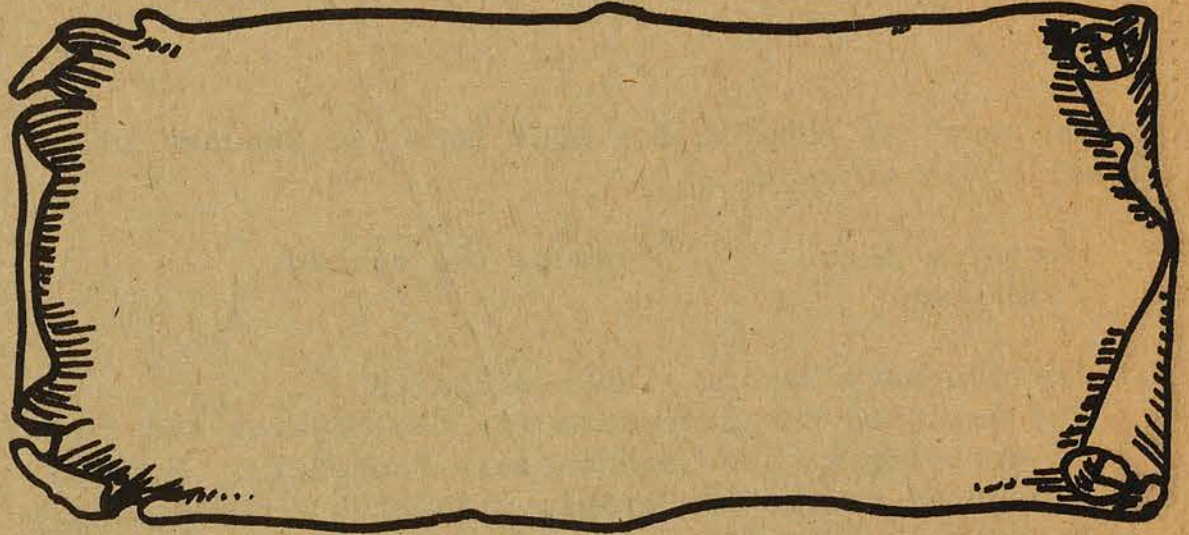


# ACROSS CAMPUS

AUCE Local I  
February, 1978  
Numbers 1-2



## AGENDA

No smoking

1. Adoption of Agenda
2. Adoption of Minutes - Dec. 14/78 & Jan. 11/79
3. Business Arising from Correspondence (9-10)
4. Executive Report and Motions
  - CUPW (see page 13)
  - Certification subcommittee (see page 36)
5. Opening Nominations
  - Union Organiser
6. Closing Nominations:
  - President
  - Vice-President
  - Secretary
  - Trustee (1)
  - Grievance Committee (3 at large)
  - Contract Committee (1 at large)
  - Strike Committee (9 at large)
  - Alternate to Provincial Executive (2)
  - Working Conditions Committee (2)
  - Sick Leave Study Committee (3)
7. Treasurer's Report (pages 11-12)
  - motions (page 13)

(also refer to December Newsletter)
8. Contract Committee Report
9. Grievance Committee Report
10. Bylaws Motion (page 16)
11. Provincial Report
12. Job Evaluation Committee
13. Other Business
14. Adjournment



## minutes...

Special Membership Meeting, January 11, 1979. IRC 2, 12:30-2:30

Announcement of Benefit for AUCE Local 2, January 19.  
Michelle has tickets.

2. Marjorie Butt to adopt the agenda. CARRIED  
Joan Cosar

3. Introductory Report - Ray Galbraith

Ray outlined the procedure for the meeting and explained the Committee's method of arriving at the Non-Monetary Proposals. Monetary proposals are being presented to the membership without a recommendation from the Contract Committee because the Committee was not unanimous in its support of the wage proposal. The wage proposal will be dealt with in a nonpreferential ballot. Ray pointed out that Bill C-46 Section 11 weakens our bargaining position because the University can have it invoked to prevent us from striking.

4. Non-Monetary Proposals - all moved and seconded by the Contract Committee that the wording of the following proposals be:

### 10.01 Union Meetings

The University agrees to allow twelve (12) two-hour lunch meetings (12:30 - 2:30p.m.) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given. CARRIED

### 13.08 Taxi Vouchers

Employees will normally be responsible for providing their own transportation to and from the University.

