

Minutes

Membership Meeting - Wednesday, December 17, 1980

IRC 6

12:30 - 2:15 pm.

The meeting was chaired by Marcel Dionne, the President, and the minutes were recorded by Ray Galbraith, the Secretary-Treasurer.

Marcel Dionne indicated to the membership that the Executive had recommended that he chair the meeting as the retiring President, Nancy Wiggs, was unable to attend.

Moved by Joan Treleaven THAT MARCEL DIONNE CHAIR THE MEMBERSHIP MEETING.

Seconded by Carole Cameron

The motion was CARRIED.

1. Adoption of agenda:

Moved by Joan Treleaven THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Seconded by Lid Strand

The motion was CARRIED.

2. Adoption of the minutes of the November 20, 1980 Membership Meeting:

Moved by Andreana Phillips THAT THE MINUTES OF THE NOVEMBER 20, 1980 MEMBERSHIP MEETING

Seconded by Joan Treleaven 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. Nominations:

Closing:

Benefits Committee (2) - No members were willing to stand for election to this important Committee. Nominations were to remain open until the next Membership Meeting.

Communications Committee - Ray Galbraith was elected by acclamation. Nominations were to be re-opened at the January 1981 Membership Meeting.

At this point the Teaching Assistants (CUPE Local 2278) entered the meeting to present a report to the membership.

Moved by Ann Hutchison THAT THE TEACHING ASSISTANTS' REPRESENTATIVES BE SEATED AND

Seconded by Sharon Newman THAT THEY IMMEDIATELY PRESENT THEIR REPORT TO THE MEMBERSHIP.

The motion was CARRIED.

Peter Fryer, the T.A.'s Secretary-Treasurer, acted as the spokesperson for the group. He indicated that their union had been negotiating with the University since May of 1980. A tentative agreement on wages had been reached, but the thorny issue of union security remained. He reported that to date the University was totally opposed to the type of Union shop being presented by the T.A.'s. The issue was of great importance due to the yearly turnover of 50%. The T.A.'s were offering to take the Carleton University formula which allows members to opt out of the Union after 10 days. Peter stated that in the present situation the T.A.'s could either sign a new contract or contemplate job action.

Peter then proceeded to a discussion of strategy, stating that much of the T.A.'s strength depended on support from other campus unions. He outlined the type of strategy that was being considered and then opened the floor to questions. AUCE members present commented

upon the proposed strategy and asked what support the T.A.'s expected of Local #1. Some members dwelt on some of the flaws in the T.A.'s strategy, especially in light of our strike in May. Responding to a question about Local 2278's timetable, Peter Fryer indicated that a membership meeting had been slated for mid-January. Prior to that meeting there were no definite plans other than some grass roots organizing. At the end of the discussion and question period, it was pointed out that the Executive had dealt with the issue of support and bona fiding the possible picket lines in a letter to the University that had been re-printed in December's "On Campus".

When the Teaching Assistants left the meeting, the closing of nominations continued. Carole Cameron and Wendy Bice were nominated by acclamation to the Provincial Cross-Local Committee to Investigate AUCE Salaried Staff. No nominations were forthcoming for the Provincial Education Committee, the Committee to Investigate Discovery Parks or the Cross-Local Superannuation Pension Investigating Committee. Nominations were to be re-opened at the January 1981 membership meeting.

6. Secretary-Treasurer's report:

Ray Galbraith reported the results of the two referenda. He said that the dues increase referendum passed, a surprising development for the office staff. It was an extremely close vote: YES - 236 / NO - 227 / ABSTENTIONS - 22 / UNMARKED 5 / SPOILED 53. The results of the second part of the dues increase ballot was as follows: ACROSS-THE-BOARD - 286 / PERCENTAGE - 129 / NO CHOICE - 75 / SPOILED 53. Ray indicated that the increase in dues would be reflected in the January 31, 1981 paycheques.

The results of the strike-related expenditures referendum were more decisive. Ray reported the following results: YES - 375 / NO - 150 / ABSTENTIONS - 15 / SPOILED 53 / NO VOTE ON FIRST PART OF BALLOT - 7. On the second part of the ballot the membership chose to have two deductions, one at the end of January, 1981, the other at the end of February, 1981. Each deduction was to be \$10.00 for full-time employees and less for part-time employees/members. The results were: 1 DEDUCTION - 173 / 2 DEDUCTIONS - 333 / NO CHOICE - 41.

Moved by Ray Galbraith THAT THE MEMBERSHIP ADOPT THE FINANCIAL STATEMENT FOR THE
 Seconded by Ann Hutchison MONTH ENDED NOVEMBER 30, 1980 AS CIRCULATED.

Ray explained that the extraordinary item of concern was that there appeared to be a considerable excess of income over expense, in the sum of \$2,000. But, that was illusory as bills to pay for the stewards' seminar and for the printing of the contract were held for payment in December.

