

Francis Donaldson.

AGENDA FOR MEMBERSHIP MEETING AUCE LOCAL #1, THURSDAY FEBRUARY 13th, 1975.
12.-2pm old Auditorium Bldg. Theatre

NOTE: Time limits are suggested time limits only and are not intended to curtail debate.

-- All motions and amendments made from the floor are to be written out and handed to the secretary with the name of the mover (and if possible of the seconder).

15 mins

- (1. Approval of the Agenda
- (2. Adoption of the minutes of the General Membership meeting of Dec 12th as circulated in the newsletter.
- (3. Business Arising from the Minutes
- (4. Correspondence
- (5. Announcements: a) nominations are open for ^{two} one position on the Job Evaluation committee b) Nominations are open for two table officers recording secretary and trustee.
- (NOTE: Confirmation that the nominee intends to stand must be sent to the Union Office in writing.

6. FINANCIAL REPORT:

(Statement of income and expense: period from December 13, 1974 to February 13, 1975

(INCOME:

(Application fees and donations	\$ 42.00
(Dues	3221.00
(Other	111.28
	<u>3444.28</u>

(EXPENSES:

(Cash short	
(Postage	50.00
(Printing and Stationery	574.55
(Telephone	100.44
(Conferences and Meetings	
(Rent and Utilities	538.01
(Per Capita Tax	835.00
(Office Expenses	22.50
(Office Equipment	182.72
(Library	
(Salary and related Expenditures	1252.95
(Petty Cash	25.00
(Miscellaneous	21.85
	<u>3602.92</u>

(Excess of revenue over expense	5421.36
(Cash on hand December 12	5326.43
(Cash on hand February 13, 1975	<u>\$10,567.79</u>

- (MOTIONS: That a gestetner be purchased for the Union Office.
- (That a cheque be forwarded in the amount of \$1906.00 to the Provincial Association of AUCE to cover the per capita tax owing to date. (i.e., the period November and December 1974) That the sum of \$750.00 be allocated to cover office equipment and expenses, and printing and stationery. That a cheque be forward to Winspear Higgins Stevenson and Co. (AUCE's chartered accountants) in the amount of \$850.00 to cover their services to date.

10/13
dus paying
members

15 mins

Banks \$200 / Jim D. Advice \$278
Ps. 278

AGENDA CONTINUED

- 8 mins (7. UNION OFFICE REPORT : MOTIONS (J. Ainsworth): ✓ According to article 7 section 3 of our contract (provides for a short term leave of absence for employees to do Union work). That AUCE Local #1 authorize the funds for one more union member to work in the Union Office for up to a period of 3 weeks. ✓ AUCE Local #1 pay medical plan premiums for those employees whose sick leave credits run out, while awaiting the collection of benefits under the Total Disability Plan, Group Life Insurance and Pension Plan. *Amended to include group life Prem.*
- 15 mins (8. GRIEVANCE COMMITTEE REPORT: see separate fact sheet for information and motions.
- 20 mins (9. STRIKE COMMITTEE REPORT: MOTIONS *Tabled* a) That there be an amendment to the Constitution of AUCE Local 1 to allow for the election of a standing Strike Committee, with representation from each division, to be convened at the beginning of negotiations. b) That the Strike Committee be elected in the month preceding the opening of negotiations with the University to be maintained until one month before the next series of negotiations. c) That two elected members of the Strike Committee meet regularly with two elected members of the Contract Committee to ensure that there is the best possible communication between the two bodies. d) That the Strike Committee be responsible for education of the membership about strike action, preparation for a union-wide discussion of strike strategy, and implementation of the adopted strategy, including the building of support for a strike. e) That the Strike Committee be empowered to call Divisional meetings, to ensure the most effective and broad implementation of strike strategy. f) That the Strike Committee after its election, before negotiations begin be allotted an initial operating fund of \$500.00, and be responsible for full accounting to the membership of any expenditures made from this fund.
- 10 mins (10. PROVINCIAL REPORT: MOTION: That nominations be opened for the UBC delegates to the annual Provincial Convention, and that elections of the UBC delegates take place at the April Gen. Membership mtng. (10 delegates - nominations will be received in the Union Office)
- 5 mins (11. COMMUNICATIONS COMMITTEE REPORT
- 2 mins (12. JOB EVALUATION COMMITTEE REPORT
- 2 mins (13. PENSION PLAN COMMITTEE REPORT
- 2 mins (14. WORKING CONDITIONS COMMITTEE REPORT
- 2 mins (15. JOB RE-TRAINING COMMITTEE REPORT
- 4 mins (16. ANY OTHER BUSINESS

18. 5 mins for KLG strike support. SOS

**and @ the time of a strike vote one additional rep from each division.*

*295
88
10320
13520*

THE MEETING WILL END AT 1.45pm SO THAT PEOPLE WILL BACK AT WORK ON TIME.

