

July 22, 1982

MEMBERSHIP MEETING

12:30-2:30 p.m.

Chair: Marcel Dionne

Secretary: Patricia House

1. Adoption of the agenda

Moved by Lid Strand

Seconded by Carole Cameron

THAT THE AGENDA BE ADOPTED AS CIRCULATED. CARRIED.

2. Adoption of the minutes of the June 17, 1982 meeting

Lisset Nelson pointed out that it was her intent that the press release that was to be sent out by the Contract Committee was to be circulated to the membership. The minutes were corrected to reflect that and the Contract Committee suggested they would publish it in the next newsletter and distribute any future press releases to the membership.

Ann Hutchison asked that any future press releases be distributed the fastest way possible, either in the newsletter or through Contract Committee bulletins whichever was the first communication with the membership. This was agreeable to everyone concerned.

Moved by Bev Westbrook

Seconded by Joan Treleaven

THAT THE MINUTES BE ADOPTED AS CORRECTED.

The motion was CARRIED.

3. Business arising from the minutes

There was none.

4. Business arising from the correspondence

There was none.

5. Nominations

Grievance Committee (2 positions) -- Jet Blake was nominated. Nominations will remain open.

Provincial Representatives (2 positions) -- There were no nominations. Delegates to the Special Convention -- It was explained that a special convention will be held in September to radically overhaul the structure of the Provincial Association. There were no nominations.

Contract Committee -- Lid Strand, Adrien Kiernan, June Simpson were nominated. Nominations will remain open until the next meeting.

Job Evaluation Committee -- Kitti Cheema, Suzan Zagar, Shirley Irvine, Carole Cameron, Marcel Dionne, Nancy Wiggs, Ann Hutchison were nominated.

Nominations will remain open until the next membership meeting for all of these positions.

6. Contract Committee report

Murray Adams gave his final report as chairperson of the committee. Both he and Susan Horner have resigned from the committee. He extended a motion of thanks to Susan on behalf of the committee. He explained he was leaving the committee because he had resigned from the University.

Murray reported that on July 16 the Contract Committee had presented a package to the University as our final offer. It included the clauses the Contract Committee has left on the table minus the clauses they felt they could drop, minus the University's proposals plus the clauses had had been signed.

6. Contract Committee report cont.

Carole Cameron presented a motion of thanks from the Contract Committee to Murray Adams for all his hard work on AUCE's behalf.

Carole reported on the meeting held earlier in the week with the Provincial Government, the Universities Council and representatives of various unions representing workers of the universities in the province. She attended on behalf of AUCE Local 1. The government did not really announce anything concrete except to say that the economy and government finances were in dire straits. There were many hints that the restraint program would be revised to be more in line with the Federal Government guidelines.

Kitti Cheema, the new chairperson of the Contract Committee, then reported on the package the University had presented to us that morning. They have signed 1.01, 4.01 and 5.05. There will be a letter of agreement re: sexual harassment and the Main Library staff room attendant. The University has agreed to our proposal on 23.01. They are close to agreement on the unsafe working conditions and the University Health & Safety Committee clauses. Kitti further outlined where we are with respect to a number of other items:

- +Leave of absence--the University has moved slightly but we are still totally opposed to their changes
- +Sick leave -- in contention over whether sick leave should be given as a lump at the beginning of the year
- +Benefits -- we want it as a package -- they are close on the life insurance but have problems with the disability plan
- +Maternity leave -- the University has revised their proposal to say eligible for benefits after one year rather than three -- we have not agreed.
- +Suspension -- The University wants to have no time limit on how long they can suspend someone and that they would not necessarily return to the same job
- +Involuntary transfer -- both parties are working on a list of very specialized positions that would be exempt from this clause -- positions such as some of the cataloguing jobs in the library where a specialized language is required and not many people would have that skill
- +Notice -- discussion of giving more notice to longer term employees
- +Grievance procedure -- the University wants to put time limits on so that you could only file a grievance within 14 days of the incident -- we are very opposed to this

There are a number of housekeeping items that have been signed.

The floor was then opened for questions and discussion. There was discussion on the exclusions from involuntary transfer, maternity leave and probationary employees. There was considerable discussion of why the committee felt it should agree to extensions for probationary employees.

Moved by Ann Hutchison

Seconded by Lissett Nelson

THAT THE CONTRACT COMMITTEE CHANGE THE PROBATIONARY EMPLOYEE CLAUSE TO SAY: IF AN EMPLOYEE IS ILL FOR MORE THAN ONE MONTH DURING THE PROBATIONARY PERIOD, THE PROBATION MAY BE EXTENDED BY THE DURATION OF THE ILLNESS.

Further discussion.

The question was called. There was a vote on whether to call the question.

The vote carried. Then the motion was **DEFEATED**.

The membership felt that the leave of absence, disability, maternity and suspension clauses as proposed by the University are completely unacceptable.

Moved by Joyce Diggins

Seconded by Lid Strand

THAT AUCE LOCAL ONE REJECT THE UNIVERSITY'S PACKAGE THAT WAS PRESENTED THIS MORNING.

The motion was CARRIED UNANAMIOUSLY.

The meeting was adjourned.

GENERAL CORRESPONDENCE RECEIVED JUNE 11 - JUNE 28, 1982

- June 11 Letter from Lloyd Dean, Recording Secretary - Local 394 expressing their appreciation for AUCE Local 1's support
- June 15 Memo from Riva Nelson requesting a leave of absence
- June 16 Letter from the Teaching Support Staff Union encouraging AUCE Local 1 to participate in the AUCE provincial convention
- June 16 Letter from The Vancouver Volunteer Centre, Angus Mackie, indicating the Centre has initiated a voluntary sustaining membership fee of \$25.00.
- June 16 Letter from TASC0 Communications Incorporated explaining their unionised telephone answering services
- June 16 Memo from Riva Nelson regarding her request for a leave of absence
- June 17 Letter from one of the membership in AUCE Local 1 expressing their views on the two candidates who ran for the office of Union Organizer
- June 17 Memo from Leslie Birch indicating formal notification of maternity leave
- June 21 Press release from the B.C. Federation of Labour indicating the B.C. Fed. and United Steelworkers of America, Local 480 will take joint action on a Workers' Compensation Board ruling
- June 21 Memo from the Anthropology Department indicating several of the membership require membership cards
- June 24 Letter from Michael Morgan & Associates offering their advertising services to the AUCE membership
- June 24 Memo from Chris Munro to Phyllis Reeve confirming maternity leave
- June 24 Press release from the B.C. Federation of Labour accusing B.C. Tel of attempting to capitalize on the economic recession
- June 24 Press release from the B.C. Federation of Labour demanding that the federal and provincial governments intervene to prevent the layoff of 2,200 B.C. Tel employees
- June 24 Editorial published in The Vancouver Sun June 18 by Terence Walsh regarding the proposed Socred government's advertising campaign on wine and beer advertising
- June 28 Letter from Dave Moyer of Timmy's Christmas Telethon for Crippled Children soliciting AUCE's financial support