



association of university and college employees

MEMBERSHIP MEETING: JANUARY 31, 1985

A G E N D A

1. Adoption of the Agenda
2. Minutes: (to be tabled as they are unavailable)
3. Old Business previously tabled to permit the special Membership meeting of December 13th, 1984:

Motion: That the by-law amendment ...
be resinded.

Motion: That we invite Pedersen ...

4. Closing Nominations: President
5. Secretary Treasurer's report: Ballot Results etc.
6. Union Organizer's report: Emergency Resolution endorsing the Great Trek.
Emergency Donation to Great Trek Steering Committee.
Grievance Report
7. Union Co-ordinator's Report.
8. Contract Committee Report
9. Other Business

Membership Meeting
January 31, 1985

Minutes

Chair: Fairleigh Wettig

Secretary: Patricia House

Fairleigh announced the results of the ballot to sign the service contract with CUPE.....it passed with 74% in favour. She introduced Joe Denofreo who will be our CUPE rep and who will be attending our meetings in future, at the Executive's request.

1. Adoption of the agenda

Moved by Sheri Murray

Seconded by Margie Walley

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of the minutes

Tabled.

3. Motions tabled from previous meetings

a) THAT THE BY-LAW:

NO PAID OFFICERS OF THE UNION MAY HOLD ANY OTHER POSITION ON THE EXECUTIVE FOR LONGER THAN ONE MONTH (30 DAYS), WITHOUT RELINQUISHING THE EXECUTIVE POSITION OR THE PAID POSITION.

BE RESCINDED.

Moved by Shirley Irvine

Seconded by Shari Altman

After some discussion, the vote was taken.

74 in favour

72 opposed

43 abstentions

A procedural question was raised from the floor of the meeting as to how abstentions should be counted. The meeting continued while the rules of order were researched.

b) Moved by Elaine Dawn

Seconded by Fred Jacklin

THAT PRESIDENT PEDERSEN BE INVITED TO A UNION MEETING TO DISCUSS THE BUDGET CUTS.

Before the motion was voted on Elaine Dawn asked for a report on the meeting between representatives from the campus unions and Pedersen and Vice-President Gellatly. Fairleigh read the statement that the unions had presented jointly to Pedersen. She explained what issues AUCE had raised specifically as well as some of the points covered by the other unions. Minutes of this meeting are available in the Union Office.

Elaine Dawn made a friendly amendment to her earlier motion:

THAT PEDERSEN &/OR GELLATLY BE INVITED TO COME TO A UNION MEETING AND ANSWER AUCE MEMBERS QUESTIONS REGARDING THE UNIVERSITY BUDGET. THIS INVITATION TO BE EXTENDED AFTER THE BUDGET COMES DOWN.

The motion was CARRIED.

With regard to the procedural question it was found that abstentions could be counted as in favour or the meeting could make a decision on how they would be counted.



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SECRETARY-TREASURER'S REPORT TO THE JANUARY 31, 1985 MEMBERSHIP MEETING

1. Apologies to the members in Financial Services for having the membership meeting on a payday, when they are least able to attend. There was no choice this time.
2. Dues increase may be in place by the end of February....but certainly at the latest by March.
3. Ballot results 537 in favour of the service contract/dues change
 193 against
 100 spoiled, unsigned or received after the deadline
 830
4. CUPE is holding a national health & safety conference in Vancouver the week of February 11.....we will be sending delegates
5. CUPE is trying to arrange for us to be able to send Fairleigh to the Harrison Winter School to take the advanced arbitration course.
6. Personnel Services has sent out letters to all hourly paid employees giving their seniority as recorded in Personnel....if you disagree with their calculation please contact Patricia in the Union Office as well as telling Personnel.
7. Because of the extraordinary legal expenses in 1984, the \$10,000 30 day term deposit was cashed in at the end of January to pay the bills.
8. The new schedule of courses is out for the Labour Studies Programme. Anyone interested in taking a course should contact the Union Office for more information....the brochures have been sent to the stewards and the Union will cover the course fees for members.
9. Double billing on the Dental Plan has been reinstated.
10. Jeff Rose will be coming to Vancouver on February 11/85 and there will be a signing ceremony for the service contract...he wants to sign it personally.

