

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

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. 2 min.
2. Notice to Ian Mackenzie as Chairperson for Tuesday, May 18.
3. Adoption of April 13th minutes (attached).
4. Formulation of agenda for general membership meeting, Thursday, May 13 in 10 min.
5. Re-organizing divisions. 10 min.
6. Report on May 19th Steward Seminar - Heather MacNeill/
Maureen Gitta 10 min.
7. Wage Control report - Heather MacNeill/Judy Wright 10 min.
8. Correspondence 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 Study Copy 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
- local bylaws revision 2 min.
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

Robert Gaytan - chairperson

Present: Bonnie Schoenberger, recording sec.; Peggy Smith, Union Organizer; Jerry Andersen, B; Neil Boucher, A; Judy Todhunter, Communications Cmte.; F. Funston, H; Carol Pincock, Strike Cmte.; Nancy Wiggs, Vice Pres.; Ian Mackenzie, Pres.; Joan Cosar, H; Marcel Dionne, Grievance Cmte.; Frances Wasserlein, Treasurer.

1. Approval of Agenda

Peggy/Jerry That the agenda as circulated be adopted.

Ian/Judy - That the strike situation at VGH be added
as item 4a) CARRIED

Neil/Judy - Item 1a), arranging a more suitable time for
executive meetings should be added.
CARRIED

Peggy/Nancy - That in business arising from the minutes,
discussion of the union organizer should be the first
item. CARRIED

The adoption of the agenda as amended was ... CARRIED

1a. Executive Meeting Time

Judy/Neil That in future executive meetings will commence at
4:45 and adjourn at 6:30 p.m. CARRIED

2. Notice to Next Chairperson

Ian will not be here for the next regular executive meeting therefore
Farleigh volunteered to be the chairperson.

3. Adoption of Minutes

Nancy/Jerry That the minutes of the April 13th meeting be adopted.

Two changes were made on page 3: in the motion by Marcel/Nancy,
the words commencing with the second mention of referendum to whether
were deleted; in the motion Peggy/Frances, line 2, the word "the"
was changed to "and".

As amended the adoption of the minutes was ... CARRIED

4. Formulation of Agenda for Next Membership Meeting

Robert had prepared an agenda to which other items were added.

Peggy/Nancy That discussion of the VGH situation be postponed until
6 o'clock. (when members from VGH had said they could
attend the meeting) CARRIED

5. Reorganizing Divisions

There was discussion that the executive should strike a sub-committee to discuss this issue. It was pointed out that this general type of work was being covered by the people working on the steward seminar. Some people felt that even so, the executive should be responsible to see that a reorganization is completed.

Frances/Carol That the executive strike a sub-committee to be composed of Heather, Frances, Judy, Maureen, Pat and other volunteers, to facilitate the reorganization of divisions and improving the steward structure and that this committee bring back specific recommendations about what is to be done about Divisions F, G and Triumph and further, that this committee make regular reports to the executive commencing with the next regular executive meeting. CARRIED

6. Report on May 19th Steward Seminar (Judy)

Judy announced that there was to be an organizing meeting on May 9th at 7:30 p.m. at her place (#2 - 1121 Harwood). After some discussion the date of the seminar was postponed until Tuesday, June 10th.

7. Wage Control Report (Ian)

Meetings are continuing with B.C.'s labour people. Nothing much has been done, however, there is a group of people getting together who are interested in getting something going and Ian is hopeful that they will be successful. Ian said he would ask Heather to put together an article for the newsletter on this matter.

8. Correspondence

- a) letter of resignation from recording secretary
- b) letter from Robert resigning from Trustee position and as a member of the working conditions committee
- c) letter from Canada/China Friendship Assn. announcing meetings
- d) letter from the United Way campaign people
- e) letter from a member regarding an increase in dues, included suggestions

Jerry/Nancy That we acknowledge that member's letter and that we have noted its comments. CARRIED
(Peggy will write.)

- f) letter from a member stating her concern about the manner in which motions at the end of the meeting are presented.

Frances/Jerry That we respond to the member's letter thanking her for sending it and responding to her comments. CARRIED
(Frances will write.)

It was felt that there should be a reminder at the top of the agenda for membership meetings that the meeting would adjourn at a specific time, even if items are on the floor. It was felt that 2:20 would allow sufficient time to return to work after a 12:30 membership meeting.

