

U.B's.

Emergency items for agenda -

Agenda for Executive Meeting  
Wednesday, April 28, 1976  
5:15 in the Union Office

1. VGH - 2/3 some  
consultation & A.I.E.  
in case of PCHU strike

Please note that there is very little time to deal with everything on the agenda. Time limits are suggestions only. People who are making reports should come prepared (written preferably), and speakers should try to be concise. If there are any questions that may be cleared up before the meeting, please give Peggy a call at the Union Office.

- ✓ 1. Approval of agenda. *substitute -* 2 min.
  - ✓ 2. Notice to Ian Mackenzie as Chairperson for Tuesday, May 18.
  - ✓ 3. Adoption of April 13th minutes (attached). *as amended.*
  - ✓ 4. Formulation of agenda for general membership meeting, Thursday, May 13 in *2. VGH.* 10 min.
  - ✓ 5. Re-organizing divisions. *sub-committee truck.* 10 min.
  - ✓ 6. Report on May 19th Steward Seminar - Heather MacNeill/  
Maureen Gitta *date changed June.* 10 min.
  - ✓ 7. Wage Control report - ~~Heather MacNeill~~ Judy Wright *Jan.* 10 min.
  8. Correspondence *Robert resigned* 2 min.
  9. Business arising from minutes:
    - i) proposed meeting with CUPE Executive 2 min.
    - ii) report on office telephones - Frances Wasserlein 5 min.
      - 2 phones (2 lines) = \$61 per mo.
      - Installation = \$29.35 (per line with buttons)
      - Monthly rate = \$30 per line
      - "Busy Tally" (tally by B.C. Tel of number of calls that are not received due to busy line) - one week free of charge/ three weeks - later get results of tally.
    - iii) Job Evaluation Committee report - Rayleen Nash 10 min.
    - iv) Sick Leave Study Committee report - Lil Legault 5 min.
    - v) University Housing Co-op 2 min.
    - vi) Open nominations for Provincial rep. 2 min.
  10. Grievance Committee report - Marcel Dionne 5 min.
  11. Provincial report - Nancy Wiggs 5 min.
  12. Contract Committee report - Margie Whalley 5 min.
  13. Strike Committee report - Carol Pincock 5 min.
  14. Trustee's report - Robert Gayton 2 min.
    - local bylaws revision
  15. Other business:
    - AUCE Local 1 as sponsor group of Canada-Chile Support Group (see Noranda leaflet) 2 min.
- agenda prepared by Robert Gayton and Peggy Smith  
- typed and run off by Peggy Smith

O. Union  
organizer



AUCE Local 1 Executive Meeting, 13 April 1976, 5:15 p.m., AUCE Office  
Janice Doyle - Chair

Present: Margot Scherk, D; Nancy Wiggs, V-P.; Frances Wasserlein, Treasurer;  
Robert Gaytan, Trustee; Roberta Crosby, Strike Cmte.; Maureen Gitta, Grievance  
Cmte.; Ian Mackenzie, Pres.; Joan Cosar, H; Neil Boucher, A; Peggy Smith,  
Organizer, Bonnie Schoenberger, Sect'y; Marcel Dionne, Grievance Chairperson.  
Judy Wright, Observer.

1. Approval of Agenda

|              |   |         |
|--------------|---|---------|
| Margot/Nancy | That the agenda as circulated be adopted.   |         |
| Ian/Nancy    | That item 8, union organizer section, be<br>moved to item 3 (a).  | CARRIED |
| Margot/Nancy | That a provincial report be added as item<br>9 (a)  | CARRIED |
| Nancy/Peggy  | That a report by Judy Wright be added as<br>item 3(a) moving the discussion of the<br>union organizer to 3 (b). | CARRIED |

Agenda as amended was ...

CARRIED

2. Notice of next chairperson - announced

3. Adoption of Minutes

|               |   |         |
|---------------|---|---------|
| Frances/Nancy | That the minutes of the meetings of March 25, 31 and April 6<br>as circulated be adopted. | CARRIED |
|---------------|---|---------|

3 (a) Report on Meeting at Fishermen's Wharf (Judy Wright)

The meeting was composed of people from various unions, although their representation was not "official". There were about 8 to 10 people in attendance from 7 different unions. Discussion centred around the wage and price controls and action by the labour movement to fight these controls. A further meeting is to be held next Wednesday, April 21, at 7:30 p.m. in the CBR Room at Fishermen's Hall and one on Monday, April 19 to prepare an agenda for that Wednesday meeting at 7:30 at Spartacus Books.