One of the major factors that went against the Union and contributed to losing the case, was the membership's acceptance of the job standards against the recommendation of the 1982 Contract Committee.

The next scheduled two cases re: word processing have been settled before going to arbitration. In the first, the University did reclassify the grievor with full back pay to the word processing operator. In the second the Union and the University agreed to move the grievor up one pay grade and to implement a review of the job standards that have been identified as not working (and to attempt to renegotiate the standards. To that end the Union needs to strike a Job Evaluation Committee immediately and draw up a position on word processing. Anyone interested in helping should contact the Union Office.

c)Downgrading of a word processing position....the Union will be going to arbitration soon on this case.

8. Contract Committee report

Philip Hall gave the report. In June/84 the Union walked out of negotiations over the University's refusal to pay the annual increments. In December/84 we returned to the bargaining table. The Tech Change proposals were discussed and the University was really intransigent. It was made clear that the increments were still a major problem as far as the Union was concerned. Philip asked for some direction from the membership regarding the University's proposals (concessions for the most part). The membership made it very clear in no uncertain terms that they are not prepared to make any concessions.....they do not want to lose anything that we presently have.

The meeting was adjourned.



March 13, 1986
For Immediate Release

MANAGEMENT DEMANDS MASSIVE CONCESSIONS

The 26,000-member Hospital Employees' Union announced Thursday that negotiations with the Health Labour Relations Association came to an abrupt halt following demands by hospital employers for massive cutbacks and concessions.

HLRA's concession demands came on the heels of Premier Bill Bennett's Tuesday throne speech that called for wage freezes for all hospital workers.

Jack Gerow, HEU secretary-business manager, said the rollback demands are outrageous and unparalleled to anything ever seen before in the public sector.

Gerow said a preliminary costing of the employer's concession demands in benefits alone will reduce the average paycheque of hospital employees by \$133 per month based on an average gross salary of \$1600.

The total cost of the employer's concession demands is significantly higher. Rollbacks in vacations, increased hours of work for the same pay, and gutting of statutory holiday benefits will result in an average 20 per cent overall cut for HEU members.

"Our members are just coming off a 51-month collective agreement that included wage freezes and rollbacks. There is no mood amongst the membership to accept further attacks on their collective agreement or their paycheques."

"It's obvious to our union that Premier Bennett is playing the tune, HLRA is doing the dancing, and the costs of the ball are going to be picked out of the pockets of hospital workers."

"I suspect hospital workers will tell Bill Bennett to go pick someone else's pocket."

Gerow said it's quite clear there is an attempt to de-unionize the health care industry and force a fight to the finish with the members of the Hospital Employees' Union.

As a result of the sweeping concession demands, Gerow said HEU's 17-member Provincial Bargaining Committee will not be attending a previously scheduled negotiation session with the employer on March 17. The committee will now caucus early next week to review the situation, and make a recommendation to the HEU Provincial Executive.

Significant amongst the employer's attacks is a massive assault on basic benefits that have been in place for many years and are recognized throughout the industrial relations community as standard employee rights.

Medical coverage, dental plans, extended health care benefits, sick leave and group life insurance are all on the employer's chopping block.

These rollbacks are coupled with a bizarre demand that the members pay a total of \$276,000 per year to HLRA for the use of bulletin boards, administrative costs of issuing paycheques, processing of sick leave and other normal employer administrative functions.

The long-standing trade union principle of seniority to protect senior employees is also under attack by the employer. In addition, HLRA is demanding changes in the collective agreement that attacks the membership's right to honor picket lines.

"The approach taken to collective bargaining by this employer represents an extension of government policy towards working people in B.C. Premier Bennett, through the HLRA, is apparently determined to use HEU members to fund the health care system and has declared war on hospital workers."

