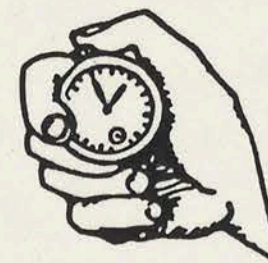


12:30 - 2:30 pm.



Minutes

MINUTES

Chairperson: Marcel Dionne

Minutes Recorded By: Wendy Bice

Announcement: Benefit Concert for Canadian Farmworkers Union, Sunday, Sept. 27th at 7:30, \$7.00 a ticket - Film Premiere "A Time To Rise", East Indian dance group, Utah Phillips will be performing as well. Tickets at Union Office.

1. Adoption of Agenda:

Lid Strand announced a second convention regarding Local 5 to be held Oct. 4th, Saturday, from 10 am-5 pm and wanted to discuss delegates attending this convention and possible vacancies. This was to be discussed under item #11, Provincial Report.

Moved by Joan Treleaven
Seconded by Aneka Mair

THAT THE AGENDA BE ADOPTED AS CIRCULATED

The motion was CARRIED.

2. Adoption of minutes:

Moved by Sharon Newman
Seconded by Suzan Zagar

The motion was CARRIED

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

Lid Strand enquired about the letter from W.L. Clark received Aug. 4th re: implementation of a new employee record and payroll system. Carole Cameron told Lid that the University is implementing a new employee record program. Data will become machine readable form. No evaluations etc., will be on it. The Union will be invited to see this system later and will report on it to the membership. A Payroll system will be implemented further down the road. There had been snags, such as temporary appointments, which are holding it up.

Lid Strand then enquired about two other letters - Mayor Harcourt to Joyce Diggins, received Aug. 11th re: housing on the Endowment Lands. Wendy Bice responded that this letter was a personal one to Joyce Diggins, and did not involve the Union. - re: the Aug. 21st letter from the BCGEU, no information was available as the correspondence was not at the meeting.

Russ Selinger moved his motion found on page 17 of the newsletter.

Moved by Russ Selinger
Seconded by Gary Sawchuk

THAT THE MOTION: "THAT THE MOTION: THAT THE MEMBERSHIP REAFFIRM ITS POSITION TAKEN DURING THE LAST SET OF NEGOTIATIONS BY REJECTING ANY PIECEMEAL UPGRADING OF JOBS BY THE UNIVERSITY. BE RESCINDED." BE RECONSIDERED.

The Chair cited Bourinot's Rules of Order - a 2/3 majority is needed for a motion to reconsider to pass. Correspondence for this motion had been received in the Union office, thus this motion was being moved under "business arising from the correspondence". Ann Hutchison challenged the Chair for permitting the motion to stand. Ann felt the motion was out of order all together. She spoke against the motion - Bourinot's Rules should not be used in this case, citing situations where the rules should be used. Marcel Dionne reiterated that Bourinot's Rules deemed the motion in order. A vote was taken and the trustee took a count. The Results: For - 62, Against - 30, Abstentions - 39.
The Chair was SUSTAINED

The motion was incorporated. Russ then justified making his motion at this time. He said that the person moving the motion to rescind at the July meeting spoke against the motion, and that this motion was out of order. He felt he should have a chance to speak openly, that the motion wasn't handled properly, having been dealt with too expeditiously because he wasn't at the July meeting. Murray Adams spoke against the motion to reconsider stating that there had been enough debate on the subject. A discussion ensued. Russ disagreed with Murray Adam's statement. Murray Adams stated that the issue was the subject of a grievance. He moved to table the motion.

Moved by Murray Adams
Seconded by Joan Treleaven

· THAT THE MOTION: 'THAT THE MOTION:
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PIECEMEAL UPGRADING OF JOBS BY THE UNIVERSITY
BE RESCINDED." 'BE RECONSIDERED.' BE TABLED.
UNTIL THE GRIEVANCE IS DISPOSED OF THROUGH
THE GRIEVANCE COMMITTEE.

As a point of information, Carole Cameron stated that the grievance referred to by Murray Adams addressed only how the University arbitrarily implemented the new structure without our agreement, which is a separate issue. Further discussion ensued. Russ Selinger challenged the Chair on the basis of not being permitted to speak to the motion to table. He referred to the minutes of the July meeting where a motion to table was spoken to by Nancy Wiggs. Marcel Dionne ruled that a motion to table is non-debatable. A vote was taken by a show of hands. The Chair was SUSTAINED.

The motion to table the motion was CARRIED.

5. Nominations: Opening

University Health and Safety Ctte Building Reps. - There were no nominations. Would re-open at next meeting.
Grievance Committee - Helen Glavina was nominated. There were no further nominations. Helen was elected by acclamation.
Local One Trustee - There were no nominations. Would re-open at next meeting.
Strike Committee - There were no nominations. Would re-open at next meeting.
Provincial Education Committee - There were no nominations. Would re-open at next meeting.

