

Jan. 19, GM

- Adoption of agenda: strike committee, open nominations
contract committee report

Motion: (on recommendation of the Exec.) ⁴⁵
That we adjourn the meeting at 1:~~50~~
and join the students in their
protest against tuition fee increases.

Motivation: 2:00-2:30 students holding symbolic
burial at Old Admin. Bldg. the BOG meeting there to decide fee
increases: proposed to double fees over 3 years 32% increase
two years ago student unemployment over 20%, wages low, student
aid has been cut by 40% our reasons for supporting: adds to
overall reduction in quality of educ., students paying more for
less (reduction in services at same time) reduces % of working
class students (15% now acc. to Stockholder), ie. our own chances
of returning, our children's chances of going demonstration of
our solidarity with the students, campus community, we need their
support etc.

*supported by
AMS*

- Business arising from the minutes: ^② motion on second referendum:
affiliation or independence.
^① : motion that AUCE local 1
reconsider its continued support, etc. OpSol etc.

*- union might go to for our fee union - if we
but we'd be paid with fee increase - limited
enrolled.*

argument: been in since beginning,
dropping out would give us bad reputation
legislation still looming
over us (changes to Labour Code, Human Rights legislation, changes
to WCB - even privatization, tenancy legislation, legal aid legislation)
and we need 'solidarity' to combat
if we have trouble getting
exempted from Bill 3, we may need OpSol to fight that, layoffs etc.
OpSol paying half our
legal fees incurred during and after strike - n.b. because we are test
case for definition of polit. protest vs. illegal strike

*1.4 M.
960 H.*

- nominations: strike committee (~~judith xxxxxx xxxxxxxxxxxxxxxxxxxxxxxxxx~~
~~xxxxxxxxxxx xx~~)
communications committee: jet blake, carole wisdom,
marilyn kennedy
- Grievance Committee report: *mandatory retirement - reinstatement*, full
of a steward presented as policy grievance, still awaiting reply back
woman paid maternity pay
benefit (ie.) then required to pay it back because univ. had made
mistake - they say have to return to same job, we say no
reclass. arbitrations,
9 cases prepared for arbitration, univ. engaging us in endless
arguments about arbitrators, stalling negotiations tentatively
scheduled to begin in March

- Yvonne Chung

not maintaining step when upgraded thru SEP, probably go to arbitration

case of several people

grievances, people who didn't feel they were given proper consideration for position or someone with less seniority

hiring procedure

transfer: univ. wants certain positions to put people on med. leave of absence to arbitration

exemption from involuntary protected from bumping recent attempts by univ. one resolved, one going

mandatory retirement, reinstatement, full back pay procedure, whereby dept. has to come up with funds offs in Copy and Duplicating

won arbitration on objecting to new reclass grievance concerning lay-

grievances: went to LRB, had to return to step 3 individual grievance

remembrance day pay also LPC

to fill vacancies due to leaves of absence with those on recall list etc. etc.

attempting to get university

- Contract Committee Report - see attached

- By-law amendments: 1. Rudd/Humphries amendment: motion that all by-law amendments on last page of newsletter be sent to referendum defeated, so none of them can go to referendum, we should vote on them now or not at all

strike vote taken under aegis of LRB, we accept these procedures, polling booth, scrutinized, every one has chance to vote "shall be in full accordance" etc. is fine

second paragraph: no. first principle that if one union strikes, puts up pickets, we respect, basic principle of trade unionism we need each other's support or we have nothing, solidarity

add: our job action was not strike inspite of what LRB says

third paragraph: finances: no, vote at membership meeting, with notice of motion sufficient, as for everything donation of \$500 very unusual, probably has very rarely happened, and OPSOL assessment was not a donation to an organization, but a membership fee, payment for services rendered, etc.

2. Murray/Cocchia amendment: second sentence non sequitur to first. not necessary anyway, already covered by contract the notification to univ. calling meeting?