It was mentioned that our members may not wish to fight the guidelines and that we should find out what their position is before becoming involved in something they do not agree with. // Rank and file education is very important and this should come from the rank and file members rather than from the leadership in the labour movement. // Perhaps Tom McGrath could be approached to write a lead-in for our newsletter. This may provide a catalyst for action in our own union. // It may be better if someone went and interviewed him for the newsletter.

Judy will be going to the next meeting and Ian and Frances also expressed an interest in attending the Monday meeting.

3 (b) Union Organizer

It is really bad organization that has allowed us to be hung up on this issue for so long. When issues like this arise a sub-committee should be struck to discuss the matter and bring back recommendations to the executive for further discussion and a vote.



Ian/Peggy

That it be proposed to the membership that we have two full-time paid Union Organizers, each to hold office for six months, with the option of seeking a second term (no longer).

Frances/Peggy That it be proposed to the membership that we elect a second union organizer for a trial period of six months to determine whether a second organizer is required.

We have not had a specific job description before and cannot judge whether a second person is required until after someone has worked under this description.// We should have another person but working part-time to clean up the backlog.// The problem in the past is that too much was expected of the organizer. I would rather see one organizer work under a responsive executive for a period of time. It may be that after that time a second person is required.// There is a lot of running around that many people are not aware of, involved in the organizer's work. Every organizer has said there should be another person. This job description does not completely cover all that happens in the office.// It is a compelling argument that every person who has worked in the office has felt there should be another person. It is not a question of just cleaning up the backlog since a backlog is just the result of not being able to keep up. // Question called - defeated. // When I came into the office (Peggy) I felt another person was not required, that it would only add to setting up a complicated bureaucracy, but my attitude has changed. There is too much work for just one person and it's inhuman to work in here all day alone. There is a great need to have someone to talk with; it is worse than a regular job. I also feel that people when finishing the trial period should prepare a report on their experiences in the office.// If there are two people here the office will be stronger and perhaps utilized more by members.// Is the membership just going to accept this? I feel we must tell them what this second person is going to do and be quite specific about it as otherwise it may not pass.// The executive are getting fairly close to a job description and the next newsletter will be dealing with this matter.// The executive should make a decision on this issue and prepare a recommendation and then the motivation can be set.// Question

The amendment was ... CARRIED

Ian/Peggy

That the second person be elected for a term beginning August 1 for a six month period.

Would it be possible to elect both people at the same time with one assuming office at a date three months later?// The permanent mechanism could be established in the by-laws, however, we are working on a temporary measure now and this sort of mechanism is not required right away.// We should remember that the organizer must give a month's notice to the university. If a person is elected three months in advance of their term we might lose potential future interest.// Are executive reps voting as expression of the division's view or as individuals.// I don't think it matters whether there has been discussion at the division level as there will be discussion at the next membership meeting. We are talking about preparing a recommendation only, not coming to a decision. People should vote as they individually feel and then take it back to the membership. I think the union could be convinced that a second organizer is necessary.

The amendment was ... CARRIED

Amended motion:

That it be proposed to the membership that we elect a second union organizer for a trial period of six months, term beginning August 1, to determine whether a second organizer is required.

CARRIED



I feel a list of job duties should be drawn up covering all table officers and standing committees. The one drawn up by Peggy covers all duties required to make the office run. From that we can determine which duties the organizer should perform.

Marcel/Nancy { That the executive recommends to the membership at the next membership meeting that a referendum be held to determine whether there should be a ~~referendum held to determine whether there~~ ~~should be~~ a second full-time paid union organizer. CARRIED

Peggy/Frances That a sub-committee of the executive be struck to draw up an Office Manual outlining ~~the~~ delineating the responsibilities of all union committees and table officers for the next membership meeting.

Committees know what they do. If they experience problems they bring them to the executive. There is no point in defining what each committee does. We should not restrict committees to a definite job description as each committee has different ideas on the way the committee can work best.// The people who are involved in the various committees, and the table officers, could draw up their own descriptions as they should know what they do.// It is difficult to define the job duties of the organizer in abstract. Because there is a great deal of overlapping now all duties must be defined. The sub-committee can call on individuals presently in the positions if they need information.// Our expectations are what is involved here and it would be a good idea for people not involved in the committee to draw up the list to show what are the expectations of the various positions.// There is no information in this office about how anything should function. It is virtually impossible for someone to work effectively in here if they have not experience in the office before then.// It is the responsibility of the executive to see that committees and table officers are doing their jobs.//

CARRIED

Peggy, Frances and Ian expressed an interest in working on this sub-committee.

