

Minutes

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Membership Meeting - Tuesday, April 28, 1981
 IRC 2
 12:30-2:15 pm.

The meeting was chaired by Marcel Dionne and the minutes were recorded by Wendy Lymer.

Before the agenda was adopted, several changes were made by Marcel Dionne. Under item 5 of the agenda, Opening nominations, "(Alternate)" was added after "University Health and Safety Committee". Also under opening nominations, the position of Union Organizer was added. Under item 8, Executive report, Reclassifications of certain groups in the bargaining unit (Questionnaire)" was removed and would be discussed at the next Membership Meeting. It would be replaced by a Microtechnology and Pension Conferences report.

1. Adoption of agenda:

Moved by Nancy Wiggs THAT THE AGENDA BE ADOPTED AS AMENDED.
 Seconded by Ted Byrne

The motion was CARRIED.

2. Adoption of minutes:

Moved by Suzan Zagar THAT THE MINUTES BE ADOPTED AS CIRCULATED.
 Seconded by Cobie Wennes

The motion was CARRIED.

3. Business arising from the minutes:

Anne Hutchison referred to the report on proposed increases in faculty and staff parking stickers. With reference to a protest letter being sent to President Kenny, Anne presented resolutions and motions to the membership.

WHEREAS parking fees have increased by 100%,

WHEREAS such an increase represents an unjustifiable hardship,
 particularly to underpaid AUCE members,

WHEREAS the University's practice is to issue more parking stickers
 than there are places to park,

WHEREAS many UBC staff/faculty parking lots are not being maintained or
 improved,

WHEREAS UBC campus is geographically isolated from major greater Vancouver
 public transit routes, and from surrounding districts, and

WHEREAS such an increase would subsidize UBC's capital funds.

THEREFORE, BE IT RESOLVED:

Moved by Anne Hutchison
Seconded by Lid Strand

THAT AUCE LOCAL 1 INITIATE A CAMPAIGN AGAINST SUCH EXHORBITANT PARKING INCREASES AND THAT WE INVOLVE OTHER CAMPUS UNIONS, STUDENTS, AND THE FACULTY ASSOCIATION; THAT AUCE LOCAL 1 STRIKE A COMMITTEE AT THIS MEETING TO CARRY OUT THE CAMPAIGN IN THE FOLLOWING MANNER: TO ENCOURAGE AUCE MEMBERS, OTHER CAMPUS UNIONS, AND THE FACULTY ASSOCIATION TO WITHHOLD THE \$40 PORTION OF THE \$96 FEE WHICH WILL BE GOING TO "A CAPITAL RESERVE FUND FOR FUTURE PARKADE CONSTRUCTION."

The motion was CARRIED.

Marcel pointed out that since the membership had just approved the forming of a committee to organize the protest campaign, it was only natural to expect that someone would be prepared to stand for that committee. He then declared nominations to be opened. Nancy Wiggs suggested that there not be election per se but that a request for volunteers be made. Nancy Wiggs, Anne Hutchison, Suzan Zagar and Lillian Varnals became volunteers as a result.

4. Business arising from the correspondence:

There was no business arising from the correspondence.

5. Nominations: Opening

Alternate Provincial Representative - Elizabeth Brock was nominated.

University Health and Safety Committee (Alternate) - Shirley Irvine was nominated.

Union Organizer - Carole Cameron offered a brief description of her responsibilities. She indicated that the positions are flexible within the Union Office, meaning that the Organizer and Co-ordinator especially have interchangeable duties when necessity requires it. The Organizer is responsible for training stewards; for preparing grievances at the stage where a meeting with University reps is necessary; for providing other committees of the union with information; for attending a least one shop steward seminar per year; for standing on the Benefits Committee; and for making herself/hisself familiar with the collective agreement. Lid Strand, Carole Cameron and Helen Glavina were nominated. Nominations will close at the May membership meeting.

