

Association of University and College Employees - Local #1

Statement of income and expenses

Period from May 9, 1975 to June 12, 1975

Income

Application fees and donations	15.00
Dues	4704.00
Other (Reimbursement for use of Toshiba by Gemini North Ltd.)	<u>11.52</u>
	4730.52

Expenses

Postage	-----
Printing & Stationery	<u>407.40</u>
Telephone	33.86
Conferences & Meetings	-----
Rent & Utilities	250.00
Per capita tax	-----
Office Equipment & Expenses	<u>93.46</u>
Library	<u>117.50</u>
Salary & Related Expenditures	1338.15
Petty Cash	-----
Miscellaneous	-----
	2240.37
Excess of revenue over expense	2490.15
Cash on hand May 8, 1975	<u>7252.93</u>
Cash on hand June 12, 1975	<u><u>\$9743.08</u></u>

Motion: That this financial statement be adopted by the membership.

Motion: That a cheque be forwarded in the amount of \$1134.00 to the Provincial Association to cover the per capita tax owing to date (i.e., April, 1975)

Motion: That the sum of \$750.00 be allocated to cover office and equipment and printing and stationery expenses (until the July 10, 1975 membership meeting).

GENERAL MEMBERSHIP MEETING JUNE 12, 1975,

Emerald Murphy was in the Chair.

The following announcements were made:

Louise Hamilton has been elected Vice-President for AUCE Local 1.

An Ad-Hoc Committee has been called by President Gage for Day Care. Contact Joyce Diggons for further information.

Jerry Anderson)
Christy Jackson) That the agenda be adopted. CARRIED.

Joyce Diggons)
Ella Marsden) That the agenda be ammended as follows:
) that Item 9 regarding Section "E" and "F" of
) the AUCE Local 1 Constitution be divided
) into two motions, the first ending after
the first mention of TWO UNION ORGANIZERS and the second beginning
with the ammendment of Section "F" of the Constiution. CARRIED.

The motion as ammended was CARRIED.

Nancy Wiggs)
Robert Gaytan) That the minutes be approved as circulated.

Ella Marsden noted an omission in the minutes for the April 10 meeting, in her motion on the Strike Committee report. The phrase "at that time" was omitted.

The minutes were adopted as corrected.

Nominations

Nominations were invited for the Pension Plan Committee, but none were received.

Nominations for Job Evaluation Committee:

Pat Le Vac
Diane Green

Pat Le Vac and Diane Green were elected by acclamation.

Correspondence

1. Letter to Emerald Murphy from CUPE thanking us for support during their negotiations.
2. Letter from Local 1 to the Secretary of the Provincial Executive requesting the waiving of the Per Capita Tax for the Provincial Association until after the first collective agreement of any Local has been signed.

- 3. Letter from Labour Relations Board to Local 1 re the jurisdictional dispute over the 22 workers at the Housing Office. Emerald Murphy has sent a letter to each person concerned, asking them what they would prefer. A meeting will be held with them to discuss their views on the problem.

Financial Report:

A copy of the Financial Report is attached.

Ray Galbraith)	That the Financial Report be adopted as read.	CARRIED.
Dale McAslan			

Ray Galbraith)	That a cheque in the amount of \$1,134.00 be forwarded to the Provincial Association to cover the per capita tax owing to date (i.e. April, 1975).	CARRIED.
Doris McKenzie			

Ray Galbraith)	That the sum of \$750 be allocated to cover office and equipment expenses (until the July 10 Membership Meeting).	CARRIED.
Margot Scherk			

Ray plans to meet with the University Community Credit Union about plans to invest our cash surplus.

Contract Committee Report

Dale McAslan reported that the Committee would like the opinions of those with more than eight years' seniority about Contract negotiations. A meeting will be called. Contact Dale about details.

A meeting will be held to hear general opinions about new wage demands. A contract seminar will be held the last weekend in June, especially designed for Shop Stewards. The Contract Committee would like to hear from the Working Conditions Committee.

