

MINUTES

SPECIAL MEMBERSHIP MEETING - May 29, 1980

IRC 2

12:30 pm. - 4:26 pm.

Marcel Dionne was in the chair and he announced that the meeting, with the approval of the Employee Relations Dept., would be extended until we completed our business.

He then re-opened nominations for delegates to the Provincial Convention. Helen Glavina, Lissett Nelson, and John Tutlis were elected by acclamation.

Carole Cameron provided a brief explanation of the flyers handed out at the door.

Contract Committee report:

Nancy Wiggs presented the report. She said that CUPE had been offered 10% over one year and 90% parity with the trades. The Contract Committee had met with the University on Friday, May 23rd - the result of meetings with the University were reflected on the beige sheets titled "Proposal to Settle the Dispute Existing Between U.B.C. and A.U.C.E. Local 1 Over the Terms of an Agreement to Replace the 1979 - 1980 Collective Agreement". Both parties had met again Tuesday, at which time the University informed the Contract Committee that the bonuses would be paid to individual members and not the Union. She said that the University's .5% salary anomaly increase proposal had met with stiff resistance from the Contract Committee. A further meeting on Wednesday resulted in the two options contained on Page 2 and Page 3.

Nancy felt that there had been some gains negotiated along with the apparent losses. We had made substantial progress in tuition waiver and concurrency and with Union leave. The University was still unwilling to address any monetary items. Of the two options for the second year, Nancy stressed that the Page 2 option was a virtual minefield and that neither were acceptable. She said it appeared that the University wanted to destroy our Pay Grade system. Either proposal was potentially divisive - it would be difficult to get anything removed from future contracts should we agree to it now. She said there was no apparent logic for the University's doling out of anomaly increases. She said that if members voted to reject what was being presented to them then they would have to vote for continuing assessments.

Ray Galbraith reported on the assessments and the costs of the strike to date. Neil Boucher followed and indicated that the Contract Committee would recommend rejection of the proposal now before the membership. He stated that the Committee did not take this recommendation lightly and that it was arrived at after careful consideration. The Committee felt that the mandate from the membership was not for a two-year agreement, nor was it for 10% and a few other issues. The University had felt enough pressure to come around on the "human issues". Article 7.02 was a tremendous victory.

Neil re-emphasized some of the problems with the options presented on Page 2 and Page 3. He said that with the first option you could run along the page and pick out many more deserving job classifications. The problems were immense - members would be pitted against members. Everything we had done to date in regards to the job classification system would be destroyed. A rejection would mean that the members reject it and then vote yes for the assessments. If the membership accepts what was on the table, then the strike would end.

Neil said the structure of the meeting was complicated and he proceeded to explain how it would operate (see attached form outlining the various options and methods of proceeding). He said that the process might encompass several motions. It was up to the meeting to decide whether a two-year agreement was acceptable. If it was then one of the two options had to be chosen. If not then the members would be asked to vote on the concept of a one-year agreement. If none of the above was acceptable then a course of action would have to be plotted. The item now on the floor to discuss was: WOULD YOU ACCEPT A TWO-YEAR CONTRACT?

Ray Galbraith spoke at the outset on the difficulty of debating such a question before there had been any actual discussion about the effect of the strike. Ann Hutchison said that the mandate from the beginning had been for a one-year agreement and that the .5% proposal by



the University was repugnant. Ann felt that the one-year approach was a way by which we could salvage this year's negotiations. As far as she was concerned the possibility of another AIB was not in the cards. To be stuck with 9% in the second year with an as yet undetermined inflation rate was not a good move.

Moved by Sandy Masai  
Seconded by Lissett Nelson

THAT THE MOTION IN REGARDS TO THE ACCEPTABILITY TO A TWO-YEAR AGREEMENT BE TABLED TO PERMIT THE MEETING TO DISCUSS THE RAMIFICATIONS OF THE STRIKE.

THE MOTION WAS CARRIED.

Nancy Wiggs, in light of the above motion, opened up the meeting to a general discussion on the ramifications of the strike.

One member asked where many of the members present at this meeting had been in the last six weeks. Another member asked about picketers' benefits. A further speaker returned to the theme of membership indifference being surmounted only when pocket books were to be threatened. Yet another member lamented the loss of unanimity the Union experienced when 72 hour strike notice was served.

The discussion continued and touched on many points and issues until a motion was presented for the meeting's consideration.

Moved by Larry Thiessen  
Seconded by Pat LaVac

THAT THE MEMBERSHIP ACCEPT ONE OF THE PROPOSED TWO-YEAR SETTLEMENTS.

Larry Thiessen felt that we should use the time to solidify ourselves and to use the period as an evaluation to prepare ourselves for the next set of negotiations. At that point Neil Boucher made a procedural suggestion to the effect that it would be more appropriate to put the two-year agreement issue back on the floor. Larry Thiessen and Pat LaVac agreed.

