

MINUTES

Minutes of the AUCE General Membership Meeting of Thursday, July 14, 1977

Pat Gibson (President) in the chair; Neil Boucher took minutes in the absence of a recording secretary.

1. An announcement that there would be no smoking.

2. Adoption of the agenda. Jay Hirabayashi; Lid Strand. Carried.

3. Adoption of the minutes of May membership meeting. Sheila Porter; Doreen Nicholson. Carried.

Adoption of minutes of June membership meeting. Lid Strand; Betty Finson. Carried.

Amendment to 4. E. last paragraph to read: "Ray Galbraith moved to defer discussion of the 'amendment' until a future meeting and that motivation be included in a newsletter prior to that meeting. The main motion was then defeated. The above motion was seconded by Joan Cosar and carried." Sandy Masai; Cathy Agnew. Carried.

4. a) Nominations were opened for Division Organizer: Robert Gaytan; Cathy Agnew. Nominations remaining open.

Nominations were opened for Recording Secretary: volunteers were requested to line up, and, after due processing, it was discovered that there were none. Nominations remain open.

b) Close nominations for one Trustee: Charlene Davies acclaimed.

Close nominations for five Strike Committee members: Paula Brown, Susan Callaghan, Sandy Masai, Wendy Lymer, Margaret Nicholson, Jane Latter. It was declared that there would be a referendum ballot. Moved to reconsider: Lid Strand and Nancy Wiggs. Carried.

Elected by acclamation: Paula Brown, Susan Callaghan, Wendy Lymer, Margaret Nicholson, and Jane Latter.

c) Grievance Committee report re: 1973 vacation entitlement and the importance of the Division Organizer for enforcement of the contract.

d) Motion that Section F(5) of our By-laws be amended to incorporate the following wording: "...in addition three (3) members at large shall be elected to the

Grievance Committee." Moved and seconded by the Grievance Committee. Carried. Nominations were opened: Carole Cameron; Sheila Porter. Nominations remain open.

e) That if committee members need babysitters so that they can attend, the Union will pay if no other alternative can be found. Nancy Wiggs, Sandy Masai. Carried.

f) That the membership authorize the Trustee to destroy all old ballots presently to be found in the Union Office, specifically those returned during the last referendum. Nancy Wiggs, Fairleigh Funston. Mover and seconder agreed to change the word "destroy" to "recycle". Carried.

5. See Correspondence file for full report. Nominations opened for delegates to the Public Sector Employees' Council Convention: Richard Melanson, Jeff Hoskins. Nominations remain open.

Nominations were opened for AUCE/SORWUC Committee: Nancy Wiggs, Suzanne Lester. Nominations remain open.

6. That the financial Reports (attached) be adopted (April, May and June). Neil Boucher, Cathy Agnew. Carried.

That the per capita tax for June be paid as soon as the check-off is received. Jeff Hoskins, Lid Strand. Carried.

That the office expenses, etc. for July in the amount of \$1000 be paid. Vicki McNeill, Betty Finson. Carried.

7. Contract Committee Report.

That the motion to withdraw certain Union proposals from the bargaining table be taken item by item. Ian Mackenzie, Nancy Wiggs. Carried.

That we withdraw our proposal on Article 21.04 (Contract Committee). Carried.

That we withdraw our proposal on Article 21.06. Carried.

That we withdraw our proposal on Article 27.03. Defeated.

That we withdraw our proposal on Article 27.05(c). Carried.

That we withdraw our proposal on Article 28.02. Carried.

That we withdraw our proposal on Article 28.03(b). Carried.

That we withdraw our proposal on Article 29.09. Carried.

That we withdraw our proposal on Article 30.01. Carried.

That we withdraw our proposal on Article 30.02. Amend to withdraw time allotment only. Ian Mackenzie, Nancy Wiggs. Defeated. Original motion carried.

That the proposal for a Weekend Shift differential be withdrawn and that the proposal for shift differential amounts be reduced to 75¢ each. Carried.

That the proposal for inclusion of part-time employees working less than 20 hours per week in the Medical and Dental Plan be withdrawn. Carried.

That the proposal for the SFU sick leave plan be withdrawn. Defeated.

That one member of the Contract Committee take full-time Union leave and be paid by the Union until a new contract is signed and arrangements can be made with the University for return to her/his original position. Motion to defer this motion to the next daytime membership meeting. Neil Boucher, Cathy Agnew. Defeated. Original motion carried.

Motion to extend the meeting for 15 minutes to 7:15 pm. Lid Strand, Cathy Agnew. Carried.