Grievance Committee Report:

Vicki Meynert reports that there are very few people left on this committee - five of the nine divisions are not represented. Next week there is a meeting scheduled with the Labour Committee, and it is possible that only one member of the Grievance Committee will be able to attend.

Notice of motion was given for two grievances which will have to be taken to arbitration:

- 1. An employee of 3½ years' experience who was put on training for a new position, but through illness and supervisors' holidays was unable to complete her training. Because of these circumstances, she was reported as unsuitable after more than one month in the position, and lost a job competition in her request for transfer. She is presently without a job.
- 2. Some employees have had deductions from their salaries made because they are on flexible hours and are away for more than the standard 7 hour working day during statutory holidays.

Anyone who has had money deducted should send her pay statement with a covering letter so that a mass grievance can be organized.

Joint Job Evaluation Committee Report

Copy attached.

The motion for an assessment of \$5.00 per member for support of AUCE Local 2 (SFU) strike action was out of order because of their recent settlement.

Report on Local 2 Negotiations:

Melody Rudd, President of Local 2, reported that negotiations had been in process since December 1974, but the Contract wasn't available until March because of a jurisdictional dispute with the Faculty Association over whether or not the Technicians would be included in the AUCE bargaining unit. The University offered parity with U.B.C., while the Union sought parity with the Maintenance workers. Strike action was necessary to reach a settlement, and was well supported by the Membership.

The final wage proposal settled on by SFU was \$75 across the board effective November 2, 1974, \$100 across the board effective April 1, 1975, 8% effective November 22, 1975, 8% effective April 1, 1976, and 8% effective July 22, 1976. The contract ends on November 22, 1976. The vacation allowance is the same as currently arranged at U.B.C.

The sick leave arrangement at SFU is the same as before the Contract, and is unusually good. Sick leave is not accumulated or carried, but is granted as needed. A doctor's certificate is required after 3 days. Sick leave can last for up to six months, after which the employee goes on extended disability benefits.

Report on Working Conditions - Lighting:

Mr. Rudolf Kelman spoke on the effects of lighting on health.

Present trends in architecture are towards oppressive buildings with no windows, so that the employee can't tell what the weather is outside or what is happening outside. This is to increase worker "efficiency". Unnecessarily high light levels are used to sell more light bulbs. Glare and noise from fluorescent lights cause tension, and the glare from excessive fluorescent tubes actually decreases ability to see clearly.

Fluorescent lighting can disturb glandular balance. It is deficient in full-spectrum light, which affects biochemistry. (One potential problem is vitamin D deficiency because of lack of ultraviolet rays. There is soft X-ray radiation from the cathodes of fluorescent tubes. The flickering nature of the light is also irritating.)

Possible improvements--ask to have some of the excess fluorescent lighting removed, and bring in some incandescent lighting, perhaps one lamp per desk. Have fluorescent lights with more ultra-violet rays installed.

Working Conditions Committee Report:

Peggy Smith suggested we request a greater proportion of natural light than artificial light, a choice of overhead or direct lighting, and light switches that control fewer lights. Employees should have more say about the design of new buildings.

Other Business:

Margot Scherk) That Motion 9a parts 1 and 2 be revived.
Judy Wright) CARRIED.

Margot Scherk) That Section "E" of our constitution be
Robert Gaytan) ammended to read: Local Association Exec-
utive: The Table Officers of the Local
Association Executive shall include the
following: President, Vice President, Secretary, Membership
Secretary, and two trustees. The Executive shall also include
the Chairperson of the Grievance Committee, Chairperson of the
Contract Committee, and Chairperson of the Communications Com-
mittee. CARRIED.

Margot Scherk) That Section "F" of our Constitution be
Joyce Diggons) ammended to read: The Nominations of
Local Association table officers shall
commence at the regular monthly meeting
in September and shall close at the regular monthly meeting in
October. Annual elections of Local Association Officers shall
be by referendum ballot. At least fourteen (14) days prior
notice of the election shall be given to the membership. The
person receiving the largest number of votes in any election
shall stand elected. CARRIED.

The meeting adjourned at 1:45 p.m.