Whereas, employees may find difficulties in transportation at night, it is agreed that taxi vouchers will be provided, on the individual's request, to employees required to work after 11:00 p.m. or before 6:00 a.m. CARRIED

### 22.03 Hiring Policy

- (a) The University shall fill vacancies from within the bargaining unit, providing employees are available with the required minimum qualifications, before hiring new employees.
- (b) Where no candidate is clearly superior in overall ability and qualifications, seniority shall be the determining factor. Both parties agree that in all cases, job opportunity shall increase in proportion to length of service. CARRIED

### 30.04 Daycare

- (a) as in present agreement.
- (b) Employees with daycare duties may request either to work a four (4) day week as in Article 28.02 (c) (ii), or to have up to five (5) hours off per week. Such time off would be made up by that employee concerned during that week and shall not be considered as overtime. The University shall make every effort to comply with such requests. CARRIED



Approaches on Increment Policy

Ballots to be marked for one choice only:

- a) as is.
- b) phase out Step 1 this year and one step each year after than until seniority steps are eliminated.
- c) the employees shall receive \$10 per month for each five years of service completed after the fifth year.

Fifty per cent plus one is required for passage of any selection.

Neil Boucher that (c) be excluded as a choice and dealt with separately.  
Cathy Agnew

Results of vote: Option (a), as is, received a majority of votes.

Option (c): The employees shall receive \$10 per month for each five years of service completed after the fifth year. CARRIED

Neil Boucher that we postpone the Across-the-Board versus Percentage vote  
? until we have dealt with a motion from the floor on Shift Differential. DEFEATED

Type of Increase: Across-the-Board or Percentage

Results of the ballot: Across-the-Board	87
Percentage	169
	<hr/>
	256

Shift Differential

Neil Boucher that the Shift Differential be 5% for afternoon shift and  
Nancy Wiggs 10% for night shift. CARRIED

Adjournment.

\* \* \* \* \*



As there was no quorum for the January 18 membership meeting, it was cancelled. The Correspondence Report, Financial Statement and Minutes which should have been adopted at that meeting are reprinted in this Newsletter and will be dealt with at the February 15 meeting.

- Michelle McCaughran that we seat Sheila Perret from the Provincial.  
Cobie Wennes CARRIED
1. Kerry Higinbotham that Item #4 Executive Report and Motions appear  
Valerie Pusey after #8 Grievance Committee Report on the agenda.  
CARRIED
- Kerry Higinbotham that speakers from CUPW and Operation Liberty be  
Ivy Thomas seated only for the duration of those items to  
which they are speaking. CARRIED
- Michelle McCaughran that the motion and discussion on Operation Liberty  
Cathy Agnew be deferred to next daytime meeting. CARRIED
- Lid Strand that the Provincial Report be placed immediately before  
Valerie Pusey CUPW on the agenda. CARRIED
- Lid Strand that the agenda be adopted as amended.  
Rosalind Turner CARRIED
2. Michelle McCaughran that we adopt the minutes. CARRIED  
Cobie Wennes
3. Business Arising from Correspondence - none
5. Closing Nominations
- President: nominated Michelle McCaughran, Ray Galbraith, Judy Wright,  
Ann Hutchison. None Standing; Nominations reopened for one month.  
Vice President: Nominated - Jean Priest, Michelle McCaughran. None  
standing; nominations reopened for one month.  
Recording Secretary: no nominations; nominations reopened for one month.  
Treasurer: nominated - Michelle McCaughran, Valerie Melanson.  
Valerie elected by acclamation.  
Membership Secretary: Richard Melanson elected by acclamation.  
Trustees: nominated - Judy Todhunter, Margaret Nicholson, Lid Strand.  
Lid elected by acclamation.  
Contract Committee: nominated - Nancy Wiggs, Shelley Taggart, Ann Hutchison,  
Ray Galbraith, Ruby Rudd, Jay Hirabayashi, Myra Christianson.  
Ann and Shelley elected by acclamation. Nominations reopened for one  
month for one at-large position.  
Grievance Committee: nominated - Deborah Frank, Bob Tsai, Leeta Sokalski,  
Cathy Agnew. Deborah and Bob elected by acclamation. Nominations  
reopened for one month for one at-large position.  
Strike Committee: Cobie Wennes, Mary Tainsh, Neil Boucher, Deborah Frank,  
Jeff Hoskins. Cobie and Deborah elected by acclamation. Nominations  
reopened for one month for eight positions.  
Provincial Reps: Ann Hutchison, Richard Melanson, Marjorie Butt. Marjorie  
and Richard elected by acclamation.  
Provincial Alternates: Judy Wright, Myra Christianson. Myra elected by  
acclamation.  
Working Conditions Committee: Valerie Pusey. Valerie elected by acclamation.  
Nominations reopened for one month.  
Sick Leave Study Committee: Neil Boucher nominated. None Standing.  
Nominations reopened for one month.

6. Treasurer's Report - Cobie Wennes

Cobie Wennes that AUCE Local 1 engage a parttime bookkeeper on  
Rosalind Turner a contract basis.

Maureen Elliott that we defer this motion to the next daytime meeting,  
Lissett Nelson and that, in the interim, we get estimates from a  
bookkeeper. CARRIED

Michelle McCaughran that we adopt the November financial statement.  
Marjorie Butt CARRIED

7. Contract Committee Report

Bulletin #3 will be out next week.

