

Special Executive Meeting

Present: Murray Adams, Wendy Bice, Ted Byrne, Carole Cameron, Wendy Lymer, Irene McIntyre, Sheila Rowswell, Suzan Zagar

Matters Discussed Prior to Agenda

1) Member asked if reps from B.C.O.F.R. (B.C. Organization to Fight Racism) and the CBCML could be invited to speak at a union meeting. Affiliation issue and health hazard study to be discussed at next few meetings. (Reasons to be given to caller)

2) Marcel Dionne cannot attend Board of Governor's dinner on November 3rd; other unions and associations will be represented. Who will represent AUCE?

3) Gary Sawchuk suggested that a university rep be invited to a membership meeting to discuss the proposal to, hopefully, clarify any questions the members had.

4) Printing of a summary/ analysis of university's offer was proposed by Irene McIntyre. Wendy Bice, Carole Cameron and Wendy Lymer will print the information.

Agenda1. Internal Organization(a) The Membership organization/participation problem

Proposed Solutions:

- i) Bring in speakers of interest to the membership
- ii) Appoint person to cover all areas of campus over an extended period of time to get in touch with the membership
- iii) Keep up division meetings
- iv) Continue shop steward seminars. Encourage stewards to contact members re meetings, etc.
- v) Offer proper training for new executive and committee members and shop stewards
- vi) Meet with shop stewards regularly to discuss problems and procedures. Chief shop steward (i.e. union organiser) should be responsible for this.
- vii) Drop matters when priority items need attention
- viii) Increase contact with the membership. Guidance might produce more volunteers
- ix) Make participation in the union an accepted and natural thing
- x) Be more honest with the membership. Let them know the ramifications of their decisions
- xi) Create a Search Committee who will contact members re vacant positions on committees, etc.

Action To Be Taken

- + Coffee meetings with shop stewards to be set up (by division) in the next month (Carole Cameron and Wendy Bice)
- + Lunch hour meetings with stewards by division (Carole C. and Wendy B.)
- + Creation of a Phone Committee who are responsible for reminding members of union meetings

MOTION:

Moved by Carole Cameron
Seconded by Suzan Zagar

THAT THE FOLLOWING ACTION BE TAKEN:

- (a) SET UP A PHONING COMMITTEE (FOR SHOP STEWARD MEETINGS)
- (b) MEET WITH SHOP STEWARDS IN DIVISIONS DURING COFFEE BREAKS. REPORT BACK TO THE EXECUTIVE AT THE FIRST EXECUTIVE MEETING IN DECEMBER
- (c) EVERY SIX WEEKS, THE GRIEVANCE COMMITTEE MEETING SHALL ALSO BE A SHOP STEWARD MEETING

(d) COMMITTEE CHAIRPERSONS SHALL UNDERTAKE TO TRAIN NEW MEMBERS

(e) OPEN HOUSE WILL BE HELD IN THE UNION OFFICE ON WEDNESDAY, DECEMBER 16, 1981 BEGINNING AT 11:30 am.

The motion was CARRIED UNANIMOUSLY.

+ Shop stewards and executive reps will be responsible for talking to new employees at Orientation meetings at Employee Relations. Orientation person should take list of shop stewards to meeting at Employee Relations. Roster of people to do orientation will be drawn up and circulated.

1. Internal Organization (Cont'd.)

(d) Duties and Powers of the Executive

- (i) Executive should give direction to the membership
- (ii) Executive report - At the beginning of each Executive meeting, it will be decided who will give the report at the union meeting. That person will take notes for the report. The Executive report will be moved up on the agenda.
- (iii) When a committee is inactive, the Executive must be prepared to take over the responsibilities of that committee
- (iv) Committees will be responsible for their decisions; they are answerable to the Executive. When a committee makes a decision, it must be prepared to stand by that decision.

MOTION:

Moved by Carole Cameron
Seconded by Wendy Bice

THAT AT EACH EXECUTIVE MEETING, A LIST OF EXECUTIVE ITEMS TO BE REPORTED AT THE NEXT UNION MEETING WILL BE MAINTAINED AND IT SHALL BE THE RESPONSIBILITY OF OF THE VICE PRESIDENT TO GIVE THAT REPORT WHICH SHALL BE THE FIRST REPORT ON THE AGENDA.

The motion was CARRIED UNANIMOUSLY.

