

EXECUTIVE MEETING
TUESDAY, JANUARY 6, 1976

DRAFT AGENDA

1. Adoption of agenda.
2. ~~Adoption of minutes of last Executive meeting, December 17.~~
3. ~~Business arising from minutes?~~
4. Correspondence.
5. Strike Committee report.
6. Submission to Anti-Inflation Review Board. MOVED BY Peggy Smith that a committee be formed to study guidelines and report on our rights, if any, under the Act. - Frances, Nancy
7. Strike report. MOVED BY Peggy Smith that a special committee of ~~interested people~~ be formed to write a report covering all aspects of our strike, i.e. effectiveness of various strategies; relationship with other unions, B.C. Fed, students, faculty; kind of support we got; people's personal feelings (through interviews, articles, etc.), photos. *Strike Comm reps, reps from other standing comm & interested people.*
Peggy is willing to co-ordinate this work.
8. Newsletter.
A co-ordinator is needed (preferably from Communications Comm.) to get this off the ground.
See list on wall for items to be included. Brainstorm for more if we have time. Add your ideas and suggestions.
9. Provincial Association. Debate re need for full-time paid Secretary-Treasurer.
This needs to be discussed at membership meeting and division meetings. A report outlining pros and cons should be distributed as basis for discussion. Peggy, Ian and Nancy have expressed interest in working on such a report. Anyone else?
10. Work to be done. Womanpower needed. See list on wall. Peggy will explain.
11. Agenda for membership meeting. Recommend postponement to Thursday, January 15. (MOVED BY Peggy Smith).
12. Letters of thanks: to unions who suffered financial loss, and other supporters - see attached letters.

FOR YOUR INFORMATION

Executive meetings are held every second Tuesday. Future meetings:

JANUARY 20	MARCH 2
FEBRUARY 3	MARCH 16
FEBRUARY 17	MARCH 30

Contracts will be printed and ready for distribution by the end of January.

There may be some confusion about wage steps. Please clarify for people that the 6-month step has been removed. The first step is now after 1 year. Increments are granted automatically on July 1 of every year. You have to be here 3 months to qualify for the increment.

WORK TO BE DONE! VOLUNTEERS NEEDED! PASS THE WORD AROUND YOUR DIVISION!

The following committees come out of our new contract. The agreement is that they be set up within a month of the signing of the contract - that means JANUARY 23rd.

SICK LEAVE STUDY COMMITTEE (Article 30.06 k))

The University and the Union agree that a joint investigation of the Sick Leave Plan presently in effect at Simon Fraser University, sick leave insurance plans, and other sick leave plans will begin within one (1) month of the signing of this contract and that the report and recommendations will be presented to the University and the Union within three (3) months for consideration. It is understood that such a study will involve reviewing the statistical information available on the present plans in effect at the U.B.C. and comparison with other plans in so far as benefits to employees are concerned, as well as costs. Long term benefits in the case of extended illness will also be one of the terms of reference.

JOB EVALUATION COMMITTEE (Article 31.03)

The Union Job Evaluation Committee, consisting of three (3) members, shall meet with the University Job Evaluation Committee, consisting of three (3) members, to continue the study and development of a revised Job Evaluation System. These committees shall be in existence until such time as a new Job Evaluation System and the implementation method have been presented to the Union and the University and mutually agreed upon.

PENSION PLAN COMMITTEE (Article 30.03)

The University and the Union agree that a joint Union/ Management committee will be set up to study Pension Plan, Group Life Insurance and Disability Insurance proposals and to consider the needs and requirements of employees. This committee shall consist of three (3) members from the Union, three (3) members from the University, and one (1) non-voting member from the Pension Board.

WORKING CONDITION COMMITTEE (Article 24.03)

The Union shall establish a Working Conditions Committee and inform the University of its members. The University shall recognize this Committee and its duties outlined below.

- a) To research problems in the areas of health and safety which are special to office and library workers, and to notify the University regarding any problems which occur in employees' working conditions.
- b) To meet with the University representatives until a mutually acceptable mechanism for staff representation on building design committees has been established (See Section 4, this article).

CONTRACT COMMITTEE: we have to elect a new one for next year.

GRIEVANCE COMMITTEE: Reps for Divisions C, E, F, and I.

COMMUNICATIONS COMMITTEE: Reps for Divisions B, C, E, F, and I.

EXECUTIVE: Reps for Divisions C and I. 2 Trustees.

MORE WORK!

