

Executive Meeting - July 29, 1981 - Union Office - 2:30-5:35 pm. - Minutes

Present: Marcel Dionne, Suzan Zagar, Joan Treleaven, Wendy Bice, Elizabeth Brock, Irene MacIntyre, Carole Cameron, Sheila Rowswell, Ted Byrne, Wendy Lymer, Sharon Newman

1. Adoption of agenda:

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

Seconded by Joan Treleaven

The motion was CARRIED.

2. Adoption of minutes of the July 29, 1981 Executive Meeting:

Moved by Wendy Bice THAT THE MINUTES OF THE JULY 29, 1981 EXECUTIVE MEETING

Seconded by Suzan Zagar BE ADOPTED AS CIRCULATED.

On page four, the phrase 'Nancy Wiggs interjected that' was inserted at the beginning of the sentence which begins "For all intents and purposes, ...", in order to clarify who supplied that information.

The motion as per the amendment was CARRIED.

3. Business arising from the minutes:

- a. Joan Treleaven has written to Andreana Phillips, thanking her for her participation in Union activities.
- b. Carole Cameron said that no letter had been received from the Provincial re the payment of per capita tax. Sheila Perret, in a phone call, said that she was working on it.
- c. Wendy Bice reported that Wendy L. had taken care of the locks on the filing cabinets which were lacking them.
- d. Wendy Bice said that the Surrey Delta Association for the Right to Choose was campaigning for more members in the Surrey and Delta municipalities. A poster would appear in the August newsletter.
- e. Marcel Dionne indicated that, under item 11 of the minutes, the letter which was drafted by Carole C. will be checked and sent.
- f. Sheila Rowswell referred to page two of the minutes. No commitment has been made by Local 4 to pay the \$5 assessment. A letter should be drafted and sent to Local 4, requesting the assessment money, according to Marcel.

The format of the proposed letter was discussed. Questions as to whether the Provincial was responsible for communication with Local 4 were brought forward. Irene McIntyre suggested that Local 4 be charged with default. Marcel's proposal to send a letter to Local 4 resurfaced as the solution.

- g. Carole C. also referred to page two. The letter regarding Betsy Bilodeau's membership status was sent to the LRB requesting an early decision on her appeal. A copy was also forwarded to Wes Clark.
- h. A report on the Parking Fee Committee's activities involved Marcel's reiteration of correspondence with the University and with other organizations on campus who will be affected by the increase. Marcel offered to attend a Board of Governors function to which representatives of campus unions and organizations have been invited. It is likely that the proposed parking fee increases will be implemented regardless of the mass protest to date.

4. Business arising from correspondence:

- a. July 9/81, letter from Sid Potter re postal services. Carole C. has forwarded a letter to Mr. Grant, ER, urging that the University desist for their strike-breaking practices

4. Business arising from correspondence: (cont'd)

- b. July 15/81, letter from NABET requesting financial support. A brief discussion occurred on AUCE's donation policy. Donation requests must always be brought to the Executive for discussion.
Moved by Marcel Dionne THAT AUCE LOCAL ONE DONATE \$100 TO NABET.
Seconded by Ted Byrne
The motion was CARRIED.
- c. July 20/81 Memo to Wes Clark re leave of absence for Gwynneth Quirk. This memo confirmed a leave of absence of two days for Ms. Quirk.
- d. July 14/81 Letter from Wes Clark re leave of absence for Wendy Bice. The University agrees with our interpretation of the return to work clause for W. Bice after her next term of office is complete.
- e. Marcel read out a letter from Neil Boucher who is a member of the Board of Governors. A member or members of AUCE were invited to a B.O.G. dinner. Marcel indicated that he would respond to the letter and would also attend the dinner.
- f. July 17/81 Wording on telegramme to Sheila Perret from AUCE Local 5. Suzan read the wording to the Executive. Carole C. said that we were not advised that the hearing had been cancelled in July. Nancy Wiggs told Carole that the hearing had been rescheduled for August 22nd. Local Five would only respond to the constitutionality of the charge. Marcel suggested that a letter be sent to Nancy requesting notice of such changes in the future as she is the liaison between the Provincial and Local One on this matter. Wendy Lymer will contact Nancy Wiggs by letter. Sheila Rowswell will call Sheila Perret on notification of changes in the future.

5. Secretary-Treasurer's report (Wendy Lymer):

- a. A notice will appear in the newsletter regarding the purchase of a Bionaire 1000 (an air cleaner) for the Union Office.
- b. Marcel and Wendy L. met with the manager of the Teacher's Credit Union to discuss banking problems which supposedly have been ironed out.
- c. Locks on the filing cabinets have been installed. Keys are available to those members who wish access to filing cabinets.
- d. Carole Cameron suggested that another \$10,000 term deposit be purchased with the excess in the Savings account. Marcel added that short term term deposits offer a 17 1/2% interest rate.

Concern was expressed that if CUPE goes out, or if CUPW pickets UBC, the money must be readily accessible. The policy of picket pay was discussed at length (i.e. can AUCE support the membership in a strike situation)

Moved by Elizabeth Brock THAT THE ISSUE OF PICKET PAY BE TAKEN TO THE STRIKE
Seconded by Carole Cameron COMMITTEE WHO WILL BE RESPONSIBLE FOR BRINGING THE
ISSUE TO THE MEMBERSHIP'S ATTENTION.

The motion was CARRIED.

6. Union Organiser's report (Carole Cameron):

- a. Health Hazards study: Labour Canada Grant is \$990. Membership will be asked to approve the remainder, \$3910. An article in the newsletter explains the plan for the study. Shirley Irvine will expand on the article at the next union meeting.

