



association of university and college employees

# SPECIAL MEMBERSHIP MEETING

We cannot commence bargaining with the University for a new collective agreement until all our contract proposals have been approved by the membership.

Attend this meeting to vote on the remaining contract proposals (we did not get through all the proposals at our Saturday meeting). This will be your last opportunity to:

- approve or delete proposals
- make amendments to the proposals
- make proposals not included in the group sent out by the Contract Committee
- ask questions about various proposals
- hear information with respect to the government's retrenchment program
- give feedback to the Contract Committee on your priorities

**TUESDAY MARCH 16, 1982**  
**5:00 - 7:00 p.m. IRC 2**



association of university and college employees

# SPECIAL MEMBERSHIP MEETING IRC 2

## SATURDAY MARCH 6 1:00 - 5:00 p.m.

Attend this meeting to vote on the contract proposals that will be presented to the University. This will be your opportunity to:

- approve or delete proposals
- make amendments to the proposals
- make proposals not included in the group sent out by the Contract Committee
- ask questions about various proposals
- hear information with respect to the government's retrenchment program
- give feedback to the Contract Committee on your priorities, how you feel about wages, etc.



association of university and college employees

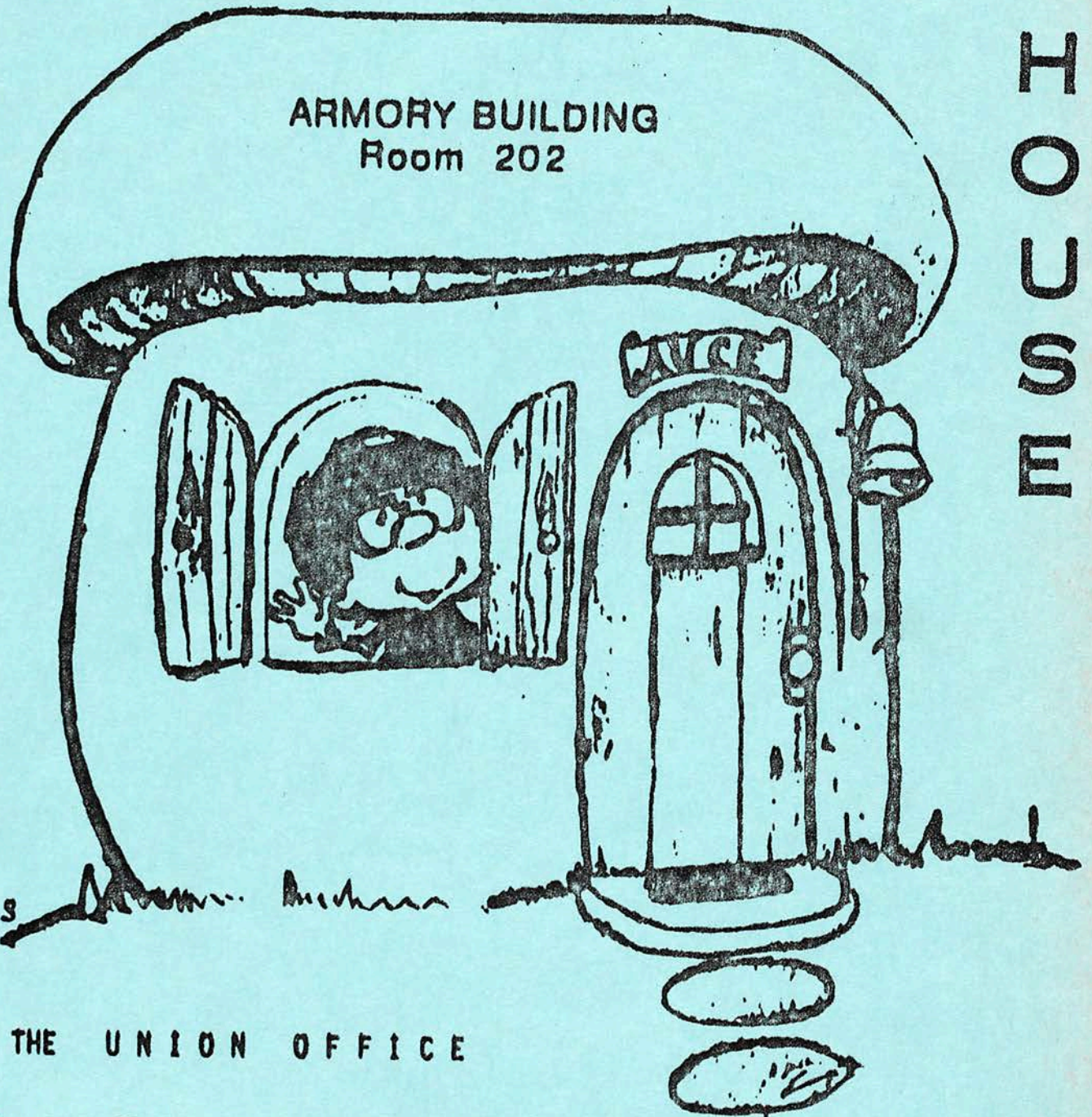
February 17<sup>th</sup>

PLEASE COME TO THE  
AUCE LOCAL ONE

O  
P  
E  
N

H  
O  
U  
S  
E

ARMORY BUILDING  
Room 202



WINE  
SNACKS

AT THE UNION OFFICE

**11:30** THROUGH AFTERNOON.

Meet the Staff and new Executive  
and other AUCE Members!



General Correspondence Continued

- Jan. 26/82 Letter from Karen Imeson, Continuing Legal Education Society of B.C.,  
re Western Labour Arbitration Cases
- Jan. 26/82 Letter from Mike MacCarron, CUPE Local 873 (Ambulance Employees' Union)  
re their current collective agreement
- Jan. 27/82 Copy of letter from Lid Strand to B.C. Organization to Fight Racism  
re AUCE's support
