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MEMBERSHIP MEETING

Thursday, November 13

5:00 p.m. Buchanan 104

NO SMOKING!

NON-MEMBERS MUST BE VOTED PERMISSION TO REMAIN AT MEETING.

AGENDA

1. Approval of agenda.
2. Approval of minutes of:
 - General membership meeting, October 9
 - Emergency membership meeting, October 22
3. Business arising from minutes:
 - Report from Heather McNeill on Wage and Price Controls meeting with other public service unions, November 12.
4. Financial report:
 - Possibility of motions that may be presented for money to organize union office.
5. Results of election of table officers:

President:	Ian McKenzie (Main Library)
Vice-President:	Nancy Wiggs (Education)
Secretary:	Bonnie Schoenberger (Community & Reg'l Planning)
Treasurer:	Frances Wasserlein (Education)
Membership Secretary:	Louise Hamilton (Fine Arts Library)
Trustees:	Judy Wright (Chemistry)
	Sharon Newman (Systems Services)
Union Organizer:	Peggy Smith

Notice of motion: that ballots from the election of table officers be destroyed.

6. Committee reports:
 - i) Grievance Committee
 - ii) Communications Committee
 - iii) Contract Committee

We have had mediation meetings the 27, 28, 31 of October and 3 November, 1975.

We are going through the unsettled proposals slowly so that the mediator can get an idea of what points are still at issue, and why each side of the table thinks they are at issue. The University has not changed their position on items such as Definition of Employees, Union Security, and other tender issues. However, we have reason to believe that some changes in those attitudes might be forthcoming, because the mediator has pointed out to the University that this is no longer the 11th Century, and that unions have been formed to provide justice and protection for employees and that it is high time that the University realized this.

There isn't really much else we can say, since we are re-reviewing at this point, but we all live in the sincere hope that once this stage has been completed we will begin to make some progress.

Here is some news that may cheer you up a little. Barret has called a provincial election for December 11, 1975. The Legislature has been prorogued, probably until after Christmas. Only Price Control/Freeze Legislation was passed by an Order in Council, earlier in the fall. No parallel legislation has been enacted (i.e. parallel to the Federal Government Price and Wage Control - Bill C73). We are not covered under the federal legislation. It may well be that we will not be affected in any way by the shale business. In light of this, we will do our best to negotiate and bring back to you for approval an entire contract as soon as possible.

iv) Provincial Association report:

1. Close nominations for delegates to Provincial Convention. Election of delegates.
2. Possible motions from Local 1 to Convention.
3. Open nominations for representatives to Provincial Association.

PROVINCIAL STEWARDS SEMINAR, SUNDAY, NOV. 30 (not Nov. 29)
9:30-5:00, HOLIDAY INN, HOME ST.
PROVINCIAL CONVENTION, SATURDAY AND SUNDAY, NOV. 15-16,
9:30, CAPILANO COLLEGE

7. Credit Union:
Notice of Motion: see attached.

8. Daycare

Chaired by Ian McKenzie

1. APPROVAL OF AGENDA

Further nominations for delegates to the provincial convention would be received under item 3, Business arising from minutes.

Vicki Meynert) That the agenda be approved as amended.
Patricia Mann)

CARRIED

2. APPROVAL OF MINUTES

Pat Gibson) That the minutes of the October 9th General Membership
Nancy Wiggs) meeting be approved as presented.

CARRIED

Pat Gibson) That the minutes of the October 22nd Emergency Membership
Nancy Wiggs) meeting be approved as presented.

CARRIED

3. BUSINESS ARISING FROM MINUTES:

Report on Wage and Price Controls Meeting (Heather McNeill)

BCTF representatives had gone to Ottawa to speak with the people who will be involved with the new bill (C173), which has not yet been passed and is only at its second reading. No definite interpretation of the regulations could be received and will not be known until it is passed. The provincial government has indicated that federal guidelines will be approved and the school trustees feel they are not able to offer any more than 8%. We could bargain for a greater amount and run the risk of having that rolled back if the university makes a successful complaint after the bill is passed. Some unions are receiving wage proposals which contain no increase at all. It was felt that unions involved in bargaining at this time should get together informally to discuss what is happening to them. Another meeting is scheduled for 5 days following the passing of the bill or December 13, whichever comes first. She pointed out that at present no one is covered by any controls.

Provincial Convention Delegates - nominations

Further nominations were received for provincial delegates representing Local 1. The following people were elected by acclamation:

Nominations were then received for alternates and the following people elected by acclamation: Pat Gibson
Vicki Meynert

4. FINANCIAL REPORT (see page 4)

Frances Wasserlein) That the financial report be approved as presented.
Robert Gaytan) CARRIED

In response to a question concerning the San Francisco conference mentioned in this report, Peggy said that a written report would be prepared but at the present time gave a brief summary of the conference. It was suggested that this should appear in the newsletter.

5. ELECTION OF TABLE OFFICERS - RESULTS

Emerald Murphy) That ballots from the election of table officers be
Nancy Wiggs) destroyed. CARRIED

6. COMMITTEE REPORTS

Grievance Committee (Pat Gibson)

The university is refusing to process miss- and reclassifications because they say the contract has expired. The contract signed last year is still in effect. There is a meeting to be held on Friday, Nov. 14 and the matter discussed at that time.

