

MEMBERSHIP MEETING

Thursday, November 13

5:00 p.m. Buchanan 104

NO SMOKING!

NON-MEMBERS MUST BE VOTED PERMISSION TO REMAIN AT MEETING.

AGENDA

1. Approval of agenda.
2. Approval of minutes of:
 - General membership meeting, October 9
 - Emergency membership meeting, October 22
3. Business arising from minutes:
 - Report from Heather McNeill on Wage and Price Controls meeting with other public service unions, November 12.
4. Financial report:
 - Possibility of motions that may be presented for money to organize union office.
5. Results of election of table officers:
 - President: Ian McKenzie (Main Library)
 - Vice-President: Nancy Wiggs (Education)
 - Secretary: Bonnie Schoenberger (Community & Reg'l Planning)
 - Treasurer: Frances Wasserlein (Education)
 - Membership Secretary: Louise Hamilton (Fine Arts Library)
 - Trustees: Judy Wright (Chemistry)
Sharon Newman (Systems Services)
 - Union Organizer: Peggy Smith

Notice of motion: that ballots from the election of table officers be destroyed.

6. Committee reports:
 - i) Grievance Committee
 - ii) Communications Committee
 - iii) Contract Committee

We have had mediation meetings the 27, 28, 31 of October and 3 November, 1975.

We are going through the unsettled proposals slowly so that the mediator can get an idea of what points are still at issue, and why each side of the table thinks they are at issue. The University has not changed their position on items such as Definition of Employees, Union Security, and other tender issues. However, we have reason to believe that some changes in those attitudes might be forthcoming, because the mediator has pointed out to the University that this is no longer the 11th Century, and that unions have been formed to provide justice and protection for employees and that it is high time that the University realized this.

There isn't really much else we can say, since we are re-reviewing at this point, but we all live in the sincere hope that once this stage has been completed we will begin to make some progress.

Here is some news that may cheer you up a little. Barret has called a provincial election for December 11, 1975. The Legislature has been prorogued, probably until after Christmas. Only Price Control/Freeze Legislation was passed by an Order in Council, earlier in the fall. No parallel legislation has been enacted (i.e. parallel to the Federal Government Price and Wage Control - Bill C73). We are not covered under the federal legislation. It may well be that we will not be affected in any way by the shale business. In light of this, we

will do our best to negotiate and bring back to you for approval an entire contract as soon as possible.

iv) Provincial Association report:

1. Close nominations for delegates to Provincial Convention. Election of delegates.
2. Possible motions from Local 1 to Convention.
3. Open nominations for representatives to Provincial Association.

PROVINCIAL STEWARDS SEMINAR, SUNDAY, NOV. 30 (not Nov. 29)
9:30-5:00, HOLIDAY INN, HOME ST.
PROVINCIAL CONVENTION, SATURDAY AND SUNDAY, NOV. 15-16,
9:30, CAPILANO COLLEGE

7. Credit Union:
Notice of Motion: see attached.

8. Daycare

EMERGENCY MEMBERSHIP MEETING, WEDNESDAY OCTOBER 22, 1975, SUB Ballroom.

Emerald Murphy was in the Chair.

The purpose of this meeting was to discuss pending Federal and Provincial legislation on wages and prices and the effect of the legislation and our options under it.

1. Pat Gibson gave a report on the nature of the federal legislation as follows:

The legislation is in the form of a White Paper, which is traditionally a study of a situation made prior to legislation to prepare for it.

The limits to salary increases suggested in the Paper are:

1st year - 8%

2nd year - 6%

3rd year - 4%

These figures may be changed as circumstances dictate, and will increase if inflation is higher than the wage increase. If inflation is higher than the raise, the average of the employee's last two years of contract increases will be taken, and balanced against the increase.

U.B.C. does not fall under the exemption for unions under negotiation before the legislation was announced and whose last contract was signed prior to January 1974. It may be possible for us to gain an exemption under sex discrimination.