Closing

Lid Strand asked if the Provincial Representative position could be settled before delegates to the Convention were discussed. As there was no objection, Kitti Cheema was asked if she would accept the position. She declined. Sheila Rowswell was nominated and accepted the position.

Delegates to the Provincial Convention (10) - Helen Glavina, Nancy Wiggs, and Murray Adams were nominated and accepted. Joan Treleaven, Richard Melanson, Marcel Dionne, Carole Cameron, Pat House, Cobie Wennes and Kitti Cheema accepted. Wendy Bice and Connie Poisson were absent and have not responded otherwise. Ted Byrne declined. Marcel declared the ten delegates who accepted the nomination as elected by acclamation.

Grievance Committee (1) - Murray Adams and Joan Treleaven were nominated. Carole Cameron indicated that the Grievance Committee would be quite happy to accept both nominees if they were so inclined. Murray and Joan accepted the nominations and were declared elected by acclamation.

Provincial Education Committee - Nancy Wiggs inquired as to the purpose of this Committee. Lid Strand replied that this Committee was in charge of organizing workshops and seminars which was its primary concern. The Committee also involved itself with research. Marcel asked that as no nominations were forthcoming at the meeting, that they be submitted to the Union Office before the next meeting.

Communications Committee (2) - There were no nominations for this Committee. These positions would remain open until the next Membership Meeting.

6. Secretary-Treasurer's report:

Wendy Lymer referred the membership to the reverse side of the Financial Statement which contained the figure for the amount owing to the University on the issue of holiday pay for picketers which was a result of last May's strike. She explained, once again, that the figure was much less than the original estimate because the Union was only required to pay for members who had less than twelve months of seniority at the time of the strike. She had received a response from Wes Clark who indicated that they would accept our cheque but that this could not be considered, by the University, as a precedent for future labour disputes, should they occur. Attention was then drawn to a breakdown of office expenses on page one of the statement. Wendy explained that leasing payments had been made on some of the office equipment last month and that the Scriptomatic, at least, would be paid off this year.

Moved by Wendy Lymer THAT THE AUCE LOCAL #1 MEMBERSHIP APPROVE THE FINANCIAL
Seconded by Pat LaVac STATEMENT FOR THE MONTH ENDED MARCH 31, 1981.

The motion was carried.

Wendy then asked the membership to turn to page seven of the newsletter. As indicated on page six of the newsletter, membership approval would be sought to reimburse GSAB and Dentistry members who lost wages due to various labour disputes in February and March.

Moved by Wendy Lymer THAT THE MEMBERSHIP AUTHORIZE REIMBURSEMENT OF WAGES
Seconded by Carole Cameron LOST BY AUCE MEMBERS AFFECTED BY THE TELECOMMUNICATION
WORKERS UNION PICKET ACTION ON FEBRUARY 23 AND 24, 1981.

An inquiry was made as to how many members were affected by this dispute. Carole Cameron responded that at least 120 AUCE members worked in the General Services and Administration Building and that at least 18 were employed in the Dentistry Building.

The motion was CARRIED.

Moved by Wendy Lymer
 Seconded by Carole Cameron

THAT THE MEMBERSHIP AUTHORIZE REIMBURSEMENT OF WAGES LOST BY AUCE MEMBERS AFFECTED BY THE VANCOUVER MUNICIPAL AND REGIONAL EMPLOYEES UNION PICKET ACTION ON MARCH 20, 1981.

A member asked if the reimbursement would require another assessment. Carole Cameron replied that it would not.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron reported that a reclassification grievance which was scheduled for arbitration had been halted because the University has proposed a possible settlement. Last Thursday, the hearing dates were rescheduled for May. A short time later the University presented its offer. It appears a settlement will be reached.

A brief statement on job specifications was next in line. Wendy Bice and Carole spent two days last month over at Employee Relations, their sole objective being to discover job specifications which were not in the Union's possession. The result was that the Union did not have 399 job specifications. The cost of duplicating those specifications was shared with the University. Since then, they have been filed into binders and are available to any AUCE member who wishes to know their exact job duties.