- Jan. 27/82 Copy of letter from Lid Strand to Peoples Front Against Racist and  
Fascist Violence re behavior at B.C.O.F.R. sponsored rally
- Jan. 27/82 Letter from Chris DeBresson, Vancouver Cttee for Solidarity with  
Solidarnosc, with brochure re donations from B.C. organizations and suspension of  
SOLIDARNOSC activities
- Jan. 27/82 Letter from David Fairey, Trade Union Research Bureau, re taxable  
medical/dental benefits
- Jan. 27/82 Letter from Stephen Kelleher, Chairman, LRB, re Health Sciences Centre  
Hospital (UBC) and Hospital Employees' Union, Local No. 180, appeal re application for  
certification

IRC 6

MINUTES

Announcement: People who like volley-ball are welcome to play at Britannia Community Centre on Sundays from 1:00-3:00 pm. (Call Lissett Nelson at 228-2003)

1) Adoption of the agenda:

Moved by Regina Tsanas      Seconded by Wendy Bice  
THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Amendments: Executive report will be moved to Item 5(b).

Murray Adams asked that as there might not be enough time to give the Contract Committee report, that he be allowed to give a brief report near the end of the meeting if Item 8 has not been reached by then. There was no objection.

Moved by Murray Adams      Seconded by Regina Tsanas  
THAT THE AGENDA BE ADOPTED AS AMENDED.  
The motion was CARRIED.

2) Adoption of the minutes:

Moved by Joyce Diggins      Seconded by Roberta Crosby  
THAT THE MINUTES BE ADOPTED AS CIRCULATED.  
The motion was CARRIED.

3) Business arising from the minutes:

There was no business arising from the minutes.

4) Business arising from the correspondence:

There was no business arising from the correspondence.

5(a) Nominations, Closing:

Communications Committee. There were no nominations. Nominations would remain open until the next union meeting.

Grievance Committee. One position remains open. There were no nominations. Nominations will remain open until the next union meeting.

Job Evaluation Committee. There were no nominations. Nominations will remain open until the next union meeting.

Provincial Education Committee. There were no nominations. Nominations will remain open until the next union meeting.