*7.c) Buy cheaper paper than Toshiba (cost rentals) = 160
d) If copy paper - 88 rolls. Cost 95 / as opposed to 4.0 per roll
of \$10000 - Coop Ins. \$188 = per year.
all Risk*

9. CKLG.

1. AUCE support strike support Committee
for CKLG.



2. Rally - for support - endorsement.
next week.

686 CUPB. (Jim Bunge)
5:15

3. Press release expressing AUCE's support of CKLG.

GRIEVANCE COMMITTEE REPORT

The following is a summary of what's happening in the Grievance Committee these days. There is a meeting with the University Labour Committee on Feb. 11, 1975 where we hope some of these issues will be resolved. An updated report will be given at the 2 hour lunch meeting on Thursday.

1. Reclassification Requests

The Grievance Committee has had several grievances of Article 31, 3(c) of our contract. (no answer within 6 weeks after applying for reclassification) The present University policy as stated to the Union is that no reclassifications will be processed as they say no procedure has been agreed to. The University wants the Union to agree to two specific dates when reclassification requests will be reviewed. The Union, however, says that one may apply for reclassification any time of the year, twice a year, and the applicant must be notified within 6 weeks of the disposition of her request. The Grievance Committee feels the contract adequately covers this issue, and therefore is insisting that the University abide by the contract. For those who grieve Article 31, 3(c) the University has been following the Grievance Procedure and giving those employees an answer to their reclassification requests.

2. Secretary IIB

Contrary to Article 31(a) and in response to reclassification requests the University has invented a new classification called Secretary IIB !! There are several people affected by this new classification. These employees were applying for reclassification from Secretary II's to Secretary III's. They received a salary increase but were not satisfied with the new category the University dreamed up. When the Union told the University that the position Secretary IIB did not exist, that it had no recognized job description, or salary scale, and that these reclassification requests must continue, the University (i.e. Mr. Clark) admitted that they had made a mistake and offered the following alternatives:

- a) let the position stand
- b) return all those placed on the Secretary IIB level to the Secretary II classification and have them return all the money they had received in their salary increases!

To date the University has offered us no other alternative. Clearly, the University is attempting to force us to violate our own contract. The Grievance Committee would like to move that the membership support taking this issue to arbitration if necessary.

3. Retirement Policy

The previous University policy was to place all employees who reached the age of 65 on a temporary basis. This violates Article 3(7) of the AUCE Local 1 contract. (Definition of Employees). The University insists that it will continue with its previous policy. Hopefully a settlement can be worked out.

4. Use of Facilities

Article 13 (g) of our contract is being violated in that AUCE members are not being allowed to use University facilities at a reduced rate or for free. The Union is grieving this issue.

5. Shift Differential

Mr. Sims Arbitration "Award" was in some cases less than what the University used to pay for shift differential. The old policy was 5% for the afternoon shift and 10% of the hourly rate for the night shift. Mr. Sims awarded 25¢ for the afternoon shift and 44¢ for the night shift. The Union and the University have signed a letter of agreement stating that employees will receive whichever is higher...the old rate or the arbitration rate. Any employee who is transferred and all new employees will receive the arbitration rate. This letter of agreement is to remain in force for this contract only. Now that this issue has been settled the University is going ahead with the calculation of retroactive pay for all shifts worked back to April 1974.

6. Taxi Vouchers

A revised system for taxi vouchers is being discussed. One of the primary objectives is to try to implement a system where the union member will not have to pay cash for the taxi ride. A system of credit vouchers is being investigated.

Don't forget the 2 hour lunch Union Meeting.
Thursday, Feb. 13, 1975
Old Auditorium, Theatre.
12-2 pm

AUCE Union Office
224-5613

NOTICE OF MEETING :

THURSDAY, FEBRUARY 13th, 12:00 - 2:00 pm, THEATRE IN OLD AUDITORIUM

REPORT ON ARBITRATION

- November 13 grievances on seniority step violation and student assistants were presented to UBC Labour Committee
- November 14 AUCE membership authorized Grievance Committee to take to arbitration the seniority step grievance.
- November 21 UBC Labour Committee stated that seniority steps and student assistants problem were not grievances. They refused to acknowledge them.
- December 5 Grievance Committee gave notice to invoke arbitration. Labour Committee refused to receive it.
- December 10 Grievance Committee prepared press release and petitions to Board of Governors
- December 12 AUCE membership approved release of press statement and petitions. Also authorized Grievance Committee to take student assistant grievance to arbitration.
- December 13 Press release issued
- December 16 Labour Relations Board called Grievance Committee to meet with them.
- December 17 Meeting took place, LRB asked for details and said they would make a decision whether the cases were arbitrable or whether to appoint an investigator
- December 18 Official complaint made to LRB against UBC by AUCE
- December 27 LRB requested brief defining complaint and giving evidence to support complaint-
- January 6 first- brief submitted
- January 10 LRB request-ed second brief, more details
- January 20 second brief submitted
- January 24 LRB request-ed a third brief
- January 29 AUCE hired Harry Rankin to defend and counsel
- February 3 Rankin presented third brief to LRB