

Minutes

Executive Meeting - Thursday, February 19, 1981
2:30-5:45 pm.
Union Office

Present: Carole Cameron, Wendy Bice, Andreana Phillips, Joan Treleaven, Helen Glavina, Suzan Zagar, Marcel Dionne, Sharon Newman, Wendy Lymer

Before the meeting began, it was recommended by Carole Cameron that Sheila Perret be seated.

Moved by Suzan Zagar THAT SHEILA PERRET BE SEATED AT THIS EXECUTIVE MEETING.
Seconded by Joan Treleaven

The motion was CARRIED.

Sheila reported that sexual harassment seminars were being arranged at all the AUCE Locals. One which was set up at Capilano College was run in conjunction with the Student Society there. It was hoped that the seminars would take place at the end of April. Marcel Dionne asked how much time would be required for the seminar. Sheila responded that that was up to the Locals to decide. She added that students, faculty, and staff had expressed an interest in participating at Capilano College. Subsequently, there were role plays on sexual harassment enacted by the three constituencies. The seminars were open to male and female participants.

Helen Glavina remarked that there have been cases of sexual harassment from co-workers and she proposed that a sub-committee to organize this seminar be struck. Carole Cameron suggested that the proposal be taken to the membership for discussion bearing in mind that all of the Executive members are committed to various projects at the present time.

Moved by Joan Treleaven THAT THE EXECUTIVE ENDORSE A CAMPUS SEXUAL HARASSMENT
Seconded by Helen Glavina SEMINAR CO-ORDINATED BY LOCAL ONE.

The motion was CARRIED.

Marcel asked Sheila about the situation up at the Prince George Local. Sheila reported that their employer's latest offer of a 7% wage increase was rejected by the Local. Marcel suggested that we lend them some money if we have it available.

The Executive then turned to the agenda.

1. Adoption of agenda:

Moved by Marcel Dionne THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Carole Cameron

The motion was CARRIED.

2. Adoption of the Minutes of the February 19, 1981 Executive Meeting:

Moved by Sharon Newman THAT THE MINUTES OF THE FEBRUARY 19, 1981 EXECUTIVE
Seconded by Carole Cameron MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business Arising from the Minutes:

Joan Treleaven asked if extra keys had been obtained for the Union Office. Wendy Lymer responded that three extra sets of keys were now to be found in the Petty

Cash box in Wendy Bice's de k. She hoped to set up a sign-out card for members who wished to use them and cautioned that as she was responsible for their safe-keeping, that members who do borrow them return the keys as soon as possible for the sake of security if not peace of mind.

Joan Treleaven then asked if Local One had any information on the \$5.00 assessment to be submitted from the other Locals. Suzan Zagar reported that Local #4 was withholding the assessment, as were the others (except for Local #2) because of Local #1's stand on the Per Capita Tax issue.

Joan also requested information on Kitti Cheema's representation on the Provincial Executive. Carole Cameron replied that the situation would be covered in the Provincial report.

4. Business Arising from the Correspondence:

Carole Cameron reported that the dues authorization form had been revised. She added that the new form incorporates the authorization to deduct the initiation fee from the paycheque of a new employee.

Marcel Dionne requested a copy of correspondence from the AUCE Provincial dated January 16, 1981. Wendy Lymer said she would obtain a copy for him.

Helen Glavina proposed that the Executive agree to send a press release to the B.C. Government condemning their position on coal development plans. Carole Cameron suggested that Helen investigate the situation more fully before making a motion. Helen spoke briefly on Tatyana Mamonova who is a committed socialist and feminist exiled from the USSR. She noted that women have had their jobs terminated in Russia to encourage them to stay at home and raise children. Women who have fought to gain more freedom were given a final ultimatum early in 1980 - imprisonment or exile. They chose exile in order to continue to fight for women's rights in Russia. Helen suggested that the Union Office obtain a copy of the Almanach, the first free journal for women in Russia. She added that the Spartacus Educational Association might have copies available. Wendy Lymer offered to look into the matter.

Helen also commented on the letter received from the Revolutionary Workers League on February 16, 1981. She attended the meeting which was held in the Law Building; she reported that the U.S. Socialist Worker's Party suit against government spy agencies arose due to actions taken against political dissidents by these agencies in attempts to restrict their democratic rights. People who are suspected dissidents, i.e. with B.A. degrees, have been followed and had their telephones tapped. Helen urged that the SWP suit was of interest to all trade unionists as spying activities such as the aforementioned are specifically aimed at weakening allied in unions and social protest movements in the United States.