Provincial Representative. One position remains open. There were no nominations. Nominations will remain open until the next union meeting.

Strike Committee. There were no nominations. Nominations will remain open until the next union meeting.

\*\*\*Write, call or bring nominations in to the Union Office\*\*\*

5(b) Executive report:

HEU negotiations - A strike is potentially possible. To protect AUCE members working at the hospitals and to indicate support for the HEU in their struggle to gain equal pay for women workers, the Executive proposes the following motion:

Moved by the Executive      Seconded by Joan Treleaven  
THAT AUCE LOCAL 1 SUPPORTS THE EFFORTS OF THE HOSPITAL EMPLOYEES' UNION TO GAIN EQUAL PAY FOR WORK OF EQUAL VALUE FOR THEIR WOMEN WORKERS AND WISHES THEM EVERY SUCCESS IN THIS ENDEAVOR.

5(b) Executive report: (cont'd.)

+ Children's Hospital, Shaughnessy, St. Paul's and VGH will be affected.  
The motion was CARRIED.

TA Strike - Campus will be covered by TA picket lines on January 22, 1982. At the November 26, 1981, membership meeting, the following motion was passed:  
THAT AUCE LOCAL ONE PROVIDE CUPE LOCAL 2278 WITH OUR UNQUALIFIED SUPPORT AND THAT LOCAL 2278 PROVIDE US WITH IDEAS TO HELP THEIR EFFORTS TO SIGN A GOOD CONTRACT.

Letter has been sent to the University advising that we will consider any picket lines established by the TAU resulting from a legal strike to be bona fide.

AUCE Local 1's Executive passed following motion at Executive Meeting on Thursday, January 7, 1982:

THAT THIS EXECUTIVE TAKES THE POSITION THAT IT WILL NOT REIMBURSE AUCE MEMBERS FOR HONOURING PICKET LINES RESULTING FROM STRIKE ACTION BY OTHER UNIONS AND THAT AT THE SAME TIME, THE EXECUTIVE URGES ALL MEMBERS TO HONOUR A LEGAL PICKET LINE.

A discussion ensued. It was explained that the tuition waiver proposal was not a cost item in the TAU negotiations. It is a benefit available to all other unions on campus. Union security is another negotiation issue. It is important to a union with a high turnover in members. Kitti Cheema felt that it was not our business to determine how the TAs should be handling their negotiations. Irene McIntyre reminded members, again, of the motion passed in November and said that members could be disciplined if they cross a legal picket line. Nancy Wiggs asked members if they would expect support from other unions if AUCE Local 1 should have to go on strike when AUCE members won't give their support to other unions who choose to go on strike. Lid Strand said that if members can't support the TAs, we will end up negotiating a cut in pay. When questioned about the by-laws, Irene McIntyre read out Section 0, the disciplinary clause:

"Any number of members of the Local Association shall have the right to prefer charges against any other member of the Local Association according to Section 17 of the Provincial Association Constitution and the following provisions. Charges can be preferred against any member who:  
... (e) fails to act in accordance with any decision of a regular or a special membership meeting of the Local Association.

A Committee of Inquiry will be struck to investigate any charge(s) laid and to determine the facts of the case. A Hearing is held to determine the form of discipline if the accused is found to guilty. Discipline can mean discharge or suspension from work or loss of wages equal to what other members lost.

A member felt that members should come to work but if confronted by a picket line, should either go home or join the picketers. This member also urged other members to show support for the TAs by not crossing the picket lines should they appear.

A meeting will be held at the Labour Relations Board to discuss reasons for and ramifications of strike action at UBC. Regina Tsanas pointed out that if HEU goes on strike, AUCE members who work at VGH and who honor HEU picket lines will lose pay, but we at UBC won't be affected by the strike.

