

MEMBERSHIP MEETING
MINUTES
January 19, 1984

12:30-2:30 p.m.

CHAIR: Fairleigh Wettig

SECRETARY: Patricia House

1. Adoption of the agenda
Moved by Suzan Zagar Seconded by Adrien Kiernan
THAT THE AGENDA BE ADOPTED WITH THE FOLLOWING ADDITIONS:
ITEM 6 TO INCLUDE STRIKE COMMITTEE & COMMITTEE OF INQUIRY
ITEM 7a...CONTRACT COMMITTEE REPORT
ITEM 1a...EXECUTIVE MOTION RE; STUDENT PROTEST RALLY
The motion was CARRIED as amended.
- 1a. Student rally on campus
Moved and seconded by the Executive
THAT WE TABLE THE AGENDA AT 1:45 p.m. AND ADJOURN THIS MEETING TO ATTEND THE STUDENT RALLY AGAINST EDUCATION CUTS.
Ted Byrne motivated the motion. Kitti Cheema moved that a motion of support for the rally be added to the motion on the floor. That was accepted as a friendly amendment.
The motion was DEFEATED by a very narrow motion.
2. & 3. Adoption of minutes
Kitti Cheema asked that the minutes be tabled as they were not distributed in advance of the meeting. They will be printed in the next newsletter and tabled until the next meeting.
4. Business arising from the minutes
 - a) The motion tabled from the November 10/83 membership meeting was put back on the floor for discussion:

That AUCE Local 1 reconsider its continued support of the directives given by Operation Solidarity and that this motion be put to a secret ballot at the special meeting.

Moved by 61 AUCE members in a petition to the executive.

Fairleigh stated that her interpretation as Chair was that the movers' intention was to discontinue following Operation Solidarity's plan of action (or directives) without voting on each as it was issued. In other words to release AUCE Local 1 from point 9 of Op/Sol's 10 point program. She asked if the movers agreed with this interpretation. No one raised any objection.

The question was asked if this would preclude us from belonging to Op/Sol.? The answer was no, it was felt that we could continue to participate just that any further directives would be brought to the membership for consideration. There were speakers on both sides of the issue. A straw vote was taken as to whether this should be a secret ballot and it appeared that was not wanted by the membership.

Moved by Richard Melanson

Seconded by Ted Byrne

THAT THE MOTION BE AMENDED TO READ:

IN THE FUTURE ANY PLAN OF ACTION DEVELOPED BY OPERATION SOLIDARITY THAT MAY RESULT IN JOB ACTION BE BROUGHT TO THE MEMBERSHIP FOR APPROVAL BY MAJORITY VOTE. Some procedural questions were raised. The Chair ruled the amendment in order. The motion was CARRIED as amended.

The Chair was challenged by Marcel Dionne because he felt we should rescind the previous motion containing point 9 to be procedurally correct. Fairleigh disagreed saying she felt the motion was in order. The Chair was sustained.

b) The motion from the Executive with regard to a second referendum on secession was put on the floor for discussion:

that another referendum be conducted using the second and third options of this recent ballot (i.e.-a referendum conducted on the option of remaining an independent union and the option of affiliating with another labour group)..

The floor was opened for discussion. There was none. The motion was CARRIED.

5. Closing Nominations:

Secretary-Treasurer: Patricia House was elected by acclamation. Representative to the Joint Sexual Harassment Committee.....

Rosemary Rising and Susan McClintock accepted the nomination. The Chair suggested that maybe they could attend in rotation or in some way share the position. It was left to them to resolve, otherwise it will go to referendum.

6. Opening Nominations:

Grievance Committee....Marcel Dionne was elected

Communications Committee.....Jet Blake, Carole Wisdom, Marilyn Kennedy were nominated. Jarnal Viridi was nominated and accepted.

Contract Committee.....no nominations were received.

Tech. Change Committee.....Lynn Little was nominated.

Strike Committee.....no nominations were received.

Committee of Inquiry.....7 people are needed with 4 alternates.

Fairleigh explained that this committee is necessary under our by-laws to process charges against any member. This is in response to the Nov.10 motion by the membership to charge members who crossed picket lines. The Executive is bound by the by-laws. It is up to individual members to press charges if they wish this matter to be pursued. The deadline for receiving charges will be February 29, 1984 at 5:00p.m. The charges must be received in writing in the Union Office by this date, otherwise the discipline will be dropped. Also if no one is willing to serve on the Committee of Inquiry then the charges will have to be abandoned. Some charges have been received but it is by no means a comprehensive list of all those who crossed picket lines.

Richard Melanson was nominated to the Committee of Inquiry. Nominations will be received in the Union Office until February 29/84.