8. Executive report:

Carole Cameron directed attention to page twenty of the newsletter. Carole read Section F.2 of the proposed By-law changes. The section which was not italicized had already been approved at the last two-hour membership meeting.

Nancy Wiggs felt that the time-limit for which salaried officers could hold office should be reinstated into the new by-laws. She summarized the amendments to Section F.2 thus far: we have approved salary increases; we have changed the proposal for two-year terms of office to one-year. We have protected salaried officers' jobs by doing so. Valuable people have and will pass through the union office and hopefully will pass on their knowledge to other members of the bargaining unit. Nancy then offered an amendment to Carole's proposal.

Moved by Nancy Wiggs
 Seconded by Irene MacIntyre

THAT THE PHRASE, "NO FULL-TIME SALARIED OFFICER SHALL SERVE FOR MORE THAN TWO CONSECUTIVE TERMS IN ANY PAID POSITION" BE INSERTED AFTER THE SENTENCE "FULL-TIME SALARIED OFFICERS WILL SERVE FOR ONE YEAR FROM THE DATE THEY ASSUME OFFICE."

Ray Galbraith spoke against the amendment. He felt that if an organization such as AUCE which prides itself on its diplomatic trends voted in favour of the amendment then this would most assuredly be a reflection on its maturity. To be fundamentally democratic, we must open up the terms of office. And since elections will take place every year, AUCE members can decide who they want to hold those salaried positions.

Anne Hutchison spoke in favour of the amendment. She felt that these positions were not jobs in the business sense. She asked how anyone could be expected to feel confident in doing the job that Carole has done without her experience and know-how. Would it not, discourage others from running if they had the ambition but

not the background to handle that job? Anne urged the membership to keep a perspective on this issue.

Joan Treleaven spoke against the amendment. She felt that experienced office staff would benefit themselves and the membership. The recall procedure was the recourse if the membership wished to express dissatisfaction with a salaried officer.

Shirley Irvine did not favour the amendment. She stressed that the Union needs experienced people in the office. As we must deal with the University almost on a daily basis, our representatives should have the training which is a necessity in handling that kind of situation. That training can only occur if the individual who intends to run for a salaried position is not faced with restrictions on terms of office.

Marcel passed the chair to the Secretary-Treasurer in order to speak on the issue. He was opposed to the amendment. As there were no restrictions on the other Executive positions, he felt there was no justification for restricting salaried officer positions.

Lid Strand opposed the amendment, pointing out that the only way to gain experience to do the job was to do the job. He felt that if an individual likes the work and wants to run again, that person will have the opportunity to do so each year.

Carole Cameron was not in favour of limited terms of office. Anyone in the membership today has the right to decide who will hold office. Elections held annually allow the membership to make that choice. Anyone in the bargaining unit has always had the opportunity to involve themselves in union affairs. Restricting terms of office will discourage members who want to make a go of it for awhile.

Suzan Zagar preferred limited terms of office for salaried staff. Suzan stated that there has been and probably will be a problem in getting more members to participate in union positions, especially if they find themselves up against someone who had a great deal of experience in union affairs. At the last Convention, a motion was passed which deleted two-year terms of office from the Secretary-Treasurer's position in the Provincial Office. She felt it was extremely undemocratic to have unlimited terms for what could be considered potentially influential positions in the Union Office.

As there was no further discussion, Carole re-read the amendment. The vote was taken.

The amendment was DEFEATED.

Carole then read the F.2 By-law as it appeared on page 20 of the newsletter. Carole pointed out that there were three full-time paid positions in the Union Office. The positions were Secretary-Treasurer, Union Organizer and Union Co-ordinator. At the last two-hour meeting, the membership voted on the unitalicized portion of F.2. This By-law would now be voted on as a complete package.

Moved by Carole Cameron THAT THE MEMBERSHIP ADOPT SECTION F.2 OF THE BY-LAWS
Seconded by Cobie Wennes AS CIRCULATED.

