

Minutes

Executive Meeting - Union Office
Tuesday, January 20, 1981
2:30-5:30

Present: Suzan Zagar, Carole Cameron, Wendy Bice, Wendy Lymer, Joan Treleaven,
Marcel Dionne, Murray Adams, Andrea Phillips, Sharon Newman, Helen Glavina
(2:45)

Marcel Dionne was in the chair and Wendy Lymer recorded the minutes.

1. Adoption of agenda:

Moved by Marcel Dionne THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Andrea Phillips

The motion was CARRIED.

2. Adoption of the minutes of the December 16, 1980 Executive meeting:

Moved by Carole Cameron THAT THE MINUTES OF THE DECEMBER 16, 1980 EXECUTIVE
Seconded by Wendy Bice MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

Marcel Dionne asked if Carole Cameron was prepared to discuss recently received correspondence from Employee Relations. Carole stated that such matters would be dealt with as reached.

3. Business arising from the minutes:

Andrea Phillips asked if Wendy Lymer wished to discuss her daycare commitments in relation to the earlier meeting issue. Wendy stated that she had no comment to make at that time.

4. Business arising from the correspondence:

After a summary of incoming correspondence was given by Wendy Lymer, Marcel Dionne asked that Grievance Committee correspondence be passed on the Grievance Committee and that it not be included in the summarizing of correspondence received. Wendy Bice felt that it was in the interest of everyone on the Executive to hear of such correspondence in order that they (the Executive) be always aware of situations which could arise in their respective work areas as per the interpretation of the current collective agreement. Joan Treleaven said that she could not object to such correspondence as she found it interesting. Helen Glavina offered a compromise. She suggested that the Grievance Committee correspondence be itemized and summarized for the Executive meetings. It was generally agreed that Helen's suggestion be put into effect at the next regular Executive meeting.

5. Secretary-Treasurer's report:

Wendy Lymer reported that the office move, by all appearances, had gone rather smoothly. There were some minor interruptions in the work flow in early January due to break-downs in office equipment and due to prompt and efficient responses by servicemen, they were hardly noticeable. Payment has been sent to Salmon's Transfer in the amount of \$751.00 to cover the cost of the office move which included cartons, tags, and tape.

Moved by Wendy Lymer
Seconded by Carole Cameron

THAT RAY GALBRAITH BE PAID FOR THE JANUARY 1
STATUTORY HOLIDAY IN THE AMOUNT OF \$68.32.

6. Union Organizer's report:

Carole Cameron began her report with a discussion of an individual in the bargaining unit who is a non-member. The individual in question has requested a copy of the current collective agreement but does not want to join the union and does not object to paying union dues. Carole does not feel obligated to send non-members copies of the current contract.

After Carole stated her opinion, the discussion opened up.

Joan Treleaven supported Carole in her opinion. After further discussion, Marcel Dionne stated that it should be left up to the Union Office employees to determine who should receive copies of the collective agreement. Marcel stated that certain situations would have to be judged accordingly where, for example, other certified unions request copies of our collective agreement in return for copies of theirs. He reiterated his previous statement, that the Union Office employees determine who should receive copies of the collective agreement. There was general agreement amongst the Executive on this matter.

Carole Cameron then proceeded with her report. She stated that a hearing had been set up at the Labour Relations Board with regard to a person in the Board of Governor's office being excluded from the bargaining unit. The date has now been set for February 23 and 24, 1981, although it was changed two times previously.

Carole then turned to discussion of the Teaching Assistants Union. When the TAU signs its first agreement with the University, it is expected that that union will occupy the office quarters next door to AUCE Local #1 in the Armory Building. The TAU has expressed a desire to share our office equipment; they would provide their own materials but AUCE Local #1 would have priority in the daily use of the equipment. Marcel Dionne then inquired about the TAU access to our union office to which Carole replied that the TAU would only have access to our office equipment during the hours the union staff and membership occupy Local #1's office space. The question of extra keys was then raised by Helen Glavina and it was decided that the Secretary-Treasurer should undertake to request five more sets of keys from the University and that if that number was not acceptable that at least two sets would be preferable.