7. Secretary-Treasurer's report

Patricia referred everyone to the newsletter where the financial statements up to November 1983 and the 1982 auditor's report were reprinted. She stated that the 1983 books would be going to the auditor soon. There were no questions.

+It was reported that the December financial statement would be forthcoming soon, but a rough idea of the December transactions were given.

+Now have a little over \$82000 in the Strike Fund. Held in 2 term deposits.

+Patricia reminded everyone that we were operating without a budget until we had decided the secession/affiliation question as per membership directive.

+In general we had managed to keep costs down and had made our proper contribution to the Strike Fund in 1983.

Section E. LOCAL ASSOCIATION EXECUTIVE:

The Table Officers of the Local Association shall include the following: President, Vice-President, Membership Secretary, 2 Trustees.

The Executive shall also include:

Chairpersons of: Grievance Committee, Contract Committee, Communications Committee, Strike Committee, and, one representative from each Division. Safety Committee

The following persons shall form part of the Executive by having voice but not vote: Secretary-Treasurer, Union Organizer, Union Co-ordinator.

The motion was DEFEATED.

Moved by Richard Melanson

Seconded by Adrien Kiernan

2. No paid officers of the union may hold, any other position on the Executive for longer than 1 month (30 days), without relinquishing the Executive position or the Paid position:

The motion was CARRIED.

Moved by Ted Byrne

Seconded by Suzan Zagar

THAT THE PREVIOUSLY PASSED BY-LAW AMENDMENT NOT BE RETROACTIVE AND THAT FAIRLEIGH WETTIG FINISH HER TERM AS PRESIDENT.

The motion was CARRIED.

The meeting was adjourned.

January 19th, 1984

CONTRACT COMMITTEE REPORT

My name is Adrien Kiernan and I am the Chairperson for the Contract Committee and I would like to report on behalf of the Contract Committee on its deliberations todate.

The strategy the committee has adopted for negotiations for the upcoming contract has been developed as a result of the poll undertaken by Judy Wolch and also in recognition of the appalling economic restraints now generally faced by individuals and industry alike. As a result we have, we feel, developed the most reasonable approach possible, in light of the aforementioned conditions. The following stragegy and proposals are what we propse to negotiate:

- a) A strong determination to give up nothing that we currently have in our contract,
- b) to bring our contract language equal to that in the Employment Standards Amendment Act: the obvious areas that require better language bieng in the area of lay and maternity leave.

Under maternity leave to ensure that there are benefits in the case of a miscarriage *& the length of maternity leave which is 18 weeks.*
 In the area of lay-off, ensuring that a person with more than three years of service receive either or pay or notice of lay-off of one week for every year beyond three years to the maximum of eight weeks.

These changes will bring our contract language equal to that of the Employment Standards Act. If we have language in our contract covering anything in the Employment Standrads Act; and should it be less that the ESA Act then our contract is what is used, when in the past if our contract language was not equal to the ESA, the ESA was used. *At this time we are still researching the effects of the EMSA admenaments on our contract.*

We also felt that the Union should seek a preliminary opinion on whether our contract would be eligible for exemption under Bill 3.

- c) As to wages, it was felt that 0 and 3 and a two contract would be in line with the wage demands and contract settlements sought and obtained by other unions, including those on the campus. PLEASE LET ME CLARIFY THAT I FEEL THAT WE DESERVE FAR MORE THAN WHAT WE ARE ASKING FOR.

I would like to read to you a motion that was passed a recent contract committee meeting which I feel clarifies for you the strategy we shall follow during negotiations:

MOTION: That at the regular February membership meeting the Contract Committee shall make a presentation to the membership outlining our approach to negotiations. It is our bottom line strategy that the membership in no way lose anything we have in our current contract and in the event that the University seriously proposes to erode our current collective agreement that we shall simply not consider such proposals and suspend negotiations until such time as the University shows considerable movement. Since we have taken the most reasonable approach possible we feel justified in this position.

This year, we the Contract Committee, feel that in order to be assured of your full support during negotiations we are going to keep you the membership fully informed of what is taking place throughout the negotiations process and we wish to appear as totally credible, both to you the membership to whom we are responsible and to the University.

To this end we are hoping to hold division meetings to keep you completely informed and welcome your participation, either at that level or on the Committee itself.

There is no mention in our contract about comp + of leave.

We are proposing

to

A two hour membership meeting ~~will~~ be held on March 22nd, 1984 to bring you up to date on contract negotiations. We feel that we can be prepared to go into negotiations by month end if necessary and hope that we can have a contract in short order this year.

This preceding report is
respectfully submitted on behalf
of the contract committee
& it is our hope that
the membership approves the
strategy & we will welcome
a motion of support @
Adrien Kiernan