

Executive Meeting

June 17, 1980

AGENDA

1. Adoption of agenda
2. Adoption of minutes of the April 22, 1980 Executive Meeting
3. Business arising from the minutes
4. Business arising from the correspondence
5. Union Organizer's report
6. Union Co-ordinator's report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Contract Committee report
10. Communications Committee report
11. Provincial report
12. Next meeting of the Executive -
 Chair -
 Secretary -
13. Next membership meeting - June 19th
14. Other Business:
 - seniority for excluded employees
 - Union office "job descriptions"
 - Wendy Bice's seniority and letter from Clark
 - short term leave of absence for Grievance Committee members
 - shop stewards' seminar
 - seminar on secretaries and AUCE's participation
 - letters of complaint re: the strike
 - etc.

MINUTES

EXECUTIVE MEETING - June 17, 1980
Union Office
2:30 pm. - 5:40 pm.

Present: Lissett Nelson, Judy Wolch, Joan Treleaven, Judy Blair, Marcel Dionne, Wendy Bice, Carole Cameron, Ray Galbraith, Nancy Wiggs, Helen Glavina, Lid Strand

1. Adoption of agenda:

Moved by Nancy Wiggs THAT THE AGENDA BE ADOPTED AS CIRCULATED.
Seconded by Joan Treleaven

Lissett Nelson's amendment to include a Division Executive Rep report under 11(b) was incorporated into the motion. The motion then read:

THAT THE AGENDA AS AMENDED BE ADOPTED.

THE MOTION WAS CARRIED.

2. Adoption of minutes:

Moved by Nancy Wiggs THAT THE MINUTES AS CIRCULATED BE ADOPTED.
Seconded by Lid Strand

Moved by Lissett Nelson THAT THE ADOPTION OF THE MINUTES OF THE MAY 13/80
Seconded by Joan Treleaven EXECUTIVE MEETING BE TABLED UNTIL THE NEXT EXECUTIVE MEETING.

THE MOTION WAS CARRIED.

3. Business arising from the minutes:

Nancy Wiggs asked a question in regards to the to the last item on the minutes. The issue in question was the length of Executive meetings. Marcel Dionne said that it was the purpose of these meetings to dispense with all outstanding business no matter how long it took.

Moved by Nancy Wiggs THAT UNLESS A MOTION IS MADE TO ADJOURN ALL BUSINESS ON THE EXECUTIVE'S AGENDA WILL BE DEALT WITH.
Seconded by Lid Strand

THE MOTION WAS CARRIED.

4. Correspondence and business arising:

It was suggested that the Surrey-Delta Right To Choose Association letter be included in the next edition of ACROSS CAMPUS.

Moved by Nancy Wiggs THAT WE ENDORSE THE SURREY-DELTA ASSOCIATION FOR THEIR PRO-CHOICE POSITION.
Seconded by Lid Strand

Nancy said that historically AUCE has voiced support for the CCA and that we should continue this support.

THE MOTION WAS CARRIED.

Carole Cameron spoke about Wes Clark's April 28/80 letter in regards to the study session deductions. Carole's brief assessment was not overly optimistic - she felt that we might lose our fight for back pay.

It was decided that the Strike Committee would send a letter of thanks to Bernice Kirk of CUPE for her support.

Nancy Wiggs felt that at some point the issue of including domestic workers under existing Provincial legislation should be brought before the membership.

Moved by Carole Cameron THAT A NOTICE OF MOTION BE PRINTED IN THE NEXT NEWSLETTER IN SUPPORT OF L.A.R.A.'S STAND ON DOMESTIC WORKERS AND THAT THE APPROPRIATE LEGISLATION BE AMENDED.
Seconded by Nancy Wiggs

THE MOTION WAS CARRIED.

It was decided that Sandy Shreve of Local #2 should receive the May 20/80 telegram sent to

us by a Local #2 member. The telegram's content concerned itself with a brief reference to the constitutionality of the affiliation referendum.

Moved by Lid Strand

THAT WE JOIN THE VANCOUVER STATUS OF WOMEN.

Seconded by Nancy Wiggs

THE MOTION WAS CARRIED.

