marcel Dionne

Seconded by Carole Cameron

THAT THE MINUTES OF THE LAST EXECUTIVE MEETING BE TABLED UNTIL THE NEXT EXECUTIVE MEETING.

THE MOTION WAS CARRIED.

3. Business arising from the minutes:

Carole Cameron reported that Deans and Departments had been notified of a two-hour membership meeting scheduled for the 15th of May. She said that there was no meeting planned and that it was an oversight that Grant was not contacted. Marcel Dionne said that he would announce at the membership meeting that evening that there would be no meeting on Thursday.

4. Contract/Strike Committees' report:

Nancy Wiggs reported that three buildings were out and that 212 members were involved. An approach was being made to the Mediation Services Commission, but Nancy stated that it would be an error to go back to the table without prior University intent to negotiate. The Union's willingness to negotiate was welcomed by the mediator. Nancy felt that it was necessary to stay on this track until the present card had been played. She then outlined the agenda for that evening's meeting and read Foulk's letter of support that was sent to President Kenny. The recommendation of the Contract Committee and Strike Committee would be to continue as at present. Both Committees expected a motion from the floor to return to work.

Judy Wolch presented the Strike Committee report and stated that some members had been pulled to staff the Union Office at night. She said that a meeting of Deans and Department Heads was scheduled for the next day to discuss the issue of a lock-out. She said that the strike had been effective and that four conventions had been cancelled to date. She said that the Committee felt that the graduation ceremonies should be included in any strategy and that the membership might want to escalate to an all-out strike situation. The Committee did not want to jeopardize any negotiations this week by possible escalation. Nancy Wiggs concurred and said that no escalation should be contemplated until Waterston called back.

Joan Trealeaven outlined her opposition to an all-out strike, but Judy Wolch said that if no response was forthcoming from the University then possible escalation might be needed. At some point we would have to get into the situation of levying at least \$40 - \$50 a week. The discussion continued with Carole Cameron relaying the pro all-out strike sentiment of some of the picketers, a strategy they felt would ensure the maximum effect. Marcel said that the picketers wanted some action, the feeling was that the University was coping. He

suggested a possible strategy of sending some members back to work while calling others out. He felt that we should pull more people to co-ordinate the office and the picketing. Helen Glavina added that it was a bad time to consider an all-out strike and that the members would be hurt financially. Computing activity was not labour-intensive - the only effective picketing was at Gage and possibly finance.

Nancy Wiggs reflected positively on the effect of the strike; she said it was not what you stopped but whether or not you burn management out - the effect was cumulative. In retrospect she said that perhaps Purchasing should have been pulled - if no answer was forthcoming from the University then the option of pulling Purchasing was enhanced.

Ray Galbraith reported on the referendum assessment ballot that would have to be prepared and on the cost of the strike to date. At the end of our 'first pay period' our strike fund would be exhausted and at that point our \$50,000 loan would be used to pay picketers.

Lissett Nelson stated that the routes of arbitration and an Industrial Inquiry Commission were nonsense and that by following our present strategy we were making a mistake. The majority of buildings were idle at present and it was to the University's favour to continue with our present strategy. July, Lissett felt, would be a better time. We should find ways of fighting for our contract in the interim and we should mobilize public support with the intention of building up our strike fund. A possible scenario was that the University would let us bleed; a response to this would be to advertise that we were preparing for an all-out strike. We should keep one building out in the interim and build the groundwork. Lissett felt that the Executive should start leading the membership and providing direction and that the three Committees should work in unison.

Nancy Wiggs responded to Lissett's suggestion to wait until later in the summer and said that she felt such a strategy would only drain members' energy. She agreed with Lissett that it was important the the three Committees work together and she suggested that it was necessary that the Executive and the Contract/Strike Committees meet twice a week. Carole Cameron heartily agreed with increased Executive involvement.

Marcel Dionne then spoke to the options before the Union: quitting, moving to an all-out situation, or waiting until September. He felt that if the purpose of the strike was to hurt the employer then we, as a union, should hurt the employer. If we played the waiting game then the University would sign with CUPE. Helen Glavina said that the University was not prepared to deal with the unions until they had settled with AUCE. At that point Nancy Wiggs cautioned the Executive about "freaking out" - she said that she felt good about the strike and that we should play out the option of using the mediator. Lissett Nelson then stated that we could succeed in August by closing down important areas on campus and that co-ordination with CUPE and OTEU was essential. Carole Cameron replied that OTEU was only a small group and that CUPE's president was not averse to recommending 10%. Marcel said that members were either willing to pay at some point or they weren't. He believed that the University was prepared to let us spend all our money and then some until the membership wanted to go back. Judy Wolch suggested continuing the discussion until after that evening's membership meeting.