Closing

Communication Committee - Marcel Dionne referred to the yellow sheet accompanying the newsletter which contained an article by Wendy Lymer about the newsletter, stating that there would be no newsletter if nobody volunteers for this committee. A discussion

ensued. Nancy Wiggs blamed the lack of division organization for the lack of commitment and participation on the part of the membership. Carole Cameron responded asking Nancy how she expected us to accomplish this? She stated that we need more time, people and resources to attempt to achieve more division organization. There were no nominations for the Communications Committee. Would re-open next meeting.

6. Secretary-Treasurer's Report

Wendy Lymer was absent so the financial statement would be provided at the meeting next month.

Moved by Carole Cameron
Seconded By Lid Strand

THAT AUCE LOCAL ONE APPROVE THE PURCHASE OF A TERM DEPOSIT IN THE AMOUNT OF \$10,000.00 FOR A PERIOD OF 89 DAYS AT THE CURRENT INTEREST RATE FROM THE B.C. TEACHERS CREDIT UNION.

The motion was CARRIED

7. Grievance Committee Report

Ted Byrne gave the report. He stated that the Grievance Committee had been busy but little had been resolved. An employee files grievance is going to arbitration, a form being used by the University waiving notice of layoff was being grieved, and the issue of tech. change in the Library Processing Centre was being dealt with, the Union currently awaiting a response from the University. Ted referred to two motions on page 28 of the newsletter.

Moved and Seconded by
the Grievance Committee

THAT AUCE LOCAL ONE TAKE THE LA IV LEAVE OF ABSENCE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

Nancy Wiggs enquired as to why the University had turned down the leave, and what were the repercussions to the employee if they have to wait to go to arbitration before going on leave, in past cases. Ted responded that in other cases the employee did not go on leave but in this case an expedited arbitration may be possible. The University denied the leave because they had trouble replacing employees. Further discussion ensued on "every effort" as it reads in the contract, and it was felt that the University doesn't comply with "every effort".

The motion was CARRIED

Moved and Seconded by:
the Grievance Committee

THAT AUCE LOCAL I TAKE THE LA IV HOURS OF WORK GRIEVANCE TO ARBITRATION.

A discussion ensued re: the second motion. Murray Adams gave details of the case which was his own, and invited questions. He qualified his case and spoke of the benefits of advocating our own cases for experience, which would save money.

The motion was CARRIED.

8. Contract Committee Report

Murray Adams, Chairperson of the Contract Committee gave the report. He stated that contract negotiations would be beginning Jan. 1st, 1981. Four people had been elected so far, by acclamation. These were at-large positions. Nine other members should be elected - division reps - at meetings being held

during the month of September. Others on the committee include the Union Organizer, Co-ordinator, and President. Only one person from the divisions had become involved so far. Murray cited how many had come to the various meetings, a very poor turnout. Further, if there is so little interest generated, the prospects for our new contract are dim, especially in light of last year when we didn't do very well. If people are happy with things as they are, and don't care if they lose benefits, let the Contract Committee know so as to waste no more time. If AUCE members don't let the Contract Committee know what they want, the people on the committee will represent their own interests, which would be unfortunate. The Contract Committee members can be contacted easily, and have regular meetings.

Regarding meeting the University - Wage Reopener - the Contract Committee met and wrote to the University (copy of letter in newsletter) so that we could obtain a response to take to the membership for input. A letter was received from Grant today. Murray read the letter which stated that Employee Relations was waiting for the Pres. office's okay before making us an offer - we expect this soon. When we receive it, we'll either have a special membership meeting or a regular meeting to discuss it with the membership. Murray reiterated his plea to come to the division meetings remaining, and bring concerns and willingness to help. The Union organizer and members of the Contract Committee will be attending.

Antoinette Lansdell posed a question resulting in some discussion. The question was, in effect - Can we get out of asking the University for more money at this time? She suggested dropping this because of AUCE's lack of energy and because we did agree to accept 9.5% last contract. Murray Adams explained that mutual agreement is the basis of negotiating a wage re-opener. He also discussed his opinion on the need for AUCE to participate in the next negotiations. Nancy Wiggs stated that our action was a response to the University re: the computer operators - the University ignored our contract. Also, as preparation for our next negotiations. Judy Wright felt our request was an appropriate response because the University wanted to upgrade some AUCE members only. Linda Tretiak said she believed the University was using strategy on us, that they want to bankrupt us through arbitrations, and they want to upset us by offering some money to some of us, thereby causing confusion. This is contrary to our stand on piecemeal upgrading, and we should look at the University's motives. Lid Strand said that we make less than the other Unions on campus because we gave in to the University before. There are three options of what we could be offered: 1. A bonus 2. Piecemeal upgrading, 3. a deal of 1% now, 12% next year - this one would be the most dangerous because of the ramifications of loss of security of the bargaining unit. We must therefore look closely at what the University offers, considering the University's motives. Nancy Wiggs then asked Marcel Dionne if he had seen the document containing the offer. Marcel responded no, he was supposed to receive it Monday. The University was waiting for approval and approval was not given by the president's office yet. He reiterated that he had not read the document. Antoinette Lansdell stated that we shouldn't settle for less than parity with CUPE. She wanted a motion to be made to save this aim for the Contract Committee and drop the wage reopener idea now. Marcel Dionne asked Antoinette if she was making a motion. It was stated that this would be contrary to the motion passed months ago for the Strategy Committee to negotiate a reopener. We could have a motion to recind, but notice of motion must be given. The motion to the effect that we should stop all piecemeal upgrading and save this request for wages for the January negotiations. Antoinette agreed to send the worded notice of motion to the Union office. There was some discussion of the motion referred to and the ramifications of a motion to recind. As the motion was of two parts, they were separate motions so the motion to recind would refer to only one of them. Murray Adams stated that he believed that waiting until January would not make a difference if the