Lissett Nelson then spoke on the Nicaraguan Defense Committee which was looking for endorsement of its literacy campaign. The success of their appeal depended in part on North American workers' solidarity. Lissett suggested that a speaker attend the next meeting before any motion of support come from the Local. Nancy Wiggs said that an emergency resolution from the Provincial Convention on the weekend was a possibility. Nancy then referred to the Yellow Cab Driver situation. Another Executive member said that the issue had been resolved.

Carole Cameron stated for too long we have avoided having informative events at our membership meetings and that it was necessary to have discussions.

Moved by Carole Cameron

THAT WE INVITE A MEMBER OF THE ABOVE COMMITTEE TO SPEAK

Seconded by Helen Glavina

AT THE NEXT TWO-HOUR MEMBERSHIP MEETING.

THE MOTION WAS CARRIED.

5. Union Organizer report:

Carole Cameron reported on her recent one week trip to Prince George where she had set up records for Local #5 and had attended a membership meeting. In addition, she had organized a seminar for shop stewards. She felt that Local #5 was one of the finest examples of a company union and that it was mostly management-oriented. Carole indicated that she was going to report to the Provincial on her visit.

6. Union Co-ordinator report:

Wendy Bice said that the new collective agreement had been signed that morning in Employee Relations. She also announced the results of the ratification vote: 705 "YES" votes, 212 "NO" votes, 29 abstentions, and 40 spoiled ballots. She indicated that the index for the new contract was being prepared and that the new contract, when printed, would be black with white lettering. She also said that the Union Office staff were still cleaning up from the aftermath of the strike and that the Scriptomatics were in shambles.

7. Secretary-Treasurer report:

Ray Galbraith waded right into the chaos. He painted a picture of the general financial situation and said that financial statements for the months of March and April would be presented at the June 19th membership meeting. The statements for May and June would be presented at the July membership meeting as would the audited statement and a motion to defer the transfer of moneys into the strike fund until the financial situation was clearer.

He stated that the \$50 assessment was scheduled to be deducted at the end of the month and that a further assessment of approximately \$30-\$40 would be needed. At that point Ray referred to the motion contained on the notice for the June 19th membership meeting. Concluding his report, Ray made reference to the backlog of minutes from early April which still needed the membership's approval.

Carole Cameron pointed out that the \$100 signing bonus was not coming to the Office staff.

Moved by Lid Strand

THAT THE UNION OFFICE STAFF RECEIVE THE \$100 SIGNING

Seconded by Joan Treleaven

BONUS FROM THE UNION.

THE MOTION WAS CARRIED.

Carole Cameron expressed concern for the open manner in which we readily distributed our minutes and financial statements. She preferred that we be more discreet and not make it so easy for the University to obtain our information.

Moved by Carole Cameron

THAT WE DO NOT DISTRIBUTE FINANCIAL STATEMENTS PRIOR

Seconded by Wendy Bice

TO UNION MEETINGS OR PRINT THEM IN THE NEWSLETTER.

THE MOTION WAS CARRIED.

Moved by Carole Cameron
Seconded by Wendy Bice

THAT WE MAKE AVAILABLE ALL PAST MINUTES FOR THE NEXT TWO-HOUR MEMBERSHIP MEETING AND THAT THEY BE ADOPTED AT THE FOLLOWING UNION MEETING.

THE MOTION WAS CARRIED.

8. Grievance Committee report:

Carole Cameron said that there would be no report at this time.

9. Contract Committee report:

Nancy Wiggs asked when the Contract Committee ceased to exist - Carole referred to the Constitution and By-Laws. Nancy then referred to the Committees established under the letters of agreement - the Bi-Weekly Pay Period and the Benefits Committee. She said that we should also concentrate on getting the Job Evaluation Committee functioning. Carole Cameron suggested opening nominations at the June 19th membership meeting.

Moved by Nancy Wiggs
Seconded by Carole Cameron

THAT THE TWO COMMITTEES BE STRUCTURED AS FOLLOWS:
BI-WEEKLY PAY PERIOD CONSIST OF 2 ELECTED MEMBERS
~~AND THE UNION CO-ORDINATOR;~~ BENEFITS COMMITTEE CON-
SIST OF 3 ELECTED MEMBERS + *Union Co-ordinator*

THE MOTION WAS CARRIED.

10. Communications Committee report:

Ray Galbraith reported that the next edition of the newsletter would appear in July and that the Communications Committee would have to meet relatively soon.