It is not the responsibility of this committee to determine what each individual or committee will do, just to outline what they are doing.

The question was raised of who would be in the union office during May. No one. There will be an effort made to get someone to work part time though.

#### 4. Steward Seminar

The seminar is to be held on May 19th.

Peggy/Nancy That the executive approve the purchase of labels to send out the questionnaire regarding the steward structure. CARRIED

Ian will send a letter to Grant asking that he contact department heads about leaves of absence for the people involved in this seminar.

Frances/Margot That the executive approve the date of the steward seminar as May 19. CARRIED



5. Grievance Cmte. Report (Marcel)

Nothing to report since the last one.

Marcel/Nancy            That the Executive contact CUPE and arrange a meeting between our Grievance Committee and CUPE to discuss jurisdiction.

It was mentioned that it might be a better idea to indicate that the meeting should be between the AUCE and CUPE executives and Marcel and Nancy agreed to amend their motion to read:

That the Executive contact CUPE and arrange a meeting between our two Executives to discuss jurisdiction. CARRIED

SecIIb (Margot)

One meeting has been held but nothing accomplished. The first half day meeting will be held on Thursday. Each case will be determined on its individual merits with the people involved as well as witnesses being called. More information will be available after that meeting.

6. Sick Leave Study Committee - tabled until the next meeting

7. Job Evaluation Committee Report

Maureen had handed out their report but had to leave the meeting before the matter was raised. Although some comments were made regarding the report it was felt that someone from the committee should be present to answer questions and that further discussion should be tabled until the next executive meeting (Joan/Nancy).

8. Business Arising from Minutes

- (a) Mailing Services (Frances) - The most economic way to employ a mailing service would be to use our own Information Services. This is the cheapest and most flexible mailing service. It would cost about \$75-\$100 to mail one piece of paper to our members. Frances will do more work on her information and submit an article for the newsletter.

If there is to be a second organizer in the office this matter may be resolved. Perhaps this should be tabled until that matter is settled.// Frances felt it should be dealt with now.

- (b) Pentacare - tabled until the next meeting (Neil/Nancy)

- (c) Support of Day Care Workers - tabled until next meeting (Margot/Nancy).

- (d) University Housing Co-op - tabled until next meeting (Margot/Nancy).

9. Correspondence

Nancy/Margot            That Local 1 take over the provincial telephone. DEFEATED

Ian/Neil                That we investigate getting a second telephone in the union office and report back to the next executive meeting. CARRIED



Frances/Margot That we charge the provincial association \$50 per month for use of the union office. CARRIED

Ian/Margot That we recommend to the membership a donation of \$200 to SORWUC at the next membership meeting. CARRIED

A letter was read from Margot in which she resigns as a provincial alternate effective immediately. She stressed the importance of getting a full slate of representatives to the provincial from Local 1 and outlined the reasons for her resignation. It is important that all representatives be elected by the time the provincial convention is held.

A letter from Louise Hamilton was read in which she offers to work part-time on the membership records. It was felt that the in-coming membership secretary should take over but that it would help if Louise could meet with that person to explain how the filing system and the process of getting people signed up and recorded. Frances offered to telephone Louise about this.

#### 9 (a) Provincial Report (Margot)

Since the matter of redoing the referendum regarding the Secretary-Treasurer position was not discussed at the last membership meeting this will have to be done at the division level. There is a provincial executive meeting on April 24 and division meetings should be called before then and a report given to the provincial rep.

#### 10. Financial Report (Frances)

Frances/Ian { That the executive recommend to the membership that on the 15th of April current checking and Plan 24 accounts be opened at the Vancouver City Savings branch at Broadway and Blenheim and on the 1st of May the account at the Canadian Imperial Bank of Commerce be closed with the funds transferred to V.C.S. *may*

CARRIED

Nancy/Joan That the meeting be adjourned. DEFEATED

Ian/Margot That discussion of getting stewards elected and shops organized be a priority item at the next meeting. CARRIED

There was a discussion of setting a policy of a certain percentage of the executive would be required to be in agreement with a recommendation before it is presented to the membership as an executive recommendation. It was stated that the minority have always had the opportunity to present their report to the membership after the majority report is given.

At this point the quorum was lost and the meeting adjourned - 7:15 p.m.