

SPECIAL BULLETIN

IMPORTANT MEMBERSHIP MEETING

THURSDAY, SEPTEMBER 12 1974

5:15 p.m.

ROOM 106, BUCHANAN BUILDING

AGENDA

1. MINUTES of the meeting of August 22, 1974
2. BUSINESS ARISING FROM THE MINUTES:
Notice of motion:
That the Union retain an experienced labor lawyer. (Sandra Lundy/
Rayleen Nash)
3. FINANCES:
Financial Statement and appointment of auditors
4. BUDGET REPORT & DISCUSSION (See over)
5. COMMUNICATIONS COMMITTEE REPORT
6. CONTRACT COMMITTEE REPORT
Including nominations for joint Union-University Standing Committees on:
Working Conditions, Job Evaluation, Pension Plan, Job Training.
7. AMENDMENTS TO THE BY-LAWS
Nominations for committee to study changes in By-laws
Amendments (see notice of motion below)
8. NOMINATIONS FOR TABLE OFFICERS & REPRESENTATIVES TO PROVINCIAL EXECUTIVE
(See below)
9. PROVINCIAL CONVENTION:
 - a) Nominations & elections of 2 delegates to the provincial convention
(Bonnie Solem, Vickie Meynert, Gina Mellado, Judy Wright have already been
nominated)
 - b) Recommendation from the Executive that we elect up to 10 alternates
Nomination and election of alternates
 - c) Election of one delegate to be the representative from Local 1 on the
Provincial Constitution and Resolutions Committee
 - d) Nomination and election of interim representative to provincial executive.
(Jillian McGuinness has resigned.) Joy Korman and Bonnie Solem have been
nominated.
10. GRIEVANCE COMMITTEE REPORT
11. EXECUTIVE REPORT (on dealings with Labor Relations Board, etc.)
12. OTHER BUSINESS

NOTICE OF AMENDMENTS TO BY-LAWS

The following amendments to the By-laws are recommended by the Executive. The Executive also recommends that we postpone further amendments to the October meeting.

"That the constitution be amended to add the position of membership secretary to the executive." [Responsible for maintenance of membership records.]

"That the constitution be amended to make full-time union organizer a member of the Executive and ex officio member of the Grievance Committee." (CONTINUED OVER)

BY-LAWS CONTINUED

"That the constitution be amended to establish the term of office of the Union organizer at one year."

BUDGET FOR DISCUSSION SEPTEMBER 12

Estimated Income	
12 months x 900 members x \$4.50	\$48,600.00
12 months x 100 members (p.t.) x \$2.00	2,400.00
<u>Less per capita tax</u>	<u>12,000.00</u>
	39,000.00
Proposed Expenditures	
(Following are expenditures based on previous year's expenses or commitments we have already made. They do not reflect inflationary increases:)	
Rent for office	3,000.00
Telephone	300.00
Telecommunications	100.00
Meetings & conferences (room rental)	1,000.00
Salary (\$750 x 12 plus associated costs)	9,500.00
Communications & Printing	2,000.00
Tax and Water for office	100.00
Hydro (Heat & Light)	200.00
Referenda & Office Supplies	2,200.00
(Following are projected costs not based on previous expenditures:)	
Office equipment and furniture purchases	2,000.00
Postage (8¢ x 900 x 12 mos plus office expenses)	900.00
Equipment maintenance	200.00
Travel (out of town)	500.00
Car allowance (Mileage)	300.00
Rental of photocopier and cost of copies	2,500.00
Creation of library	100.00
Insurance	125.00
(Other:)	
Legal fees	4,000.00
Accountants	1,000.00
Grievances and arbitration	4,475.00
Strike and defense fund	<u>4,500.00</u>
	\$39,000.00

The above is proposed for discussion. According to our by-laws the budget should be approved at the September membership meeting. Some items, such as rent, Hydro, telephone, we are already committed to as we have signed a lease for the union office. Other items such as rental of rooms for meetings are based on the expenditures of the past year.

One thing to be taken into consideration for the coming year is that we will have a collective agreement with the University, and making that contract work for us may require expenditures which we have not had in the past. There may be precedent-setting grievances which we want to take all the way to arbitration, and that will involve not just the cost of the arbitration hearing but possibly taking legal advice.

Another factor for consideration is the cost of maintaining the union's records. Some of us thought that once we have a dues check-off this problem would disappear. However, discussions with other unions indicate that such is not the case. Because union dues are tax deductible it is necessary for a union to maintain records independent of the employer so that each member can be provided with a slip which they can enclose with their income tax return. Maintenance of such records is so time-consuming that we probably require at least a part-time staff member in addition to the union organizer. The budget allows for one salary which is based on the present organizer's salary plus increases as negotiated. If we are to consider another staff member we will have to either consider a dues increase or pare down the proposed expenditures.

Notice of Motion: That Local One's first fiscal year end September 30, 1974, and the fiscal year thereafter be October 1st to September 30th.

Sandra Lundy, Treasurer.

CONTRACT!

Our by-laws require a referendum ballot for ratification of the contract. If you have not received a ballot by Fri. Sept. 13, obtain one in person from AUCE's office (above Mac's Milk in the Village.) Bring your membership card, initiation receipt, or receipt for dues.

DUES

Anyone who is worried about being behind in dues payment may come into the union office, 2162 Western Parkway, between 12 noon and 1 on Tuesdays and Thursdays and there will be someone to help them.

Agreement of Interpretation of Grievance Procedure
between the
Association of University and College Employees Local 1
and the
University of British Columbia

For the purpose of following the grievance procedure, as laid out in the University's contract with A.U.C.E., the following interpretation will apply in the case of the Library:

- Step 1.** "Supervisor" is to be interpreted as the first supervising librarian in the line of administration. In the absence of that librarian the second librarian in line would hear the grievance.
- Step 2.** The same interpretation of "supervisor" as in Step 1 should apply. In the case of the grievance procedure only, "head of the department" will be interpreted as University Librarian, or in his absence the Acting University Librarian, or a person designated by either the University Librarian or Acting University Librarian. Step 3 will therefore be omitted only if the grievance arises from an A.U.C.E. member employed in the Librarian's Office.
- Step 3.** Again "head of department" will be interpreted as in Step 2 above. The discussion stage will invariably involve a member of the Library administration.

R. M. Mackenzie for A.U.C.E.

W. L. Clark for U.B.C.

Date:

The University and the Union agree that:

- i) The Grievance Procedure be retroactive to the date of signing of the Interim Grievance Procedure, viz., May 9, 1974;
- ii) The Grievance Procedure, as it applies retroactively between the dates of May 9, 1974, and the date of signing of the first contract between the University and the Union, apply only to alleged violations of University Policy. ~~_____~~
- iii) That all grievances which, at the date of signing of the first contract, are in process under the Interim Grievance Procedure, continue to be processed without interruption under the terms of the Grievance Procedure, with the understanding that such grievances continue to be grievances of alleged violations of University Policy.

For the purpose of the above,

- a) "Grievance Procedure" refers to the grievance procedure and arbitration provisions of the first Contract between the University and the Union (Article 1, Sections 1 and 2), i.e. "Adjustment of Complaints"
- b) "Interim Grievance Procedure" refers to the letter of agreement signed by the University and the Union of May 9, 1974, a copy of which is attached.
- c) "University Policy" refers only to the University's policies, rules, and regulations in force between May 9, 1974 and the date of signing of the first Contract between the University and the Union.

(signed) Representative of the University of B. C.

Representative of the Association of
University and College Employees, Local 1