8. That the Union revise its contract proposals (as published in the newsletter). Motion withdrawn.

That the Union revise Article 30.02 Wage Rates to \$88 across-the-board. Sandy Masai, Cathy Agnew. Motion to postpone to the next membership meeting. Ian Mackenzie, Nancy Wiggs. Carried.

That Article 7.05 be a priority item. Sandy Masai, Nancy Wiggs. Carried.

9. Strike Committee Report. Motion (as published) withdrawn.

10. Provincial Report. Referendum coming.

11. Communications Committee Report.

12. (a) Should any picket line appear on campus as a result of a labour dispute, the Executive shall meet immediately and send a letter to the University advising them that the Union recognizes the picket line as being bona fide. Nancy Wiggs, Lid Strand. Carried.

Meeting adjourned at 7:15 pm.

Minutes of the Special Membership Meeting on July 28, 1977 (Hebb Theatre/ 12:30 - 2:30 pm.)

Pat Gibson in the chair; Ray Galbraith as Recording Secretary.

1. An announcement that there would be no smoking.

2. Adoption of the agenda. Moved by Jay Hirabayashi and seconded by Jerry Anderson. Carried.

3. Contract Committee Report: Jean Lawrence presented a brief chronological update from the June 1977 membership meeting to the 3:00 am. meeting with the University on Thursday, July 28, 1977. She mentioned the items that had been settled over the last three days: definition of employee, the grievance procedure, lay-off, job postings, and compassionate leave. At 1:00 am. on Thursday, July 28th, Grant presented a list of "final" positions on the outstanding issues.

Jeff Hoskins reported and indicated that the Union could either accept what the University had put on the table or take a strike vote. He then explained the procedure involved in a strike vote. Jeff said that we were close to agreement on the number of outstanding issues and that a positive strike vote could provide the necessary push towards a settlement.

Jeff then went through the outstanding issues: definition of Student Assistant, Union shop, collective bargaining, Union meetings, taxi voucher, retraining, notice of lay-off, tuition waiver, hiring, transfer, demotion, vacations, shift work, overtime, compassionate leave, sick leave, maternity leave, Grievance Procedure, and wages. He outlined the respective positions of both parties.

Ian Mackenzie then completed the Contract Committee report. He said the University's strategy over the past year had been an attempt to get the cheapest possible settlement. The University's latest offer was an obvious attempt to split the Union - especially in regards to the across-the-board issue. The University was trying to divide the Contract Committee from the membership on the basis of their final offer. Ian said

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that it was almost axiomatic that the University was holding things back and that they were awaiting the results of our strike vote. The Contract Committee had made every effort to get a settlement and had presented the University with a "below the bottom-line" position. Grant immediately rejected the Union's position evidently believing that the membership would accept the "final" offer.

The Contract Committee report was followed by a question period.

The Contract Committee then moved that the University's package be rejected.

An amendment to the motion by Sandy Masai was over-ruled by the Chair (Pat Gibson). Jerry Anderson then moved to hold a secret ballot. It was seconded by Cathy Agnew and carried.

While the vote was being counted, the Strike Committee presented a report which outlined the progress and the actions of the Committee to date.

The result of the vote was announced: Yes - 359 No - 169 Spoiled - 3

The motion to reject the University's package was carried.

Margot Sherck moved that the meeting be continued after work. It was seconded by Carole Pincock.

Lissett Nelson amended the motion so that the Strike Committee's first motion would be dealt with by the meeting. It was seconded by Susan Callaghan and defeated.

The main motion returned to the floor. Ian Mackenzie moved to table the motion. It was seconded by Joan Cosar and carried.

Ian Mackenzie then moved that the present meeting be continued until the agenda was completed. It was withdrawn.

It was moved by Neil Boucher that a noon hour meeting be held the next day to conclude the business of this meeting. It was seconded by Ray Galbraith and carried.

The meeting adjourned at 2:25 pm.

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Minutes of the Special Membership Meeting on July 29, 1977 (IRC 2/12:00-1:00 pm.)

Pat Gibson (President) in the chair; Ray Galbraith as Recording Secretary.

The agenda for the previous meeting (July 28th) was still in effect.

It was moved and seconded by the Contract Committee that:

- a) The Union go back to the Vacation Article 27.03 as in the present contract.
- b) The Union go back to the Sick Leave Article as in the present contract.

Jeff Hoskins moved to table the above two motions. It was seconded by Lid Strand and carried.

Ian Mackenzie moved that the Contract Committee be empowered to negotiate an eighteen month contract - ie., October 1, 1976 to March 31, 1978. It was seconded by Jeff Hoskins and carried.