~~has recognized the picket line~~ "unless some special agreement has been made that allows that person to work" (ie. essential services, some other permission to cross)

1st

amendments to the motions (second to last page of newsletter): totalling \$500 shd. probably read totalling \$500 or more

legal picket line: legality can only be established post facto, so by the time we knew what the LRB's opinion was the strike would be long over, ~~and we'd be of no help~~
~~XXXXXXXXXX~~

3. Richard amendment: agree: ^① conflict of interest, pres. = head of union, organizer = paid employee pres. acts trad. as check on office staff, pres. is the person staff is most often in contact with, who they turn to for quick decisions/opinions

^③ agree with motion, ^{part 2.} however, believe F.'s intentions are good, do not question her integrity, there was no rule forbidding her from holding two positions at time of election, unfair to change rules in middle of game, it was clear in her statement that she intended to hold two positions: so I support the motion, but if passed I will make a motion that FW be permitted to finish her term as Pres. in spite of by law

^② move that motion be ~~X~~ separated in two parts for vote

→ against first part:
as long as we are elected from rank and file, and have only one year term at time, we should be on executive, different from situation where the paid staff are entrenched, hired for indefinite term, not going back to old job in bargaining unit

^④ Motion: that inspite of the bylaw amendment just passed, Fairleigh Wettig ~~be allowed to finish~~
~~her term as President~~, having been elected before this rule came into effect, be allowed to finish her term as President. *is completed.*
held two positions until

- Solidarity Report: refer to report in newsletter

OpSol: gearing up for next round, much work being done on research, proposals to govt. re. changes to legislation, esp. Labour Code (OpSol has put forward names for consultative committee on changes to labour code, but has made it clear that they will pull out if it appears to be only for show), WCB changes (threat even of privatization), implementation of Bill 3 (exemptions) the possibility of further job action slight at moment, teacher lay-offs never occurred, although money was not funneled back actions being planned around individual situations: Qualicum teacher layoffs being protested closing of DTUC being protested other unions seem to be reaching agreements on Bill 3 exemptions we've applied for preliminary opinion on this from Pecks office there was threat of further job action around BC Hydro strike, since that involved Bill 3, but seems to have been tentatively settled

SoCol: coalition not involved in any direct negotiations however, agreed to put forward names for Human Rights advisory committee, but decision was 'very unanimous' (Shearer) and they have made their lack of faith in the committee clear to the Minister research being conducted into economic alternatives and social policy group of trainers has been developed, and they are giving regional workshops around end of Feb., training people in local coalitions to work in community, organizing conference

in regions // aiding Nelson Coalition in protest against
closing of DTUC recent leak from Victoria that Status of
Women will have all prov. funding cut we will be hearing from them
soon protest will be organized coordinating protest
against cuts in student aid researching the issue of
privitization (you read in paper, privitizing community care facilities
for juveniles, etc.), and legal aid cuts (changes to legal aid legislation
slated for next session of legislation) organizing rally
in victoria for Feb. 4 sponsored by Qualicum school district parents,
against teacher lay offs in Qualicum where they've been esp. severe
Campus Community Alliance: alliance still
active ~~see handout for upcoming events~~ recently they've
been promoting the 40-day fast undertaken by Andre Sobolewski in
protest of ~~Human Rights~~ abolition of Human Rights Commission,
event: Lunch with Andre was held, 10\$ cosmic lunch helping
to organize today's tuition fee increase protest they are
also sponsoring a conference to be organized by the committee of
concerned academics, topic of conference: ~~restraint~~ the concept
of 'restraint' 'BC Under restraint', tentative for Feb. 24-5,
Fri.-Sat., free, panel discussion, in Law Fac. Pacific
Institute is also holding conference, Feb. 11 on the legislation,
costs \$50 for non-members (expl PI) get details from me
~~anyone interested in it~~

Contract Committee

parts 3, 4, 5 and 6 of ESA (hours of work, overtime or special apparel; annual vacation or vacation pay; termination of employment or layoff; maternity or pregnancy leave) if we have language on these topics, ESA does not apply

42

the sections of the act of possible concern to us: / 44, 45, 46, 48, 51, 55 (parts 5 and 7 of act)

53

sections where we are definitely deficient: section 53, maternity leave: that the employer continues to pay their share of benefits during leave (this is not clear in our contract); ^{section 51} that an employee gets automatic 6 week leave upon birth of child, or miscarriage - we are not covered by contract in event of miscarriage or premature birth (ie. if you've arranged leave for Jan. 1 and child is born in Nov.)

section 42: we have 4 weeks notice of lay-off, ESA gives one extra week for each year over 3 years up to 8 weeks

preliminary opinion on Bill 3 - Bill 3 doesn't effect us until contract expires, but once contract expires can be used unless we negotiate an exemption we are getting preliminary opinion to see if we could get such an exemption without first negotiating changes to contract, if so we need not link exemption to contract negotiations