



association of university and college employees

MEMBERSHIP MEETING

THURSDAY, OCTOBER 25, 1984 IRC 6 12:30-2:30 P.M.



1. Adoption of the agenda
2. Adoption of the minutes of June, August, September/84
3. Business arising from the minutes (see notice of motion in September minutes)
4. Nominations.....opening for the Executive positions
5. Contract Committee report
6. Grievance Committee report
7. Secretary-Treasurer's report
8. Merger/Affiliation Committee report
9. Other business

AGENDA-

MEMBERSHIP MEETING
October 25, 1984

MINUTES

Chair: Fairleigh Wettig

Secretary: Patricia House

Fairleigh made some introductory remarks explaining that October 24 had been designated as the Education Day of Concern. She introduced Jack Finnebogisson from the College/Institute Educators' Association.

Moved by Suzan Zagar

Seconded by Adrien Kiernan

THAT JACK FINNEBOGISSON BE SEATED AND INVITED TO ADDRESS THE MEETING.

The motion was CARRIED.

Mr. Finnebogisson spoke about the Defend Education Services Coalition (which AUCE has participated in...in a minor way) and the Education Day of Concern that they had sponsored. There were 77 events throughout the province and they were very successful. A meeting had been requested with Bennett but so far no response had been received. There is a strong feeling that when the public understands the severity of the cuts to education there will be pressure on the govt. to change their priorities and end the education cutbacks. He made the following points:

- a) These are tough times but everyone is not being asked to bear the cost equally.
- b) The province doesn't fund post secondary education....82% of the funding comes from the federal transfer funds which have increased 18% while the universities budgets have been reduced 6%.
- c) The comments from McGeer that post secondary education has received preferential treatment in the past....are simply not true.
- d) The U.S. has increased education funding (20% in California) in recognition of the importance of education.
- e) Both Japan and the U.S. give a high priority to education financially and their economies are recovering.
- f) B.C. has the worst record in Canada for education funding....only Newfoundland is worse, however, they spend twice what B.C. does per capita.
- g) In post secondary education the student population is not dropping.
- h) There have been considerable workload increases on all staff involved in education.
- i) There has been a major decrease in student aid.

Mr. Finnebogisson was thanked for his interesting address.

1. Adoption of the agenda

Moved by Adrien Kiernan

Seconded by Suzan Zagar

THAT THE AGENDA BE ADOPTED AS CIRCULATED WITH THE ORDER OF THE GRIEVANCE COMMITTEE AND CONTRACT COMMITTEE REPORTS REVERSED.

The motion was CARRIED.

2. Adoption of the minutes of the June, August & September minutes

The August minutes were tabled until they could be reprinted for the membership.

Moved by Joan Treleaven

Seconded by Mary McKenna-Forkin

THAT THE JUNE AND SEPTEMBER MEMBERSHIP MEETING MINUTES BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

Richard Melanson withdrew his motion re: by-law amendment governing signing authority for the Union.

4. Nominations

Fairleigh explained the technical problems with the recent ballot on the by-law amendment changing the Union Organizer position into the President. As a result of these problems the Executive has decided to redo the ballot. Nominations for President will be deferred until that ballot has been conducted.

Nominations were opened for the following positions:

Vice-President....Kitty Byrne nominated.

Membership Secretary....Rosemary Rising nominated.

Trustees.....Maureen Barfoot, Richard Melanson, Jackie Hall, Mary Vorvis were nominated.

Health & Safety Rep.....Estelle Lebitschnig, Jet Blake, Ray Galbraith, Kitty Byrne were nominated.

Nominations will close at the next meeting.

5. Grievance Committee report

Fairleigh reported on the Stat Holiday arbitration. The Union won the case and the arbitrator ordered that everyone who lost the day's pay be reimbursed plus interest at 9%. The University is now maintaining that they do not have the money to pay. Fairleigh read the letter from the University making an alternate offer. Then she read a letter she proposed to send them in response. The University is saying that if they comply with the arbitrator's award they will have to lay off 52 AUCE members for one month to cover the cost. The Union's position is that such a move would break the contract and we would take immediate action. Also we have asked our lawyer to register the decision with the court and if they do not comply they will be in contempt of court and will be ordered to pay....if they make a submission that they can't pay the court can order them to sell something to raise the money (the President's house?).

Moved by Marcel Dionne

Seconded by Joan Treleaven

THAT THE LETTER DRAFTED BY FAIRLEIGH BE SENT IMMEDIATELY TO LIBBY NASON.

The motion CARRIED resoundingly.

Question from the floor: What happens if they do lay people off?

Answer: The Union will take the University to the LRB, which is a much faster process than arbitration.

Fairleigh then reported on the other cases the Grievance Committee is handling:

-a dismissal of a probationary employee was settled by the University agreeing to make a lump sum payment. The grievor had very quickly found another job and wasn't interested in reinstatement.

-first flex time case is going to arbitration in January; let the Union Office know as soon as there is any sign of flex time being withdrawn in your dept.

-there have been problems in part time people getting the benefits they are entitled to....contact the Union Office if you are in the least uncertain about the correct entitlement

-double coverage on the dental plan has been withdrawn; the Union is arguing against this withdrawal....please contact the Union Office if you have been affected.

-There continue to be serious problems surrounding medical leaves and the University requesting medical certificates.....contact the Union Office for advise if you are requesting a leave or if the University requests medical information from you.

Ted Byrne reported on the ongoing reclassification arbitrations.

- + there have been one hundred pieces of correspondence between the Union & the University over the last 3-4 years on the word processing situation...He gave a brief history of the dispute
- +Commerce has gone first, there have been 5 days of hearings so far with 5 more days scheduled.
- +An explanation was given of what has happened in Economics and English where they downgraded the positions....the Union is fighting this.
- +Ted gave a comparision of our wages for word processors as opposed to the OTEU (ours are lower)

6. Contract Committee report

Ted Byrne reported that none of the campus Unions are presently negotiating. None of them have met since June (except CUPE 116 has had one meeting). This is the second year that CUPE 116 has been asked to take 0%. Our negotiations broke down over the non-payment of the annual increments. The Union is agruing this in front of the CSP office and Peck basically responded by deciding not to decide the issue. We are appealing his decision as well as invoking arbitration in the matter.

7. Secretary-Treasurer's report

Patricia reported that the local continues to be in a very tight financial situation. We are not able to make our committment to the Strike Fund. There will be a financial report going out with the information package on the merger/affiliation.

The \$5.00/member assessment will be coming off your paycheques soon. This was approved earlier in the year for the purposes of purchasing a computer for the Union Office.

Members were reminded that the books are open to any member of the Union and anyone wanting more detailed information should contact Patricia at the Union Office and she will provide it to you.

8. Merger/Affiliation Committee report

The committee has had serious discussions with the OTEU and CUPE. They have eliminated the other choices for various reasons and their recommendation will be one of those two.

The HEU has not responded to our overtures. We assume this is because they are in negotiations with CUPE themselves regarding affiliating and that they are worried that gettingg involved with us might harm their own negotiations.

There will be a full report published and an opportunity to discuss the recommendation at a meeting and then a ballot will go out. The report will be going out soon.

The meeting was adjourned.