The motion was CARRIED.

Ray then detailed the office move which was definitely scheduled for the last week in December. The only loose end was the need for membership approval of the moving arrangements. To this end Ray had obtained two estimates, one union, the other non-union. The estimates were close in dollar terms, but the union firm's estimate included boxes and tapes one week in advance of the move and a visit to the office for calculating the estimate.

Moved by Ray Galbraith THAT THE MEMBERSHIP OF AUCE LOCAL #1 APPROVE THE EXECUTIVE'S
 Seconded by Murray Adams RECOMMENDATION TO EMPLOY SALMON TRANSFER AT THE COST OF \$751.00
 FOR THE MOVING OF THE UNION OFFICE TO 6383 MEMORIAL ROAD.

The motion was CARRIED.

The last item of the Financial/Secretary-Treasurer report was concerned with the projected budget for the fiscal year 1981. Ray explained that the commitment to produce such a statement was outlined in Section J-13 of the By-Laws and that the project budget was printed on page 16 of the newsletter. He outlined how the various figures were arrived at, for the most part paralleling the rationale contained in the newsletter article.

Moved by Ray Galbraith THAT THE MEMBERSHIP OF AUCE LOCAL #1 ACCEPT IN PRINCIPLE THE
 Seconded by Lid Strand PROJECTED BUDGET FOR 1981 AS PRINTED ON PAGE 16 OF DECEMBER'S
 "ON CAMPUS".

In response to a question from Lid Strand, Ray Galbraith explained that the motion was phrased "in principle" because the figures in the budget were not etched in stone and could be exceeded for various reasons. If that should occur then the next Secretary-Treasurer would have to come back to the membership for further discussion and approval of any excesses.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron reported an item of considerable significance. A member had grieved an unsuccessful reclassification attempt and had been successful at Step III of the Grievance Procedure - retroactivity went back to January 1979.

8. Provincial report:

At the outset, Susan Zagar moved the motion printed on page 30 of the newsletter.

Moved by Susan Zagar THAT THE MEMBERSHIP AMEND THE BY-LAWS AS FOLLOWS:

Seconded by Lid Strand E. LOCAL ASSOCIATION EXECUTIVE

THE LOCAL ASSOCIATION EXECUTIVE SHALL INCLUDE THE FOLLOWING:

PRESIDENT

VICE-PRESIDENT

SECRETARY-TREASURER

MEMBERSHIP SECRETARY

UNION ORGANIZER

UNION CO-ORDINATOR

2 TRUSTEES

2 PROVINCIAL REPRESENTATIVES

ETC.

Susan's motivation was brief and to the point: that the Provincial Reps should have the right to vote as they regularly attended Executive meetings and contributed extensively to the debate and that the Reps in the other Locals also had the vote.

Lid Strand asked whether the other parts of the By-Laws which were related would be automatically changed. Carole Cameron replied that they would.

The motion was CARRIED.

Susan then indicated that the third affiliation ballot was in preparation and that it was, for her, the most important to date. And, in that light, she requested that every member cast his/her ballot. The ballots were to be counted on January 17, 1981. She reported that Local #2's dues increase referendum went down to defeat and that Local #4 at Capilano College was in arrears to the Provincial due to a dispute over accessibility to Convention tapes.

At that point Marcel Dionne explained that the Provincial Secretary-Treasurer, Sheila Perret, was scheduled to speak on the increased Per Capita Tax. Marcel stated this was no longer necessary as the members of Local #1 had just passed a dues increase which would cover our increased Per Capita Tax requirements. Carole Cameron added that our Local would probably begin paying the increased amount in either January or February, but that the membership would have to decide whether or not to pay the "retroactivity" from August. The issue would be brought to the February meeting for membership consideration. Carole said that it was the intention of Local #1's Executive that the Provincial participate in the discussion and debate as fully as possible.

9. Other Business:

a) Benefits Committee - Wendy Bice, the Union Co-ordinator, made a plea for more membership participation on the Committee stressing the importance of negotiating a new and improved benefits package. To date, the University did not have its committee together. Wendy said that we had scheduled a meeting with MSA to determine what was available. Those presently on the Committee felt that it was necessary to go back to the beginning and to do some basic research.

b) Job Evaluation Committee - Murray Adams, the Committee's chairperson, requested that

members complete and return their job evaluation questionnaires. He reported that nothing of any substance would be done with the completed forms until after Christmas. In response to a member who suggested a further follow-up form in six months, Murray expressed delight with the idea but said it would be impracticable without more volunteers.

At 1:40 pm. Carole Cameron introduced the film "Finger Pinky", a film about the organization of the York University Staff Association (YUSA). The meeting adjourned at 2:15 pm. immediately following the film.