



association of university and college employees

Executive Meeting AGENDA: July 10, 1984

- ✓ 1. Adoption of the Agenda
 - ✓ 2. Adoption of the Minutes - Tabled unavailable
 - ✓ 3. Volunteer to take the minutes today
 - ✓ 4. Secretary Treasurer's Overtime Report
 - Talk to Kitty about signing Rosemary's Cheque and whether she is available next week if Pat needs other cheques signed
 - ✓ 5. Excluded Position requested by Employee Relations *Phone poll after Katy's info*
 - ✓ 6. Proposed Secretary 3 & 4 standards *get advice from Katy*
 - ✓ 7. Proposal on KPO's in the Library
 - ✓ 8. Contract Report
 - ✓ 9. Grievance Report - Discussion on Arbitration Abuse by UBC
 - ✓ 10. Merger Committee Report
 - ✓ 11. Tech Change Committee Report *Sept. Issue*
 - ✓ 12. Communication's Ctte. Report
 - ✓ 13. Health & Safety Report
 14. Next Executive Meeting
 15. Hospital (Insurance for our members)
- (5.) Does it matter what the position is called if its excluded.

MINUTES - EXECUTIVE MEETING - 10 JULY 1984

In attendance: Richard Melanson, Wendy Lymer
Ted Byrne Suzan Zagar
Sheri Murray Karen Shaw
Kitti Byrne Mary McKenna-Forkin
Fairleigh Wettig

MOTION: That the agenda be adopted. MOVED by Suzan Zagar. SECONDED by Kitti Byrne.

MOTION: That the minutes of the June Executive Meeting be adopted.
(As the minutes were unavailable, this motion was tabled to the next Executive meeting)

Fairleigh distributed paper outlining request for overtime by the office staff. Richard asked if work was not being completed during regular work hours, why was it not. Fairleigh said much time is spent reviewing verbatim shorthand, preparing research for current arbitrations. This involves much time which is unclaimed by office staff.

MOTION: That the office staff be paid overtime for the periods requested. MOVED by Sheri Murray. SECONDED by Suzan Zagar. CARRIED.

Excluded position job description was distributed. University intends to classify it based on Clerk 3 salary scale. Description indicates complex duties. Programming expertise is required. Ted felt it was senseless to fight to upgrade the position as the incumbent would be excluded. Fairleigh said that the position didn't belong in AUCE job classifications. Section 1 of the Labour Code indicates that the incumbent would not be a union member by virtue of the confidentiality aspects.

MOTION: That AUCE inform the University that we consider the position in question outside our bargaining unit and that the University is in error in considering the position comparable to Clerk 3 duties. MOVED by Suzan Zagar. SECONDED by Wendy Lymer. CARRIED.

It was decided to table the above motion until Katy Young could be consulted.

GRIEVANCE COMMITTEE REPORT

The University's proposal on new Sec. 3 and Sec. 4 job standards to incorporate word processing duties has never been accepted by AUCE. We decided to see through at least one arbitration before discussing the matter again. At some point, however, we will have to come to some kind of agreement to settle this ongoing problem.

MOTION: That the Executive deal with a counter-proposal after we have the results of the arbitration. MOVED BY Ted Byrne. SECONDED by Suzan Zagar. CARRIED.

Key Punch Operator proposal was discussed.

MOTION: That AUCE agree to the University's proposal on three conditions:

1. That the University agrees to a lump sum payment of \$500 to Key Punch Operators.
2. That stack attendants become L.A. IIIs; that stack supervisors become L.A. IVs. (Changes to L.A. 3 and 4 descriptions to be negotiated.)
3. That changes to KPO job standards would not be necessary but people involved would will have say in redistribution of keying.

MOVED by Ted Byrne. SECONDED by Suzan Zagar. CARRIED UNANIMOUSLY

1. University refuses to pay annual increments. Reasons are not accurate. Increments are not part of salary increases. University is contractually obligated to pay increments.
2. Richard wants to see our contract language strengthened because of B.C. Government Legislative acts which could weaken unions.
3. Loss of flex time in Finance Department. Incentive to work well eroded by loss of benefits. Sick leave indemnity plan is being considered by the University.

GRIEVANCE REPORT

1. Statutory holiday grievance to be continued in August. (Executive to endorse commitment of four consecutive days by arbitrator. Fairleigh will compose a letter to the University complaining about Mr. Mitchell's delay tactics and suggesting that he not be used in future arbitrations.)
2. Attempt to have a Finance Department employee rehired is underway. Employee resigned while in a nervous state.
3. New retirement policy may force woman to retire who was reinstated on old policy grievance. New grievance to be filed.
4. Medical leave imposed on employee with alleged mental disorder. Attempt to negotiate settlement was underway until employee refused to sign the settlement and resign.
5. Copy and Duplicating is introducing shiftwork. They are also purchasing new equipment while laying people off.

6. Employee in Math Dept. let go because of lack of aggression.
7. Loss of flex time in other departments. Members are encouraged to use medical and dental appointments on days off.
8. Drinking problem-employee was approached and offered mandatory L.O.A. to dry out. Should University pay expenses to rehabilitate employees with problems?

MERGER REPORT

Meetings with VMREU and CUPE coming up. Committee is gathering information for September report. BCGEU, HEU, CUPE, VMREU & OTEU are being considered. Guidelines for merger:

1. Negotiate number of office members.
2. Dues structure and initiation fee (how much? distribution of).

Affiliation is a consideration.

Special issue of newsletter is slated for August. Shirley Irvine and Mary McKenna-Forkin are working on this. Karen suggested a survey among our members.

COMMUNICATIONS COMMITTEE REPORT

Agenda for August membership meeting to be put together on 7 August 1984. Please have reports ready for ~~August~~ issue by the 7th.

Sept.

HEALTH AND SAFETY REPORT

WCB investigator in LPC found first floor CO₂ reading was very high. Glues, overcrowding, reproduction of microfiche (ammonia level is high) are problems. Poor air conditioning results in allergies, etc.

Suggestion raised to switch membership meeting day for members who can't attend on Thursday. New Membership Meeting - 21 August (Tuesday)

Next Executive Meeting - 15 August (Wednesday)