The following motion was now back on the floor: WOULD YOU ACCEPT A TWO-YEAR CONTRACT?

Lissett Nelson spoke to the motion and said that such an agreement would prepare the Union for a later assault on the University and allow us the time to affiliate with the labour movement. She then asked whether or not there would be any difficulties in gaining a one-year agreement. Neil Boucher answered that he didn't think it a big problem, but that he didn't know.

Lid Strand opined that what was crucial was what we settled for. He felt that the lesson from the strike was that we should build up the strike fund and set up and approve assessments as a prelude to strike action. A one-year agreement was eminently preferable to a two-year contract. The following speaker asked why this wasn't the year for AUCE and re-iterated that it should be.

Neil Boucher stated that it would be foolish to throw the strike away and said that this meeting could do it. The least obnoxious alternative was a one-year contract. At that time the question was called and carried. THE MOTION WAS DEFEATED.

Moved and seconded by the Contract Committee

WOULD YOU SETTLE FOR PAGE 1 IF WE CAN NEGOTIATE IT?

Lid Strand opposed the motion. He said that it didn't deal with the money, nor did it deal with shift work, medical/dental, etc. The reality with which we were confronted was a long and bitter strike. Judy Wright spoke and indicated that she hadn't heard anyone say that the present offer was a good one. We had settled for 7% last year, but this year we were angry. We should establish our resolve now. Judy was not convinced that we would be left out on a limb. To her the issue was to find out whether or not we were a union.

One member suggested that we were placing the cart before the horse and what we should be deciding was whether or not we were willing to finance the strike.

Moved by Diane Green  
Seconded by Judy Wolch

THAT WE TABLE THE MOTION ON THE FLOOR UNTIL A STRAW POLL VOTE WAS TAKEN ON THE ASSESSMENT ISSUE.

THE MOTION WAS CARRIED.







the Executive and that a report would be presented to the membership in the future.

The meeting adjourned at 4:26 pm.



29my80

Proposal to Settle the Dispute Existing Between U.B.C. and A.U.C.E., Local 1  
Over the Terms of an Agreement to Replace the 1979 - 1980 Collective Agreement

The University Negotiating Committee is prepared to unanimously recommend to its principals that in order to settle the current strike the following terms and conditions be accepted:

1. All items agreed to as of April 15, 1980 remain as agreed.

2. Article 21.01 - Tuition Waiver - shall read:

On completion of the probationary period, a continuing full-time employee, excluding sessional employees, shall be entitled to tuition waiver to take or audit to a maximum of six (6) units per year (12 months). Non-credit courses may be taken to the equivalent in fees over a year. To determine etc.... (rest unchanged).

3. Article 7.02 - Union Leave - Full Time Leave of Absence

As proposed by the Union on January 3, 1980.

4. The University undertakes to conduct a study into the feasibility of instituting a bi-weekly pay system.

5. Article 30.05 - Medical and Dental Plan

The University shall pay 100% of the Medical Services Association Extended Health Benefits as of the first of the month following the signing of this Agreement.

6. Article 31.06 - Wage Increase Awarded Through Misclassification

During the first year of the Agreement the date for retroactivity shall be July 1, 1979. During the second year of the Agreement the date shall read July 1, 1980.

7. Term of Agreement

Two years - April 1, 1980 to March 31, 1982.

8. Wages

A general increase of 10% effective April 1, 1980.

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
I	1032	1056	1079	1103	1126	1150
I Intermediate	1079	1103	1126	1150	1174	1197
II	1126	1150	1174	1197	1221	1244
II Intermediate	1174	1197	1221	1244	1267	1291
III	1244	1267	1291	1315	1339	1362
III Intermediate	1291	1315	1339	1362	1385	1409
IV	1362	1385	1409	1432	1459	1484
V	1459	1484	1510	1536	1562	1587
VI	1562	1587	1614	1640	1665	1692
VII	1665	1692	1717	1744	1769	1795



8. Wages (continued)

On April 1, 1981:

<u>Old</u> <u>Pay Grade</u>	<u>New</u> <u>Pay Grade</u>	<u>Step 1</u> <u>Start</u>	<u>Step 2</u> <u>1 year</u>	<u>Step 3</u> <u>2 years</u>	<u>Step 4</u> <u>3 years</u>	<u>Step 5</u> <u>4 years</u>	<u>Step 6</u> <u>5 years</u>
1	1	1125	1151	1176	1202	1227	1254
1 Int	2	1176	1202	1227	1254	1280	1305
2	3	1227	1254	1280	1305	1331	1356
2 Int	4	1280	1305	1331	1356	1381	1407
3	5	1356	1381	1407	1433	1460	1485
-	6	1396	1421	1447	1473	1500	1525
3 Int	7	1407	1433	1460	1485	1510	1536
4	8	1485	1510	1536	1561	1590	1618
-	9	1530	1555	1581	1616	1635	1663
5	10	1590	1618	1650	1674	1703	1730
-	11	1675	1703	1735	1759	1788	1815
6	12	1703	1730	1759	1788	1815	1844
-	13	1803	1830	1859	1888	1915	1944
7	14	1815	1844	1872	1901	1928	1957

- Pay Grade 6 - Secretary 3
- Pay Grade 7 - Includes Computer Operator Trainee
- Pay Grade 9 - Secretary 4
- Pay Grade 11 - Computer Operator
- Pay Grade 13 - Senior Computer Operator

Upon promotion or reclassification the increase in salary must be not less than twenty dollars (\$20.00).

