

AGENDA

MEMBERSHIP MEETING MAY 6th

Contract Committee Report on Friday May 2nd:

Strike Report:

- a) Motion - That each non-striking member be earnestly encouraged to picket the equivalent of 1 hour per day.
- recommend weekend assignment as per forms.
- b) Volunteer schedule
- c) Answers to: Medical/Dental, sick leave (not honouring), no contract; caution
- d) dealing with picket lines

Financial Report (Ray):

- a) Motion: To have a referendum to assess up to \$50.00/month per AUCE member including picketers for the duration of the strike or until a membership meeting changes this policy.

Options for Continuing:

- A) settle for 10%
- B) continue & escalation
- C) All-Out
- D) leave to Sept.

Recommendations:

Minutes

Special Membership Meeting - May 6, 1980
IRC 2
5:30 to 8:30 pm.

The meeting was called to order at 5:39 pm. by Marcel Dionne. At that point Marcel outlined the agenda:

1. Contract Committee report of May 2, 1980
2. Strike report
 - (a) Motion re: volunteer picketing
 - (b) Volunteer schedule
 - (c) Answers to Medical/Dental, sick leave (not honouring), no contract, caution
 - (d) Dealing with picket lines
3. Financial report
 - (a) Motion re: \$50.00 assessment
4. Options for continuing:
 - (1) settle for 10%
 - (2) continue and escalation
 - (3) all-out
 - (4) leave to September
 - (5) recommendations

1. Contract Committee report:

Nancy Wiggs, at the outset, announced the resignation of C.A. Connaghan and his replacement by James Kennedy. She then launched into an explanation of Friday's negotiating session, the core of which is contained in Bulletin #11. She stressed the importance of Vice-President White's budget memo in regards to the 1980-81 allocations. It was the perception of the Contract Committee that if we were to get a settlement full credence would be lent to the budget. As a result a package that could not be tampered with was drawn up; when it was violated by the University the Union returned immediately to the 15% position on wages and brought all the other outstanding items back to the table. Nancy asked the meeting whether that assessment was correct. She also stated that the Committee recommendation was to continue the present strategy.

Maureen Gitta, an AUCE member, was the first to speak. She said she could not understand why the Committee had gone down to 11% - she felt that there was no way the University could move. She requested further clarification. Marcel Dionne responded by taking full responsibility for the decision. He felt that the 11% was fairly representative of the membership at that time - if that assessment was incorrect then it was up to the membership to so indicate. The desire of the Committee was to get an agreement something which didn't occur. Furthermore, Marcel stated that we were not out for 1%. To which Maureen replied that she would be galdly our for wage parity and for the concept of equal pay for work of equal value. Marcel replied that the Committee had to take a leadership role and that it was up to the membership to exercise their democratic prerogative and to say that the Committee was wrong.

Jean Lawrence carried the thread of the discussion a step further. She said she should have spoken out earlier in negotiations, but she felt that an error had been made when the Committee moved from 18% to 15% without membership approval. She asked what items remained on the table adding that people this year were in a "monetary spirit", which was unfortunate. Jean saw no reason why we couldn't bring retirement back to the table.

Stuart Rush supported the Contract Committee's approach on Friday saying that the University made no attempt to address any of our concerns. He strongly urged that we go back to the 15% position with resolve. Judy Wright, after concurring with Maureen Gitta and Jean Lawrence, said that we had to put some teeth back into our 15% wage demand.

Moved by Judy Wright
Seconded by Marcel Dionne

THAT THE AUCE LOCAL #1 MEMBERSHIP CENSURE THE CONTRACT COMMITTEE FOR HAVING IMPLIED THAT WE WOULD MOVE TO 11% AND THAT THE MEMBERSHIP RE-AFFIRM IN THE STRONGEST TERMS THE 15% WAGE DEMAND.

