



association of university and college employees

MEMBERSHIP MEETING

MARCH 14, 1985

IRC 2

12:30-2:30 P.M.

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes of the August, October & November 1984 meetings.....December & January minutes will be circulated for a later meeting
3. Business arising from the minutes
4. Nominations.....the results of the ballot for President will be announced...the ballot will be counted March 5/85.
5. Secretary-Treasurer's report
6. Contract Committee report
7. Grievance Committee report
8. Health & Safety Rep. report
9. Other business

note:

CUPE IS PUTTING ON A STEWARDS TRAINING SEMINAR FOR US AND CUPE 116 AND CUPE 2278 (TAU)

Date: Friday, March 15/85 (in the evening)

Saturday, March 16, 1985 (9:00-3:00)

Place: on campus

If you have thought about becoming a steward, here is your chance to learn what is involved and get some training. The course is open to any interested member. To register please forward your name to Patricia in the Union Office.

Membership Meeting
March 14, 1985

Minutes

Chair: Fairleigh Wettig

Secretary: Patricia House

1. Adoption of the Agenda

Moved by Sheridan Murray

AGENDA BE ADOPTED WITH 1a EATON'S DISPUTE AND 4a HEALTH AND SAFETY REPORT AND NO. 8 REMOVED.

The motion was CARRIED.

1. a) Eaton's Dispute - Joe Denofreo reported on the Eaton's dispute. It's 80% women involved and 1500 employees. They have been on strike since November 1984. He outlined what the Labour movement was doing to help them and asked for our members support. There was also an announcement made that there would be a stewards seminar that CUPE was putting on for our members on campus.

2. Adoption of the Minutes

Moved by Bev Westbrook

Seconded by Sheridan Murray

THAT THE MINUTES BE ADOPTED AS CIRCULATED.

3. Business Arising From The Minutes

The Executive has made a recommendation that the terms of the office staff be changed to end in January 1986. Notice of motion was given.

Moved by Suzan Zagar

Seconded by Bev Westbrook

THAT THE PRESENT INCUMBENTS IN THE ORGANIZER AND COORDINATOR POSITIONS BE EXTENDED UNTIL JANUARY 31, 1986.

4. Nominations

Nominations were open for the Union Organizer position. Fairleigh Wettig and Philip Hall were nominated. Fairleigh Wettig was re-elected as president from the results of the mail out referendum that was counted on March 5.

4. a) Health and Safety Report

Karen Shaw reported on the Health and Safety Conference that CUPE put on in Vancouver in February. Karen and three other members attended the Conference. She reported on the right to refuse unsafe work. Not only do workers in B.C. have the right to refuse, but they have the legal obligation to refuse. She stressed that when there is a problem you must tell your supervisor first. She said that Ed Broadbent spoke at this Conference. Karen also reported on a Continuing Legal Education Health and Safety course that she took in the fall.

There was a question from the floor regarding smoking in the workplace and asking if the University had a policy. The membership was told that there wasn't at this point a University wide policy and it varied from office to office.

5. Secretary/Treasurer's Report

are open to all members.

Patricia House reported that the books and financial statements [✓] you can phone the office and a copy will be sent to you. The Executive has been working from a projected budget for the term of the service contract with CUPE. This will be presented to the membership at a later date. The \$10,000 term deposit that came out of our general chequing account several years ago was cashed in to catch up with all the bills. The bills were paid up before we entered into the service contract with CUPE. We received our first month's grant from CUPE in February. It was in the amount of \$3,000. Patricia announced that the Labour Studies Program courses at CAP College had been announced. Anyone who is interested should contact the Union office and we will be able to tell you what is on their program this year. Notice of motion was given.

Moved and Seconded by the Executive

THAT THE SECRETARY 2 POSITION IN THE UNION OFFICE BE EXTENDED TO JANUARY 31, 1986.

Ted Byrne reported on the status of the Local within AUCE. We have formally withdrawn and are attempting to vary our certification to University Employees Union. This means we have to make application to the LRB and wait for their approval. He further announced that the VMRU is holding a press conference to discuss the Provincial budget and its impact on public sector workers.

6. Contract Committee Report

Philip Hall reported on our last negotiations with the University. He read Ted's letter to Libby Nason outlining our position.