7. Union Co-ordinator's report (Wendy Bice):

- a. Lissett Nelson's arbitration has resumed. Meeting on August 7/81 in IRC, 4th floor where lawyers will present final arguments to the arbitrator. It may take 4 to 6 hours to complete.
- b. Contract Committee: Wendy will set up meetings. Marcel felt that members who were nominated to this committee but who did not indicate whether or not they would accept, should be asked if they will stand. It may be necessary to renominate them.

7. Union Co-ordinator's report (Cont'd):

- c. MSA benefits: Wendy met with MSA rep to discuss wage indemnity plan which won't affect our present plan, cost-wise. CU&C had nothing else to offer; they thought our existing medical benefits package was o.k.

8. Communications Committee report (Wendy Lymer):

- a. College Printers vs. Press Gang. Going back to College Printers; will be getting a better quality of paper. Press Gang was late, copy was unsatisfactory (clarity varied) and the price was \$100 more than our former printer charges, even with the paper quality improvement.
- b. Submission deadline: August 2/81. As Aug. 2nd is a Sunday, please have submissions in by July 31.

9. Grievance Committee report (Ted Byrne):

- a. Labour Committee meeting tomorrow to discuss grievances for Murray Adams, Elizabeth Brock, a student assistant, and Kitti Cheema.
- b. Word Processing and Computer Operators grievance going ahead. Letter drafted by Carole Cameron, written as if nothing has happened (i.e. gives reasons Union is against proposal). Copy of letter will be placed in Union Office file.
- c. Policy grievance on downgrading and elimination of positions is in the works.
- d. Expedited arbitration will be a proposed status quo contract article. Our grievances are usually based on flagrant violations of the contract. We will face bankruptcy if the University continues to be unreasonable regarding grievances. Expedited arbitration will force them into action.

Moved by Ted Byrne

Seconded by Carole Cameron

THAT THE EXECUTIVE RECOMMEND TO THE CONTRACT COMMITTEE THAT SOME FORM OF EXPEDITED ARBITRATION OR STATUS QUO CLAUSE BE PROPOSED FOR THE NEXT SET OF NEGOTIATIONS.

The motion was CARRIED.

- e. The Union may charge the University with bargaining in bad faith. It will be investigated with our lawyer, Katy Young.
- f. Wendy Bice said that Nancy Wiggs phone to give notice of the new hearing date for the laying of charge against Local Five: August 22/81; delegates will be contacted.

10. Provincial report (Sheila Rowswell):

- a. Hearing date reiterated: August 22, 1981
- b. Ballots sent out for Provincial Executive nominations and for second paid position in Provincial Office. Provincial Trustees will pick up the ballot box and will count the ballots on September 8 (Tuesday).
- c. Executive meeting: lacked quorum. Meeting was cancelled. Members who showed up stuffed ballots and later joined CUPW on picket lines. Help was appreciated.
- d. Issues in the CUPW strike include a COLA clause, \$1.70 per hr. increase, 20 weeks paid maternity leave, no close-circuit T.V., and a 50 lb. limit for loads postal workers must carry.
- e. The Naam Restaurant (on Fourth Avenue) has closed its doors (temporarily).
- f. Other Locals:
 - Local #2: rumor has it that a petition to secede from AUCE is circulating.
 - Local #4: per capita tax payments are three months in arrears. Local 4 Provincial Rep has been stripped of voting rights at Exec. meetings. Negotiations are underway for a 20% increase in wages.
 - Local #6: unprecedented 50% of bargaining unit has been signed up. Union Organiser position is open to any member of AUCE. A few grievances have been won. A joint committee (with Local #2) has been set up to look at policies affecting both Locals.

11. Job Evaluation Committee report (Irene McIntyre):

There was no report.

11. Job Evaluation Committee report (Cont'd):

Suzan Zagar made suggestions as to what should appear in this report; she urged that a report be given at every meeting, union and executive, as to their activities.

The Strategy Committee is the nucleus of the Job Evaluation Cttee. The Strategy Cttee intends to research contract proposals and circulate a pamphlet based on that information.

The duties of the Job Evaluation Cttee were discussed at length. Elizabeth Brock suggested that the two women from Copy & Duplicating who requested a re-evaluation of their job duties should apply for reclassification. A new scheme for job evaluation is being developed at SFU; Ted Byrne is investigating it.

Irene McIntyre said that pay grades will be to be revamped considerably. We must be more thorough when researching and negotiating job evaluations and salaries this time. Carole foresaw that the University would probably propose significant changes to the existing pay scales in light of their controversial proposals earlier this year. Preparations for a response to such proposals must be undertaken right now. Irene stressed that more participation was needed from people on the lower pay scales; job evaluation and wage proposals must also be based on their concerns.

12. Executive report (Carole Cameron):

- a. There will be a one-hour union meeting in August.
- b. Health hazards study: A woman from SFU will attend the September meeting if the membership approves the funding for the study.
- c. Russ Selinger wants the membership to reconsider the motion to reconsider the motions passed by the Job Evaluation Committee. A motion such as this might be out of order but that aspect will have to be investigated.

13. Next meeting of the Executive - August 12, 1981

14. Next Membership meeting - August 19, 1981 (VGH)
August 20, 1981 (UBC)

15. Other Business:

- a. Irene McIntyre noted that neither Russ Selinger nor Gary Sawchuk have attended the last few job evaluation committee meetings, although they had at one time expressed great interest in doing so.

Moved by Joan Treleaven

THAT THE MEETING BE ADJOURNED.

Seconded by Sheila Rowswell

The motion was CARRIED UNANIMOUSLY.

The meeting was adjourned at 5:35 pm.