The first speaker on the motion, Carol Smallenberg, indicated that once the ball got rolling in the Computer Centre the jobs could be done without AUCE employees. She favoured returning to work immediately - the issue of striking for adoption leave was too stupid. She moved that a vote be held to immediately accept the University's offer. Marcel Dionne explained that the motion was out of order at that time.

After further discussion, most of it favouring the motion to censure the Contract Committee, the question was called.

THE MOTION WAS CARRIED.

At that point Michelle McCaughran expressed her disappointment that retirement had been yanked from the table. She then asked what items remained on the table. Neil Boucher replied that retirement was no longer with us because the Union was having an incredibly difficult time winning issues of human concern.

Nancy Wiggs then reviewed the items still on the table: 7.02 - Full-Time Leave of Absence, 21.01 - Tuition Waiver, 22.01 - Job Postings, 22.07 - Temporary Promotion, 27.15 - Time Off Between Boxing Day and New Year's, 28.05 - Shift Work, 30.05 - Medical/Dental and 36.02 - Wage Rates.

Cathy Agnew took the floor to ask where we went from there; she said we should debate the issue on what we wanted to do from that point and that we should get on to it immediately. Marcel Dionne added that we should be made aware of our financial position. Another speaker stated that we had to stand up and fight for things, that any defeatist attitude was counter-productive. Yet another member said that her supervisor raised the spectre of a lock-out which to her mind focused the issue onto an all-out strike or acceptance on the University's terms.

2. Strike report:

Shelley McInnis presented a brief report. She indicated that the strike had been effective to some degree - two conferences had been cancelled, students were not being registered, some CUPE members were willing to help us picket during the night. Shelley said that volunteers were needed for many of the picket shifts.

Moved and seconded by the Strike Committee THAT EACH NON-STRIKING MEMBER BE EARNESTLY
ENCOURAGED TO PICKET THE EQUIVALENT OF ONE
HOUR PER DAY.

At that point Heather MacNeill took the floor to speak in broad terms on the various strike alternatives. It was her opinion that the University was on the defensive and that we needed more people to be visible and vocal. It was paramount that we show the University how strong we actually are.

THE MOTION WAS CARRIED.

Ann Hutchison then suggested that it was important that we talk about the specifics of the effectiveness of our strike. Nancy Wiggs presented a report on rumours that had been circulating over the past few days, rumours to do with essential services, lock-out, all-out strike, etc. She proceeded to answer or to provide some rationale for the rumours. On the matter of a possible lock-out she informed members to report immediately to the Admin Building should they be confronted with lock-out posters.

Sue Eldridge indicated that her supervisor had called her in and said that the University would get tough with sick leave and vacations. That was based on the premise that we had no contract in effect - thus, the University could withdraw benefits. Marcel Dionne concurred and said that the University was in the position to do with us as they wished - but it was important to remember that several Depts. were sympathetic to our cause. As to medical coverage - we were covered at least until the end of May. Nancy Wiggs reported that grievance procedures and arbitration and many other rights were still available to us under existing laws.

A member then asked why Purchasing and Housing had as yet not been pulled out. She also wanted to hear about our financial position before deciding upon any strategy. Carole Cameron

reminded the meeting that at some point an agreement would be signed and that we would return to our normal duties with the University - that in itself was important in toning down any University over-reactions. Heather MacNeill reminded the meeting of the aspect of retroactivity in any new agreement.

3. Financial report:

Ray Galbraith presented a financial report directly related to the selective strike policy adopted by the membership. He said that the report was predicated on the present strategy and did not account for either a rapid escalation of the existing strategy or a total strike/lock-out situation. Ray reported that the Strike Fund contained approximately \$55,000 and that we had tentative approval from the BCTCU for a \$50,000 demand loan at 18 1/2% interest. Ray stated that at some point the loan would have to be repaid and that would take an assessment over and above any approved at today's meeting.