Moved by Suzan Zagar

Seconded by Wendy Lymer

THAT THERE BE A MOTION OF SUPPORT FOR THE CONTRACT COMMITTEE'S POSITION. The motion was CARRIED UNANIMOUSLY.

Ted explained what proposals the Union has dropped from the table. There was a discussion of downward bumping and of increments.

7. Grievance Committee Report

Fairleigh reported on the signing ceremony for the service contract with CUPE. She also mentioned the great trek and thanked our members who supported it. She reported we had a meeting with the Faculty Association regarding increments. Fairleigh attended ^{ed} the Harrison CLC winter school course on arbitration. This course is designed to give you the skills to advocate your own arbitrations. She is going to be presenting an arbitration in April using what she learned in the course. She thanks the membership for the opportunity to attend the school. Fairleigh explained the involuntary transfer and lay-off procedure sections of our contract. There have been many inquiries in the office and it was felt that people needed to have these clauses clarified.

She also explained the problem the Grievance Committee and the Union office is encountering with the lack of training by the University. This has been an area of discussion in meetings with them. She reported that we have settled some arbitration cases at the eleventh hour. Currently there are about 30 disputes being handled by the Grievance Committee. The current situation regarding the increment and the Compensation Stabilization Program was also explained.

The meeting was adjourned.



association of university and college employees

Courier cheque re: WP course

MEMBERSHIP MEETING

MARCH 14, 1985

IRC 2

12:30-2:30 P.M.

AGENDA

1. Adoption of the agenda
- 1a. *Joe making announcement re: Eaton's, Steward Seminar, LSP*
2. Adoption of the minutes of the August, October & November 1984 meetings.....December & January minutes will be circulated for a later meeting

3. Business arising from the minutes

4. Nominations.....the results of the ballot for President will be announced...the ballot will be counted March 5/85. *Union Organizer*

5. Secretary-Treasurer's report

Union Office Report -> Ted Prov.

6. Contract Committee report

7. Grievance Committee report

8. Health & Safety Rep. report

9. Other business

+ bringing back projected over course of service contract + 10,000 term cashed in to pay bills

+ all bills paid up

+ rec'd \$3000 from CUPE first per capita going in March

+ LSP courses

+ Budget Rent a Car offer

remind people financial statements in the office

notice of motion re: Sec 2

note:

CUPE IS PUTTING ON A STEWARDS TRAINING SEMINAR FOR US AND CUPE 116 AND CUPE 2278 (TAU)
 Date: Friday, March 16/85 (in the evening)
 Saturday, March 17, 1985 (9:00-3:00)
 Place: on campus

If you have thought about becoming a steward, here is your chance to learn what is involved and get some training. The course is open to any interested member. To register please forward your name to Patricia in the Union Office.

Henry Angus 212

Phone Ann re: Stewards seminar arrangement

The Contract Committee is still meeting and working on proposed changes to the layoff and bumping clauses as directed by the membership. Recent settlements.....VMREU at VCC (Langara).....received \$14 biweekly across the board; 3 days off between Christmas and New Year's; right for pregnant woman to transfer away from being on the VDTs, rest breaks every two hours, machines approved the Ministry of Labour. AUCE Local 2.....settled for 0% increase....the University was trying to roll back their wages by 2.9% AUCE Local 6.....got a .9% signing bonus first year and 1% increase for the second year.

