

MINUTES

SPECIAL MEMBERSHIP MEETING - April 9, 1980

IRC 2

12:30 - 4:00 pm.

The meeting was called to order by Marcel Dionne at 1:47 pm.

The agenda was announced by Marcel Dionne:

1. Report by Sandy Masai of the Strike Committee
2. Strike Committee nominations
3. Contract Committee report
4. Strike Committee report

1. Sandy Masai report:

At the outset Sandy presented a brief summary of the events surrounding the proposed picketing of Prince Charles which was subsequently called off. She then proceeded to a preliminary review of the 1978-79 contract negotiations and the strike vote that was taken. She indicated that two to three steps were involved in the taking of a strike vote. Sandy referred the meeting to the concept and explanation of a selective or rotating strike. At the end of her report she stated that the membership would have to authorize the taking of a referendum strike vote. She said that the above items would be fleshed out at a later point in the meeting.

2. Strike Committee nominations:

Eight (8) positions were vacant. The following members were elected by acclamation: Judy Wolch, Ivy Vaksdal, Shelley Tagert-MacInnes, Isabelle Cripps, Annika Mair. Three (3) positions remained unfilled and as a result nominations were to remain open until the next membership meeting.

3. Contract Committee report:

Nancy Wiggs reported the following:

Articles signed to date (4 of which were the University's):

- 3.02 - Continuing Employee
- 17.01 - Picket Lines
- 19.04 - Notice of Intent - Technological Change
- 22.08 - Orientation Period
- 31.04 - Reclassification Procedure
- 33.06 - Disciplinary/Action/Employee Files
- 34.06 - (i) Recall
- (1) Recall

The Contract Committee had dropped the following proposals to date in an effort to get further movement from the University: 3.07 - Retirement, 9.01 - Human Rights, 19.041 - Technological Change, 23.02 - Employee Files, 28.02 - Work Day and Work Week, 30.02 - Compassionate Leave, and 31.04 - Reclassification Procedure. Nancy stated that movement had been accomplished in terms of quantity not quality. The 18% wage demand and the other monetary demands had remained intact, the perception of the Contract Committee being that this area was a priority with the membership. Nancy added that the University had dropped one proposal.

The following items were still on the table: 5.05 - Contracting Out, 7.02 - Full-Time Leave of absence, 21.01 - Tuition Waiver (re-worded to include two courses), 22.01 - Job Postings, 22.07 - Temporary Promotion (re-worded by the Committee on several occasions with the University "philosophically opposed in the end"), Article 27.15 - Time Off Between Boxing Day and New Year's, Article 28.05 - Shift Work, Special Leave (watered down to two days a year) and Adoption Leave (altered to a mere leave without pay).

Nancy said that the University package had been received that morning and that it contained their abhorrent Leave of Absence clause, 100% of Extended Health Benefits (45¢ per single employee per month), a two-year agreement with 9% in the first year (with an additional raise to the Computer Operators of \$100.00). The second year would contain a wage re-opener - a situation Nancy explained that would probably end up in arbitration, a hazardous process



at best.

On the basis of the preceding Nancy said that the Contract Committee was strongly recommending that the membership reject the package. Negotiations had reached the point where membership action was necessary - the Contract Committee had gone as far as possible.

Moved and seconded by the Contract Committee: THAT WE STRONGLY REJECT THE UNIVERSITY'S PACKAGE OFFER OF APRIL 9, 1980.

Neil Boucher then took the floor and stated that a rejection was not good enough and that it was necessary for the Committee to know where the membership stood, especially in regards to wages. A discussion period followed. One member asked about the wage gap on campus, another suggested the possibility of a study session, while another asked whether or not the Contract Committee had given any consideration to a COLA clause. A member spoke about the inadequacies of the University's Medical/Dental plan. Other members spoke about the difficulties of living on our present wages. At that point Marcel Dionne decided that it was appropriate that a vote be taken on the motion.

THE MOTION WAS CARRIED UNANIMOUSLY BY THE 500 MEMBERS PRESENT.

4. Strike Committee report:

Sandy Masai provided some flesh for her original skeletal Strike Committee report. She presented a historical perspective of past negotiations and settlements, emphasizing the 1978 negotiations in which we did everything short of striking. She said that a year ago we settled without even taking a strike vote.

Sandy stressed that we should be realistic about what a strike means. She then outlined the stages involved. She said that the Strike Committee was leaning towards selective strike action, a course of action that was financially viable and effective. She outlined what a rotating strike was and how much it would cost - a process that would include a possible assessment or assessments. If 120 workers were to strike for a month the cost per member would be \$37.00. The Committee felt that only members who picketed and/or worked in the Union Office would get strike pay.

In response to the effectiveness of such a strategy Neil Boucher related the history of the Operating Engineers' strike. Marcel Dionne then placed the Chair in Ray Galbraith's hands while he addressed the meeting. Marcel indicated that he was speaking as a member and from the historical perspective of the 1974 study session. He said that the University was surprised by the study session in 1974 and that the situation was similar today.

Moved by Marcel Dionne  
Seconded by Michelle McCaughran

THAT THE MEMBERS PRESENT SHOW THEIR SUPPORT FOR THE CONTRACT COMMITTEE AND THAT WE EXTEND THIS MEETING TO 4:00 PM.