5. Secretary-Treasurer's report:

Wendy Lymer reported that Salmon's Transfer had been paid for its participation in the office move. Joan Treleaven asked if there was any outstanding debts with regard to the B.C. Teachers Credit Union loans taken out last year. Wendy replied that a portion of Loan No. 3 in the amount of \$17,833.47 had yet to be paid. Joan stated that this information should have been presented at the Membership Meeting of February 19, 1981. Wendy responded that she had not been made aware of the format for presenting it; the fact that the financial statement was only drawn up the day before the meeting due to the delayed receipt of cancelled cheques from the Teachers Credit Union did not allow her enough time to digest its contents or lack of, as the case would appear to be. Joan asked that the membership be informed at the next membership meeting of this outstanding debt.

6. Union Organizer's report:

Carole Cameron discussed a Clerk II position in the President's Office which the University has applied to exclude from the bargaining unit. Abigail Unruh was hired

to the Clerk II position because she upholds the University's attitude toward her exclusion. Carole stressed that this situation opened a can of worms with regard to the security of any position in the bargaining unit if the University arbitrarily decides to apply for exclusion. Wendy Bice indicated that our lawyer, Kate Young, had obtained summonses for both Abigail and Ken Andrews, the latter initially agreeing to stand as a witness at the hearing but later refusing to do so.

Sheila Perret interjected to give notice of plans for a Steward Training Seminar which would essentially encourage stewards to be the advocate in grievance situations. March 28 and 29 were the scheduled dates for the seminar.

Carole then reported on the hiring of people outside the bargaining unit. Susan Heming informed this office in a copy of a letter sent to Wes Clark, of the hiring practices of Dr. Shulman in the Dept. of Psychiatry which involved the interviewing of non-union applicants. She also lodged a complaint against Dr. Shulman's behavior to his staff. She was contacted by letter to request that (1) she first inform the Union of any harassment which might occur as a result of her complaint and (2) that she contact the Union before contacting anyone else on matters regarding management undertakings.

Carole mentioned the controversy over the use of the Main Library staff room refrigerator. She was in receipt of a letter from the Food Services Dept. which indicated a possibility of greater access to the refrigerator if the Dept. was not required to maintain service in that (i.e. the staff room) area. Joan Treleaven suggested that the staff should purchase their own refrigerator as the University appeared to be very stubborn on this matter.

Carole indicated that the Union Office recording machine had been taken away for repairs. It was important that members who phone the office and receive no answer be aware of the situation and Carole hoped that the Executive would pass the word around.

Lastly, Carole reported that computer operators as a group have applied for reclassification. Correspondence was received from Bob Grant on January 27 which indicated that the University plans to forward a proposal for a new classification. Suzan Zagar said that she felt offended by the attitude of the computer operators who appeared to believe that they were underpaid while the rest of the bargaining unit was not.

7. Union Co-ordinator's report:

Wendy Bice reported that the Benefits Committee was studying the existing benefits and was investigating improvements. Wendy had sent out letters to various unions (largely composed of women) and to medical organizations to enquire about their benefit packages. Carole and Wendy attended a Benefits Conference last week where they met representatives of the major medical organizations. A representative from MSA came to the Union Office to discuss their medical benefit package. Wendy indicated that a request had been sent out for all the contracts existing between the University and the Medical Services Association. It was discovered that the University retains premiums which are not used by employees. Another note of interest was that the Provincial Government has been paying 50% of premiums for MSA subscribers with children under fourteen years of age.

Helen Glavina remarked that this knowledge would be quite useful for the next round of contract negotiations.

Wendy also discussed the Wage Indemnity Plan which offers reimbursement of wages for extended sick leave and would serve as a replacement for the present sick leave plan.

A waiting period of three to four days would be required before an employee could make use of the wage indemnity plan. The waiting period would be covered by the sick leave to which the employee is presently entitled.

Wendy was also involved in a reclassification problem where an ex-employee was considered to be eligible for retroactivity resulting from the reclassification. The University had not processed the application and declared that, as the employee had left, the initial application was void. It was decided to go straight to grievance based on the original application which was filed by the employee's supervisor who had indicated that the change in classification was justified by the duties involved. Marcel explained that if a Dept. Head has admitted in writing that the reclassification was justified, he cannot later deny it and expect the application to be withdrawn on that basis.

On December 29, 1980, Jane Strudwick informed Wendy by letter of budget cuts and of a position which was to be discontinued as a result. Since then, the Office has received three more letters from Ms. Strudwick informing us of discontinued positions due to the afore-mentioned budgets cuts. Wendy contacted all employees concerned. One person responded that the letter she received from Wendy Bice was the first correspondence of notification. In total, there have now been five full-time positions cut from the bargaining unit. Joan Treleaven reported that her department was affected in this matter. The members of her department received a memo from the Dept. Head explaining the situation and the problems arising from it. Carole Cameron responded that Article 5.04 was intended to protect employees from sharing the workload of a discontinued position as a result of lay-off, in this case.