7. Grievance Committee report (Ted Byrne reported)

- a) Maternity leave payback.....the University is maintaining that you must return from leave to the position that you left in order to qualify for the benefit. The Union has managed to get the benefit for 2 women who changed positions upon return from leave, however, the University is still holding firm in their interpretation.
- b) KPOs in the library have been designated as LA2s. They received a lump sum payment to compensate for the loss of steps in the lower pay grade. However, the Union and the University are in dispute over one person who the Union maintains was part of the group.
- c) Stat Holiday arbitration.....the case has been heard and we are waiting for the arbitrator's decision
- d) Ted explained a case where the employee resigned under duress and the University agreed to reinstate her.
- e) Word Processing Operators.....the University has downgraded two positions. They were the positions being used as examples in the arbitration presently in progress.
- f) 3 people have been fired and arbitration has been invoked in two of the cases
- g) Sec3 reclass arbitration.....the Union lost. It was a very poor decision and the arbitrator had not done a reclass case before and seemed to have a poor grasp of the case. However, our lawyer has advised us not to appeal because the grounds for appeal are very narrow and it was felt this decision was not in line with the criteria for appealing.
- h) Retirement case....the Union won a retirement grievance and got the employee reinstated. Now the University has retired her again and the Union is disputing it again.
- i) Flextime....three dept. have had it withdrawn recently. One will be going to arbitration. There was some further discussion of this issue.
- j) Tech change layoff in Copy & Duplicating....the Union has grieved and is investigating the situation further
- k) Increased work load due to frozen positions.....there is some protection in the contract.....your work load can't be increased unreasonably. If you are having problems please call the Union office for advise.

7b. Union Co-Ordinator's report

Ted reported that the Executive had decided to pay the Operation Solidarity per capita in quarterly installments pending the outcome of the merger/affiliation vote.

There is a conference on Human Rights in Victoria and Union would like to send a delegate to it. If anyone is interested they should contact the Union office. The Union will pay your expenses.

8. Secretary-Treasurer's report

Ted Byrne reported that the Executive is recommending a dues increase to 1½%. There will be a notice of motion and financial report in the near future.

9. Health & Safety Rep. report

Emerald Murphy is leaving the University and so we have lost our second rep to the President's Health & Safety Committee. We would like to thank Emerald for her contribution. Of course, we are now looking for someone else to take her place as our spokesperson on the committee. Karen Shaw our other rep. is the secretary of the committee and finds it difficult to take minutes as well as speak on our behalf.

There has been an engineer's report on LPC. It has finally (after 5 years) been confirmed that there are problems with the air quality in that building. Steps are being taken to improve the situation.

The Union has also received reports of similar problems in the new Psychology building. We are currently investigating.

10. Other business

The Merger Committee have met with the OTEU, VMREU and CUPE. There have been some discussions with the BCGEU and HEU as well.

The meeting was adjourned.

MEMBERSHIP MEETING

October 25, 1984

MINUTES

Chair: Fairleigh Wettig

Secretary: Patricia House

Fairleigh made some introductory remarks explaining that October 24 had been designated as the Education Day of Concern. She introduced Jack Finnebogisson from the College/Institute Educators' Association.

Moved by Suzan Zagar

Seconded by Adrien Kiernan

THAT JACK FINNEBOGISSON BE SEATED AND INVITED TO ADDRESS THE MEETING.

The motion was CARRIED.

Mr. Finnebogisson spoke about the Defend Education Services Coalition (which AUCE has participated in...in a minor way) and the Education Day of Concern that they had sponsored. There were 77 events throughout the province and they were very successful. A meeting had been requested with Bennett but so far no response had been received. There is a strong feeling that when the public understands the severity of the cuts to education there will be pressure on the govt. to change their priorities and end the education cutbacks. He made the following points:

- a) These are tough times but everyone is not being asked to bear the cost equally.
- b) The province doesn't fund post secondary education....82% of the funding comes from the federal transfer funds which have increased 18% while the universities budgets have been reduced 6%.
- c) The comments from McGeer that post secondary education has received preferential treatment in the past....are simply not true.
- d) The U.S. has increased education funding (20% in California) in recognition of the importance of education.
- e) Both Japan and the U.S. give a high priority to education financially and their economies are recovering.
- f) B.C. has the worst record in Canada for education funding....only Newfoundland is worse, however, they spend twice what B.C. does per capita.
- g) In post secondary education the student population is not dropping.
- h) There have been considerable workload increases on all staff involved in education.
- i) There has been a major decrease in student aid.

Mr. Finnebogisson was thanked for his interesting address.

1. Adoption of the agenda

Moved by Adrien Kiernan

Seconded by Suzan Zagar

THAT THE AGENDA BE ADOPTED AS CIRCULATED WITH THE ORDER OF THE GRIEVANCE COMMITTEE AND CONTRACT COMMITTEE REPORTS REVERSED.

The motion was CARRIED.

2. Adoption of the minutes of the June, August & September minutes

The August minutes were tabled until they could be reprinted for the membership.

