



association of university and college employees

EXECUTIVE MEETING

September 22, 1982

Union Office
2:30-6:00 p.m.

1. Adoption of the agenda
2. Adoption of the minutes of August 31
3. Business arising from the minutes
4. Business arising from the correspondence
5. Secretary-Treasurer's report
+Commission on Part Time workers
+BCTCU
6. Union organizer's report
7. Union Co-Ordinator's report
8. Contract Committee report
9. Grievance Committee report
10. Executive report
11. Next Executive meeting
12. Next membership meeting
13. Other business

There are no Strike, Communication or Provincial reports as there are no committees or reps.

Karen Shaw will be attending as the new Health and Safety Rep.

September 22, 1982

EXECUTIVE MEETING
MINUTES

2:30-6:00 p.m.
Union Office

PRESENT: Suzan Zagar, Helen Glavina, Patricia House, Carole Cameron,
Shirley Irvine, Kitti Cheema, Margie Walley, Karen Shaw,
Sharon Newman

1. Adoption of the agenda
Moved by Carole Cameron
THAT THE AGENDA BE ADOPTED AS AMENDED. (the Contract Committee report was
The motion was CARRIED. moved to 4a) Seconded by Shirley Irvine
2. Adoption of the minutes
Moved by Shirley Irvine
THAT THE MINUTES BE ADOPTED AS CIRCULATED.
The motion was CARRIED. Seconded by Carole Cameron
3. Business arising from the minutes
Suzan asked what is happening with the Executive Sub-Committee on the
office? No one knows. There was some discussion of how they have
not met as a complete group. Suzan asked that we arrange a special
Executive meeting to discuss the whole matters the Sub-Committee was
to investigate.
Carole asked what her status was with regard to the potential overtime
on September 23 when she will have to attend an arbitration that will
go on beyond her normal working hours. She was given no answer.
Moved by Kitti Cheema Seconded by Helen Glavina
THAT A SPECIAL EXECUTIVE MEETING BE CALLED ON THURSDAY, SEPTEMBER 30,
1982 AT 5:00 p.m. IN THE UNION OFFICE TO DISCUSS THE SUB-COMMITTEE
REPORT.
The motion was CARRIED.

Suzan suggested that any reference to overtime to the membership wait until
after the special executive meeting can determine a policy.
4. Business arising from the correspondence
Several items were explained in more detail.
- 4a. Contract Committee report
The University has asked us to do ranking and for our response on their
suggestions to changes on the job standards. They also wanted our
philisophical position on several issues arising from the new job standards
proposed.
Contract Committee is meeting on September 23, 1982 to work out these
responses.
They are meeting with the University on September 24, 1982. Helen asked
if there was not some way to give more detailed information to the
membership? Kitti explained that it would be almost impossible because
of the complexity of the whole issue. There was considerable discussion
of how to present the whole SEP to everyone.
5. Secretary-Treasurer's report
Patricia reported on a letter from a member who wanted to be reimbursed
for the strike assessment in 1980. Patricia asked the Executive to make
a decision on how to handle this. Carole recalled that the Executive in
1980 made a decision not to reimburse anyone.
Moved by Helen Glavina Seconded by Margie Walley

Moved by Helen Glavina

Seconded by Margie Walley

THAT PATRICIA HOUSE RESPOND TO THE REQUEST FOR REIMBURSEMENT OF THE 1980 STRIKE FUND ASSESSMENT DENYING THE REQUEST ON BEHALF OF THE EXECUTIVE.

The motion was CARRIED.

Patricia reported that the Commission on Part Time Workers had called to inform us that we were scheduled to make a submission before them. They said we had requested it. This was done without the Executive's knowledge and no one on the Executive had time to prepare such a brief. Patricia was directed to decline on AUCE's behalf. There was some discussion of the problem of individuals acting alone and representing themselves as representing the Union. It has been a firm policy of AUCE that this is not appropriate and it was decided to remind everyone of this policy.

Patricia asked for help or direction from the Executive with regard to running off the minutes, correspondence, financial statements, etc. for the membership meeting the next day. She had planned on doing it in the morning but now was going to have to attend an arbitration. The Executive decided to have the agenda only and deferr the other matters until the next membership meeting.

6. Union Organizer's report

Carole reported on the certification variance application that is now before the Labour Relations Board. It is intended to be merely a house-keeping matter and will reflect what is presently the reality of our bargaining unit.

Carole read a letter we received from Ken Andrews, CUPE 116, with regard some people in our bargaining unit approaching or being approached by them to be released from AUCE. She reported on what she had done in response to this matter.

She further reported that her time had been taken up with Grievance and Contract matters.

7. Union Co-Ordinator's report

Shirley reported that she had been working on Grievance and Contract matters as well as helping a member prepare a WCB appeal. She has spent considerable time helping members with reclassification appeals including going to the Appeals Committee with them.

Also her work on the VDT Committee has continued. The committee is preparing a report for the President's Advisory Committee on Health & Safety. Shirley disagrees with the report and is drawing up her objections in the hope that they will be incorporated into the report. If they are not she will file a minority report.

8. Grievance Committee report

Helen reported that grievors are not giving us the whole story as was recently evidenced by a probationary employee dismissal when we discovered during an arbitration that the employee had left their previous employment under a cloud. The Grievance Committee is attempting to deal with these situations in a more forceful manner and will try and get more information about the University's case before going to arbitration. However, this has proved impossible in the past.

Helen outlined the various arbitrations pending: 2 dismissals and 1 leave of absence case.

The plans are going forward for the shop stewards seminar. She and Carole

have been working on it together.

Helen also informed everyone of a pending case where the University maintains that an employee resigned and we maintain that she was not responsible for her actions due to a medical problem. We want to proceed to arbitration and they refuse. There will be a hearing before the LRB to rule on whether there will be an arbitration.

There is one case going to the LRB for a 96.1. We want an interpretation of part time/continuing employees.

One final mention was made of the next arbitration to be heard. It is a case where the University changed the resignation date of an employee because she had vacation scheduled during her period of notice. As a result she lost money.

Moved by Helen Glavina

Seconded by Carole Cameron

THAT THE EXECUTIVE AUTHORIZE GOING AHEAD WITH THE SHOP STEWARDS SEMINAR IN OCTOBER AND PAY ALL RELATED COSTS.

The motion was CARRIED.

9. Executive report

It was decided to present the by-law amendment that deals with AUCE paying for members medical and dental when they are on leave of absence for medical reasons at the next membership meeting.

It was also decided to tell the membership that the Sub-Committee on the Office was in operation and would be reporting to them at a later date.

10. Next Executive meeting -- September 30, 1982 at 5:00 p.m.
-- October 13, 1982 at 2:30 p.m.

11. Next membership meeting -- October 21, 1982

12. Other business

Patricia asked what had happened to the by-law amendments that this Executive requested and that Sharon Newman had drawn up.

Patricia also asked what the Executive intended doing about the issue of the possible closing of the Daycare facility on campus.

There was no answer to either question.

Moved by Sharon Newman

Seconded by Margie Wally

THAT THE MEETING BE ADJOURNED.