Carole had also received a call from Wes Clark informing her that Employee Relations was running low on dues authorization forms. He stated that his Department would not incur the expense of duplicating the form and that it was up to the Union to replenish their supply. Carole felt that the form has to be revised to the current dues deduction figure. She added that we should be prepared to pay for half the cost of reproducing the form which would amount to approximately \$169.50 per one thousand copies. As an aside, Carole mentioned that there is a good possibility that the dues authorization will be computerized but the problem attached to that would be the inability of the Union to receive the personal signature of the new member which would in turn jeopardize our status with the Labour Relations Board. Carole and Wendy Bice decided that they would contact Mr. Clark with regards to the revision of the form and that they would get back to the Executive with their report.

The current initiation fee of \$1.00 might also be a problem attached to the possible computerization of the dues authorization form. Carole felt that although it would be convenient to have the initiation fee included with the dues check-off which is computerized, the inability of the union to receive personal signatures of new members would be hazardous to the future of the union in the eyes of the Labour Relations Board.

Sharon Newman then suggested that when the dues authorization form was revised that it be reworded in such a way that no figures would be necessary which would not require annual revisions in the future.

Carole then moved on to the problem of improper classifications. She had been in contact with Linda Coe who is doing work which does not appear in her job description. Linda is classified as a Clerk III but is doing the work of a Graphic Artist. Carole felt that the Executive has to decide what approach should be taken for such problems as these and she recommended that a representative of the Executive should meet with the Job Evaluation Committee to discuss the setting up of guidelines with which to handle these situations. Carole followed up with a forethought which would result in the trading of some of AUCE's members (who fall into the reclassification problem stated earlier) to other unions on campus in return for people who were more suitably fitted into the AUCE membership. Carole then reiterated to the Executive's approach, leaving it open for discussion. Marcel Dionne offered to be the representative from the Executive who would meet with the Job Evaluation Committee. Wendy Bice, in response to Carole's forethought, felt that there were some AUCE clerks better suited to the CUPE Union and appeared to favor the concept of trading union members.

Lastly, Carole asked for permission to take two courses, one which is entitled Labour Economics being offered through the Labour Studies Programme of the Capilano College and the other entitled Discussion Leadership available from the British Columbia Institute of Technology.

Moved by Suzan Zagar THAT CAROLE CAMERON BE REIMBURSED FOR TWO COURSES
Seconded by Wendy ENTITLED LABOUR ECONOMICS AND DISCUSSION LEADERSHIP.
The motion was CARRIED.

Marcel Dionne then asked if there were any guidelines/restrictions with regard to the courses taken by Union members. He added that, notwithstanding Carole's request, what would happen if Carole decides to return to work for the University when her leave has expired, and the rewards for the courses she has taken are lost? Wendy Bice felt that the Union should not discourage its members from becoming involved by severely limiting their education where it relates to their union duties. Helen Glavina indicated that it was in the best interest of the Union to have its office staff well educated in their rights and duties to the membership. Marcel Dionne then suggested a compromise in that members who wished to take courses related to the union duties must always present their request(s) at Executive meetings.

Moved by Marcel Dionne THAT MEMBERS OF AUCE LOCAL #1 WHO WISH TO TAKE COURSES
Seconded by Helen Glavina RELATED TO THEIR UNION ACTIVITIES PRESENT THEIR
REQUEST(S) AT EXECUTIVE MEETINGS.

The motion was CARRIED.

7. Union Co-ordinator's report:

Wendy Bice began her report with a request to take two courses, the first being Labour Economics from Capilano College and the second being Labour Relations II from the British Columbia Institute of Technology.

Moved by Wendy Bice THAT WENDY BICE BE PERMITTED TO ATTEND THE COURSES
Seconded by Marcel Dionne ENTITLED LABOUR ECONOMICS AND LABOUR RELATIONS II FOR
WHICH AUCE LOCAL #1 WILL BEAR THE EXPENSE.

The motion was CARRIED.

Wendy then stated that she had asked a unionized Painting Shop for a member to paint the old office at 2162 Western Parkway as per our agreement with Dakralda Properties, Ltd. Before she made the motion, however, she wished to add that a cleaner had to be hired as well for the purpose of scrubbing the floors, windows, and facilities located there.