Moved by Joan Treleaven

Seconded by Mary McKenna-Forkin

THAT THE JUNE AND SEPTEMBER MEMBERSHIP MEETING MINUTES BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

Richard Melanson withdrew his motion re: by-law amendment governing signing authority for the Union.

4. Nominations

Fairleigh explained the technical problems with the recent ballot on the by-law amendment changing the Union Organizer position into the President. As a result of these problems the Executive has decided to redo the ballot. Nominations for President will be deferred until that ballot has been conducted.

Nominations were opened for the following positions:

Vice-President....Kitty Byrne nominated.

Membership Secretary....Rosemary Rising nominated.

Trustees.....Maureen Barfoot, Richard Melanson, Jackie Hall, Mary Vorvis were nominated.

Health & Safety Rep.....Estelle Lebitschnig, Jet Blake, Ray Galbraith, Kitty Byrne were nominated.

Nominations will close at the next meeting.

5. Grievance Committee report

Fairleigh reported on the Stat Holiday arbitration. The Union won the case and the arbitrator ordered that everyone who lost the day's pay be reimbursed plus interest at 9%. The University is now maintaining that they do not have the money to pay. Fairleigh read the letter from the University making an alternate offer. Then she read a letter she proposed to send them in response. The University is saying that if they comply with the arbitrator's award they will have to lay off 52 AUCE members for one month to cover the cost. The Union's position is that such a move would break the contract and we would take immediate action. Also we have asked our lawyer to register the decision with the court and if they do not comply they will be in contempt of court and will be ordered to pay....if they make a submission that they can't pay the court can order them to sell something to raise the money (the President's house?).

Moved by Marcel Dionne

Seconded by Joan Treleaven

THAT THE LETTER DRAFTED BY FAIRLEIGH BE SENT IMMEDIATELY TO LIBBY NASON.

The motion CARRIED resoundingly.

Question from the floor: What happens if they do lay people off?

Answer: The Union will take the University to the LRB, which is a much faster process than arbitration.

Fairleigh then reported on the other cases the Grievance Committee is handling:

- a dismissal of a probationary employee was settled by the University agreeing to make a lump sum payment. The grievor had very quickly found another job and wasn't interested in reinstatement.
- first flex time case is going to arbitration in January; let the Union Office know as soon as there is any sign of flex time being withdrawn in your dept.
- there have been problems in part time people getting the benefits they are entitled to....contact the Union Office if you are in the least uncertain about the correct entitlement.
- double coverage on the dental plan has been withdrawn; the Union is arguing against this withdrawal....please contact the Union Office if you have been affected.

-There continue to be serious problems surrounding medical leaves and the University requesting medical certificates.....contact the Union Office for advise if you are requesting a leave or if the University requests medical information from you.

Ted Byrne reported on the ongoing reclassification arbitrations.

- + there have been one hundred pieces of correspondence between the Union & the University over the last 3-4 years on the word processing situation...He gave a brief history of the dispute
- +Commerce has gone first, there have been 5 days of hearings so far with 5 more days scheduled.
- +An explanation was given of what has happened in Economics and English where they downgraded the positions....the Union is fighting this.
- +Ted gave a comparison of our wages for word processors as opposed to the OTEU (ours are lower)

6. Contract Committee report

Ted Byrne reported that none of the campus Unions are presently negotiating. None of them have met since June (except CUPE 116 has had one meeting). This is the second year that CUPE 116 has been asked to take 0%. Our negotiations broke down over the non-payment of the annual increments. The Union is agruing this in front of the CSP office and Peck basically responded by deciding not to decide the issue. We are appealing his decision as well as invoking arbitration in the matter.

7. Secretary-Treasurer's report

Patricia reported that the local continues to be in a very tight financial situation. We are not able to make our committment to the Strike Fund. There will be a financial report going out with the information package on the merger/affiliation.

The \$5.00/member assessment will be coming off your paycheques soon. This was approved earlier in the year for the purposes of purchasing a computer for the Union Office.

Members were reminded that the books are open to any member of the Union and anyone wanting more detailed information should contact Patricia at the Union Office and she will provide it to you.