membership won't get involved, and promised that he would keep repeating the importance of this. The Contract Committee will receive the University's proposal and bring it to the membership in spite of the notice of motion to recind.

9. Executive Report

Marcel Dionne announced that CUPE 116 had ratified their new agreement 72.8% in favour. They had obtained 15% for the first year, 13% for the second year. He added that he had been incorrect in his ruling re: Motion to table being ~~not~~ debatable - it is debatable, therefore he would, as Chair, write to the Computer Operators to apologize. A discussion ensued where it was explained that if the Chair is sustained when challenged, it does not matter if the Chair is later found to have been incorrect in his ruling. Georgina Smith, a Computer Operator spoke of the large representation of CO's who are participating in Union meetings relative to other departments on campus.

Moved by Suzan Zagar
Seconded by Lid Strand

THAT AUCE LOCAL I ACCEPT THE FOLLOWING
RESOLUTION PASSED AT THE 1981 AUCE
PROVINCIAL CONVENTION:

"BE IT RESOLVED THAT CONVENTION URGES LOCAL I TO PAY THE OUTSTANDING PER CAPITA TAX TO AUCE PROVINCIAL, AND IF LOCAL I MAKES SUCH A COMMITMENT, THEN, BE IT FURTHER RESOLVED THAT AUCE PROVINCIAL SHALL PAY A GRANT OF \$4000 FROM THE PROVINCIAL STRIKE FUND TO AUCE LOCAL I, AND BE IT FURTHER RESOLVED THAT AUCE PROVINCIAL MAKE AN INTEREST-FREE LOAN OF \$4000 TO AUCE LOCAL I REPAYABLE IN FULL ON OR BEFORE JUNE 25TH, 1982, WITH THE UNDERSTANDING THAT IF THE TOTAL OUTSTANDING AMOUNT IS LESS THAN \$8000, THEN THE AMOUNT OF THE LOCAL WILL BE REDUCED."

The motion was CARRIED.

Moved by Ann Hutchison
Seconded by Nancy Wiggs

THAT MOTIONS MADE BY THE AUCE LOCAL I EXECUTIVE BE PUBLISHED, WHETHER PASSED OR DEFEATED.

Marcel Dionne spoke in favour of the motion.

The motion was CARRIED.

Ann Hutchison enquired as to whether or not it was true that the AUCE Executive had made a decision to pay the parking fees of the Union Office staff. Marcel Dionne stated that this was true.

Moved by Ann Hutchison
Seconded by Irene McIntyre

THAT THE AUCE LOCAL I EXECUTIVE RECONSIDER THEIR DECISION TO PAY THE UNION OFFICE PAID EMPLOYEES' PARKING FEES.

Simeon Garriott stated during the ensuing discussion that the Union Office staff aren't paid overtime. A question of what had happened with the committee to organize a protest campaign to encourage withholding the \$40.00 portion of the \$96.00 parking fee as per a motion made by Ann Hutchison at the April membership meeting, was asked.

Ann Hutchison responded that it was only a recommendation, and nothing had come of it. Richard Melanson spoke on the motion regarding the history of paying for parking for Union staff. Nancy Wiggs spoke against paying Union office staff parking. She believed that it isolates the Office staff from the membership. Carole Cameron spoke against the motion, saying that the Union office have poor working conditions. Carole asked if the Union office staff should be expected to endure the worse working conditions of everyone on campus? She went on to say that she had never charged for gas or insurance or wear and tear while using her car for work, and that conditions re: Office staff using their cars for work should have been negotiated before this. Using a car has been a regular part of her job, and if this is not a condition of employment it would be fine with her. Marcel Dionne spoke against the motion, stating that the Union office staff have to go to VGH regularly, and that the Union used to pay the cost of transporting VGH members to UBC. He further stated that the University pay gas, etc., for employees using their cars for work, and that it would be cheaper for the Union to pay parking fees than to pay for gas, insurance, etc. Murray Adams spoke against the motion, saying that the membership should be able to grant special benefits occasionally when necessary. Pat House spoke against the motion. Roberta Crosby spoke against the motion, stating that the Union should pay both mileage and parking. Roslyn Turner spoke against the motion. She spoke about occasions when she had been transported by Carole Cameron on Union business, and felt that the Union should at least pay parking fees.

The motion was DEFEATED

The meeting adjourned at 2:20 pm.