Moved by Wendy Bice
Seconded by Marcel Dionne

THAT AUCE LOCAL #1 PAY A UNIONIZED PAINTER AND A CLEANER TO PAINT AND CLEAN THE FACILITIES, BATHROOM AND MAIN ROOM AT 2162 WESTERN PARKWAY IN THE AMOUNTS OF \$214.90 AND \$40.00 RESPECTIVELY.

The motion was CARRIED.

Wendy then mentioned that a refrigerator had been purchased under office expenses for the use of office staff and the membership during meetings held in the new union office.

At this point, Carole Cameron interjected to say that she had just received a call from the Ministry of Labour. A non-member of AUCE Local #1 had been in contact with the Ministry with regard to the fact that she has been unable to obtain a copy of the current collective agreement. The Ministry felt obliged to call on her behalf.

Wendy continued her report with a discussion of a letter from Jane Durant outlining that certain people were responsible for handling specific problems at the Employee Relations Dept. and that their clerical staff should not be contacted if our inquiries were linked with those responsibilities. Wendy said she had replied in writing to Ms. Durant that because of the non-controversial nature of the discussions with the clerical staff, that we would continue as before.

Wendy indicated that a letter from Jane Strudwick informing her of budget cuts was received recently. The positions affected were being changed to grant-funded jobs. Wendy had corresponded with the members being moved to grant-funded positions and had enclosed copies of a letter of protest from the Union regarding budget cuts. Carole Cameron added that as the grants were terminated that the positions covered by the grants would be dropped completely, creating involuntary transfers who would in turn bump out budget-funded employees with little seniority.

Wendy moved on to discuss the assessment and how it would affect temporary employees as per accurate deductions. Both Wendy Bice and Wendy Lymer had been in contact with Bob Seeley in order to clarify Ray Galbraith's letter of December 18, 1980 which outlined how the assessments would be made to AUCE members. Mr. Seeley's concern was directed at temporary employees whose flexibility was considerable from one week to the next. In a letter dated January 7, 1981, Wendy Bice attempted to clarify the situation further in order that the assessments could go ahead as scheduled. Carole Cameron felt that there might still be problems and that we should be prepared to handle them at the Union office.

Moved by Carole Cameron
Seconded by Marcel Dionne

THAT IF PEOPLE BRING COMPLAINTS REGARDING THEIR ASSESSMENT DEDUCTIONS, THAT THEY BE DEALT WITH ON AN INDIVIDUAL BASIS BY THE EXECUTIVE AND THAT THE LETTER TO BOB SEELEY DATED JANUARY 7, 1981 BE PLACED IN THE NEWSLETTER.

The motion was CARRIED.

Wendy felt it equally important to discuss a letter which corresponded with the motion just passed. A member wrote in complaining that she should not be assessed the full \$20.00 as she was working on a part-time basis prior to and during the strike, although in October of 1980, she accepted and is now working in a full-time position. Wendy said that she would respond in writing, stating the Executive's position as per the above motion.

Moved by Wendy Bice
Seconded by Marcel Dionne

THAT MEMBERS OF AUCE LOCAL #1 WILL BE DEDUCTED AS PER RAY GALBRAITH'S LETTER OF DECEMBER 18, 1980 AND AS PER WENDY BICE'S LETTER OF JANUARY 7, 1981.

The motion was CARRIED.

Lastly, Wendy informed the Executive that the Script cards for the Scriptomatic machine needed replacement as soon as possible. She was prepared to hire, upon the authority of the Executive, someone from the Re-call list or someone from Student Services who would be paid on a Clerk I hourly basis.

Moved by Wendy Bice

Seconded by Carole Cameron

The motion was CARRIED.

THAT AUTHORIZATION BE GIVEN TO PAY SOMEONE IN THE BARGAINING UNIT AT THE RATE OF \$6.79 PER HOUR TO RE-TYPE THE EXISTING SCRIPTOMATIC CARDS.

8. Communication Committee report:

Wendy Lymer stated that, in agreement with Carole Cameron, the deadline for submissions to the next newsletter would be January 30, 1981. She had yet to work out a schedule for the printing of the newsletter and would soon be in contact with the other members of this Committee on the construction of the master copy. Wendy added that she would appreciate volunteers and intended to submit an article to the newsletter for the purpose of notifying the membership of the need for their participation.