Lissett Nelson added that the evening's membership meeting was an update - that the Committees should be discussing strategy to present to the membership the following week. She then moved that the three Committees organize a meeting with OTEU and CUPE regarding the strike. Marcel Dionne indicated that meetings had been held on a regular basis in the past and that they had no desire to meet unless our strategy would affect their members. Nancy Wiggs then requested that a joint Committees' meeting be set up for the following evening.

Moved by Lissett Nelson
Seconded by Helen Glavina

THAT A JOINT EXECUTIVE/CONTRACT/STRIKE COMMITTEES' MEETING
BE HELD IN THE UNION OFFICE TOMORROW, MAY 14, 1980 AT 5:00 PM.

THE MOTION WAS CARRIED.

After the motion Carole Cameron stressed that that the Executive had to take a leadership role and re-assess our strategy after a few days.

4. Union Organizer referendum:

Carole Cameron explained that the membership should probably vote for a new Organizer at

this evening's membership meeting as we had to give the University one month's notice on May 15th. She said that such a procedure was extraordinary. Judy Wolch then tentatively moved that the membership vote by secret ballot at this evening's meeting to elect a new Union Organizer. Marcel Dionne said that he felt it was not a good idea, that we should try to get an extension. Nancy Wiggs then suggested that we give 7 days notice of such a vote at the meeting and hold it at the following membership meeting.

Moved by Marcel Dionne THAT WE HAND OUT THE RELEVANT INFORMATION TO THE MEMBERSHIP
Seconded by Pat Hannah THIS EVENING IN REGARDS TO THE UNION ORGANIZER REFERENDUM AND
 THAT THE VOTE TAKE PLACE AT THE NEXT SPECIAL MEMBERSHIP MEETING.

THE MOTION WAS CARRIED.

5. Referendum Poll Assessment for \$50,000:

Ray Galbraith reported on the financial situation by making reference to earlier discussion and on the necessity of holding a referendum in the Union Office to finance our present strike strategy. Notice of poll should be given at the evening meeting scheduled for 5:30 pm. in the auditorium at Lord Byng. Marcel Dionne posed the question of how do we collect it from unwilling members assuming it passes. Nancy Wiggs replied that we had recourse to the disciplinary section of our constitution.

6. Financial report:

Ray Galbraith stated that the financial report had in fact been incorporated into the fabric of the Executive meeting at many points and as such no further report was needed.

7. Other Business:

a) Parking tickets:

Carole Cameron reported that an Executive position on this issue was needed.

Moved by Marcel Dionne THAT IT NOT BE THE EXECUTIVE'S RESPONSIBILITY TO PAY
Seconded by Carole Cameron PARKING TICKETS.

THE MOTION WAS CARRIED.

b) Campus Mail:

Marcel Dionne explained the reasons for the delay in delivering the mail - Campus Mail in its relocated position did not have the facilities to sort the incoming mail. He reported that as of the meeting the mail backlog would have been cleared.

c) Delegates to the Provincial Convention:

Nominations were to be closed on Thursday, May 15, 1980 and delegates would be elected at the following week's membership meeting. The members were to be asked to bring nominations into the Union Office.

d) Status of hourly employees and their cheques:

Nancy Wiggs indicated that hourly employees should press Finance for their cheques to be sent out or they should get one of their supervisors to pick them up.

e) Letter of Agreement re: 34.07 (a):

Carole Cameron reported that the University was getting around to enforcing the letter of agreement but that there were some catches. She cited the example of the notice sent to one of our members in the Faculty Club. The member in concern has been on payroll since February 5, 1980 and wondered why she was being approached by the University on this matter. Carole said that as a result she was building a policy grievance, while Marcel Dionne suggested that we file an unfair labour practice charge.

In response to a concern about proper picketing techniques from Judy Wolch, Marcel Dionne said he would make an announcement at the meeting that evening stating that problems had to be ironed out.

The meeting adjourned at 4:30 pm.