

Chairperson : Carole Cameron

Minutes recorded by: Wendy Bice

MINUTES

- * There was no quorum at this meeting, therefore an informal meeting was held which did not adhere to the agenda.
- It was decided to discuss the meeting held between the Contract Committee and the University to discuss the wage-reopener. The Union approached the University requesting a wage -reopener and had a meeting. At this meeting, the committee told UBC we wanted to obtain an increase for everyone. The University replied that they wanted to give an increase to certain classifications - those they were having trouble filling. The Union asked for a list of these groups. The Univ. declined. The Union thinks the Univ. offer would address about 330-340 AUCE members, possibly CO's, Medical Sec.'s, Sec. III,IV, Buyers. Grant stated there was "no probability" of a general wage increase. After this meeting, the Contract Ctte met and decided that proposals from the University should go to the membership, wrote a letter to the University asking for a proposal. The Union expects a response early next week pending Kennedy's okay, after the ratification of the CUPE 116 contract. The Union will provide a copy of the proposal to everyone when it comes.
- The VGH AUCE members should come to UBC when this proposal is discussed, at the UBC Union meeting. The Contract Ctte will meet and propose a membership meeting, either the regular one or a special one.
- A review of the whole classification system was discussed at this meeting with the University. Carole Cameron had written requesting a meeting with the University. Grant expressed an interest in doing this - going through and agreeing on what job descriptions should contain.
- Word Processors are not being considered as a special group by the University. Job descriptions have already been drawn up by the University, placing the Word Processors within existing sec. groups. Grant actually thinks the work is easier, and appears to have given no consideration to additional stress or technical skill required. Carole stated that the Union does not want special classes for W.P.'s but wanted to incorporate this job into the Sec. groups so people would be trained to do processing as part of their job - this is better for the job security of AUCE members. Carole said that although the University had included W.P.'s with C.O.'s in their job description submission, it was an error and the University hasn't implemented their descriptions and appears willing to discuss the matter.
- The University could have come to the Union with a proposal to create a new classification for M.O.A.'s, as they have an avenue in the collective agreement. They have not done so.
- A discussion of the upcoming proposal from the University re: wage re-opener ensued. It was clarified that any decision will be made at the Union meeting or by referendum ballot after the meeting, and that this has been told to people attending division meetings.
- Carole Cameron said she thought a review of the current classification system would be part of the University's proposal. A discussion ensued on the merits/disadvantages/repercussions of piecemeal upgrading re: disparity between classifications in wages, responsibilities, and the issue of the value of clerical work. Carole pointed out the fear that it could weaken our argument for equal pay for work of equal value if we agree to piecemeal upgrading on the basis of marketability.
- Possible solutions to getting around these problems were discussed as well as the inevitability of someone always being unhappy with any solution. It was pointed out that the University plays on this, telling AUCE members that it is the Union which is responsible for their not getting more money by not agreeing to piecemeal upgrading. This is therefore a contentious issue, and a divisive one.

- a discussion continued, where the need for a new classification system was elaborated on, and the history of the current one was explained. The possibility of incorporating some people currently A&P into paygrade V,VI,VII was discussed.
- The settlement recently ratified by CUPE 116 was discussed. They obtained a 2 year agreement, 15% first year, 13% second year. The Acute Care people have been raided by HEU. Carole gave a brief account of exclusion of the hospital people from the CUPE agreement last year, and the "sweetheart" deal this year to give them parity with HEU. The results of the raid vote will be announced later.
- Re: Grievance Report - last month there were 2 motions to take cases to arbitration. The grievance committee was not proceeding with the dismissal arbitration. Carole explained why the ctte. was not proceeding in this case. The ctte. intends to keep the membership up to date on each case's status, whether dropped or continued.
- A discussion ensued on the settlement obtained by IUOE - 15%. A&P 10% (+2)
- Wendy Lymer's motion for a \$10,000. term deposit for 89 days was discussed but not voted on as there was no quorum.
- A discussion took place on the need for VGH to elect a division rep., and it was requested that we put this on the agenda for the next meeting. It would be easier to approach people without repercussions if a division rep was available. Carole stated that an individual could fulfill this purpose as a steward. Carole outlined the duty of a Union representative to firstly, represent the Union and not one's own position. A discussion ensued on this subject. A discussion continued on the merit of meeting at VGH in a smaller forum. Adrien Kiernan expressed concern re: notifying people at VGH in advance of upcoming membership meetings. She described how successful a recent division meeting had been due to the good communication.
- Sheila Rowsell asked about people being allowed to attend the special two-hour meetings. A discussion ensued re: the difficulty some AUCE members were having in attending the meetings. Carole Cameron said that Employee Relations had told her it was the department's responsibility to look after phones, etc., while support staff were at meetings. Sheila expressed concern over the ambiguity of the current contract language.
- A discussion ensued on the freeze at UBC on jobs, especially about temporary employees, and who is being placed. Carole stated that there were about 100-150 temps, and that the Union couldn't keep track of who works where from the appointment notices. Mavis is giving confused messages to people. The structure has been set up that approval must come from Shaw for jobs to be posted. The discussion continued re: repercussions of not replacing people. The Union does not intend to do work they don't normally do, so the University will have to get more money or the work won't be done. At any rate, there will be fewer AUCE jobs in the future.
- Carole reiterated for those who just arrived at the meeting, what had been discussed earlier, especially re: wage re-opener.
- Sheila Rowsell reported on the Provincial: 1. election of officers - results are in the newsletter. After Sept. 24th, if there has been no protest, the new officers take office. 2. hearing of charges - Local I vs Local V for joining the CCU. The hearing results - the provincial executive found Local V guilty, and reprimanded them. They have called a special convention on October 4th. Local I delegates will be the same as for the other convention. There will be a rehash of the affiliation debate because of Local V joining the CCU, contrary to the referendum results. There will also be discussion as to whether Local V was right or wrong.

This convention is important because of the repercussions and questions re: what happened with Local V. Sheila expressed her willingness to meet with anyone who had any questions. She stated that the delegates will vote according to their conscience as they hadn't met before the Union meeting. The special convention will determine the fate of Local V. There had to be a special convention to discuss the clause drafted at the last convention, allowing for appeal through a special convention. Local V says they can belong to both CCU and AUCE according to the constitution and will remain in AUCE until they are expelled at the special convention. 3. The \$5 assessment has come from other locals except local 4. The provincial is giving us the money now.

- re: resolution on the per-capita compromise, found in the newsletter - unable to vote, as there was no quorum. This means that there will be no cost to us except for interest.
- Sheila explained a proposal that people on strike won't be required to pay per-capita tax to the provincial. The provincial was planning a seminar for education. Sheila stated that the Provincial will pay for AUCE members attending the Labour Studies Program offered at Cap. College. The Provincial is also getting into liaisons with other unions, especially women's issues such as equal pay, maternity leave. The Provincial executive supports other groups, such as groups currently asking for our maternity clause.
- A general discussion ensued re: other benefits such as wage indemnity vs UIC and Maternity benefits and the need for support for our contract demands. Further discussion on a proposed wage indemnity plan & a MSA draft, no-cost - giving up some sick days for this (per letter of agreement - no cost permitted). It was made apparent that the only sick records are in the library where the annual use is 8 days per year. A discussion of improving the dental plan which would cost more money took place.

The meeting adjourned at 1:50 pm.