



association of university and college employees

Membership Meeting

Thursday, August 19, 1982
- IRC 2

12:30 - 2:30 p.m.

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
3. Business arising from the minutes
4. Business arising from the correspondence
5. Nominations
6. Contract Committee report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Executive report
10. Provincial report
11. Other business

August 19, 1982

MEMBERSHIP MEETING

12:30-2:30 p.m.

CHAIR: Marcel Dionne

SECRETARY: Patricia House

1. Adoption of the agenda

Moved by Suzan Zagar

Seconded by Adrien Kiernan

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of the minutes of July 22

Moved by Adrien Kiernan

Seconded by Bev Westbrook

THAT THE MINUTES OF THE JULY 22 MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

There was none.

4. Business arising from the correspondence

There was none.

5. Nominations

Job Evaluation Committee-- Doris Raven, Lenka Novakova, Lillian Wong
(not present at the meeting and had not accepted in writing)

Carole Cameron, Kitti Cheema, Shirley Irvine, Suzan Zagar, Adrien Kiernan,
Joyce Diggins, all were present and agreed to stand.

Nancy Wiggs and Ann Hutchison--accepted in writing

Membership Secretary--- Margie Wally agreed to stand

Contract Committee--Adrien Kiernan, Wendy Lymer ~~agreed to stand.~~

Nancy Wiggs and Lid Strand accepted in writing

June Simpson was nominated but declined

Donna Brock was not present and had not accepted in writing

Grievance Committee-- Jet Blake was not present and had not accepted in writing

Lissett Nelson agreed to stand.

Health and Safety Representative-- Joyce Diggins (declined)

Catherine Kinney -- not present and had not accepted in writing

Karen Shaw -- accepted in writing

Provincial Representative -- Lid Strand was not present and had not accepted
in writing. Nominations will stay open.

Delegates to the Special Convention -- Carole Cameron, Patricia House,
Helen Glavina, Suzan Zagar, Kitti Cheema, Shirley Irvine, Marcel Dionne,
Adrien Kiernan, Richard Melanson ---all agreed to stand

Nancy Wiggs accepted in writing

Fairleigh Wettig -- declined

Jet Blake -- was not present and had not accepted in writing

6. Contract Committee report

Kitti Cheema reported:

+ The University is holding back on a wage proposal until the Job Evaluation
program is settled

+ We revised our wage proposal to 10% across the board and the cost of the
revised job standards not to be included in that 10%

The Contract Committee's next step will be to present our objections to the University regarding the new proposed job standards.

The floor was then thrown open for questions:

Q. Why did we revise our wage proposal?

A. Because of the government restraint programs and we **wanted** to make it clear to the University that we do not want the job standards cost to be taken out of our settlement.

Q. When can we go to arbitration?

A. Contract Committee feels it is unwise to abandon the process as long as progress is being made.

Q. What happened to the phone poll --- what were the results?

A. The results are not completely tabulated.

Q. Have we signed anything?

A. We have presented our final package and they have countered so we have pretty good idea of where we are.

Q. Can't we go to mediation?

A. The Contract Committee feels that would be premature to do it right now.

Carole Cameron asked what people think of the SEP? The committee feels we should try and address it although it doesn't really address the Union's concerns but does address the University's.

Q. What is the SEP?

A. It was explained that it is the University's proposed restructuring of the **pay** grades and new job standards which they are calling the Salary Equity Program (SEP).

Q. Will any settlement we receive be retroactive?

A. That is a point for negotiation.

Q. Could people be down graded as a result of the SEP?

A. Red ~~lining~~^{circling} is a possibility. (Red ~~lining~~^{circling} is when the position is downgraded but the person in it continues to receive the same salary, however if they leave the position the next person comes in at the lower salary)

There was further discussion of the SEP and various negotiating strategies. There was a suggestion that more frequent contract bulletins.

7. Secretary-Treasurer's report

Patricia House made a motion of thanks on behalf of the Executive and especially on behalf of the Union office staff who relied heavily on help from Sheila Rowswell.

Patricia also made of a motion of thanks to Wendy Lymer who in her capacity as Membership Secretary provided considerable help to the Union office staff. We are unable to reproduce the auditor's report until our new office equipment arrives because the report is on colored paper. As soon as possible we will get it out.

Patricia is deferring a more detailed financial report until the next meeting. She asked if there were any questions. There were none.

The membership was reminded that the \$5.00 annual strike fund assessment would be coming off their cheques soon.

Moved by Lid Strand

Seconded by Shirley Irvine

THAT THE SECRETARY-TREASURER'S REPORT BE ACCEPTED.

The motion was CARRIED.

8. Grievance Committee report

Helen Glavina moved and seconded on behalf of the Grievance Committee

THAT AUCE LOCAL ONE TAKE THE SECRETARY II DISCHARGE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

The motion was CARRIED.

Helen moved and seconded on behalf of the Grievance Committee

THAT AUCE LOCAL ONE TAKE THE EMPLOYEE FILES/CHANGE OF EMPLOYMENT STATUS GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES.

The motion was CARRIED.

Helen then explained how the Grievance Committee had arrived at the policy that is reprinted in the newsletter. She moved and seconded on behalf of Grievance Committee

THAT THE MEMBERSHIP OF AUCE LOCAL ONE ENDORSE THE GRIEVANCE COMMITTEE POLICY ON HANDLING GRIEVANCES.

There was some discussion but time was running short.

Moved by Adrien Kiernan

Seconded by Richard Melanson

THAT THE POLICY BE TABLED.

The motion was CARRIED.

The meeting was adjourned.