The following motion was tabled at the November membership meeting:

Moved and Seconded by the Executive

THAT AUCE LOCAL ONE ENDORSE THE EXECUTIVE RECOMMENDATION TO WITHDRAW FROM THE PROVINCIAL ASSOCIATION AND DIRECTS THE EXECUTIVE TO 1) BEGIN SECESSION PROCEEDINGS IMMEDIATELY UNDER 6A OF THE PROVINCIAL CONSTITUTION AND 2) CO-ORDINATE DISCUSSION AND DEBATE ON AVAILABLE OPTIONS FOR THIS LOCAL TO BRING ABOUT A SWIFT AND A CONCLUSIVE DECISION REGARDING THE AFFILIATION/MERGER/INDEPENDENCE ISSUE.

A discussion ensued. Anne Hutchison proposed that discussion of and decisions on this motion should be tabled until after our next contract is signed.

5(b) Executive report: (cont'd.)

Procedural motion: THAT WE TABLE THIS MOTION UNTIL SUCH TIME THAT AUCE LOCAL ONE HAS A NEW CONTRACT.

Anne felt that we needed to conserve our energy for upcoming negotiations. Murray Adams did not favour tabling. He felt that the motion was simple and straight forward and that he would like to see it debated at this meeting. Nancy Wiggs favoured tabling. She felt the secession process was time and energy-consuming and the contract was more important. Joyce Diggins favoured tabling on the basis that Local #1 is the largest and strongest and would weaken our other locals if we were to secede now. Ray Galbraith favoured tabling. He said the discussion was out of order as this was not a special membership meeting which was a requirements of November's motion to table. Carole Cameron said that special meetings could only be arranged for the evenings as we have used up our nine two-hour meetings entitlement until March 31st. Moved by Anne Hutchison      Seconded by Sheila Rowswell

THAT DISCUSSION ON THE EXECUTIVE MOTION BE TABLED UNTIL AFTER THE NEXT CONTRACT HAS BEEN SIGNED.

Amendment: Linda Tretiak suggested that the word "immediately" be inserted after "until". Anne Hutchison had no objection to the wording change.

The motion was re-read:

THAT DISCUSSION ON THE EXECUTIVE MOTION BE TABLED UNTIL IMMEDIATELY AFTER THE NEXT CONTRACT HAS BEEN SIGNED.

The motion was CARRIED.

The Executive offered thanks to Wendy Lymer for all her efforts as Secretary-Treasurer during 1981 while working for the Union.

8) Contract Committee report:

1) Committee expects to compile negotiating package soon. (Package will include wage proposals, amendments to benefits package, job evaluation and a new grievance procedure to take to negotiations.) Will be ready to meet with University at end of February.

2) Notice will appear in February newsletter re membership meetings to discuss proposals

3) Five members are on Strike Action and Publicity Committee. Murray Adams can be contacted for information on meetings. Use the newsletter to tell members how you feel about strike action or come to union meetings to express your feelings. Join this committee to create good strategies.

4) Package will be available at Union Meeting in February, hopefully.

A discussion ensued as to alternatives for voting on contract proposals. Members were concerned that lunch-hour meetings didn't allow for proper discussions of proposals. Other members were concerned that referendum ballots do not allow for debate or modifications of proposals. A compromise was proposed.

Moved by Regina Tsanas      Seconded by Linda Cairns

THAT WE HAVE A SERIES OF LUNCH HOUR MEETINGS TO DISCUSS CONTRACT ISSUES AND THEN SEND FINAL ISSUES TO REFERENDUM BALLOT.

Lid Strand indicated that, based on the Provincial Constitution, it is not prohibited to make or pass motions at one-hour union meetings, contrary to what Murray Adams stated earlier. Lissett Nelson made a procedural motion to split the motion into two parts. There were no objections to this proposal.

Moved by Regina Tsanas      Seconded by Linda Cairns

THAT A SERIES OF LUNCH-HOUR MEETINGS BE HELD TO DISCUSS CONTRACT PROPOSALS. The motion was CARRIED.

Moved by Regina Tsanas      Seconded by Linda Cairns

THAT CONTRACT PROPOSALS WHICH ARE DISCUSSED AND/OR MODIFIED AT THE LUNCH-HOUR MEETINGS BE VOTED ON BY REFERENDUM BALLOT.