Bulletin #4 is expected before the January special meeting, and will contain  
discussion of 6 proposals developed by the Contract Committee.

Ray called for participation of membership on Committees and the Executive.

Negotiations will be made exceptionally difficult this year by Bill 46  
and vacancy in our elected positions is an indication to the University  
that we do not take ourselves seriously.

Strategy - If the University does not begin negotiations within ten days  
of the Union's giving notice, it is the Committee's intention to go to  
the LRB. If the University continues to stall once negotiations are in  
session, the Union will wait only two weeks before calling in a mediator.

8. Grievance Committee Report - Jean Priest

a) Reclassification - settlement through the Grievance procedure imposes  
deadlines on the University. Recently, an employee won a reclassification  
with retroactivity of almost 2 years after going to Step 3 of the procedure.

b) Employee files - the University is haggling over what constitutes a "file".  
They are claiming a supervisor's files are not official files and not  
subject to collective agreement.

c) Involuntary Transfer - 1 arbitration, 2 awards

Grievance Committee that the membership authorize the Grievance Committee  
to take to arbitration the Employee Involuntary Transfer  
grievance and approve all related expenses.

CARRIED

Grievance Committee that the membership authorize the Grievance Committee  
to take to arbitration the Involuntary Transfer Policy  
grievance and approve all related expenses.

CARRIED

Grievance Committee that the membership authorize the Grievance Committee  
to take to arbitration the Hiring Policy grievance  
and approve all related expenses. CARRIED

Christmas Bonuses

Employees of a certain department are to receive substantial cash bonuses of between approximately \$700 and \$900, including members of our bargaining unit who are employed in this department.

Jean Priest  
Vicki McNeill

that AUCE Local 1 ask that the University not pay these bonuses.

Kerry Higinbotham  
Kerry Taylor

that this motion be deferred to the next daytime membership meeting and that an investigation be made as to where the money is coming from.

CARRIED

9. Provincial Report - Lid Strand

Bill 46 is an unproclaimed essential services act which was drafted to force CUPE school board employees in the Interior back to work. It includes within its scope all university and college employees such as ourselves, under Section 11, and could conceivably be used against us at any time.

Lid Strand  
Peg Willis

that the membership of AUCE Local 1 oppose the Essential Services Amendments contained in Bill 46.

CARRIED

Lid Strand  
Rosalind Turner

that we make our opposition to this legislation known by:

- 1) sending telegrams to the Minister of Labour, the leader of the Opposition and the leaders of the Liberal and Conservative parties of B.C. and the N.D.P. labour critic, outlining our opposition and requesting the Minister that these amendments be repealed;
- 2) issuing a press release;
- 3) informing the B.C. Federation of Labour and the C.C.U. of our opposition.

CARRIED

Lid Strand  
Cobie Wennes

that the Executive of AUCE Local 1 be empowered to work with AUCE Provincial and other unions to develop a coordinated strategy to oppose the imposition of these amendments on the workers of B.C.

CARRIED

AUCE Local 3 at Notre Dame has been merged with CUPE, since the College has now been placed under directorship of Selkirk College, where CUPE holds the certification.

AUCE Local 6 at S.F.U. has been certified.

10. CUPW

Lissett Nelson                                 that we seat CUPW representatives.         CARRIED  
Marjorie Butt

Larry Thiessen                                 that we limit discussion to fifteen minutes.  
Cobie Wennes   CARRIED

Lloyd Ingram of CUPW addressed the meeting, outlining the difficulties CUPW has had in enacting their 1975 collective agreement and describing working conditions in the Post Office leading up to their recent strike. Instead of bargaining in good faith, the Canadian government has put its energy into a concerted effort to divide and demoralize individual employees.

Bill C-8 - The members of CUPW felt their opposition and defiance of this back to work order was justified because, historically, bad laws have only been changed through organized mass opposition.

Marian Pollock, Chief Steward for the Vancouver local of CUPW pointed out that this sort of legislation is designed to be used against other unions, besides the postal employees, and that an effort to smash one union is aimed at all unions.

The Executive                                 that AUCE Local 1 support CUPW, both morally and financially in the sum of \$2,000.00, in its rights as a trade union to bargain collectively and in good faith, in its right to strike, and in its struggle to maintain the principles of democracy.

Alice Kalensky                                 that discussion of this motion be deferred to the  
Jeff Hoskins   next daytime meeting.   CARRIED.

Adjournment.

---

## Quotable Quotes

---

Those who say, "Unions are no longer necessary," are really saying that now they're enjoying the benefits unions have won they don't want the inconvenience of strikes by others any more, or, as they say in Britain, "... I'm alright Jack."