9. Grievance Committee report:

Helen Glavina began her report by requesting reimbursement for courses she wished to take in the near future.

Moved by Helen Glavina

Seconded by Marcel Dionne

The motion was CARRIED.

THAT HELEN GLAVINA BE REIMBURSED IN THE AMOUNT OF \$14.50 FOR THE COURSE, LABOUR HISTORY AND \$9.50 FOR THE COURSE, PARLIAMENTARY PROCEDURE.

Carole Cameron reported that an arbitrator had been agreed upon for the Isabel McCaughran grievance. The Jayne Berry case was not at a stage for discussion. The Greta Doyle retirement issue had reached a negative plateau with the University flexing its bureaucratic muscles. Wendy Bice had received a phone call from Wes Clark stating the University's position, it being that the University would be forced to retire Ms. Doyle because the Union has refused to sign an agreement to a policy which would, in effect, allow an individual approaching retirement to continue working for a specified period of time while at the same time discriminating against employees by determining who stays and who goes. This would make the Union 'complicit in the violation of our collective agreement' with which we have no intention of agreeing. Carole felt that the waiving of sick-leave entitlements up until re-appointment and the loss of the Group Insurance, Total Disability and Pension Plans were issues which simply could not be ignored because of the inability of the University to recognize its employees as a benefit to their organization. Ms. Doyle had since contacted Wendy Bice requesting advice on how she should handle the situation. Wendy said she would respond in writing to Ms. Doyle reiterating the Union's position as well as the University's policy.

Marcel Dionne responded by stating the University's present policy which was to retire all employees at the age of sixty-five.

Carole Cameron argued that the University was able, for the present, to either maintain Greta Doyle as an employee or to retire her. In fact, the University could fire and then re-hire her in a temporary position for three months and then retire her again. Ms. Doyle was agreeable to staying on simply to finish the project she had started. Carole maintained that she would not have any part in agreeing to the University's retirement policy as it stands and that it was up to the University to resolve this gross abuse of employees who felt responsible for their work.

Carole continued that the employees who remained after they turned sixty-five had the option of continuing to work for the University. Wendy Bice added that the University did not need the Union's authorization to decide who should retire at sixty-five, that it was already covered in Article 3.07 of the collective agreement. Carole pointed out to the Executive that it was a violation of human rights and that she simply could not advocate such a scheme.

Carole Cameron then suggested that an article be placed in the newsletter stating that the Executive was not prepared to sign a University policy which would discriminate against our union members. As an aside, Carole felt that the University would give an individual the opportunity to stay on only if it was to their advantage. Wendy Bice suggested that a motion of support for our Retirement Policy would be in order; the Union must concern itself with everyone in the bargaining unit with regard to this issue. And lastly, Carole stated that we would not make any "deals" with the University on an individual basis.

10. Provincial report:

Suzan Zagar began with a report on the latest Provincial referendum. The result was a 2 to 1 ratio in favour of lobbying the C.L.C. for affiliation. Suzan then moved to discuss the \$5.00 assessment for Locals 2, 4, 5, and 6 which would be used by AUCE Local #1 to assist with the erasure of strike-related debts accrued in May of 1980. She informed the Executive that the assessments received thus far would be held in trust for AUCE Local 1 until all the money had been collected. Suzan also reported that Simon Fraser University would be assisting in the payment of AUCE Local 1 strike debts due to their delay in making the \$5.00 deduction from Local 2 members' paycheques which made SFU responsible for the sum of \$1500.00.

Suzan also reported on the last Provincial Executive meeting. The Provincial indicated to her that they felt the Local #1 Executive were not working in the interest of the membership they were supposed to represent. Suzan reiterated that Sheila Perret felt she had been intimidated by the Local #1 President at the membership meeting of December 17, 1980 when he urged her not to discuss the Provincial Association problems.

Carole Cameron stated that she felt that AUCE Local #1's executive have shown their support for the Provincial Association to date to the extent of bending over backwards for them and she strongly resented stories which referred to the intimidation of Sheila Perret.

