Minutes

Special Membership Meeting - April 29, 1980 IRC 2 12:30 - 2:30 pm.

Marcel Dionne was in the chair and Ray Galbraith was taking minutes. The meeting was called to order at 12:52 pm.

Marcel Dionne indicated that the agenda would be as follows:

- 1. Report from Carole Cameron on the deduction for the study session
- 2. Report from the Contract Committee
- 3. Recommendations
- 1. Carole Cameron report Carole reported that the University had deducted the employees for the study session. Such an action was clearly illegal, an opinion confirmed by the Union lawyer. The Union was prepared to deal with the matter as a mass action. Carole requested that photocopies be sent to the Union Office so that a complaint could be filed with the Ministry of Labour.
- 2. Contract Committee report: Nancy Wiggs presented a chronology from Thursday afternoon.

  The mediator, Jock Waterston, had been contacted and a meeting had been set up for Monday,

  April 28th. Waterston felt that the ball was in the University's end of the court. He

  also believed that his usefulness had ended in the dispute.

At the meeting Strudwick presented the following: a one-year agreementwith a \$100.00 signing bonus. Furthermore, all outstanding Union proposals would be dropped. After a caucus the Contract Committee told the mediator to tell the University that we were going back to the membership.

3. Recommendation - Neil Boucher explained what he perceived had happened in negotiations to date this year - the University had addressed only their concerns and issues, not ours. There had been "no bargaining this year whatsoever". Neil felt that we had to show the University in some manner that their positions were unacceptable. The \$100 signing bonus was only a "buy-off". He said that the Contract Committee firmly believed that there was more, although no assurances could be offered.

Moved and seconded by the Contract Committee THAT THE CONTRACT COMMITTEE RECOMMENDS THAT WE REJECT THE UNIVERSITY'S OFFER.

The floor was opened to discussion. One member suggested that we go for parity and stick to the concept of equal pay for work of equal value, while another recommended writing to MLA's and newspaper editors. Shirley Dick, an AUCE member urged the membership to accept the 10% and \$100signing bonus offer. She referred to the SFU strike and stated that our impact would not be great. She did not want to see AUCE being used as a scapegoat in relation to OTEU and CUPE.

Irene McIntyre, another member, said it was silly for anyone contemplating stopping support for the Contract Committee. She said that we should see through the \$100 ruse and support the Committee. Shelley Tegart-MacInnes discussed the SFU situation pointing out that there was more management personnel and that Local #2's strategy was to hold one day rotating strikes. Nancy Wiggs indicated that the University's offer did not leave the table should we strike. She stressed the fact that memberhsip meetings should occur throughout the strike situation and that the decision-making power rested in the hands of the membership. Heather MacNeill said that she would like a Strike Committee assessment at this juncture and she felt that perhaps the Contract Committee should go into detail about what remained on the table.

Two speakers remained on the list. Cathy Agnew said that she recognized a sense of fear in the air. She felt that a strike situation was not desired, but she was strongly opposed to buckling under to the forces that be. She advised members to vote not out of fear, but to vote honestly. Lid Strand stated that the University had taken the decision not to budge at all. If we settled for what they were offering we would pay for years hence.

Neil Boucher reported that the following items were still on the table:

7.02 - Full-Time Leave of Absence (can't see what the objections are)

21.01 - Tuition Waiver (Union proposal includes sessionals and more benefits)

22.01 - Job Postings & 22.07 - Promotion (we want to be replaced during any leave)

27.15 - Time Off Between Boxing Day and New Year's (watered down to two floating holidays)

28.05 - Shift Work (5% & 10% - CUPE has it and it would cost the University a pittance)

30.05 - Medical/Dental (the Union was down to 75% from 100%)

30.091 - Adoption Leave

36.02 - Wage Rates

Other speakers referred to the deception of the inflation rate - what it includes as opposed to what it really means in purchasing terms. One member extended thanks to the Contract Committee and hoped that the work of the Committee would not go down the drain. She said that the thread which ran through negotiations was the University's attitude of contempt toward us - we were not treated with any amount of respect. She favoured rejection of the University's latest offer. Another speaker said that we needed a strong voice and that it was important that we stick together - we had to support our words with action.

Heather MacNeill said that inflation was occurring was obvious and that it would be honourable to bite the bullett as a country, but the issue was that as women we were underpaid. She made reference to the fact that many women are skilled workers who are in the work force for years. She did not want to see the meeting split down the middle - what we should do is stick together and respect whatever decision we make.

Marcel Dionne indicated that to date the Contract Committee had asked the membership for support at all stages. He said that his assessment of the situation was different from that of the Contract Committee - he felt the University was scraping the bottom of the barrell. If the membership's perception is otherwise he said he would be the first there.

One member raised the spectre of wage controls by December of 1980. Another said that we were awash in a sea of emotions and that the University meted out different treatment to us. For her it was the end of the line, this was the year that she was saying no. Yet another member felt that if we signed this agreement the University would sit back and gloat and take advantage of us each subsequent year. Someone suggested that the strike of 1975 did not have any positive results for negotiations and this year was no exception.

The question was called.

Moved by Joanne Allan Seconded by Susan Calthrop THAT WE HOLD A SECRET BALLOT ON THE UNIVERSITY'S LATEST OFFER.

THE MOTION WAS DEFEATED.

THE ORIGINAL MOTION ON THE FLOOR WAS CARRIED OVERWHELMINGLY.

Strike Committee report - Sandy Masai referred to the questionnaires being handed out and asked that they be returned to the Strike Committee. She then announced a series of motions that she was to present.

Moved and seconded by the Strike Committee

THAT THE MEMBERSHIP OF LOCAL #1 AUTHORIZE
THE STRIKE COMMITTEE TO ISSUE 72 HOUR STRIKE
NOTICE.

THE MOTION WAS CARRIED.

Moved and seconded by the Strike Committee

THAT THE MEMBERSHIP OF AUCE LOCAL #1 HEREBY AUTHORIZES THE SECRETARY-TREASURER TO PAY STRIKE PAY ONLY TO THOSE MEMBERS WHO PERFORM PICKET OR ALTERNATE DUTY. IN THE EVENT THAT A MEMBER PERFORMS SOME OF HIS/HER DUTY, BUT NOT ALL, THE RATE OF PAY WILL BE ON A PRORATA BASIS.

THE MOTION WAS CARRIED.

Moved and seconded by the Strike Committee

THAT THE MEMBERHIP OF AUCE LOCAL #1 HEREBY AUTHORIZES THE SECRETARY-TREASURER TO BORROW

FUNDS UP TO AND INCLUDING \$50,000 TO PAY STRIKE PAY, IN THE EVENT THAT THE STRIKE FUND IS DEPLETED

THE MOTION WAS CARRIED.

Moved and seconded by the Strike Committee THAT THE MEMBERSHIP AUTHORIZE PAID UNION LEAVE FOR 2 PEOPLE TO CO-ORDINATE THE STRIKE.

THE MOTION WAS CARRIED.

Moved and seconded by the Strike Committee THAT THE MEMBERSHIP AUTHORIZES THE SPENDING OF UP TO \$300 ON PICKET SIGNS.

THE MOTION WAS CARRIED.

Sandy stated that the Strike Committee would choose the buildings to be picketed - members in those buildings would be contacted. She said that a bulletin was to be sent out and that it would emphasize disciplinary charges and the serious consequences of scabbing. As a part of the strike strategy, the Strike Committee wanted to see a ban on overtime as passed at the last membership meeting.

The meeting adjourned at 2:20 pm .