Wendy Bice continued with her report. She read a letter from a member who was lodging a complaint about the January/February dues and assessment and who wished to be reimbursed for half the amount as she finished working on February 13, 1981. Wendy made reference to Ray Galbraith's letter to Bob Grant regarding the calculation of the assessment for full-time and part-time members. She also referred to the follow-up letter she composed to Bob Seeley which was intended to clarify Ray's formula for deductions. It was decided to reimburse Effie West half of the dues she paid in February. Letters would be sent to Susan Weir and Kelly Patrick offering clarification for the amounts deducted and explaining why no refund would be forthcoming.

Sharon Newman asked if new members paid union dues in the first incomplete month. Wendy replied in the affirmative.

8. Communications Committee report:

Wendy Lymer reported that the Committee now consisted of three members: Ray Galbraith, Jet Blake, and herself. Joan Treleaven indicated that she was interested in doing voluntary work for the Committee. Wendy reminded the Executive that submissions to the March newsletter were due no later than March 2 at noon.

9. Grievance Committee report:

Helen Glavina voiced her appreciation for Carole's summarization of the Pension Plan policy grievance given at the Membership meeting earlier today. Helen indicated that a liaison with the Health and Safety Committee was in the workings. An article on the use of VDTs was to be printed in the March newsletter. The next meeting of the Grievance Committee was scheduled for Tuesday, February 24 at 12:00 (noon).

10. Provincial report:

Suzan indicated that nominations were now open for the Vice-President, Organizer and a Trustee position of the Provincial Executive. It was possible that these positions would remain vacant until the annual Convention to be held in June.

The Prince George Local (Local 5) had planned to take a strike vote last night but it was postponed until the following Saturday. The Provincial Executive passed a motion to make \$5000.00 available to Local 5. Robert McKee protested the endorsement by the Provincial. The motion was amended to \$8000.00 but received opposition and was not carried. The original motion was accepted instead.

Suzan also reported that twenty minutes was spent on a discussion of when repayments should begin. Suzan felt that it should be left up to the Secretary-Treasurer to decide. It is obvious that the Prince George Local needs financial assistance. Suzan suggested that the Provincial was not in a position to subsidize Local 5's strike. Local 5 had indicated that they were prepared to go on strike with or without funds. Carole Cameron commented that she greatly respected that attitude. Suzan added that it had been suggested that a representative of Local 1 and one from Local 2 be flown up to Prince George to meet with their representatives to evaluate their situation. Carole Cameron brought forward a suggestion that the Executive send a letter to Local 5 requesting a response to the following questions: what is the strength of the membership with regard to supporting strike action?, does Local 5 believe that the government is capable of offering more money for a satisfactory settlement?, what kind of people is Local 5 dealing with management-wise?, and finally, is Local 5 capable of shutting down the college completely if the members favour strike action?

Moved by Carole Cameron
Seconded by Helen Glavina

THAT AUCE LOCAL 1 SEND A LETTER TO LOCAL 5 OUTLINING THE QUESTIONS BROUGHT FORWARD AT THIS MEETING, THAT WE REQUEST AN EARLY RESPONSE, AND THAT WE OFFER OUR AID IF LOCAL 5 STILL REQUIRES IT.

The motion was CARRIED.

Carole Cameron indicated that a letter would be sent immediately based on the motion just passed.

Suzan informed the Executive that the Convention had been rescheduled for the 13th and 14th of June.

Suzan then discussed a letter from Local 4 protesting the third affiliation ballot. As the protest was not upheld by the Provincial Executive, the President, Vice-President, and two other executives of Local 4 tendered their resignations.

Suzan reported that Sheila Perret is still a member in good standing of Local 4. The Local 4 Executive attempted to remove Sheila's membership status by claiming that she was three months in arrears in the payment of dues. At a meeting of the Local 4 Executives, Sheila was informed that as she was three months in arrears in the payment of dues and as a result, her membership was to be automatically terminated on the basis of the rules laid out in their Constitution and By-laws. Although Sheila was unsuccessful at challenging the chair on this matter, she was able to reply to the arrears charge. She stated that a cheque had been sent to cover for dues owed based on her new salary previous to this meeting. She had discovered in the meantime that she should have remitted dues based on the salary she was paid before taking office. To which the Local 4 Executive responded that it was unconstitutional to accept money for dues in advance. It was eventually determined that Sheila had, in fact, paid her dues on time, and that Local 4 owed her a refund.