EITHER this page (2) OR the next page (3) forms the second year of the offer.



Proposal to Settle the Dispute Existing Between U.B.C. and  
A.U.C.E., Local 1 Over the Terms of an Agreement to Replace  
the 1979 - 1980 Collective Agreement

8. Wages (continued)

On April 1, 1981 a general increase of 9.5% to be applied as follows: 9% Wages

Pay Grade	Step 1 Start	Step 2 1 year	Step 3 2 years	Step 4 3 years	Step 5 4 years	Step 6 5 years
I	1125	1151	1176	1202	1227	1254
I Intermediate	1176	1202	1227	1254	1280	1305
II	1227	1254	1280	1305	1331	1356
II Intermediate	1280	1305	1331	1356	1381	1407
III	1356	1381	1407	1433	1460	1485
III Intermediate	1407	1433	1460	1485	1510	1536
IV	1485	1510	1536	1561	1590	1618
V	1590	1618	1650	1674	1703	1730
VI	1703	1730	1759	1788	1815	1844
VII	1815	1844	1872	1901	1928	1957

LETTER OF UNDERSTANDING

Recognizing that there are areas of concern regarding the present classification and pay structures, the University and the Union shall form a committee to review job descriptions, classifications, and pay structures. The committee shall be composed of three (3) representatives from the University and three (3) representatives from the Union.

The committee shall present its recommendations for changes to the University and the Union. Upon acceptance by both the University and Union, such changes will be implemented on April 1, 1981.

It is understood that the total cost of such changes agreed to shall not exceed 0.5% of wages paid during the first year of this Agreement (1980-81).



LETTER OF UNDERSTANDING

On the first pay period following the signing of the new Collective Agreement, the University shall pay those employees who are on registers, a single payment of one hundred dollars (\$100) in addition to their regular salary.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association of  
University and College Employees, Local 1  
(U.B.C.)

\_\_\_\_\_

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.

LETTER OF UNDERSTANDING

The University agrees to initiate a committee which shall include representatives of support staff groups on this campus to investigate a bi-weekly pay system.

The committee shall be formed no later than July 1, 1980 and shall make its recommendation by December 31, 1980.

If such a bi-weekly pay system is implemented, an addendum to this Collective Agreement shall be executed. Pay rates shall be translated as follows:

Hourly Rates - No Change  
Monthly Rate X 12 ÷ 26 = Bi-weekly Rates

All language in the collective agreement that pertains to this pay change shall be reviewed if and when such a change is implemented.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association  
of University and College Employees,  
Local 1 (U.B.C.)

\_\_\_\_\_

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.



LETTER OF UNDERSTANDING

It is agreed that a Joint Committee shall be established to study and review the present Group Life and Disability (which may include alternatives to sick leave), Medical and Dental, and Pension Plans.

The Committee shall be made up of equal representatives of the University and the Union.

The Committee shall make its recommendations by March 31, 1981.

It is agreed that those other parties to the above mentioned Plans who are not parties to this Agreement shall have representation on the Joint Committee.

If agreement is reached by the University and the Union on changes to the above mentioned Plans, such changes will be implemented as soon as possible and shall not be delayed until this Agreement expires and a new collective agreement is reached.

Signed on Behalf of the University  
of British Columbia

Signed on Behalf of the Association of  
University and College Employees,  
Local 1 (U.B.C.)

\_\_\_\_\_  
Dated this \_\_\_\_\_ day of \_\_\_\_\_, 1980.



A. Would you accept a 2 year contract?

YES

NO

B. Would you take either proposal on the table now?

YES

NO

B. Is page #1 acceptable (10% over one year)?

YES

NO

C. Which one will you take?  
(Recommendation to take #3 NOT #2)

C. Discussion of what is needed to make a 2 year contract acceptable.  
Motion to Reject what is on table.

C. Motion to Reject what is on table & take back page #1 (change our demands to page #1).

C. Discussion of what is needed to make a 1 year contract acceptable  
Motion to Reject what is on table.

RESULT: STRIKE OVER  
Need "semi win" talk

RESULT: STRIKE ON  
Need disc. of how to continue  
Strike Com. Recommendation on how

RESULT: STRIKE ON???  
Strike Com. Recommendation.

RESULT: STRIKE ON  
Gen. Disc. on how  
Strike Com. Rec.