

MINUTES

Present: Murray Adams, Wendy Bice, Elizabeth Brock, Ted Byrne, Carole Cameron, Marcel Dionne, Wendy Lymer, Irene McIntyre, Sharon Newman, Sheila Rowswell, Nancy Wiggs (4:05 pm.), and Suzan Zagar

1. Adoption of agenda:

+ Under item 9, Contract Committee, was added "University's Offer"
Moved by Sharon Newman THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Irene McIntyre
The motion was CARRIED.

2. Adoption of the minutes of the October 7, 1981 Executive Meeting:

Moved by Murray Adams THAT THE MINUTES OF THE OCTOBER 7, 1981 EXECUTIVE
Seconded by Suzan Zagar MEETING BE ADOPTED AS CIRCULATED.
The motion was CARRIED.

3. Business arising from the minutes:

+ Sharon Newman inquired as to the By-law change regarding Executive expenditures. The By-law has been prepared for discussion at the Special Executive Meeting on October 21, 1981

4. Business arising from the correspondence:

+ Sept. 18/81 B.C. Federation of Labour news re staff strike at Open Learning Institute
There has since been a contract settlement which included a health and safety clause re VDTs

+ Sept. 9/81 Letter from Darlene Nickull, West Water Rsearch Center, re job classification contract proposal

+ Aug. 26/81 Letter from D. Ganong, Jim Pattison Toyota, re purchase plan for AUCE members
Members are offered a special discount on purchase of new car

+ Sept. 18/81 Memo from Jo Hinchliffe, PE, re reduction in work load and work hours for an AUCE member. Original for notification
Procedure for notification of such changes was improperly done and would be corrected.

5. Secretary-Treasurer's report:

+ Term Deposit - Yet to be purchased. Suzan Zagar and Wendy Lymer will make arrangements at the Credit Union as two signatures are needed.
+ Bionaire - Arrangements to purchase will be made by Marcel Dionne.
+ Safety Deposit Box - Who has the key? A search of the Union Office will be made.
+ Cheque for grant from Provincial not yet received. Will be here soon.

Moved by Carole Cameron THAT AUCE LOCAL ONE PAY THE PER CAPITA TAX LOAN OVER A
Seconded by Suzan Zagar PERIOD OF NINE MONTHS BEGINNING IN NOVEMBER, PENDING
OUR CONTINUED ASSOCIATION WITH THE PROVINCIAL.

The motion was CARRIED.
One Abstention: Irene McIntyre

6. Union Organiser's report:

+ Wendy Bice and Carole Cameron will attend an international conference on Women and Work in the '80's in Banff.

Moved by Wendy Lymer
Seconded by Suzan Zagar

THAT THE COST OF REGISTRATION FEES TO THE CONFERENCE ON WOMEN AND WORK IN THE '80's BE REIMBURSED TO WENDY BICE AND CAROLE CAMERON.

The motion was CARRIED.

+ Conference in Victoria later in October. Women from Victoria and Vancouver have been invited to attend.

+ Capilano College Labour Studies Programme - User's Committee requests a representative from AUCE Local One in order that we have some say on course content

+ Shirley Irvine and Carole Cameron will visit the Newspaper Guild on Tuesday at 12:00. Patty Lane will make information available on VDTs. Has best contract language on VDTs

+ Member objects to belonging to union on religious grounds. He must make reasons known, to the Union and to the LRB, as to why he should not be required to join.

+ Maple Ridge Research Forest - Member refuses to pay dues. She will either join or lose her job. She must pay what is owed when the LRB decision certified members at the Research Forest last year.

+ Frequency of newsletter, Monthly or Bi-monthly? - Opposition to bi-monthly is great; monthly newsletter is considered essential to good communication. Will be discussed further at the Membership meeting during the Executive report.

+ Attendance at Union Meetings - Compulsory? By-law change is a possibility. Union should encourage more people to attend union meetings

+ Prioritization of union office work. Executive should provide direction for the members. It should not discourage members from speaking at meetings. The Union is in trouble. Executive members must be more responsible in their roles.

Moved by Murray Adams
Seconded by Elizabeth Brock

THAT THE EXECUTIVE AGREE TO HOLD A MEETING FOR ONE DAY, ON A WEEKEND IN NOVEMBER, TO DISCUSS AND HOPEFULLY SOLVE A FEW OF THE PROBLEMS RAISED AT THIS MEETING.