11. Provincial report:

Lid Strand reported that at present there were 6 delegates for the Provincial Convention and that 4 more were needed, plus any alternatives if possible. He requested that nominations be re-opened at Thursday's membership meeting. He also indicated that delegates for Local #1 were to meet in the Union Office after work on Thursday. Furthermore, he requested that nominations be opened for one Provincial Representative at the June 19th meeting.

Lid said that the Teaching Assistants were on the verge of settling their first collective agreement at Simon Fraser. He indicated that the Provincial was organizing a rally in support of the Kenworth workers (CAIMAW) who were striking for the concept of equal pay for work of equal value. The rally was scheduled for Saturday, June 21, 1980 at 6:00 pm.

He reported that the Provincial had planned a \$10 referendum assessment - one-half of the money was to go into our strike fund and the other half was to go to aiding other locals. The consensus of the Executive was that the assessment was not the best way to proceed, that it was a "devious and sneaky" way to get money for the Provincial strike fund. The feeling was that our strike should not be used for financing the Provincial. Marcel Dionne requested an explanation from Lid for his positive vote at the Provincial - Lid replied that the assessment was a necessary move.

Moved by Nancy Wiggs
Seconded by Carole Cameron

THAT THE EXECUTIVE URGENTLY REQUEST THE PROVINCIAL TO RECONSIDER THE \$10.00 REFERENDUM POLL ASSESSMENT AND THAT SHOULD IT NOT BE RECONSIDERED THE EXECUTIVE WOULD RECOMMEND TO THE MEMBERSHIP TO VOTE AGAINST IT.

The motion was CARRIED. Lid Strand was opposed.

Ray Galbraith asked a question about the status of the motion coming from the Provincial to the Convention for a Per Capita increase based on a .33% deduction formula. Lid said that greatly increased revenues were needed if the Provincial was to function and to start living up to some of its ideals and policies. Nancy Wiggs suggested that if the motion passed at the Convention then it should be delayed until Local #1 had dealt with all its strike related assessment referenda.

11 (b) Division D report:

At the outset of her report, Lissett Nelson referred to the recently published Division D newsletter. She said that three representatives from the T.A.'s union (CUPE Local 2278) attended the last Division meeting. She stated that a divisional shop stewards meeting was planned for the following week and that Joan Meister of Local #2 was slated to speak at the next meeting.

12. Next Executive meeting:

The next Executive meeting was scheduled for July 8/80. Carole Cameron was to chair and Wendy Bice was to take minutes.

13. Next Membership Meeting:

The next membership meeting was to take place on June 19th, with the next two-hour membership meeting slated for Thursday, July 24, 1980.

14. Other Business:

(a) Seniority for excluded employees - This issue was delayed until the next Executive meeting.

(b) Union Office "job descriptions" - Discussion of the descriptions was delayed until the next Executive meeting or until Lissett Nelson could be in attendance.

(c) Wendy Bice seniority issue - Wendy Bice read Wes Clark's letter on the matter - the letter generally had Wendy's seniority computed correctly, but the University's position was that the handling of the case would not serve as a precedent for future occurrences. Wendy suggested that we write the University and indicate that the dates are acceptable but that we be careful not to talk about the other issues. It was the consensus of the Executive that no deals were to be made. The letter was to be composed and sent by Wendy.

(d) Short-term leaves of absence for Grievance Committee members - Carole Cameron that the present Committee members did not favour leaves on the same basis as Executive members. The matter would probably be raised in the future.

(e) Stewards' seminar - Carole Cameron ^{SA/B} that the seminar would probably be conducted at the end of September or the beginning of October after we had heard about our labour grant.

(f) Seminar on Secretaries and clerical workers, June 27/80 - Shirley Wong, the organizer of the seminar, had issued an invitation to AUCE to attend. Carole Cameron suggested that some member of the Executive go to the seminar and that we pay the entrance fee.

Moved by Nancy Wiggs
Seconded by Joan Treleaven

THAT THE EXECUTIVE DELEGATE A MEMBER TO ATTEND THE CONFERENCE AND THAT THE EXECUTIVE PAY FOR ANY FEES INVOLVED.

THE MOTION WAS CARRIED.