2. Frances Wasserlein reported on the effect of the legislation on our contract negotiations.

All benefits included in the Contract are exempt from the legislation unless specifically covered by it.

The main exceptions to wage controls in the legislation are:

- wages in closely related occupations
- improvement of health and safety
- elimination of sex discrimination

We can ask for better health benefits and better University contributions to health benefits, as well as a better system of sick leave.

3. Ian McKenzie reported on inequities in the legislation.

- the controls were sprung when most unions are in the process of settling contracts.
- percentage increase gives the lowest increase to those in greatest need.
- Sex discrimination will be applied only to people doing the same job in the same location, not to categories of work employing mainly women.
- System of price controls proposed is not adequate:
 - problem of foreign imports
 - interest rates are not controlled
 - construction costs are not controlled - the bid system will continue.
 - speculation is not controlled
- Seven provisions have been made to exempt business from controls
- Business can easily hide profits
- In all, there are many more loopholes in price control than in wage control

4. At this point, the UBYSSEY Press requested entrance to the meeting.

Nancy Wiggs) That we allow UBYSSEY photographer and reporter to attend
Frances Wasserlein) this meeting. DEFEATED.

An open discussion on the legislation ensued, followed by an open discussion on tactics for negotiation of our next contract.

5. Duane Lunden, a representative from the CUPE Local on Campus, reported on his Union's reaction to the legislation, and recommended fighting the legislation, as it tends to cut back wages instead of holding them.

- 6. Heather McNeill reported on the All-Committee meetings held since the legislation was announced, and read a letter from the AUCE Local 1 Executive to other unions planning protest of the legislation.
- 7. Frances Wasserlein reported on a meeting of 11 Unions in the Public Sector held at the B.C.T.F. Building. A discussion ensued on forming a Joint Committee to organize protest against the Federal legislation. There is a tentative plan for sending a representative of a Joint Committee to Ottawa.

Heather McNeill) That the Membership of AUCE Local 1 support in principle
 Vicki Meynert) and help protest by the labour movement against the
 federal legislation, and against any possible parallel
 provincial legislation. CARRIED.

The meeting adjourned at 2:00 p.m.

A motion will be brought to the next meeting of AUCE local 1 with reference to desossiting funds currently being held at no interest in a current account. It is proposed that these should be invested in the University Community Credit Union at the current rate of 10% on term deposit.

Many members of AUCE local 1 have joined the Credit Union on campus. It is a viable, growing concern that is fully backed by the Reserve Board of the Province of British Columbia. All deposits are guaranteed. All business is transacted under the auspices of the Inspector for Credit Unions of the Province and we are a member in good standing of the B. C. Central Credit Union. Mortgages have been written as well as private loans, for our members. Olympic Lottery and those for Western Canada Lottery are available through our office on campus.

We have excellent interest rates for savings and would like you to join. The office number is 224-6322 and the office is open from 12 noon to 4:00 p.m. each day of the week Monday to Friday.

The motion for your consideration is as follows:

MOVED THAT the Association of University and College Employees deposit funds with the University Community Credit Union to maximize interest earned.

Moved Joyce Diggins

Seconded Ray Glabraith

DAY CARE U. B. C.

The President's ad hoc committee on day care have finished their report. The recommendations have gone to Dr. Kenny for his consideration.

In the meantime the administration of the university has made available an additional hut for the use of day care. It is planned to put a centre in there that will be for children of staff and faculty who wish to have a partial cooperative centre in which they will have a minimum of parent involvement. This will be particularly useful for single parents or for those who are taking courses etc.

Please contact the Coordinator of Day Care Kirstee Shoolbraid at 224-1921.

GENERAL MEMBERSHIP MEETING OCTOBER 9, 1975, I.R.C. Lecture Theatre #2.

Emerald Murphy was in the Chair.

Nancy Wiggs) That the Agenda be approved as circulated.
Ann Hockey)

CARRIED

Ann Hockey) That the Minutes be adopted as circulated.
Vicki Meynert)

Nancy Wiggs noted that alternates were nominated for the Provincial Association rather than Delegates.