The motion was CARRIED.

+ Murray Adams agreed to draw up an agenda for the meeting and to make arrangements for the meeting place.

7. Union Co-ordinator's report:

+ Unsigned memo outlines Board of Governors' wage proposal (circulated in the Finance Dept. Official letter from Employee Relations not yet received in this office.

+ Neil Boucher reported that proposal would not affect 1982 negotiations and would be offered as a three-part package.

+ Carole Cameron corrected table containing % increases for all pay grades in AUCE

+ Professional negotiator in Calgary will send information to Wendy Bice on negotiating tactics and offered to speak to members.

8. Communication Committee report:

+ Deadline for November newsletter is Tuesday, October 27, 1981. Typewritten in two-column format would be appreciated and preferred. Newsletter will have a few improvements.

12. Provincial report (moved ahead with arrival of Nancy Wiggs)

+ Notices sent out and phone calls to Locals re cancellation of special convention.

12. Provincial report (Continued)

+ Appeal must be made to annual regular convention re charge against Local Five. Provincial would not support further disciplinary action against Local Five. Local One has several choices: 1) appeal of Provincial decision, 2) appeal of discipline, 3) re-laying of charge, 4) secession from the Provincial (Provincial would conduct inquiry into petition to secede), or 5) dropping of the issue altogether.

+ Report from SFU on Decision Band Method of evaluation - Method is appalling. Local Two rep (Star Rosenthal) wanted Provincial to talk to Local Two Executive who signed contract to implement it without membership approval.

+ Local Two refuses to type Provincial Membership cards; three dues increase referendums have failed; finances are in a mess; solutions have been sent from Provincial to Local Two; dues increases are discouraged in preparation for secession plans

+ Local Four - No reps at last Provincial Executive meeting; two months in arrears re per capita tax; three-year agreement yet to be ratified; Provincial stripped Local Four rep of voting rights

+ Report will be prepared and will include synopsis of events leading to present situation with Local Five; the purpose of the Provincial will be explained

+ Elizabeth Brock will remain for two more months as Provincial rep for Local One; she has resigned from her job in Woodward.

+ Lauma Avens will assume responsibilities as the Union Co-ordinator of the Provincial on November 1, 1981. She won't be paid until she takes office.

+ Next issue of the Provincial newsletter will be coming out soon

+ Next Provincial Executive meeting: November 27-28, 1981

9. Contract Committee report:

+ Division meetings have been completed; in one or two cases, members requested that more be scheduled; few people turned out; a number of people were elected; six people will work anonymously on the Committee

+ Proposals being studied: wages, benefits, grievance procedure, technological change and occupational safety

+ Issues being researched: sick leave, work sharing, job sharing, publicity (bulletins and questionnaires)

+ Recruits from other than Main Library are needed. Conference Room in Main Library may be used for regular meetings

10. Grievance Committee report:

+ Policy grievance - Part-time employees asked to sign form waiving right to notice

+ Severance notices and evaluation forms left in file for longer than two years

+ Three to four policy grievances: series of positions downgraded when vacated; L.A. IV position changed to Librarian position (should be reverted to former paygrade)

+ Elimination of positions; articles used to argue for non-elimination:
1) Job Postings, 22.01 and 2) Reductions in the Work Force, 5.04

+ Spending freeze results: student assistants doing Mail Clerk jobs in Woodward; Librarians replacing L.A. IVs have identical duties (It is not essential for Librarians to have hiring/firing authority); Loss of four-day work week

+ Attack on flexible hours expected in contract negotiations

+ Leaflet to membership warning of new problems related to job freeze may be in the works; Reading Rooms Division may be eliminated (information on this issue will be published)

+ Portions of minutes from Librarians' meeting to be published in newsletter

11. Job Evaluation Committee report:

+ Job evaluation systems are management tools; search for least damaging one is underway (in terms of a negotiating tool); job evaluation systems place people in different pay categories as jobs change

+ Relative lowering of men's wages as compared with women's wages

+ Retention of members with unusual job descriptions (i.e., Home Economics, Theatre) is possible

14. Next Meeting of Executive: Wednesday, October 21, 1981 for By-laws changes

15. Next Membership Meeting: November 26, 1981

16. Other Business:

+ Endorsing of United Way appeal raised by Suzan Zagar; may be raised at union meeting

The meeting was adjourned at 5:30 pm.