(b) Duties and Priorities of Paid Officers

- (i) Filing and answering phones. Suggestion was made to hire a part-time person from the Recall List to do these duties.
- (ii) Depend on volunteers
- (iii) List of duties for volunteers to be distributed to shop stewards

MOTION:

Moved by Murray Adams
Seconded by Wendy Bice

THAT, DURING DISCUSSIONS BETWEEN THE OFFICE STAFF AND SHOP STEWARDS, SHOP STEWARDS WILL BE GIVEN LISTS OF AUCE MEMBERS IN THEIR RESPECTIVE DIVISIONS AND THAT SHOP STEWARDS WILL APPROACH MEMBERS WITH A LIST OF VOLUNTEER DUTIES FOR THE PURPOSE OF ENLISTING VOLUNTEERS WHO WILL BE RESPONSIBLE FOR ACCOMPLISHING THOSE TASKS.

The motion was CARRIED UNANIMOUSLY.

- (iv) Public Relations - Office staff must attempt to keep AUCE in touch with other unions.
- (v) Appropriate committee members should be referred to for answers to members' questions to take the pressure off the office staff.

MOTION:

Moved by Murray Adams
Seconded by Ted Byrne

THAT THE EXECUTIVE DECLARE THE CENTRAL PRIORITIES OF THE UNION TO BE 1) ORGANISING, 2) CONTRACT NEGOTIATIONS, 3) CONTRACT ADMINISTRATION, AND 4) PUBLIC RELATIONS AND THAT THESE PRIORITIES BE REFERRED TO IF QUESTIONED, WITH THE UNDERSTANDING THAT THIS LIST OF PRIORITIES IS NOT INTENDED TO BE AN IRON LAW IN TIMES OF EMERGENCY.

The motion was CARRIED UNANIMOUSLY.

(vi) Investigation of community resources - A team will be organised to counsel members with psychological problems (to avoid addition of negative medical records to employee files) A statement will appear in the newsletter to solicit information on counselling for members with problems.

(vii) Shirley Irvine will be contacted re the setting up of an official Health and Safety Committee

2. External Organization

(a) The future of our relationship with the Provincial

+ Withdrawal may be only solution. Sheila Rowsell reported on last Provincial Executive meeting. Policy to affiliate to CLC intact is unworkable. Motion to call a special convention re affiliation defeated 4 to 2. Motion to be discussed on November 14, 1981 that AUCE should remain independent. TAs at UVic have approached AUCE Provincial with intent to organize.

Local 2 is not encouraging a dues increase; dues have been two months in arrears as of late. Petition to start secession proceedings is still a rumor. Local 4 is three months in arrears for per capita tax; rep has been stripped of voting privileges on Provincial Executive; operations are otherwise normal. Local 5 is paying per capita tax on time; ready to secede if disciplined; continuing membership with the CCU; Lauma Avens has now taken office. Local 6 is in good shape financially; membership drive is going well; LRB decision on hiring policy was good.

+ Where do we go if we pull away from the Provincial?

+ If we affiliate with another body, we must do so as quickly as possible. Affiliation would mean another body inherits our contract; we would be bound by the constitution of that body.

MOTION:

Moved by Murray Adams
Seconded by Wendy Bice

THAT THE EXECUTIVE OF AUCE LOCAL ONE RECOMMENDS TO THE MEMBERSHIP THAT AUCE LOCAL ONE SECEDE FROM THE PROVINCIAL AND THAT THE EXECUTIVE OF AUCE LOCAL ONE UNDERTAKE TO BEGIN SECESSION PROCEEDINGS.

The motion was CARRIED.

+ 25% of members' signatures are required on a petition to secede from the Provincial.

MOTION:

Moved by Ted Byrne
Seconded by Wendy Lymer

THAT THE RESULTS OF THE VOTE ON THE MOTION PRIOR TO THIS ONE BE REPORTED AT THE NEXT UNION MEETING AND THAT THE MEMBERSHIP BE ASKED TO ENDORSE IT.

The motion was CARRIED.

MOTION:

Moved by Ted Byrne
Seconded by Murray Adams

THAT THE EXECUTIVE INITIATE INVESTIGATION INTO OPTIONS FOR THE FUTURE OF THIS LOCAL AND THAT THE EXECUTIVE RETURN WITH A RECOMMENDATION AND INVITE DEBATE ON THE OPTIONS OPEN TO THIS LOCAL.

The motion was CARRIED.

+ The motion to affiliate with CUPE is out of order because it does not recommend a merger with the CLC as an independent body.

3. Contract Negotiation and Administration

+ Letter to Robert Grant from the Contract Committee has been distributed to all members.

+ If there is no response or if the University's offer is non-negotiable, the Contract Committee will recommend non-acceptance

+ The proposal doesn't represent what AUCE usually negotiates for

The meeting was adjourned at 3:45 pm.