8. Merger/Affiliation Committee report

The committee has had serious discussions with the OTEU and CUPE. They have eliminated the other choices for various reasons and their recommendation will be one of those two.

The HEU has not responded to our overtures. We assume this is because they are in negotiations with CUPE themselves regarding affiliating and that they are worried that getting involved with us might harm their own negotiations.

There will be a full report published and an opportunity to discuss the recommendation at a meeting and then a ballot will go out. The report will be going out soon.

The meeting was adjourned.

MEMBERSHIP MEETING
November 29, 1984

MINUTES

12:30-1:30 p.m.

Chair: Fairleigh Wettig

Secretary: Patricia House

1. Adoption of the agenda

Moved by Sherry Challenor

Seconded by Leslie Field

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of the minutes of August & September meetings

Deferred until they can be circulated to everyone.

3. Nominations

Closing:

Vice President.....Kitty Byrne elected.

Membership Secretary.....Sheri Murray elected.

Trustees.....Maureen Barfoot, Debra Bunyak and Richard
Melanson elected.

Health & Safety Rep.....Estelle Lebitschnig elected.

Opening: President.....the ballot to change the Union Organizer position
into the President failed.

Philip Hall was nominated.

Secretary-Treasurer.....Patricia House was nominated.

Continuing: Grievance Committee.....Elaine Dawn was elected.

Communications Committee.....no one was nominated.

4. Secretary-Treasurer's report

The motion re: the Sec 2 position in the Union Office was tabled.

The 1983 audit of the Union's books is available in the Union Office
or if any members wants a copy, phone the office.

The membership meeting on December 13 will be open for discussion of
the proposed affiliation and the finances of the local.

5. By-law amendment notice of motion

Tabled.

6. Grievance Committee report

Fairleigh reported that:

+an employee files grievance was settled at step 3

+a hiring policy grievance was settled at step 3

+one of the discharge cases may be settled before
going to arbitration...negotiations on a settle-
ment are in progress

+another flex time case is going to arbitration

We have been told that Andrew Soles called together the University Presidents
this week to tell them that Cabinet has decided to cut 5% from the
universities' budgets for next year. We were unable to get any kind of
confirmation from Pedersen's office.

The Campus Community Alliance is hosting a Christmas party at the Lutheran
Centre on Friday, December 21 at 4:30p.m.....everyone is invited.

The TAU and the AMS have set up Food Bank boxes around campus and everyone
is encouraged to make contributions.

7. Contract Committee report

Philip Hall the newly elected chairman of the committee gave the report. We are going back into negotiations next week. After meetings with the other unions on campus, it was decided that we would all go back to negotiations. We will be continuing to meet with the other Unions and will be working together on a joint strategy.

CSP decision re: increments was discussed. Peck's decision on our case went against his previous trend....in earlier decisions the increments were allowed. There are a number of other groups that will be affected by the outcome of our case with CSP and they are following closely what is happening with our battle. We have argued that Peck does not have the right to make the decision....that because of our bridging clause and the University's past behaviour (they have always paid it under the bridging clause) it should be a matter for arbitration.....however, to dispute Peck's jurisdiction in the matter we would have to test it in court.....research is being done on that approach.

It was announced that the Stat Holiday pay would appear on the November 30/84 paycheque for monthly members and on the December 22/84 paycheque for hourly members. Fairleigh explained what had happened since the last membership meeting.

8. Other business

Moved by Elaine Dawn

Seconded by Fred Jacklin

THAT PRESIDENT PEDERSEN BE INVITED TO ADDRESS A MEMBERSHIP MEETING TO DISCUSS THE POSSIBLE CUTS TO THE UNIVERSITY BUDGET.

This was given as a notice of motion and will be brought up at a future membership meeting.

Questions from the floor:

What is our relationship with the Faculty Association like?

It is good...they have been participating in the meetings with the campus unions and exchanging information with us.

Why are appointments only being made until the end of March?

This is part of the hiring freeze....permission has to be granted to fill any vacant positions by going through the President's office.

Any that do get approval there are then posted until the end of the fiscal year, pending the new budget coming down. The exception are grant funded positions and possibly some maternity leave replacements.

The meeting was adjourned.

224-2381

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8. Other business

Moved by Elaine Dean
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Questions from the floor:
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