Sandy Masai moved that the Union revise Article 36.02 to \$88 across-the-board. It was seconded by Cathy Agnew and defeated.

Ray Galbraith moved that a flier be sent out to the membership Tuesday morning (August 2, 1977) based on the results of Thursday's Special Membership Meeting and that the flier should contain a discussion of the mechanics of a strike vote. It was seconded by Joan Cosar.

The motion was amended to include the final positions of both parties, ie., the outstanding clauses. It was seconded by Sandy Masai and carried.

The motion as amended was carried.

Lissett Nelson presented the Strike Committee report and moved a series of motions. She moved:

- a) That a noon-hour mobilization be held on Wednesday, August 3, 1977. It was defeated.
- b) That a strike support committee be formed with other campus unions and the AMS. It was carried.
- c) That the Union continue with the present publicity campaign and that we expand our off-campus publicity. It was carried.
- d) That letters be mailed to the B.C. Fed, the Vancouver District Labour Council, other unions and women's groups advising them of our situation and arranging any possible joint action with them. It was carried.
- e) That the printing expenses be paid for the continuing plan and that there be a ceiling of \$2000 for expenses. It was carried.
- f) At this point Lissett moved a motion in regards to the subject of a benefit, but it was defeated.

The meeting adjourned at 1:00 pm.

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Minutes of the Membership Meeting on August 11, 1977 (IRC 2/12:30-2:30 pm.)

Pat Gibson (President) in the chair; Ray Galbraith as Recording Secretary.

It was moved by Joan Cosar to seat Melody Rudd, the Secretary-Treasurer of the Provincial. It was seconded by Lil Legault and carried.

- 1. No smoking announcement.
- 2. Jerry Anderson moved that the agenda be adopted. It was seconded by Lil Legault. Mary Tainsh moved the amendment that the Strike Committee report be placed after the Contract Committee report. It was seconded by Lissett Nelson and carried. Jay Hirabayashi moved that item 5(b) be moved after item 12(a). It was seconded by Neil Boucher and carried. The agenda as amended was adopted.

3. It was reported by Ray Galbraith that the minutes from the previous meetings, ie., July 14th, 28th, and 29th) be deferred. It was seconded by Lid Strand and carried.

4. The correspondence report was presented by Neil Boucher (for a comprehensive report see the Correspondence File).

- 5. Nominations:
 - a) Lid Strand, Nancy Wiggs and Ian Mackenzie were elected by acclamation for delegates to the Public Sector Employees' Council.
 - b) Nominations were left open until the next membership meeting for 3 Grievance Committee Representatives at large positions.
 - c) Mary Tainsh was elected by acclamation as a Strike Committee at large.
 - e) Nominations for the position of Recording Secretary were left open for yet another month.

- 6. Treasurer's Report:
 - Jerry Anderson moved:
 - a) That we approve the financial report for the month of July, 1977. It was seconded by Joan Cosar and carried.
 - b) That we pay the Provincial Per Capita tax for August 1977. It was seconded by Lid Strand and carried.
 - c) That we allocate \$1000 for office ex-

penses for August 1977. It was seconded by Jeff Hoskins and carried.

7. Contract Committee Report: Jeff Hoskins presented a detailed report. The Contract Committee then moved and seconded the following motion: That the Contract Committee be authorized to sign a memorandum of agreement based on the recommended terms of settlement initialed on August 10, 1977. The motion was carried.

8. Grievance Committee Report: Lid Strand presented a brief report and then moved two motions on behalf of the Grievance Committee:
a) That we take the Library job promotion grievance to arbitration and pay related expenses. The motion was carried.
b) That the holiday recall grievance be taken to arbitration. The motion was carried.

There was no Strike Committee report as the membership had decided to sign a memorandum of agreement with the University.

10. Provincial Report: Lid Strand indicated that AUCE Local #2 at SFU needed support for their negotiations. He also stated that it was important that the AUCE/SORWUC Committee get new members.

11. Communications Committee Report: Ray Galbraith made a brief plea for increased divisional representation on the Committee.

12. Notice of motion: Jay Hirabayashi moved: That the Division Organizer be a full-time paid position (at a rate equivalent to the last position held by the person elected) for a period of six months. The motion was seconded by Lid Strand and carried. Nominations for the position of Division Organizer were opened. Jean Priest and Sandy Masai were nominated. A referendum ballot was to be held in the near future.

13. Other Business: It was moved by Nancy Wiggs that the membership request that our retroactive pay be paid on a separate cheque. It was seconded by Margie Wally and defeated.

The meeting extended their appreciation to the members of the Contract Committee for their efforts over the past year. The meeting adjourned at 2:00 pm.