Ray said that his report was also based on 100% picketing, which was not the case as some members had chosen to forfeit wages by not picketing or serving as office assistants. There were about 200 members affected by the strike to date, with the average daily net pay in the \$40-\$45 range. That would mean that the strike fund would be being depleted daily by the amount of \$8000-\$9000. On that basis the Strike Fund could be depleted as early as May 13th. If the \$50,000 was borrowed and no assessment decided upon we could get by until May 20th to May 21st. With a minimum of a \$40.00 assessment on May 31, 1980 we could continue full pay minus any assessment(s) for all strikers until May 28, 1980.

Moved and seconded by the
Contract and Strike Committees

TO HAVE A REFERENDUM TO ASSESS UP TO \$50.00 A MONTH PER AUCE MEMBER INCLUDING PICKETERS FOR THE DURATION OF THE STRIKE OR UNTIL A MEMBERSHIP MEETING CHANGES THIS POLICY.

Ray Galbraith suggested that the motion be amended to read:

TO HAVE A REFERENDUM TO ASSESS UP TO \$50.00 ON MAY 31, 1980 PER AUCE MEMBER INCLUDING PICKETERS UNTIL A MEMBERSHIP MEETING CHANGES THIS POLICY.

The suggested changes were incorporated into the motion.

Marcel Dionne recommended that the above motion be table until we decided the strategy.

Moved by Marcel Dionne
Seconded by Michelle McCaughran

THAT THE MOTION TO HOLD A REFERENDUM TO ASSESS MEMBERS BE TABLED.

THE MOTION WAS CARRIED.

Neil Boucher then referred the meeting to the options at hand. He asked for direction from the membership on the issues of settling for 10%, of continuing and escalating, of an all-out strike, or of leaving everything until September. It was the solid recommendation of the Contract and Strike Committees to continue with the present strategy and to escalate when necessary. He requested some type of motion from the membership.

Moved by Ann Hutchison
Seconded by Michelle McCaughran

THAT WE CONTINUE THE SELECTIVE STRIKE ACTION WITH POSSIBLE ESCALATION.

Ann Hutchison motivated stating that the present policy was bringing pressures to bear on the University. A wide-ranging discussion ensued. One speaker recommended voting against the motion and suggested accepting the University's offer. Others supported the strategy and recommended launching a massive publicity campaign through the press and through telephoning. Another speaker, Marcel Dionne, felt that the strategy had not had and would not have the desired effect; his recommendation was to close the University down. Nancy Wiggs spoke against this option of an all-out strike - she felt it was putting the cart before the horse, that there were other more valid routes to follow at present. Richard Melanson suggested that we organize a march of AUCE members, a march that would go from the Dept. of Employee Relations to Kenny's office demanding a contract.

Questions arose in regards to uncovering the location of Campus Mail and of possibly shutting it down, to the status of CUPE's and OTEU's negotiations, to the method by which we plan to get back to bargaining. To that last query Neil Boucher said there was no one definite answer - the request could come from either party.

The question was called.

THE MOTION WAS CARRIED.

Richard Melanson then announced that a march would be held the next day and would muster at noon at Sedgewick.

Marcel Dionne announced that the referendum dealing with the assessment was back on the floor. After some further discussion it was stated that the referendum question would include pro-rating for part-time members and that the Union would investigate further alternatives in regards to financing and interest rates.

The question was called.

REGARDS

THE MOTION TO HOLD A REFERENDUM POLL IN [REDACTED] TO AN ASSESSMENT OF UNION MEMBERS ON MAY 31ST WAS CARRIED.

Heather MacNeill then asked the meeting their opinions on the proposed march. She believed it was too important to be left to an impromptu ad-hoc committee. She asked for guidance from the membership and after a straw poll it was decided that it should be delayed so that it could be better organized. It was also decided that the next membership meeting would take place the following Tuesday.

Marcel Dionne announced that volunteer picket schedules were available to fill out and Cathy Mooney, responding to a question about changing picket schedules, said she would be willing to make any possible changes to the schedules.

The meeting adjourned at 8:00 pm.