The motion was DEFEATED.

8) Contract Committee report: (cont'd.)

5) Murray Adams gave a brief summary of the results of the Contract Committee questionnaire circulated to the Membership. Results were compiled by Sue McLintock:

+ One-year contract was highly favoured.

+ 100% of medical and dental benefits paid by the employer was also favoured.

Further detailed results will be published in newsletter.

A discussion ensued as to when meetings should be held to discuss and/or vote on contract proposals.

Moved by Kitti Cheema      Seconded by Nancy Wiggs

THAT A SERIES OF NOON-HOUR MEETINGS WILL BE HELD TO DISCUSS PACKAGE AND SEPARATE VOTES WILL BE TAKEN ON EACH ISSUE WHICH WILL BECOME THE FINAL PACKAGE OF NEGOTIATION PROPOSALS.

Carole Cameron was opposed to this motion because the membership as a whole must vote on the final package. This motion did not allow for a final package to be voted on. Anne Hutchison opposed the motion because of poor attendance at union meetings in general -- a handful of members would determine what proposals will be negotiated for our next contract. Joan Treleaven opposed the motion and offered an alternative.

Moved by Joan Treleaven      Seconded by Linda Cairns

THAT A SATURDAY MEMBERSHIP MEETING BE HELD TO VOTE ON FINAL CONTRACT PROPOSALS.

The motion was CARRIED.

Murray Adams indicated that February 20, 1982 could be the date scheduled for members to vote on the final contract proposals. A notice will appear in the next newsletter.

Moved by Roberta Crosby      Seconded by Marion Bennett

THAT THE MEETING BE ADJOURNED.

The motion was CARRIED.

The meeting was adjourned at 2:20 pm.

General Correspondence Received From December 22, 1981 To January 27, 1982

Dec. 23/81 Letter to Contract Cttee from Secretarial Staff, Psychiatry, re restructuring of pay grades for medical secretaries

Dec. 22/81 Letter from Sheila Weaver, Science, re union attitudes and approaches to negotiations

Jan. 4/82 Letter from Libby Nason, ER, re union meetings

Jan. 4/82 Letter from Canada-Palestine Assoc. re February Conference open to anyone who is interested

Jan. 4/82 Newsletter from B.C. Teachers Credit Union

Jan. 4/82 Letter from M. Clark, LRB, re HEU application for certification of CUPE employees at Health Sciences Centre Hospital at UBC

Jan. 4/82 Letter from M. Clark, LRB, with enclosures from solicitor for CUPE 116 re HEU application for certification

Jan. 4/82 Letter from W. Corbett, House of Commons, re interim report on Canada's relations with Latin America and Caribbean

Jan. 5/82 Letter from Monique Coupal, Office of Minister of National Health and Welfare, with copy of "Pension Reform with Women In Mind."

Jan. 7/82 Memo from Marilyn Pomfret to Jo Ann Hinchliffe re Sec. II's orientation period report

Jan. 7/82 Copy of memo from W.L. Clark, ER to Dept. Heads, et al., re cancellation of two hour August union meeting

Jan. 7/82 Copy of notice - TAU votes to hold one day strike

Jan. 14/82 Copy of letter from R. Grant, ER to Marcel Dionne, re AUCE check-off form 1077 and payment

Jan. 12/82 Memo from Peter Lusztig, Dean, Commerce, to Faculty & Staff, re TAU strike

Jan. 12/82 Copy of letter from A.D. Courtemanche, Medical Executive Cttee, to medic staff at VGH re possible HEU strike

Jan. 18/82 B.C. Federation of Labour news release re Polish fishing vessel, Regulus

Jan. 18/82 Letter to Irene McIntyre re womanning of picket lines during TAU strike

Jan. 19/82 Letter from R. Grant, ER, re Advisory Cttee to President on Safety, Security and Fire Prevention

Jan. 22/82 Letter from W. Clark re cost sharing agreement with Local I re union forms

Jan. 22/82 Letter from W. Clark re Group Disability with respect to income insurance premiums