The following administrative and office tasks need to be initiated and/or completed:

1. FILING: it hasn't been done for ages!
2. ADDRESS AND PHONE LISTS: both on and off campus contacts.
3. STRIKE REPORT: a big job, and an exciting one. Trying to put the whole thing into perspective, learn from our mistakes, rejoice about our victories!
4. NEWSLETTER: a lot has happened since the strike, nobody knows about it.
5. UP-DATING STEWARDS LISTS: best help here is to get an up-dated list of shop stewards and members in each shop to the Union Office. Would like to get this done in the next couple of weeks.
6. CONSTITUTION: we have no copies left. need new ones printed including amendments that have been made in the last little while.
7. LETTERS OF THANKS: this needs to be done in the next week. Will have to be individually typed.
8. SUBMISSION TO ANTI-INFLATION REVIEW BOARD: a couple of people to study the guidelines and figure out our rights under the Act.
9. MINUTES OF PAST MEMBERSHIP MEETINGS AND AGENDA FOR JANUARY 15 meeting: has to be done by January 12 (collating, labelling, running off on gestetner). could be done on lunch hour.

REMEMBER THAT WE HAVE A CLAUSE IN THE CONTRACT THAT ALLOWS FOR SHORT-TERM LEAVE OF ABSENCE FOR UNION ACTIVITY (Article 7.03)

The University agrees to grant wherever possible representatives of the Union leave of absence without pay for Union conventions or to perform other functions on behalf of the Union. Such leave will not be unreasonably withheld. The Union agrees to notify the University at least ten (10) working days in advance.

I COULD USE HELP AND I HATE WORKING BY MYSELF IN THIS HUGE OFFICE - I GET LONELY!! PLEASE CALL ME (224-5613) IF YOU'D LIKE TO COME IN FOR A DAY, A WEEK, UP TO 3 WEEKS. THE UNIONS PAYS YOUR WAGES WHILE YOU'RE HERE.

- peggy

DRAFT LETTER TO CUPE 116 (with modifications to other unions who suffered financial loss through our strike)

MOVED BY Peggy Smith that the Executive of AUCE Local 1 recommend to the membership that this letter be sent to those unions who suffered financial loss because of our strike.

LETTER DRAFTED BY IAN MACKENZIE.

We would like to express the sincere appreciation which we feel towards you for respecting our picket lines. During our strike many people crossed our lines when they would have suffered no financial hardship had they not done so. Therefore your action in respecting our lines, which we know caused you considerable hardship at a difficult time of year, was all the more praiseworthy.

We cannot apologize for the strike: it was unfortunate, but necessary. But we want you to know that all of us are acutely aware of the financial loss it imposed upon you, and which was not lessened by the benefit of retroactive pay. We are very sorry for the suffering which we know occurred.

Although our strike was not completely successful, it was partially so. And that success was to a large extent the result of your support.

It was both a gratifying and a humbling experience to see the vast majority of the CUPE 116 membership make a personal sacrifice in the name of solidarity with our striking Union. It taught us a lot, the least of which is that, in the event you find yourselves on strike in April or at any future time, you can be sure that we will respect your picket lines for as long as it takes you to get a contract.

SUGGESTED LETTER OF THANKS TO SUPPORTERS DURING OUR STRIKE.

THESE LETTERS WILL BE INDIVIDUALLY TYPED AND AT THE END WILL MAKE REFERENCE TO THE KIND OF SUPPORT GIVEN, THAT CONTRACTS AND A STRIKE ANALYSIS WILL BE PRINTED IN THE NEAR FUTURE AND AVAILABLE ON REQUEST.

Dear _____:

As you have no doubt heard, A.U.C.E. Local 1 has signed a collective agreement with the University of B.C.

All of the important gains made in our first contract were retained in the new agreement. This was done despite the persistent efforts of the University to take away many of the more important and innovative non-monetary provisions.

Most importantly, we succeeded in winning our contract priority: an equitable restructuring of the wage scale, which embodies a reduction in pay categories from 17 to 9.

Much of this would have been impossible without your support during our strike.

- 4) from the CUPW Vancouver local outlining their fight against the federal anti-inflation controls and thanking AUCE for support and the donation.

It was not clear if this letter had been meant for the provincial association as the UBC local had not made a contribution to CUPW, although the SFU local had.

- 5) from Brandon University Non-academic Staff Association, outlining their certification and asking for information on university policy regarding non-academic staff, to assist them in their negotiations next year. They also requested a copy of our contract, if one existed as they did not know if our staff were organized. The letter was not directed to the union but to the university.

Peggy Smith That we send the information they requested and a copy of
Maureen Gitta our contract.

CARRIED

- 6) from Bruce Erikson, President of the Downtown Eastside Residents Association notifying us of a rally planned for January 5th and a mass rally at Victoria on January 15th to protest Vander Zalm's position on welfare recipients.

Peggy Smith That this letter should be printed in the newsletter, if
Maureen Gitta it comes out before January 15th.

CARRIED

Nancy Wiggs That this letter and a draft letter to Vander Zalm
Marilyn Healy outlining our position on Vander Zalm's statements
be read at next membership meeting.

CARRIED

It was decided that Maureen, who had volunteered, should draft the letter to Vander Zalm.

