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.

la. 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.

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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 Virdi 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.

+We now own all the equipment in the office outright except the photocopier which is on a cheaper lease than the previous one.

+Not having to pay for 7 months of negotiations helped us considerably, as well

as changing suppliers on some items.

+Patricia commented that some of the suggestions with regard to handling of funds (i.e. the suggestion that overtime cheques could be written at whim) had offended the Office Staff. She reported the procedures used by the Executive to monitor the financial operation of the Union.

a) At every Executive meeting the Executive is given a list of cheques and

their amount and reason written, since the previous meeting

b) All time in excess of normal working hours is reported to the Executive by the Office Staff at each Executive meeting, then the Executive determines whether overtime will be paid or some other arrangement made.

These procedures were instituted by the Office Staff and Patricia wanted the membership to know that there was control established over the financial management of Union funds. The books are open to any member at any time.

Ted Byrne informed the meeting that we had been told that Operation Solidarity would pay for half of our legal expenses with regard to the November protest. Our legal bill for that month was just over \$3700. It was also pointed out that our lawyer had not charged for all of her time in the hearing but had given us a break on the costs. In response to a question from the floor it was explained that legal expenses included legal advise we got, not just for arbitration.

It was reported that the B.C. Fed. had invited us to send delegates to the annual Harrison Winter School held in conjunction with the CLC. These courses have been being offered for many years now but we have never before been offered the opportunity to attend because we are not members of the B.C. Fed. This year we were invited because of our participation in Op/Sol. The Executive to send two people who could arrange to go on such short notice. After some discussion it was decided Moved by Kitti Cheema Seconded by Patricia House THAT THE EXECUTIVE MOTION BE SEPARATED INTO TWO PARTS.

The motion was CARRIED.

Moved and seconded by the Executive THAT THE MEMBERSHIP APPROVE SENDING TWO DELEGATES TO THE HARRISON WINTER SCHOOL AND PAY ALL RELATED EXPENSES. The motion was CARRIED.

After further discussion.....

Moved by Adrien Kiernan

THAT THE CONTRACT COMMITTEE DESIGNATE ONE OF ITS MEMBERS TO ATTEND AND TAKE
THE COLLECTIVE BARGAINING COURSE AND THAT FAIRLEIGH WETTIG ATTEND TO TAKE
A LABOUR ARBITRATION COURSE.
The motion was CARRIED.

- 7a Contract Committee report
 see attached written report.....presented by Adrien Kiernan
 There were a number of questions from the floor.
 Moved by Bev Westbrook
 THAT THE MEMBERSHIP SUPPORT THE PROPOSED STRATEGY AS PRESENTED.
 The motion was CARRIED.
- 8. Grievance Committee reporttabled.
- 9. By-Law amendments
 Moved by Richard Melanson

Section E. LOCAL ASSUCIATION EXECUTIVE:

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

The Executive shall also Suctude:

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 relinquinshing 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.

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 negotations for the upcoming contract has been developed as a result of the poll undertaken by Judy Wolch and also in recognition of the apalling 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, 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 of the length of maternity beare which to /8 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 Standards 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 fine will are still research the effects of the EMSA advanced are still research.

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 negotations:

MOTION: That at the regular February membership meeting the Contract Committee shall make a presentation to the membership outlining our approach to negotations. 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 errode our current collective agreement that we shall simply not consider such proposals and suspend negotations 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 negotations we are going to keep you the membership fully informed of what is taking place throughout the negotations 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.

We are proposing

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

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a motion of supports adrien Kiernan