A short discussion ensued after Suzan distributed copies of Local 2's most recent financial statement. It was noted that Local #2 hoped to be debt-free by May of 1981. Suzan touched lightly on the subject of the 1980 Convention tapes controversy involving Local 4. She firmly believed that the tapes and/or transcripts should be kept for historical purposes and not erased or re-used as was the intent of Local 4's proposal.

Suzan briefly discussed Kitti Cheema's lack of attendance at Provincial Executive meetings.

Moved by Suzan Zagar
Seconded by Joan Treleaven

THAT KITTI CHEEMA'S POSITION AS A PROVINCIAL REPRESENTATIVE FOR AUCE LOCAL ONE BE TERMINATED IMMEDIATELY.

The motion was CARRIED UNANIMOUSLY.

Suzan requested that a letter be sent to Kitti informing her of the Executive's decision. Carole Cameron indicated that this would be carried out.

11. Job Evaluation Committee report:

Sharon Newman reported that the Committee would analyze the job descriptions received through the questionnaire. She informed the Executive that the next meeting was scheduled for next Thursday, the 26th of February.

Carole Cameron added that she had placed orders for two books which were entitled "Job Descriptions: How to write and use them" and "Job Evaluation: A systematic approach". She hoped that these volumes would prove extremely useful in aiding the Job Evaluation Committee in their endeavors.

12. Executive report:

Marcel Dionne reported that a letter of agreement had been signed between the University and CUPE's president, Ken Andrews. The agreement allowed for salary increases for Senior Buyers in that bargaining unit and would not be considered part of CUPE's negotiations this year.

Carole Cameron said that she wanted to structure the agenda for the April meeting around the by-law amendment dealing with unlimited terms of office. She stressed that contentious issues such as this should not be discussed at one-hour meetings. She suggested that if the amendment proposed by Nancy Wiggs establishes a limitation for how long an elected officer can hold a salaried position, then she would return to a position on the University payroll at the expiration of her two-year term in June. Carole said she appreciated the arguments in favour of one-year terms of office but reiterated her intention to amend the by-laws which were circulated in the February newsletter.

13. Carole Cameron proceeded to set up a schedule for three future meetings. It was agreed that March 5th would be devoted to by-laws, that March 12th would be set aside for a regular Executive meeting, and that March 19th would be the date of next Membership Meeting.

15. Other Business:

The Executive dealt with the request for a donation to the Blue Heron Housing Co-operative. Sharon Newman asked what position we were prepared to take on requests for donations. Helen Glavina reiterated the position taken at the Executive meeting in December of 1980 that requests made by associations/organizations which are largely female-oriented and which are faced with issues and problems similar to those encountered by this association, should be given our full consideration. Carole Cameron offered to deal with this request. Wendy Bice pointed out that the GVRD had made a request for a donation as well.

Moved by Wendy Bice
Seconded by Joan Treleaven

THAT AUCE LOCAL ONE MATCH THE DONATION RECEIVED FROM THE GREATER VANCOUVER REGIONAL DISTRICT EMPLOYEES UNION LAST YEAR AND THAT A CHEQUE BE FORWARDED IN THE AMOUNT OF \$50.00 TO THEIR OFFICE.

The motion was CARRIED.

Sharon Newman reported that attempts have been made to book the War Memorial Gymnasium for the Vancouver Symphony Orchestra concerts. If the University agreed to accommodate the VSO, such an agreement might well be considered to be an act of compliance with the GVRD management presently involved in the labour disputes which, in turn, might well attract picketers to the whole of campus resulting in a complete shutdown of services.

The meeting was adjourned at 5:45 pm.



association of university and college employees

EXECUTIVE MEETING

March 12, 1981 - Thursday
2:30 pm.
Union Office

AGENDA

1. Adoption of agenda
2. Adoption of minutes of the February 19, 1981 Executive Meeting
3. Business arising from the minutes
4. Business arising from the correspondence
5. Secretary-Treasurer's report
6. Union Organizer's report
7. Union Co-ordinator's report
8. Communication Committee report
9. Grievance Committee report
10. Provincial report
11. Job Evaluation Committee report
12. Executive report:
 - Computer-Operator job specifications
13. Next meeting of the Executive -
Chair -
14. Next Membership Meeting -
15. Other & New Business:
 - statement to the Ubysses re increase in parking stickers

cc: Marcel Dionne
Sharon Newman
Andreana Phillips
Joan Treleaven
Suzan Zagar
Helen Glavina

+ Wendy Bice
Carole Cameron
Wendy Lymer