- 7) from a union member who had worked one day during the strike, although she had picketed on other days, which included a cheque for \$30 repaying the money earned on the day she had worked.
- 8) from Eleanor Garrie stating that she was leaving the union and therefore the university as well because of a deep philosophical break between herself and apparent union policy.

Peggy had spoken with her previously and had suggested this course of action. Considerable discussion followed the reading of this letter about responding to and publicising this letter. It was felt there should be an article in the newsletter regarding the whole issue of being on strike and about democracy.

Maureen Gitta That we acknowledge receipt of her letter and state that
Jerry Andersen her comments have been noted.

CARRIED

- 9) from Burnaby Teachers Association to the university stating their displeasure with the university's scheduling of exams during the strike.

Maureen Gitta That we phone the letter writer and ask him to send a copy
Carol Pincock of this letter to the Faculty Association.

CARRIED

- 10) from a Mechanical Engineering person expressing the feeling that we should not penalize people who crossed the picket lines as this would do no one any good but that we should treat them with tolerance and compassion.

Nancy Wiggs That we acknowledge receipt of the letter with thanks and
Maureen Gitta state that the comments have been noted.

CARRIED

- 11) from Judy Wright notifying the union of her resignation as Trustee but it was unclear on what date this resignation would be effective.

- 12) from Dohm on his legal firm's stationery and signed by the company per Dohm to the B.C. Federation of Labour, responding to Lytle's previous letter to him. Dohm's letter was curt and stated that Lytle had obviously misunderstood his letter to Frances and should read his letter again.

Frances Wasserlein That this letter should be read at the next membership
Nancy Wiggs meeting.

CARRIED

It was decided that Peggy should prepare a correspondence report for the next membership meeting.

STRIKE COMMITTEE REPORT - Carol Pincock

Little work had been done over the Christmas season but each sub-committee will meet and work independently on their own aspects of the strike and then there will be a full strike committee meeting to co-ordinate all the information and reports. It was felt there should be a representative from the executive at this meeting (Nancy). Most of the information for the strike committee report was distributed with the agenda.

Carol Pincock That Item 7 on the agenda be moved before Item 6.
Marilyn Healy

CARRIED

STRIKE REPORT

Peggy Smith That a special committee of interested people be formed to
Frances Wasserlein write a report covering all aspects of our strike, i.e.
effectiveness of various strategies; relationship with
other unions, B.C. Fed., students, faculty; kind of support
we got; people's personal feelings (through interviews,
articles, etc.), photos.

Frances Wasserlein Amendment: That a special committee of strike committee
Marilyn Healy representatives, representatives from other standing
committees, and interested people

CARRIED

The motion as amended was

CARRIED

SUBMISSION TO ANTI-INFLATION REVIEW BOARD

Peggy Smith That a committee be formed to study guidelines and report
Frances Wasserlein on our rights, if any, under the Act.

CARRIED

As motivation for this motion it was stated that there is still some difference between the union's and the university's interpretation of the article in the contract referring to a joint application to a review board and it was felt that the union's position should be clarified and perhaps have legal counsel. Frances and Nancy offered to be on such a committee.

Nancy mentioned a BCTF meeting to be held shortly and the importance of having a person from AUCE attend as the Anti-inflation legislation will be discussed.

NEWSLETTER

It was felt that two newsletters should be prepared, the regular one and a special one covering the strike. There should be a motion presented at the next membership meeting to print a comprehensive report for circulation to all university staff, including other unions, faculty and students. Frances suggested that she could present such a motion under the financial report.

Dwayne Lunden had asked Frances to attend a meeting of CUPE workers to talk about the strike and it was agreed that she should attend.

Peggy Smith That Judy Todhunter be co-ordinator for a comprehensive
Frances Wasserlein report on the strike and issues arising from it and that
 she should prepare a positive recommendation for the next
 membership meeting regarding campus-wide circulation.

CARRIED

PROVINCIAL ASSOCIATION

This item was meant mainly for information and not for discussion at the executive meeting.

WORK TO BE DONE

Peggy pointed out that what was needed to be done was outlined in material attached to the agenda. It was mentioned that a collator would lessen time spent in this function. Peggy said that the lead she had on one had fallen through but she would continue to look into acquiring one.

AGENDA FOR MEMBERSHIP MEETING

Peggy Smith That the membership meeting scheduled for this week be
Judy Todhunter postponed until next Thursday, January 15th.

CARRIED

The agenda was then set and discussion followed on whether to include opening of nominations for contract committee reps. It was felt that this should be done as soon as possible to enable these people to be on standing committees, to talk

with the previous contract reps., and to be aware of what is happening with the current contract for a longer time period.

Nancy Wiggs
Joan Cosar

That an executive meeting be held on January 13.

CARRIED

LETTERS OF THANKS

Drafts of thank you letters were included with the agenda and there was general agreement that they should be sent.

Meeting adjourned at 6:50 p.m.