After some discussion it was  
Moved by Neil Boucher  
Seconded by Nancy Wiggs

THAT THE MOTION TO HOLD A STUDY SESSION BE TABLED.

THE MOTION WAS CARRIED.

Moved by Neil Boucher  
Seconded by Nancy Wiggs

THAT AUCE LOCAL #1 TAKE A REFERENDUM STRIKE BALLOT.

THE MOTION WAS CARRIED.

Marcel Dionne's motion to hold a study session was back on the floor:

THAT THE MEMBERS PRESENT SHOW THEIR SUPPORT FOR THE CONTRACT COMMITTEE AND THAT WE EXTEND THIS MEETING TO 4:00 PM.

THE MOTION WAS CARRIED.

Marcel Dionne then called for a short recess. The meeting reconvened at 2:24 pm. Nancy Wiggs then announced that the Contract Committee would go through the clauses still on the table and explain why certain ones were dropped. Any motions would be welcome at that



time. After that stage the Strike Committee would then lead a discussion.

Neil Boucher reported that the demand for a bi-weekly pay period had been withdrawn as a University Task Force on Procedures was seriously considering the issue. It was Neil's understanding that a Sub-Committee was to be established to investigate bi-weekly pay periods.

Various members of the Contract Committee then presented clauses on contracting out, full-time leave of absence, tuition waiver, job postings, temporary promotion and time off between Boxing Day and New Year's. On the time off issue Neil Boucher outlined the rationale for closing the University. He said that the University response was not only negative but that they had nothing to offer - they were "philosophically opposed".

Clauses on shift work, special leave, medical/dental and adoption leave were presented. Marcel Dionne then expressed surprise at the members' response on wages. He said that he hoped that the University would listen more closely to the Union's concerns after the show of support. He then invited response from the floor on the wage issue and asked the membership if they still wanted an 18% increase. Ann Hutchison expressed delight at the membership response and indicated that the Contract Committee was tired of the series of "nos" from the University.

Heather MacNeill, an AUCE member, felt that the best approach to publicize our wage demands would be to compile a list of how much it would cost a single parent and child to live each month. She said that the bank workers had done this two years ago and they had found that it would take a gross monthly wage of \$1140. She said that it would provide grist for the press mill. The tack we should take should be one of a justified catch-up for clerical workers. Marcel Dionne said this was the year we must do it, that all other campus unions were in the same boat. The problem was with the University - this was the year to make a stand.

Nancy Wiggs then referred to the proposals which had been dropped by the Contract Committee: retirement, technological change, modified work week, compassionate leave and reclassification procedure. Six proposals had been dropped on Thursday, April 2, 1980. The Contract Committee felt that today should have been a crossroads, that a second offer should have been forced from the University.

Feedback on the items dropped by the Contract Committee was welcomed. A member requested the rationale for dropping the retirement clause. Neil Boucher provided an explanation.

Moved by Kitty Cheema  
Seconded by Carole Cameron

THAT THE MEMBERSHIP OF AUCE LOCAL #1 PUT ARTICLE  
3.07 - RETIREMENT BACK ON THE TABLE.

THE MOTION WAS CARRIED.

Further questions from the floor were concerned with technological change, the modified work week, compassionate leave, pension plans, the reclassification procedure, job classifications and job specifications.

Sandy Masai then took the floor on behalf of the Strike Committee and proceeded to request some specific information. She wanted to have the members inform the Strike Committee when their offices were busy, this being done by letters or telephone calls. She said that if the strategy was one of rotating strikes and that if a member's building was involved the only loss of pay would be the assessment which would affect all members, those working and those picketing. It would be recommended that employees refuse any overtime requests.

Moved and seconded by the Strike Committee

THAT WE AGREE IN PRINCIPLE TO COST SHARING  
IN THE EVENTUALITY OF A STRIKE, IE., THE  
ASSESSMENT OF ALL MEMBERS.

The Strike Committee's rationale for the motion was to reassure members involved of equal compensation. It was suggested that AUCE Local #1 approach other unions about financing.

THE MOTION WAS CARRIED.



Moved by Ann Hutchison  
Seconded by Carole Cameron

THAT AUCE LOCAL #1 ISSUE A PRESS RELEASE WITH REFERENCE TO THE STUDY SESSION INCLUDING AN UPDATED BUDGET AS PRESENTED IN THE MEETING BY HEATHER MACNEILL AND ALSO TO REFER TO REFER TO THE REFERENDUM STRIKE VOTE.

THE MOTION WAS CARRIED.

Moved by Ann Hutchison  
Seconded by Michelle McCaughran

THAT UNTIL SUCH TIME AS OUR CONTRACT IS SETTLED THAT THE MEMBERSHIP RECOMMEND THAT NO MEMBERS WORK OVERTIME AND THAT A MEMO BE SENT TO DEPT. HEADS EXPLAINING THE MOTION.

THE MOTION WAS CARRIED.

Moved by Nancy Wiggs  
Seconded by Neil Boucher

THAT THE MEMBERSHIP AUTHORIZE THE EXECUTIVE TO PURCHASE THE APPROPRIATE BUTTONS AND MATERIAL TO ADVERTIZE OUR JUST CAUSE AND THAT THE MONEY BE RECOVERED THROUGH PERSONAL DONATIONS.

THE MOTION WAS CARRIED.

The meeting adjourned at 4:00 pm.