- g) letter from Barb Jefferson resigning from the executive and giving her reasons

Peggy mentioned that she had received several calls from members who said they could not attend after hours meetings because of family responsibilities. She said that something should be done in this regard, perhaps in line with childcare facilities. The suggestion was made that perhaps a meeting later in the evening, say 7:30 p.m., might resolve some of the problem in getting home for dinner. Discussion somehow switched to late evening executive meetings and the problems that would cause. If the meetings were held off-campus in someone's home, access would be impossible to the xerox and other office facilities; meetings must be open to the membership and the person in whose house it was held would have to be prepared in the event any member did want to attend. There is also the problem in getting people out to a meeting once they are comfortable at home. It was suggested that someone should look into the childcare matter and bring a specific motion to the next executive meeting.

Jerry/Neil That a letter be sent to Barb Jefferson thanking her for her efforts on behalf of AUCE and indicating that there was a discussion of the problem raised in her letter.
(Jerry will write) CARRIED

At this point, it was 6 o'clock and as per the previous motion, discussion turned to the situation at VGH although no representative from there had arrived.

Ian/Nancy That we organize a meeting of the members of Division I tomorrow if possible, the day following if not, to discuss the potential strike situation. CARRIED

Ian/Frances That the following resolution be presented to Division I:
Whereas the demands of the HEU are eminently reasonable;
And whereas if the Hospital workers strike, it will only be as a last resort, and due only to the complete unreasonableness of the Hospital Administration;
And whereas a picket line is sacred, especially to fellow trade unionists;
And whereas A.U.C.E. Local 1 has itself asked other unions to honour its picket lines, and owes much of the success of its strike to the fact that they were honoured;
Be it therefore resolved that no A.U.C.E. member cross any picket line that may be set up by the Hospital workers. CARRIED

In discussion, it was felt that an article in the newsletter should cover the situation, although the newsletter will not be out in time if a strike is called early next week. If there is to be a strike at that time it would warrant a special membership meeting. It should be pointed out to the membership that authorizing the executive to inform the university that the picket line set up by HEU is bona fide does not indicate support of that union's position, but merely fulfills a contractual obligation.

Returning to the agenda, Jerry read a proposed letter to Barb Jefferson.

9. Business Arising from the Minutes

- a) Union Organizer - Farleigh said that she could start work in the union office on May 10th. In the meantime, volunteers would keep the office open.

Frances/Nancy That the following be presented as an executive recommendation to amend the by-laws:

the organizer receive the same pay and conditions [except as noted below in (i) and (ii)] as s/he would have received if s/he had remained at her/his regular job.

i. Sick Leave: that interest earned on union funds be utilized to provide unlimited sick leave benefits for organizer.

ii. Vacation Entitlement:

- a) If incumbent organizer returns to the employ of the University, their vacation entitlement accrued be paid by the Union to the University at rates which apply to incumbent.
- b) If incumbent not returning to employ of University then accrued vacation entitlement at 6% should be paid directly to incumbent.

Neil/Judy - re Sick leave, "that interest ... provide sick leave benefits for organizer as provided in the contract." DEFEATED

The original motion as presented above was ...

CARRIED

Frances/Judy That the following be presented as an executive recommendation to amend the by-laws:

1. The Organizer is not an "employee" of the Union, but rather an Officer with particular terms of reference. S/he is responsible to the membership, just as the other Officers are, for fulfilling those terms. The Executive may determine the conduct of the Organizer only in the same way and to the same degree as it may determine the conduct of any of its other members.

2. There shall be an item entitled "Union Office" on the agenda of at least one Executive meeting per month, in order that the Organizer may give an informational report on the activities and problems of the Union Office, and in order that s/he may seek advice and suggestions from the Executive. There shall also be a regular office report in the newsletter.
3. Each full-time organizer shall work the same total number of hours as specified in the collective agreement for full-time employees. The organizer shall choose the form of work week as per Article 28 (Hours of Work) in the collective agreement. Having chosen a form of work week, every effort will be made to maintain these hours for the duration of the term of office. Office hours will be well publicized.
4. The Organizer shall attend Executive meetings on her/his own time.
5. There shall be no overtime.

Tasks of the Union Organizer

Answer the phone and deal with the calls
 Deal with urgent matters if the persons who would normally handle them (e.g., Division Stewards) are not available
 Give regular, detailed reports to the Grievance Committee re: (potential) grievances
 Perform clerical duties: e.g., pick-up, open and distribute mail
 maintain files and other office records
 maintain equipment
 acquire and maintain supplies
 create and maintain a Union directory (with Communications Committee)
 maintain an office schedule (calendar)
 book rooms and arrange sound systems for meetings
 Help ensure that agendas get out on time
 Distribute minutes of General Membership meetings (with Communications Committee)
 Set up and maintain library
 Send out contracts and membership information sheets to new employees as information is sent to union from Employee Relations Department
 Inform stewards and executive representatives of new employees in their divisions
 Keep up-dated steward list, informing University of any changes
 Maintain information contacts with outside groups
 Undertake major projects (e.g., research) assigned by the committees or the membership
 Help out committees, at their request, as time and priorities dictate or permit
 Assist the Executive in keeping in touch with the functioning of committees
 Assist in the maintenance of membership records.