Anne Hutchison asked if there had been discussion on the proposed statement of qualifications and background which would accompany the election ballot.

Carole Cameron responded that nominees would submit that statement as their platform for the particular position for which they were running.

Lid Strand requested that a change be made to paragraph two. He felt that the statement of qualifications and background should appear with the ballot, and not on it.

Moved by Lid Strand
Seconded by Suzan Zagar

THAT THE SENTENCE "THIS STATEMENT WILL APPEAR ON THE ELECTION BALLOT." BE CHANGED TO "THIS STATEMENT WILL APPEAR WITH THE ELECTION BALLOT." IN SECTION F.2 OF THE BY-LAWS.

The motion was CARRIED.

Moved by Carole Cameron
Seconded by Connie Poisson

THAT THE PROPOSED AMENDMENTS TO SECTION G.3 OF THE BY-LAWS BE ADOPTED AS CIRCULATED.

Anne Hutchison inquired if the Secretary-Treasurer should be required to stand as an ex-officio member of the Contract Committee if the Union Organizer and the Union Co-ordinator happened to be away at the same time. She felt that the claim of flexibility amongst the office staff should be made evident in this job description.

Moved by Anne Hutchison
Seconded by Nancy Wiggs

THAT THE STATEMENT "IN THE ABSENCE OF THE UNION ORGANIZER AND THE UNION CO-ORDINATOR, THE SECRETARY-TREASURER WILL BE AN EX-OFFICIO MEMBER OF THE CONTRACT COMMITTEE." BE ADDED TO SECTION G.3 OF THE BY-LAWS.

Wendy Lymer spoke against the amendment. If the situation ever arose where the Secretary-Treasurer was in charge of the Union Office, she doubted if there would be any time available to participate in the affairs of the Contract Committee. In the future, perhaps, someone who was more energetic might be able to handle such a responsibility but she was not prepared to take it on at this time due to her other commitments.

Anne responded that her amendment was not intended to create more work but instead was aimed at allowing for more flexibility among the salaried officers.

As there was no further discussion, the vote was taken.

The amendment was DEFEATED.

The original motion was returned to the floor.

The motion was CARRIED.

Moved by Carole Cameron
Seconded by Wendy Lymer

THAT THE PROPOSED AMENDMENTS TO BY-LAW SECTION G.6 BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

At this point, Marcel pointed out that there was no provision for the Secretary-Treasurer being a member of the Executive. He felt that it was important that an amendment be proposed to provide for this.

Moved by Carole Cameron .
Seconded by Nancy Wiggs

THAT THE PHRASE, "SHALL BE A MEMBER OF THE EXECUTIVE AND"
BE INSERTED AFTER "THE SECRETARY-TREASURER" IN THE FIRST
SENTENCE OF SECTION G.3 OF THE BY-LAWS.

The motion was CARRIED.

Moved by Carole Cameron
Seconded by Suzan Zagar

THAT THE PROPOSED AMENDMENTS TO BY-LAW SECTION G.7 BE
ADOPTED AS CIRCULATED.

The motion was CARRIED.

8. Executive report:

Carole Cameron gave a brief report on the Microtechnology Conference she attended in late March and early April. It was indeed possible that 40% of clerical and office jobs could be eliminated by 1990, according to Baroness Nancy Sear, chairperson of the House of Lords' committee on unemployment in Britain. All of the papers which were presented at the Microtechnology Conference and the Canadian Pension Conference are enclosed in binders in the Union Office. Government representatives indicated that drastic changes will occur in our type of work but that they don't know how or when; we must prepare ourselves, though. Carole suggested that if new jobs do not result from technological advancement, the University should then be required to retrain us. The University must now give the Union three months notice of technological change. All aspects of existing pension schemes were discussed at the Canadian Pension Conference held in early April. However, no solutions were forthcoming at that conference.

