



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 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.

MEMBERSHIP MEETING
August 21, 1984

MINUTES

Chair: Kitty Byrne (Fairleigh on vacation)

Secretary: Kitty Byrne
(Patricia - ill)

Motion to seat the guest speaker

Moved by Ann Hutchison

Seconded by Jan Taggart

THAT WODEK KARP (FORMER VICE-PRESIDENT OF THE INDEPENDENT STUDENT ASSOC. OF POLAND AND FORMER ADVISOR TO SOLIDARITY'S NATIONAL COMMISSION OF EDUCATION AND SCIENCE) BE SEATED.

The motion was CARRIED.

1. Adoption of the agenda

Moved by Stuart Rogers

Seconded by Margie Walley

THAT THE AGENDA BE ADOPTED WITH THE ADDITION OF ITEM 7b UNION CO-ORDINATOR'S REPORT AND OPENING NOMINATIONS FOR TRUSTEE AND COMMUNICATIONS COMMITTEE.

The motion was CARRIED.

2. Wodek Karp spoke on the present situation of Solidarity in Poland. (copy of the speech on file with the minutes) Then questions were taken from the floor.

3. Adoption of the minutes of June 21, 1984

Tabled.

4. Business arising from the minutes

Tabled.

5. Nominations

Strike Committee, Tech Change Committee, Trustee, Communications Committee
There was no one nominated.

6. Contract Committee report

Ted Byrne reported that our negotiations had broken off. The Union left the bargaining table over the issue of annual increments. Under Article 37 of the contract (called the bridging clause) the old contract stays in effect until a new one is negotiated. In the past the University has always paid annual increments as well as following the rest of the contract until a new one has been negotiated. This time the University is refusing to pay the increments and has brought this into negotiations (however, they did not bring it up at the onset of bargaining). The Union has made application to the Compensation Stabilization Program office and at the same time filed a grievance. We have left the bargaining table until this issue is resolved. AUCE has kept in contract with the other campus groups. None of the other Unions are currently at the bargaining table either although all are without contracts. The Faculty Assoc. has settled for no increase for this year. The University's proposals are completely unacceptable. They want to have a new category of employee....relief employee and they want to be able to increase the hours of student assistants during registration without having to give them any benefits or appointing them as temporary AUCE people. This would amount to contracting out work done by AUCE people and reducing the number of students hired. There was some discussion of these issues.

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 1¼%. 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 comparision 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.