

SPECIAL MEMBERSHIP MEETING

November 5, 1981

IRC 2

12:30-2:20

MINUTES

Chairperson: Marcel Dionne

Secretary: Wendy Lymer

Contract Committee Report, by Murray Adams, Chairperson

Function of Committee is to represent members in contract negotiations and to draft proposals and to correspond with the University on wage proposals

Main Topic:

Extraordinary mid-contract wage and job evaluation proposal

Committee Members:

Wendy Bice (Union Co-ordinator), Carole Cameron (Union Organiser), Marcel Dionne, Suzan Zagar, Shirley Irvine, Irene McIntyre, Murray Adams (five acclaimed at-large members) and Susan McClintock (Division representative)

Help Needed

To keep track of material collected for negotiations

To record minutes at Committee meetings

(Much research to be undertaken prior to the start of negotiations and records must be kept)

Circumstances and Exchange of Letters Leading To Extraordinary Proposal

Reference to October 16, 1981 letter to Robert Grant which was intended to determine negotiability and terms, and to question retroactive date of wage proposal, possible negotiation of changes in job standards (while reminding University of provision in contract for changes in job descriptions and pay grades), and the effect of revised job standards on 1982 negotiations.

Reference to October 29/81 letter to Carole Cameron from Robert Grant indicating proposal is non-negotiable.

Reference to November 4/81 letter to Robert Grant re separation of Phase I from Phase II and Phase III of proposal.

Reference to November 4/81 letter to Murray Adams from Robert Grant re inseparability of three phases of proposal.

Reference to memo dated October 26/81 to Deans and Dept. Heads re recognition of job responsibilities.

Reference to letter signed by Marcel Dionne and Irene McIntyre re revision of job standards for computer operators and word processing operators.

Recommendation and Motion

Moved and Seconded by the Contract Committee

THAT THE MEMBERSHIP OF AUCE LOCAL ONE REJECTS THE UNIVERSITY'S THREE-PHASE PROPOSAL OF 16 OCTOBER AND INSTRUCTS THE CONTRACT COMMITTEE TO UNDERTAKE TO NEGOTIATE, IN ACCORDANCE WITH ARTICLE 31.01, REVISED JOB STANDARDS WHICH ACCURATELY REFLECT THE WORK ACTUALLY PERFORMED BY AUCE MEMBERS.

Reasons

1. Answers from University and unsatisfactory or unclear.
2. University insists that three-phase proposal stands as a package which confuses issue of wages and review of job standards.
3. Contract Committee wants the door kept open to further consideration and negotiation in areas of wages and job evaluation.

Discussion

Pat Gibson: Opinion that the University wants to come to agreement on revised job standards before wages can be negotiated in 1982.

Motions

Moved by Pat Gibson and Seconded by Ruby Rudd

THAT THE MOTION ON THE FLOOR BE SENT TO REFERENDUM BALLOT.

Moved by Nancy Wiggs and Seconded by Irene McIntyre

THAT THE CONTRACT COMMITTEE'S MOTION BE TABLED UNTIL 2:15 PM. TO ALLOW FOR FURTHER DISCUSSION.

(Pat Gibson was in accord with this motion and withdrew his motion)

Further Discussion

Murray Adams: The rationale to separate contract negotiations from job evaluation was to bring into light the letter of agreement in the current contract to study the evaluation process.

Sheila Rowswell: The Union should produce an evaluation proposal to present to the University.

Irene McIntyre: Urged caution on evaluation plans and referred to SFU's Decision Band Method which is based on number of decisions made in job. Loopholes must be cleared up before signing an agreement.

Lid Strand: Spoke against University's proposal; lowest wage gets smallest increase. Negotiate across the board. Members on lower end of scale have as many concerns as those on the higher levels.

Roberta Crosby: We must look for loopholes (in the proposal) in order to protect our interests.

Pat Gibson: Fed up with across the board settlements; lower classes have benefited at the expense of higher classifications; there are no incentives for promotion; Phase I improves position for higher classifications.

Fairleigh Murray: Favoured gaps between bottom and top pay scales. University should not be allowed to offer non-negotiable solution. We must deal with solution by working together on it. \$15 isn't enough.

Unidentified Member: Accept package with stipulation that Phase II and III are negotiable. Call their bluff. They don't expect us to accept it.

Carole Cameron: Understanding of proposal is needed. Read out calculation of number of members in each pay grade. Letter of agreement re Articles 31.01 and 31.03 have been discussed with the University. The University has specific ideas regarding revised job standards. People aren't appreciated but they are expected to commit themselves to jobs which aren't stimulating. Our worth should not be determined by the University. We must avoid being manipulated.

Lissett Nelson: Members of higher categories lose perspective of their own interests. They will lose interest in fighting for wages in the future. Proposal is divisive. Jobs are being eliminated and work loads are increasing. We have to think of members not in attendance, too.

June Simpson: Affiliation is our only answer; 1/3 of the membership doesn't care either way.

Rosalind Turner: Contract Committee needs our support. We have to be very careful.

Bernie Chisholm: At reclassification arbitration today. She apologized to the University for working for them. Supported Contract Committee.

Motions

Moved by Pat Gibson and Seconded by Ruby Rudd

THAT THE MOTION ON THE FLOOR BE SENT TO MAIL BALLOT.

Joyce Diggins spoke against motion. Those members not here have not heard the arguments.

The motion was DEFEATED.

Moved by Pat Gibson and Seconded by Grace Piercy

THAT A SECRET BALLOT BE TAKEN AT THIS MEETING ON THE MOTION ON THE FLOOR.

The motion was DEFEATED.

The motion (moved and seconded by the Contract Committee) was read again.

THAT THE MEMBERSHIP OF AUCE LOCAL ONE REJECTS THE UNIVERSITY'S THREE-PHASE PROPOSAL OF 16 OCTOBER AND INSTRUCTS THE CONTRACT COMMITTEE TO UNDERTAKE TO NEGOTIATE, IN ACCORDANCE WITH ARTICLE 31.01, REVISED JOB STANDARDS WHICH ACCURATELY REFLECT THE WORK ACTUALLY PERFORMED BY AUCE MEMBERS.

The motion was CARRIED.

Announcement

Lissett Nelson drew attention to motion in newsletter re affiliation.

The meeting was adjourned at 2:20 pm.