Heather McNeill) That we do a press release saything that the university is
Nancy Wiggs) violating the collective agreement, in the event that they do nothing on this issue at the Friday meeting.

Emerald Murphy suggested that this should be done through the grievance committee and the contract committee and Heather was in agreement.

The motion as amended to read : That the grievance committee and contract committee jointly issue a press release ... CARRIED

Communications Committee

A brief report was given stating that people are needed. A newsletter will be going out early next week and a work party being set up for Sunday afternoon.

Contract Committee

Frances reported on the wage and price control legislation. She had obtained the opinions of two Vancouver lawyers, Stu Rush and Ian Donald. Stu Rush supported the thought that we are in no way covered by this legislation as education is under provincial jurisdiction. There is also growing legal opinion that the legislation is unconstitutional. His strong recommendation was that we bargain energetically and earnestly as if the legislation did not exist because the province has not enacted any covering legislation. Ian Donald agreed with these comments and mentioned that there is little possibility that the provincial government will sit again until January.

Dale then reported on the state of negotiations. A meeting is scheduled for Friday. At the last meeting a grievance problem was raised, that concerning the halt in the processing of reclassifications and missclassifications. Although

the contract committee had told the mediator prior to the meeting that they did not wish to take time during negotiations to discuss a grievance matter, the whole morning was spent talking about it anyway. It has appeared at times as though the university is intentionally misunderstanding the union's proposals. It was felt that since there was no hammer to hold over Sims (the mediator) he had nothing with which to pressure the university. The meeting scheduled for Friday is supposed to finish up each side's presentations of their position on each article in the contract. After that each side in confidence will give the mediator their final position. The committee has stated quite strongly that they want a signed contract by the end of the month but to get that they must have a tool.

Dale McAslan) That we demand interest payments on retroactive pay.
Nancy Wiggs) CARRIED
(unanimous)

Dale McAslan) That we demand a signed contract by November 28.
Frances Wasserlein) CARRIED
(unanimous)

Dale McAslan) That the membership authorize an all-committee
Nancy Wiggs) meeting to call a strike vote in the near future.
CARRIED

Heather McNeill) That the special membership meeting next week not be
Emerald Murphy) a split lunch hour meeting and in the event we cannot
obtain a two-hour lunch meeting from the university, a
motion will be made to extend it.
CARRIED

Time - 7 o'clock.

Nancy Wiggs) That the meeting be extended for 10 or 15 minutes to
Emerald Murphy) cover matters pertaining to the provincial convention.
CARRIED

Emerald Murphy) BE IT RESOLVED that Local 1 stands firmly against having
Nancy Wiggs) any table officer on the provincial association being paid
a full-time wage.

Discussion followed which indicated that our position should be positive rather than negative and offer possible alternatives.

The resolution was ...

WITHDRAWN

Emerald Murphy)
 Nancy Wiggs) BE IT RESOLVED that Local 1 is strongly in favour that there be an elected union organizer for the provincial association, but that Local 1 is strongly opposed to any full-time organizer holding a table officer's position or to negotiate on behalf of any local.

CARRIED
(several abstentions)

A brief discussion was then held on Joyce Diggins' motion concerning the credit union.

Pat Gibson) That we defer the motion re Credit Union to the next
 Frances Wasserlein) two-hour membership meeting in December.

CARRIED

It was stated that this issue will be discussed under Business Arising from the Minutes.

FINANCIAL REPORT (continued)

Frances Wasserlein) That the financial statement be adopted by the membership.
 Robert Gaytan) CARRIED

Frances Wasserlein) That a cheque be forwarded in the amount of \$1162.00 to
 Robert Gaytan) the Provincial Association to cover the per capita tax owing to date (i.e., September 1975). CARRIED

Frances Wasserlein) That the sume of \$750.00 be allocated to cover office and
 Pat Gibson) equipment, and printing and stationery expenses (until the next membership meeting in December 1975). CARRIED

Frances Wasserlein) That \$150.00 be advanced to the Union Organizer (to cover
 Lake Sagaris) plane fare) to attend a working women's conference sponsored by union women in San Francisco. CARRIED

Frances Wasserlein) That \$500.00 be spent on improvements to the Union Office,
 Nancy Wiggs) i.e., flexible shelving, bulletin boards, mailboxes, trays/dividers, typing desk, card file, etc. Every effort will be made to purchase these items second hand. CARRIED.

Association of University and College Employees

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

Statement of Income and Expenses

Period from October 10, 1975 to November 13, 1975

Income from fees and donations	59.00
Dues	4734.00
Other [Reimbursement from College Printers/ Per capita tax]	<u>26.43</u>
	4819.43
EXPENSES	
Postage	25.00
Printing & Stationery	278.89
Relatives	-----
Conferences & Meetings	169.96
Heat & Utilities	250.00
Per Capita Tax	1196.00
Office Equipment & Expenses	161.48
Library	-----
Salary & Related Expenditures	792.33
City Cash	-----
Miscellaneous	-----
	2873.66
Excess of revenue over expense	1945.77
Cash on hand October 9, 1975	16831.23
Cash on hand November 13, 1975	<u>\$18777.00</u>

Resolution: That the financial statement be adopted by the membership.

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