Joan/Frances That the meeting be extended to 7:30 p.m. CARRIED

Discussion returned to the previous motion:

Marcel/Joan - that the task, "Undertake major projects
... membership" be deleted. DEFEATED

The original motion concerning the working conditions and tasks of
the union organizer was ... CARRIED

Nancy/Ian That the letter read by Nancy be sent to the CUPE
Executive.

Neil/Frances - That the salutation, "Dear Brothers
and Sisters" be deleted.
(chairperson broke tie vote) CARRIED

The original motion as amended was ... CARRIED

Robert had to leave the meeting, Ian became the chairperson.

Frances/Peggy That it be recommended by the Executive that each
committee do their own filing, with the organizer being
responsible for filing of minutes of all meetings.

Neil/Marcel - That discussion of this motion be tabled
until the matter of a second organizer has been resolved.
DEFEATED

As motivation for the amendment it was stated that with a second
person in the office the organizers would have the time to do this
work. It was felt that it was difficult enough to get people to work
on the various committees and that this further responsibility would
not encourage others to join, as well as possibly discouraging those
already on the committees. People on these committees just do not have
enough time. On the other hand, it was suggested that people working
on the committees know best where an item should be filed for quick
retrieval and that they should be responsible for the whole job of
running the committee, not passing the "shit work" off to the organizer.
In the description of tasks for the organizer there is a provision
that that person will assist committees as time and priorities dictate
so this could cover the filing problems. Committee files are not the
only files to keep up to date in the office.

The original motion was (chairperson broke tie vote) CARRIED

Frances/Marcel That the Executive authorize the organizer and the
treasurer to purchase publications and subscriptions as
required. CARRIED

Frances/Marcel That the Executive recommend that the membership
authorize the use of a clipping service for research in
the event that the Provincial does not do so.

This service would cost \$35/month, and 20¢ a clipping. It might run
to about \$60 per month. CARRIED

Judy/Carol That the Strike Committee report be next on the agenda.

CARRIED

Strike Committee Report (Carol)

Carol distributed copies of a written report.

Neil/Peggy That the meeting adjourn (7:30 p.m.).

CARRIED

Provincial Report.

The hearing to decide whether to hold another referendum was conducted on Saturday, 24 April with the Executive unanimously deciding not to conduct another one.

Local Reports:

Local 4: The Faculty Association at Capilano has settled and averted a strike. They received what they had asked for: 10.6%. Cap. had given notice of intention to invoke greivance a few weeks ago, with a deadline of 30 April. This was to force the administration to deal with several reclassification requests--2 have been dealt with. At Cap., a grievance goes to arbitration if not solved within 15 days. It is interesting to note that there has never been a grievance at Cap. College. They are also toying with the idea of doubling their dues, but nothing has been decided.

Local 3: Notre Dame is still up in the air about how long they will exist. They have been told that they must get an enrolment of 500 students for next year--or else!! This year their enrolment is 575, and with all the uncertainty surrounding the university, it appears doubtful that enough students will enrol next yest. They have just won an arbitration on a clause which provides for an extra week of holidays after five year's service. The University was saying that if you had been there 6, 7, 11, 12 etc. years, then you were not eligible for this benefit. The union has established a Lay-off Committee, to help reduce the trauma of all the cut-backs that are happening because of budget cuts. Some areas are organizing rotating layoffs--people take turns with 3 month lay-offs. With jobs so scarce in Nelson, this system would be a big help, if the Union can get all areas of the university to go along with it.

Local 2: Local 2 is suffering from the same problem as UBC -- lay-offs and bumping properly. I don't want to go into too much detail here, but perhaps UBC's Grievance Committee would be interested in contacting the full-time person at SFU at 291-4433 to find out more about their hassles. They are also finding their attrition clause difficult to enforce. Hearing their report made me think I was listening to our own Grievance Committee. SFU's contract is up in November, just one month after our own, and maybe our two Contract Committees could compare notes on how they intend to respond to the wage and price controls.