"Our union cannot and will not allow this ruthless and reactionary attack to go unchallenged."

"We intend to stand our ground."

- A. Dues at 1.2% by paygrade and step
and
B. Dollar increase by July 1, 1986, by paygrade and step

	Step A		Step B		Step C	
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<u>Paygrade 1</u>						
A.	15.62		16.32		17.03	
B.	41.00	71.00	41.00	72.00	43.00	14.00
<u>Paygrade 2</u>						
	16.32		17.03		17.80	
	41.00	72.00	43.00	78.00	46.00	15.00
<u>Paygrade 3</u>						
	17.03		17.80		18.55	
	43.00	78.00	46.00	78.00	46.00	15.00
<u>Paygrade 4</u>						
	17.80		18.55		19.33	
	46.00	78.00	46.00	80.00	48.00	16.00
<u>Paygrade 5</u>						
	18.55		19.33		20.10	
	78.00	46.00	80.00	48.00	80.00	49.00
<u>Paygrade 6</u>						
	18.94		19.70		20.47	
	48.00	79.00	47.00	80.00	48.00	17.00
<u>Clinical Sec. 1</u>						
B.	111.00	142.00	111.00	143.00	111.00	80.00
<u>Paygrade 7</u>						
	20.10		20.86		21.62	
	80.00	49.00	80.00	49.00	81.00	50.00
<u>Paygrade 8</u>						
	21.62		22.38		23.15	
	113.00	81.00	113.00	81.00	113.00	32.00
<u>Clinical Sec. 2</u>						
B.	207.00	176.00	207.00	176.00	208.00	177.00
<u>Paygrade 9</u>						
	23.53		24.30		25.07	
	114.00	82.00	115.00	83.00	116.00	84.00
<u>Buyer 1, Theatre Workers</u>						
B.	272.00	240.00	273.00	241.00	273.00	242.00
<u>Paygrade 10</u>						
	25.45		26.22		26.99	
	116.00	84.00	117.00	85.00	118.00	86.00
<u>Buyer 2</u>						
B.	274.00	242.00	275.00	243.00	276.00	244.00
<u>Paygrade 11</u>						
	27.38		28.14		28.92	
	119.00	88.00	119.00	87.00	121.00	89.00
<u>Buyer 3</u>						
B.	277.00	245.00	277.00	245.00	279.00	247.00



GENERAL MEMBERSHIP MEETING

THURS., JAN. 15, 1986

IRC # 6

12:30 - 2:30 PM.

AGENDA

1. Adoption of the Agenda.
2. Adoption of the Minutes.
3. Business Arising from the Minutes.
4. Notices of Motion.*
5. Nominations: Closing:
 - President
 - Vice President
 - Treasurer
 - Recording Secretary
 - Trustees (3 positions)

Open:

 - Grievance Committee
 - Contract Committee
 - Communications Committee
6. Union Office Report.
7. Treasurers Report.
8. Grievance Committee Report.
9. Contract Committee Report.
10. Health and Safety Committee Report.
11. Other Business.

* Notice of Motion: That the percentage dues be deducted from gross earnings (moved and seconded by the Executive).
Rationale: This is actually how the dues are being deducted, but the intention was not clear in the original motion by which we decided to go to a percentage per capita.

* Notice of Motion: That the election of the Union Representatives be postponed until the Executive and the Membership have had an opportunity to consider and decide on the recommendations of the Cupe Job Evaluation Officer (moved and seconded by the Executive).
Rationale: The Cupe Job Evaluation Officer, on the request of the Executive, has undertaken a review of our office structure, and will be making a full report, with recommendations, concerning the staffing level, the distribution of duties, the relationship of the office staff to the Executive, and the working conditions. The Executive will discuss this report at its Jan. 6th meeting. The report will then be presented to the Membership at the Jan. 15th Meeting for discussion. A special General Meeting will be held on Jan. 22nd to make final decisions regarding this report.