(g) Letters of complaint arising from the strike - At the outset Ray Galbraith read all letters received to date.

The first swath of letters was the petitions originating in the Curric Lab revoking the right to deduct the \$50 assessment. Nancy Wiggs suggested that the letters should go in the newsletter accompanied by an analysis. Carole Cameron felt that the Executive should seriously consider sending a letter of censure to those people involved, not because of any complaints directed against the Union, but because their action was intolerable during a strike. The signatories chose not to go through the established policy of filing a challenge but to publicize their position. Carole raised the possibility of revoking memberships in the Union. Lissett Nelson felt that the letters should be published in the Newsletter with short and sweet answers and that the censure should be contained in the main paragraph.

Moved by Nancy Wiggs
Seconded by Lissett Nelson

THAT THE EXECUTIVE PUBLISH THE DOCUMENTATION AND A FACTUAL REPLY IN THE NEWSLETTER AND THAT COPIES BE SENT TO THOSE INVOLVED AND THAT A LETTER OF CENSURE BE PREPARED BY THE EXECUTIVE AND PRINTED IN THE NEWSLETTER AND SENT TO THOSE INVOLVED.

THE MOTION WAS CARRIED. Ray Galbraith, Wendy Bice and Carole Cameron were to prepare the letter on behalf of the Executive. (At the outset of the discussion Ray Galbraith provided a detailed verbal report of his communication with the LRB and with our lawyer on the

matter. Our lawyer, after some consideration, offered the legal opinion that the wording of our dues authorization form was at fault and that, in the interim, the matter would have to be pursued and resolved through our disciplinary clauses. A lawyer at the LRB cited a 1975 case of Chilliwack vs. CUPE and led Ray through the recourse that was left open to the Union. Those who signed the petitions could in fact revoke the right to be deducted, and, as such, the matter was now in the domain of the internal Union discipline clauses. The signatories, if found to be in contravention to the Union By-laws and Constitution, could ultimately have their membership rights taken away. As being a member of the Union is a term or condition of employment, they could be severed from the University. Ray's report provided the grist for much discussion. The consensus of the Executive was that the matter would be attended to fairly and justly in accordance with the Union By-laws and Constitution)

Nancy Wiggs then indicated that the Provincial had set up Committee to investigate the situation. Nancy questioned the constitutionality of such an approach.

Moved by Lissett Nelson
Seconded by Carole Cameron

THAT THE EXECUTIVE REQUESTS THAT THE PROVINCIAL NOT INTER-
VENE IN THE ABOVE-MENTIONED MATTER AS IT DOES NOT FALL WITHIN
PROVINCIAL JURISDICTION.

THE MOTION WAS CARRIED. Lid Strand was to contact Sheila Perret at the Provincial and request that a phone poll of the Provincial Executive members be conducted.

Ray Galbraith then reported that Keith Moran's querying of the status of two CUPE members who may have have either remained behind the picket lines or actually crossed them at Gage could be handled by a letter to Ken Andrews. Ray was to write the letter and raise the matter with Ken Andrews - no accusations were to be made, the letter would simply bring the matter to the attention of the CUPE Executive.

The letter from Kay Johnson was treated merely as a letter - no further action was deemed to be necessary.

The last letter to be dealt with was one from Simeon Garriott requesting that the Executive investigate the actions of Marcel Dionne at Copy & Duplicating on Friday, May 23/80. No official charge had been laid. Carole Cameron suggested striking a sub-committee to investigate the situation and that a report be prepared for the next Executive meeting and that a final report be prepared for the newsletter. At that point Nancy Wiggs reiterated that no charge had been laid according to the Constitution.

Moved by Nancy Wiggs
Seconded by Carole Cameron

THAT A SUB-COMMITTEE OF THE EXECUTIVE, CONSISTING OF 3
MEMBERS, BE STRUCK TO INVESTIGATE THE SITUATION FULLY AND
THAT THE SUB-COMMITTEE PREPARE A WRITTEN REPORT FOR THE
NEXT EXECUTIVE MEETING.

THE MOTION WAS CARRIED. The Sub-Committee was to consist of Judy Blair, Joan Treleaven and Carole Cameron.

The meeting adjourned at 5:40 pm.

****Copies of the letters referred to in Section (g) of Other Business should be attached to these minutes.