Everyone on the Provincial Executive is in general agreement that there should be a full-time person, but disagreements arise when we talk about who that person should be. UBC is still insistant on a Union Organizer, while the rest of the Executive still wants a full-time Secretary-Treasurer. Their reasons are that this is the easiest, most efficient, convenient way to have a full-time person. To the argument that centralization of duties provides for too much power, they say that if the person must report to the Executive, if they have a well-thought out job description, and if they are recallable then the problem is non-existent. The job is not powerful unless there is decision making ability. Anyway, its the same old argument. If we do have a full-time person then we will have to have a dues increase, perhaps as much as \$1 per month. So far we are the only local with elected delegates.

The next meeting of the Provincial is 15 May at 10am in the Local 1 Office.

It is urgent that Local 1 elect another rep.--maybe one of the delegates, so we can have our full complement of delegates at convention.

Nancy Legg.

STRIKE COMMITTEE REPORT (to be presented in the Newsletter for the
General Membership Meeting 13 May, 1976)

The purpose of the following 3 motions is to amend the local by law so that a Standing Strike Committee be set up and elections be held at the same time as the Contract Committee with one (1) elected member from each Division ^{and} at 10 members from at large. The purpose of the Strike Committee is to:-

1. act as the support Committee to the contract committee
2. in the event of a positive strike vote by the membership, the Strike Committee will be prepared to implement any strike strategy as directed by the membership.

The reasons for recommending a standing strike committee are as follows:-

Last November the Strike Committee had only two weeks to organize the strike, which was not nearly enough time to plan the strike in sufficient detail. Committee members were rapidly exhausted by the effort, and areas which they didn't have time to think out thoroughly became weak points in the strike. There was no time to consider alternate actions to all-out strike action. Extensive preparation needs to be made in the following areas:

- financial arrangements
- legal problems of strike
- strategic positioning of pickets
- communication within the Union and with other bodies
- liaison with other Unions on campus
- possible injunctions

When contract negotiations become heavy, both the Executive and the Contract Committee may well need to draw upon the support and help of an outside body of people, which a well organized strike committee could provide.

MOTION for Standing Strike Committee

- * To Add To Section E of the By-Lawsthe chairperson of the Strike Committee.

Section F Paragraph 5(c)

Within two months after a Contract has been signed, each division shall elect, ~~by secret ballot~~, one member from the division to be a strike committee representative. In addition, 10 members from at large shall be elected, ~~by secret ballot~~ to the Strike Committee

If the Standing Strike Committee is approved, then nominations this year, will be open at this membership meeting.

Section G (Duties of Local Association Officers and Committees:

Add No. 9

9. The Strike Committee shall, in the event of a strike assist the contract committee and implement any strike strategy, as directed by the membership.

NOTICE OF MOTION

The Strike Committee request under Section K no. 2 of the local by laws that the membership hold a referendum ballod on:-

1. that a local strike fund be set up
2. that after July, 1976 10% of dues per month be allocated to a strike fund to be kept in a high yield savings account
3. that a \$5.00 per member special assessment to be made each July and that the assessment should be used for strike pay if we go' on strike; if however, it is not needed for this purpose such monies could, on approval by the membership be used for costly activities i.e. stewards seminar.

Motivation: (item 3)

See attached by Frances Wasserlein.

To The Strike Committee:

At the executive meeting where the proposal was raised re: setting up a strike fund with an assessment this July of \$5.00 per member there was some opposition to this idea from a couple of divisions for a couple of reasons. Among the reasons was the idea that perhaps the union would get a little "cocky" about striking with a whole lot of money standing behind it, also it was felt that it was really not a very good idea to have a lot of money sitting doing nothing for long periods of time. As an alternative to this Robert Gaytan has come up with a good idea, I think, anyway. This is it: That we assess each member \$5.00 each July and that the assessment should be used for strike pay if we go on strike; if we do not go on strike that the assessment monies be used to pay lost wages for a steward's seminar right after the contract is signed, or put to a similar use so that the money does not just sit around. It is suggested that the idea of laying aside 10% of the monthly dues for a strike fund is still a good idea and should be recommended to the membership. So that the following is an idea of what would happen;

July 1976	1200 x \$5.00	=	\$6,000.00	to be put in short term-interest bearing deposit until 30 Sept.'76
Beginning in July 10% of dues	10% x \$5200.00	=	520.00	per month to be put into separate Plan 24 account at the Vancouver City Savings.

so would then have 3 x \$520 = 1560

+ 6000
7560 for strike contingencies (pay, etc.)

Then after contract signed we'd have the \$6000 to pay lost wages/and ^{for seminar} the other amount would continue to mount up, to be used on strikes over the years as needed, e.g. by September 1977 we'd have approx. \$6300, if we started putting aside the 10% now and then with the July 1977 assessment we'd have \$12000 to use in the event of strike.

Francis