Suzan continued her report with a statement by Sheila Perret. In essence, the Provincial Association would forgive Local #1's per capita tax arrears if that Local would admit to owing the money. Suzan indicated that Local #2 was three months in arrears with regard to arrear taxes. Local #4 is also in arrears; they were withholding their taxes until certain remarks made by Stephen Howard were erased from the Convention tapes. Although the Convention refused to touch the tapes, the Provincial Table Executive gave their permission for Local 4 to "adjust" the tapes with the proviso that they pay their arrears.

It was Suzan's opinion that the Provincial Association's Secretary-Treasurer should be more specific in reporting overtime expenses in the Financial Statement. At this time, there is no specific notation made for the amount of overtime claimed by Sheila Perret. Suzan also indicated other matters which concerned her with regard to the Provincial's bookkeeping habits. It was suggested by the Executive that Suzan make her concerns known to the Provincial in order to rectify the situation satisfactorily.

Suzan next reported that the 1981 Convention dates had been set for June 6 and 7. Nominations would open in March for delegates from each Local. Suzan urged anyone interested in attending to run for nomination, the more the merrier, and that if we truly wished to have more influence on the Provincial Association Executive decisions, then the time to do that would be at the Convention where changes to existing by-laws can be suggested, discussed and, perhaps, accepted.

At the conclusion of Suzan's report, Joan Treleaven asked about Kitti Cheema with regard to her continuing as a Provincial representative. Carole Cameron responded that she had written Kitti but as yet had received no response. It was Suzan's belief that Kitti would be returning in February and would assume her responsibilities as Provincial rep but Suzan added that she didn't expect any regular assistance from Kitti. Sharon Newman suggested that an alternate be elected to replace Kitti until she was ready to resume her activities in the Provincial. Carole Cameron indicated that she would contact Kitti by phone and obtain a firm answer; at that time Carole would also inform Kitti of the Executive's decision to look for an alternate.

Marcel Dionne then inquired if the Provincial Association insisted on being placed on our meeting agendas, how would we, the Executive, react? Suzan Zagar responded that the Provincial Executive of the Provincial Association was responsible to the Convention, not to the Locals. It would be up to those who attend the Convention to discipline the Executive of the Provincial if their actions required it. Suzan felt the Locals should not feel overpowered by such requests from the Provincial and if they wished to decline such a request, then it was within their rights to do so.

Carole Cameron felt that if the Provincial Association intended to submit articles to the On Campus newsletter that the Executive should be prepared to do the same. At the two-hour membership meeting scheduled for February 19, 1981, a representative from the Provincial Association will present justification for AUCE Local #1 remaining with it while at the same time discussing the money we owe. Suzan Zagar, while not opposed to the Provincial Association, felt that it would be a good time to discuss what the Association is doing for us in return for \$50,000.00 per year. She again urged that the Locals could have much more control over the Provincial Association finances if they were to make some effective changes to the By-laws at the Convention.

Carole Cameron reminded the Executive that the membership must be consulted on this matter and Helen Glavina agreed, adding that the Executive should give the membership background information on the per capita back taxes.

Carole Cameron inquired if Local #1 was legally required to pay the per capita tax increase owing from August to December.

Marcel Dionne asked Suzan what the response of the Convention would be to the non-payment of AUCE Local #1's back taxes.

Carole Cameron suggested recommending to the membership that we not pay the back-taxes owing because at that time we did not have the money available and now that we can afford to pay the increased per capita tax, as of January 31, 1981, we will pay accordingly, disregarding the arrears claimed by the Provincial. Suzan Zagar intervened to say that it was Sheila Perret who recommended August as a guideline to the Provincial Association to request payment of back taxes from Local #1 and on her recommendation it was approved. Marcel Dionne indicated that he would respond in writing to the Provincial Association regarding our back taxes. Suzan reiterated that other Locals were also in arrears, some being in the same financial dilemma in which Local #1 found itself last year.