The minutes as corrected were CARRIED.

Correspondence

- Letter to all staff on campus with children between 1 - 5 years of age re: day care.

Financial Report - a copy is attached.

Ray Galbraith) That the Financial Statement be adopted by the Membership.
Ann Hockey) CARRIED.

Ray Galbraith) That a cheque be forwarded in the amount of \$1,196.00 to
Regina Barzynska) the Provincial Association to cover the per capita tax
owing to date (i.e., August, 1975). CARRIED.

Ray Galbraith) That the sum of \$750.00 be allocated to cover office and
Frances Wasserlein) equipment, and printing and stationery expenses (until the
next membership meeting in November, 1975.)

Ray Galbraith) That necessary funds be approved by the Membership to cover
Nancy Wiggs) the cost of a second-hand collator for the Union Office
from the Faculty Association. The collator is to be in-
spected and recommended for purchase by a repair person.
CARRIED.

Nominations for Delegate to Provincial Association:

The following nominations were received:

- Joan Cosar
- Diane Longson
- Margie Waller
- Ian McKenzie

Please forward further nominations to the Union Office, after getting the consent of the nominee.

Nominations were also requested to the Job Evaluation Committee and the Contract Committee Recording Secretary were requested, but none were put forward at the meeting.

Nominations for Table Officers were declared closed. Each of the candidates for President made a brief statement.

Contract Committee Report

Frances Wasserlein reported on progress to date. The University seems to have little respect for the discretion of their employees.

Disagreement over:

- scheduling of vacations
- allowing shop stewards to accompany employees when they discuss a work problem with their supervisor.
- scheduling of lunch hours and breaks
- payment of student assistants
- not lessening staff without lessening the work load
- grievance procedures (the University wishes to eliminate them)

Robert Gaytan reported that the University wishes to eliminate the Union Shop and bring in a modified Rand formula, allowing the employee to opt out of the Union after one year.

Dale McAslan reported on the University's second wage proposal. Their proposal is contingent upon our agreeing to their proposals for overtime, shift differential, deduction of university holidays from sick leave or holidays, their sick leave proposals and their vacation entitlement offer.
 Effective October 1975 - \$100 or 14% (whichever is greater)
 Effective April 1, 1975 - 5 to 8%.
 Various minor adjustments to the wage scale were suggested.

Dale McAslan) Because the University wage proposal is contingent upon
 Nancy Wiggs) agreement to a number of articles, some of which have not
 been properly considered, because the University's wage
 proposal has done nothing to make sense of the wage scale,
 in terms of sensible step increases, in terms of making promotions worthwhile,
 in terms of creating sensible gaps between the various pay grades, and because
 the University's wage proposal takes a step backwards in terms of equating
 clerical workers' wages to technicians' wages, the Contract Committee recom-
 mends REJECTION of the University's second wage proposal.

Carol Thomas) That we accept the principle of the wage increase offered
 Linda Love) by the University, but reject the package offer.

DEFEATED.

The original motion was CARRIED.

Nominations to the Strike Committee were declared open. These nominations and elections are to be carried out in the Divisions - 2 representatives per Division.

The meeting was adjourned at 1:50 p.m.

Nominations for Officers to Provincial Association:
 The following nominations were received:

- Joan Coar
- Diane Ferguson
- Marie Miller

Nominations for Officers to Local Association:
 for President: Marie Miller
 for Secretary: Marie Miller

Contract Committee Report:

Frances Wasserle reported on progress to date. The University has been...
 Little support for the dissection of their employees...
 scheduling of vacations...
 following shop sessions to accompany employees...
 address a work problem with their supervisor...
 scheduling of lunch hours and breaks...
 program of student assistants...
 not learning staff without assessing the work load...
 proposals presented (the University wishes to eliminate...
 them)

...the University wishes to eliminate the Union Shop...
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 the year