Carole attended the annual University Pension meeting last week. Portability was discussed in great detail. Because of continual changes in staff, it is extremely important that one can transfer her/his pension plan to another employer if that individual changes jobs. Mr. H. M. Craven, the Assistant Treasurer in the Finance Dept., has offered to speak at a membership meeting on the various aspects of the UBC pension plan. Mr. Ralph Robson of the Labour Standards Branch has also offered to speak to the membership on occupational health and safety standards in our work environment. Various films relating to health and safety and technological advancement are available as well. Carole indicated that a questionnaire would appear in the next newsletter to determine membership interest in speakers and films.

Nancy Wiggs asked if, even though we are entitled to notice, the University does inform the Union of technological changes. Carole replied that when word processors are introduced with no immediate loss of employees in a department, the University does not inform us of the change. They simply do not replace employees when vacancies occur in such a department. Nancy added that when word processors are introduced, radical changes take place in procedures. That being the case, how, then, are word processors to be classified?

Carole commented that the occupational health and safety aspect of technological change was discussed at the Microtechnology Conference. A clerical union in England has a proviso in its contract which limits the amount of time spent on word processing equipment. Carole intended to write the union to request a copy of its collective agreement.

Lastly, Carole announced that the issue of reclassifications of certain groups within the bargaining unit would be discussed at the next Membership meeting. If anyone wished to submit articles to the next newsletter on this topic, the deadline was May 5, 1981.

9. Provincial report:

Suzan Zagar reported that Local 5 had settled for a two-year contract which awarded its members a 14.5% wage increase in the first year and 13% in the second year. Considering that the base rate before the increase was \$850 per month, this was quite an improvement for the Prince George local. The Provincial Executive assisted Local 5 financially in several ways: with a \$5000 loan, with a \$1500 donation, and with a \$500 donation to legal expenses resulting from their strike. Suzan added that Local 5 has affiliated itself with the CCU (the Canadian Confederation of Unions). Such a move sets a precedent in that any AUCE Local can make a decision irregardless of Provincial regulations. This situation will be discussed at the Convention. The question that arises is, does this development involving one of the AUCE locals jeopardize the lobby campaign to join the CLC?

Suzan next reported that Local 2 is now out of debt, having just paid off two auditors' bills amounting to \$12,000. Local 2 will soon make an attempt to increase the monthly dues rate.

The Convention is to be held at Capilano College in June. Richard Melanson and Suzan Zagar will present proposals on Provincial By-law changes. Suzan stressed that if the Provincial was to become a viable organization, we must propose changes to that aim for it is our right to do so.

The Provincial conducted a Shop Steward Seminar which was held last weekend. Carole Cameron was a participant and gave an overview of grievance procedures. It was generally felt by those who attended that the seminar was quite successful. Helen Glavina commented that Sheila Perret was seriously considering organizing more seminars of a similar nature later this year.

Suzan stated that recommendations would be made at the Convention to elect a representative from each Local to the Resolutions Committee.

Suzan drew attention to a woman who had played an important role in AUCE's history. Joan Wood served as President of the Provincial in 1979; she had also filled the position of salaried officer in Local 2's Union Office and she was especially active during Local 2's strike action two years ago. Joan was killed in a car accident on Friday, March 20, 1981. May she rest in peace.

10. Other Business:

Carole asked Richard Melanson if he would consider presenting his proposals for Provincial By-law changes at a special Membership Meeting in May. As Richard disagreed with this idea, Nancy Wiggs asked if he would consider presenting his proposals if, perhaps, one-half hour was set aside at the next Membership meeting. This suggestion was found to be acceptable.

Wendy Lymer made an announcement regarding accommodations for french-speaking students: If you are interested in hosting a Quebecois student for the period May 25 - July 3, 1981, phone the UBC Language Institute, 228-2181, Local 285, and ask for Vera Angelomatis. A daily rate of \$11 will be paid if you wish to host a student.

Carole Cameron announced that Labour Studies grants were available for those trade unions or individuals who are involved with union-related matters beneficial to the organization concerned. Application forms are available at the Union Office.

The meeting adjourned at 2:20 pm.