



association of university and college employees

MEMBERSHIP MEETING

THURSDAY, OCTOBER 21st

12:30 - 2:30

IRC 2

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations:
 - Provincial Council Representatives (4)
 - Health & Safety Representative
 - President
 - Vice-President
 - Membership Secretary
 - Trustee (2)
 - Communications Committee
 - Grievance Committee
6. Contract Committee report
7. Grievance Committee report
8. Executive report
9. Provincial report
10. Other business

NOTE: The Secretary-Treasurer will be unavailable. Financial statements are available upon request to the Union Office, and will be presented at the next membership meeting.

NOTE: Nominations must be opened at this meeting but the rest of the agenda could be suspended to allow a more complete discussion of Contract Committee matters.

If there any changes in the University's contract package, they will be presented at the meeting.

October 21, 1982

MEMBERSHIP MEETING

12:30 - 2:30 p.m.

Chair: Marcel Dionne

1. Moved: Suzan Zagar THAT the agenda be tabled except for items
Secinded: Adrien Kiernan 5 and 6 (Opening Nominations and Contract Report).
CARRIED
 2. Opening Nominations: Marcel Dionne asked for people to submit nominations in writing to the Union office.
 3. Contract Report: Kitti Cheema, Chairperson of the Contract Committee, gave a Contract Report. The following are some of the main points:
 - long and complicated negotiations
 - University refused to discuss the restructuring program outside of negotiations.
 - membership to decide whether or not to settle for the terms and conditions of the contract
 - inroads into the contract:
 - extension of probation
 - letter of agreement on involuntary transfer
 - sick leave (position not held after 6 months)
 - time limit of 30 days to initiate grievance procedure
 - leave of absence limited to 6 months
 - Wages: graduated increase of 6% - 12.7% in first year
5.25 % in the second year
 - "gains":
 - contracting-out letter of agreement
 - sexual harassment
 - change to employee files clause
 - unsafe working conditions as per Article 8.24 of the Workers' Compensation Regulations
 - health & safety committee
 - medical leave of absence guaranteed
 - suspension grievances start at step 3 of the grievance procedure
 - letter of agreement re arbitrators
 - consultation clause strengthened
 - University refused to put anything on video display terminals into the contract
 - no change in shift differential
 - Union was opposed to the content of the new job standards since wording could provide for circumvention of seniority in promotions. New Job Standards dictate increased level of responsibility without an increase in pay grades
 - some downgrading of positions
 - Union asked the University to sign a letter of agreement to state that there will be no downgrading. The University's letter of agreement provides this guarantee but only for employees in the position at the time the contract is signed.
 - decision on whether or not to accept the contract is in the hands of the membership
- Options: 1) Accept
 2) Reject

Rejection could lead to three courses of action: further negotiation
mediation
strike

- Various questions on negotiations were answered

- loss to sick leave article: no guarantee of position after 6 months
- change to maternity leave of absence: 17 weeks paid (as before) but a limit of 6 months' unpaid leave of absence after the 17-week period. There was previously no limit but in order for a person's position to be held the unpaid leave of absence had to be under a year in duration
- job security threatened: positions are disappearing and jobs can be downgraded after employees leave

4. Carole Cameron reported on the Salary Equity Program. There are 52 different job standards and 32 of them have been revised by the University. The University has done preliminary slotting of employees.
5. The Contract Committee recommended rejection of the University's package. Nancy Wiggs explained the ramification of voting Yes or No. There were questions on compulsory arbitration and discussion of ranking of job titles. It was pointed out that the University had not significantly changed its position on ranking, nor on the wording of the Standard Job Descriptions since it first presented its proposal in June. There was discussion of problems with involuntary transfer that could arise from the University's restructuring program. The University has created more job categories with fewer people in each category. The right to involuntarily transfer to another job if one is laid off is limited to within job categories. Therefore, if there are only a few people within a category, job security is a farce. Janet Church from Copy and Duplicating pointed out that she was in a perilous situation as there are only two people in her job category. She could easily be laid off. She had previously been in the Clerk category, which has many employees. If her job had ended while she was in the Clerk category, involuntary transfer would not have been a problem.
6. The Contract Committee put forth a motion to reject the University's package. The motion was rejected. It was decided to take the University's contract package to ratification. Nancy Wiggs explained the various ways the contract could be ratified: mail ballot, ballot conducted at polling stations, ballot conducted at that meeting. The third option required the suspension of the bylaws and an unanimous vote.
7. Moved: Adrien Kiernan THAT the bylaws be suspended in order to conduct
Seconded: Sharon Abbott a ratification vote at the meeting.
NOT CARRIED.
8. Moved: Adrien Kiernan THAT we hold a ratification vote at polling
Seconded: Sharon Abbott stations next week.
CARRIED.
9. Meeting adjourned.