

12:30 - 2:30 p.m.

MINUTES

Chairperson: Marcel Dionne

Minutes Recorded by: Carole Cameron

Announcement: The campus NDP club are sponsoring a film called "WILLMAR 8" - about bank employees trying to organize in Minnesota. It lasts for 55 minutes and will be held in Buchanan at 12:30 November 3rd.

1. Adoption of Agenda

Moved by Cobie Wennes  
Seconded by Joyce Diggins

THAT THE AGENDA BE ADOPTED AS CIRCULATED

Amendments to the agenda were made by Marcel Dionne to add the following nominations: President, Vice-President, Membership Secretary, 2 Provincial representatives and 1 Trustee. Pat House added that nominations for Grievance Committee representatives should be opened too.

The motion as amended was CARRIED.

2. Adoption of minutes:

Moved by Georgina Smith  
Seconded by Regina Tsanas

THAT THE MINUTES OF THE MEMBERSHIP MEETING  
OF September 17, 1981 BE ADOPTED

Corrections were made as follows: on page 14 of the Newsletter (page two of the minutes) delete, from the first paragraph, the words "Bourinot's Rules should not be used in this case, citing situations where the rules should be used." and replace them with "she stated that information would have to be inaccurate, insufficient or due consideration not have been given before a motion to reconsider should stand." On page 17 (page 5 of the minutes) delete, from the second paragraph under the Executive Report, ", a Computer Operator".

The minutes as corrected were CARRIED.

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. Nominations: Opening

President - Helen Glavina, Nancy Wiggs, Irene McIntyre  
Vice-President - Suzan Zagar, Ann Hutchison  
Secretary-Treasurer - Cobie Wennes, Pat House  
Membership Secretary - Wendy Lymer  
2 local Trustees - Sharon Newman, Cathy Brown  
2 Provincial Reps - Sheila Rowsell, Shirley Irvine  
Grievance Cmtte rep - Sue McClintock, Irene McIntyre. Sue  
McClintock was elected by acclamation, Irene McIntyre  
deferred until the November union meeting.



5. Nominations continued

University Health and Safety Cmtte reps - there were no nominations.

These positions will remain open until the next meeting.

Strike Committee - there were no nominations. These positions will remain open until the next meeting.

Provincial Education Committee - there were no nominations. These positions will remain open until the next meeting.

Communications Committee - there were no nominations. These positions will remain open until the next meeting.

6. Secretary-Treasurer's Report

Moved by Carole Cameron  
Seconded by Betty Finnsson

THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE  
THE FINANCIAL STATEMENT FOR THE MONTH ENDED  
AUGUST 31, 1981.

Linda Tretiak asked for an explanation of the Salaries and Related Expenditures part of Expenses. Carole Cameron told her it covered the salaries and benefits of the three full-time paid office staff, paid time off work for committee members to attend various meetings like Executive, Contract and Grievance as well as leaves for employees involved in arbitrations (in particular two employees who had time off work to see the union's lawyer). Linda further inquired about the Nabel Leasing expense and Carole advised this covered the leasing of the union's addressing equipment and was part of a 3-year lease we had for the machine. At the end of the 3-year period the union can buy the machine outright or renew the lease.

The motion was CARRIED.

Moved by Carole Cameron  
Seconded by Cobie Wennes

THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE  
THE FINANCIAL STATEMENT FOR THE MONTH ENDED  
SEPTEMBER 30, 1981.

Linda Tretiak asked whether the difference of approximately \$500.00 in Salaries and Related Expenditures between August and September would be due to the union paying for additional time off for committee members to attend meetings and arbitrations. Carole Cameron replied that this would be the reason for the difference. Linda further asked about the money going into the strike fund and asked whether we could have a motion to the effect that 10% of our monthly dues must go into the strike fund. Carole Cameron advised that such a motion already existed. She went on to say that possibly this had not been done because of the uncertainty of the amount necessary for reimbursement for lost wages plus the fact that Wendy was going to be putting \$10,000.00 of the BCTCU Savings 100 account into a term deposit. Wendy Lymer is on holiday this week but would be better able to answer these questions at the next union meeting.

The motion was CARRIED.

7. Grievance Committee Report

Ted Byrne, Chairperson of the Grievance Committee, gave the report. He reported on the last two Labour Committee meetings, advising that a Leave of Absence grievance had been settled, an Employee Files grievance had been settled but that a reclassification grievance had not been settled. He reported on policy grievances concerning reduction in the work force, reclassification of all downgraded positions and replacement of LA IV's with librarians.



7. Grievance Committee report continued

Ted Byrne also advised that the union was pursuing a policy grievance over forms that part-time employees were being asked to sign wherein they waive their right to two weeks notice of lay-off. He said the Grievance Committee and the University were in the process of deciding on arbitrators for three grievances. He advised that the grievance with respect to the University's implementation of job descriptions for Word Processing Operators and job descriptions and change of pay grade for Computer Operators had an Industrial Relations Officer assigned to it.

Moved by Ted Byrne  
Seconded by Lissett Nelson

THAT AUCE LOCAL ONE TAKE THE LA IV EMPLOYEE FILES GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

Discussion ensued on arbitrations, the costs, legalities of proceeding vs not proceeding under the Labour Code, expedited arbitration procedure for the next contract. Several members stated that grievances are fought for principle and precedent. Another member asked by the membership's approval was necessary since it seemed that all grievances had to proceed to arbitration regardless. She was advised that approval of the membership is necessary under our By-laws. The motion was CARRIED.

8. Contract Committee report

Murray Adams, Chairperson of the Contract Committee, gave the report. He reported on the activities of the committee including its composition and how the nine people had been elected. He advised that all of them had been elected by acclamation. He said that the committee needed the following: a librarian, publicity people, a secretary plus people that have a particular interest in some area of the contract who would be prepared to do research. He said that a questionnaire would be going out to the membership asking what their priorities for next year's negotiations were. There will be a work party to put this together on Monday, October 26, 1981 at 5:00 p.m. Anyone interested in attending can find out the location by phoning Murray at L.2882. He went on to say that letters had been sent to other unions that have clerical and library workers in them, asking for a copy of their contract.

Murray then referred to the October 16, 1981 letter from Robert Grant. He raised some concerns that the Contract Committee had about ambiguities in the letter and then made the following motion:

Moved and Seconded by the Contract Committee:

With regard to the University's wage proposal of 16 October, the membership of AUCE Local 1 directs the Contract Committee to:

- 1) seek by letter any clarification which the Committee considers necessary as to the meaning, intent or negotiability of the proposal,
- 2) distribute the proposal and the text of the Committee's letter to the entire membership,
- 3) report the University's response to a special two-hour membership meeting, which will be held on Thursday, 5 November, and which will have the Contract Committee report as its first item of business.

The motion was CARRIED.



8. Contract Committee report continued

Lissett Nelson then raised the issue of affiliation to the CLC. She said that she was giving notice of her intention to have discussion on this issue again. She would be giving such notice in the next Newsletter. She asked for a show of hands to indicate the membership's interest and was satisfied that there was sufficient interest.

Sheila Rowswell gave some information on the report of the Joint Job Evaluation Systems Review Committee at SFU. She referred to the decision-band review of job standards. Nancy Wiggs added that AUCE Local 4 was also looking at the decision band method and she cautioned against just receiving proposals on job standards from the University. she said we needed revisions to the job standards but that the Union must participate in these revisions. Lid Strand gave additional information on the decision-band report advising that Woods Gordon, a management consultant company, had prepared the SFU report.

The meeting adjourned at 2:25 pm.