Carole Cameron was not opposed to inviting the Provincial Association Executive to a meeting with the stipulation that Local #1's Executive give a recommendation in the form of a notice of motion to the membership. Such a recommendation would contain a preamble and the motion might then read:

THAT THIS LOCAL HAS BEEN PAYING SINCE AUGUST. DUE TO OUR FINANCIAL SITUATION WE CONTINUED TO PAY. THE ASSOCIATION WANTS US TO PAY THE ARREARS. OUR POSITION IS THAT WE DO NOT HAVE THE MONEY AVAILABLE TO PAY THE INCREASED PER CAPITA TAX RETROACTIVE TO AUGUST, 1980 BUT THAT WE WOULD PAY THE NEW PER CAPITA TAX RATE BEGINNING IN JANUARY, 1981.

Carole added that she was prepared to present a more formal recommendation to the membership based on the above wording.

Suzan Zagar notified the Executive that the next Provincial Association meeting was scheduled for Saturday, February 14, 1981. She added that if the above motion were passed by the membership, it would set a precedence for Local #2 who is deeply in arrears and would probably request that its arrears be forgiven, too.

The chair was then passed to Carole Cameron as Marcel Dionne left the meeting at 5:05 pm. due to other commitments.

11. Job Evaluation Committee report:

Murray Adams indicated that he would be resigning from the Committee as he was transferring out of the bargaining unit. He informed the Executive that Sharon Newman would stand as the new chairperson and that she would designate a representative to report at the next membership meeting.

Murray then reported on the response by the membership to the 1,232 questionnaires sent out. The Committee had received 250 questionnaires back to date, a feedback of approximately 20%. The responsibility for reporting on the parallels and patterns discovered in the returns had been assigned to Irene MacIntyre, Sharon Newman, and Anne Hutchison. Murray then requested that the Executive give this Committee some direction as to what action should be taken once the analysis of the feedback was completed. He urged that more membership participation was needed and that the Committee as it stood was not large enough to be really effective. He reiterated a suggestion made by Ray Galbraith recently which would entail a paid, full-time co-ordinator to organize and report back for this Committee.

Carole Cameron contributed a response to the Committee's questionnaire from a member in Gifts and Exchanges who felt that it was taking away from her work time to have to fill out a questionnaire which could not possibly effectively alter her responsibilities in her Department.

Sharon Newman suggested that perhaps the questionnaires could be used for reference and justification for the Grievance Committee's reclassification work.

Carole Cameron understood that Marcel Dionne had some ideas to contribute to this discussion. Furthermore, Carole admitted to disagreeing with some of his concepts and added that she would prefer if the Executive would ask Marcel to introduce those ideas at the next meeting to encourage a fair debate before any decisions are made.

In his final appeal, Murray stated that the only way the Job Evaluation Committee will have any effect is if there is a tremendous outpouring of membership support and involvement and he urged the Executive to encourage the members of AUCE Local #1 to meet that objective.

12. Division Executive rep report:

Jet Blake was not in attendance. Helen Glavina reported that Jet was considering her resignation from this position. Helen requested that a letter be sent to Jet in an attempt to convince her to remain as the Division D rep.

13. Next meeting of the Executive:

Carole Cameron introduced the idea of Thursday Executive meetings. It was suggested by Joan Treleaven that there be a trial period for Thursday meetings to see if it is agreeable to the members of the Executive.

The next meeting for By-law changes was set for Tuesday, February 3, 1981 at which time Suzan Zagar will chair.

The next regular Executive meeting was scheduled for Thursday, February 19, 1981.

14. Next Membership meeting:

The next membership meeting would occur on Thursday, February 19, 1981 between 12:30 and 2:30 pm. in the IRC 6 lecture theatre.

15. Other and New Business:

Wendy Lymer reported that she had neglected to make a motion at the Special Executive meeting on January 6, 1981 with regard to the changing of signing authority for the new Executive. She explained that the changes had been made with the Teacher's Credit Union and were now in effect but for the fact that the new Executive had not authorized it.

Moved by Wendy Lymer
Seconded by Wendy Bice

THAT THE NEW PRESIDENT, VICE-PRESIDENT AND SECRETARY-TREASURER BE GRANTED CHEQUE-SIGNING AUTHORITY RETROACTIVE TO JANUARY 6, 1981.

The motion was CARRIED.

The meeting was adjourned at 5:30 pm.