

1. Approval of Minutes of November 14th Executive Meeting.

Doreen Nicholson

Darlene Crowe

Carried.

2. Correspondence:

Anonymous letter from a member regarding displeasure as to the activities of the Union.

Letter from ORFAX requesting donations.

3. Business Arising from the Minutes.

a) Steward seminar to be held in February.

b) Strike Committee is investigating the status of steward elections, they propose to make up some kind of a contact list.

According to their recent records the status of the Divisions is as follows.

Division A some stewards have been elected although more are needed.

Division B is now in a transitional period, they have yet to hold elections

Division C elections are near completion.

Division D some contact people but no stewards.

Division E have held one division mtg. and are still waiting for response.

Division F some contact people but no stewards.

Division G have all stewards except for two vacancies.

Division H have completed their elections and are fully covered.

Division I some contact people but no stewards.

Motion: That at a future date the executive hold a special meeting to discuss the VGH situation in an attempt to generate some sort of participation from Division I.

Fairleigh Funston

Pat Gibson

Carried.

4. Dues Increase Implimentation. Jeff Hoskin's letter to Mr. Grant.

University computer system can not accomidate the wording passed for the motion regarding dues increase. Apparently the computer works strictly on hours worked per month and not by the number of hours worked per week. Jeff recommends that we pass the following motion:

That the Executive inform Data Processing that all employees who work 88 hrs. or more per month be deducted \$6.50 per month for Union dues. Those employees who work less than 88 hours per month shall be deducted \$3.00 per month.

Jeff Hoskins

Fairleigh Funston

Carried.

Jeff made it clear that should the computer deduct too much money from some hourly employees that he will refund the error.

5. Clipping Service: this is to be put on the agenda for the next membership meeting. Question has been raised regarding the expense of the service and also subscription sources that we have clipped.

6. AIB Report - Fairleigh Funston

An introductory mtg. has been held and the University agree that it is important to maintain the current pay scale. Both cttes. will apply jointly for an extension of time in which to handle the board's request.

Harvey Burian will feed some of our suggestions into the computer to determine whether or not they will meet the AIB requirements. We will be investigating the possibility of returning to the October 1975 rates, it remains to be seen if this will result in a 15% settlement. Fairleigh says that the ctte. will be in touch with the Communications ctte. and will provide membership with as much information as we currently have.

- Discussion: John Hrubes inquired as to whether any decision made could be grounds for individual law suits against the Union should some members receive less than a 15% increase. Ian answered that we had already investigated this and that as long as our ultimate decision did not arbitrarily discriminate against individuals that we were safe.
7. Communications Report: Robert stated that a newsletter would go out before Christmas and that it would primarily deal with the AIB report. Ian suggested that the format be the most asked questions about the AIB rather than a rather lengthy, dry report.
8. AIB Protest.
A suggestion from 1 of the members of the Strike ctte. regarding a protest against the decision was discussed. It was suggested that we contact other public sector Unions, women's organizations and other interested bodies in the hope of holding an evening public meeting to discuss the inequitable rulings made by the AIB. It was also suggested that people may wish to picket the AIB offices on their days off as an organized group. Gary Phillips stated that the Executive should formulate and sponsor a motion of protest.
Motion: That we defer further discussion on this matter until the next mtg.
Jeff Hoskins
John Hrubes Carried.
9. Organizer's Holidays.
Motion: That Fairleigh be permitted to take three days vacation
December 28-30, 1976.
John Hrubes
Darlene Crowe Carried.
10. Grievance Report:
Kevin Grace reported that currently the Union and the University can not agree on a list of arbitrators. This has caused considerable delay in proceedings. Currently there are 8 pending arbitration cases and 3 cases to be taken to the LRB for interpretation.
11. Contract Report:
Atmosphere in negotiations seems to indicate that movement by the University is likely in the near future. Main point of contention seems to be the definition of employees which we feel is vital to our union security.
12. Strike Ctte. Report: A joint mtg. between the contract and the strike ctte was recently held. The status of the steward structure was discussed at great length. It was felt that the structure needed definite improvement in order to maintain a good communication system. It has been decided that the two committees will keep close contacts until an agreement is reached with the University. Jeff Hoskins suggested that an all-committees mtg. be held in the near future.
Motion: That the Executive mtg. of December 29th be an all-committees mtg., that is all standing ctees. as per the bylaws. Ian Mackenzie
Gary Phillips
Carried.
13. Trustees Report: The election for the position of President to be held in the first two weeks of January due to absenteeism over Christmas.