

AUCE Local 1, Executive Meeting, 2 March 1976

Jerry Anderson - chair

Present: Nancy Wiggs, Vice-President, Heather MacNeill, A (alternate); Joan Cosar, H; Robert Gaytan, Trustee; Bonnie Schoenberger, Recording Secretary; Janice Doyle, F; Kevin Groce, Grievance Cmte.; Carol Pincock, Strike Cmte.; Ian Mackenzie, President; Penny Swanson, Communications Cmte.; Jerry Anderson, B, *Margot Schenk*.

Nancy announced that on 3 March there is to be a meeting with AUCE and community colleges to talk about organizing. Melody Rudd will be going as will Nancy but she has another meeting as well.

8. OTEU and Lay-Offs

A written report had been submitted by Frances who stated that she would like to be a member of an Ad Hoc committee to study the situation.

Nancy/Joan That the Executive strike an Ad Hoc committee with Frances as a member to continue to investigate the lay-off problem on campus.

CARRIED

This is to be a voluntary committee and it was felt that something should be put in the newsletter announcing its formation.

9. Discussion of the Union Organizer and Office

Peggy could not attend this meeting and had asked that discussion of this matter be tabled until the next Executive meeting.

Nancy/Janice That discussion of the Union Organizer and office roles be tabled until the next Executive meeting and that there be no further delays in discussing this matter.

CARRIED

10. Grievance Committee Report (Kevin)

A lengthy report was given covering several meetings with the University Labour Committee. The university representatives would take one position at a meeting and then following caucussing or at the next meeting they would reverse that position. Examples of this behaviour involved Marcel's reclassification with the university saying at one meeting that a review was required and then at another meeting saying that such a review was no longer required; at one meeting the university stated they would discuss only grievances at these meetings and then reversed that position in a subsequent meeting. The issue of bumping was raised when discussing the lay-offs occurring on campus with the university taking the position that this should be an individual's decision whether or not to "bump" another individual. Evidence came to light that employees had been misinformed by the university that bumping was not permitted in the contract and the union felt that it should not be up to the individual whether or not they bump someone else as that places them in the position of being persuaded by the university that bumping is not nice.

Seniority lists have been provided to the union but they are difficult to understand being related to the old classification system and separating hourly and monthly paid people.

The university is preparing a brief for joint application to the Anti-inflation Review Board. The union Grievance Committee declined to discuss the matter further with the university.

11. CUPE/AUCE Meeting (Ian)

Ken Andrews presented the idea of forming a council on campus of the various unions which would have a great deal of power, and wished to arrange simultaneous bargaining times. It was felt that the CUPE executive were not aware of Andrews approaching AUCE with such a proposition and that he was looking for our reaction to take back to them. It was felt that although a council which facilitated communications among unions would be a good idea his idea of a powerful formal council would not be such a good idea. He should be asked to present concrete suggestions as to the function of such a committee that we could take back to the membership.

Heather/Joan That the AUCE executive sent a letter to Ken Andrews and the CUPE Executive stating the we are studying the idea of a council at the university and hope to get back to the CUPE Executive within the next month. CARRIED

It was pointed out that Andrews had been asked point blank about the function being primarily one of communications and he stated that he wanted a formal council. This could involve a lot of problems with the B.C. Fed as they could block any attempts at forming an informal council without their involvement. It was decided that there should be some discussion of this matter at the membership meeting.

As a follow up to this meeting it was felt that Andrews should be made aware that such discussions should be above board and not quiet unofficial meetings. Executive members should be instructed not to have meetings with representatives from other unions without Executive approval.

12. Stewards and Contract Seminar (Heather)

The seminar is scheduled for March 14, Sunday, and there is an announcement in newsletter. It is possible to change items on the agenda but the date is fixed. Heather wanted two volunteers from the Executive to handle sections on what is a stewards responsibility and how to make the steward structure work better. Ian volunteered to cover one section and Nancy said she would try to get another person for the remaining section. Peggy will phone the Executive reps to remind them to get in touch with shop stewards in their division about the steward seminar.

Heather/Carol That the executive authorize payment of \$55 plus any tax for the rental of a room at the Holiday Inn on March 14, 1976 for the Steward Seminar. CARRIED

Heather/Margot That the executive authorize payment for coffee service at the Steward Seminar. CARRIED

Heather/Margot That the executive authorize payment for the subsidization of day care expenses for Local 1 union members who attend the Steward Seminar. The maximum amount which will be subsidized is \$1.00 per hour. Any member who wishes to be subsidized must submit a request for payment form which the union will distribute at the seminar. CARRIED

Heather/Kevin That the executive authorize payment for a 2" x 2" ad in the Ubysey on Thursday, March 11, 1976 which advertises the Steward Seminar. CARRIED

Heather volunteered to chair the seminar.

13. Provincial Report (Margot)

A provincial report will be printed in the newsletter. The results of the referendum ballot for the Secretary-Treasurer position were, approximately 566 in favour of making this position full-time paid, 370 opposed. There is a possibility that a motion will be presented that this referendum was unconstitutional which would mean it would be done all over again. There is a provincial meeting on Saturday at 2:00 p.m. Apparently Langara is interested in organizing.

14. Film

It was referred back to Peggy to arrange showing the film, "Don't call me Baby". It was felt that there should be an item in the newsletter about the time and place this film would be shown.

Ian/Margot That the issue of showing the above film be referred to the next executive meeting. CARRIED

15. Strike Committee Report (Carol)

The subcommittees are meeting and preparing their own reports. A written draft will probably be ready by March 14th. They wanted some feedback from the members and will be bringing recommendations to the membership meeting. They hope to be reporting out at the April membership meeting.

16. Communications Committee Report (Penny)

There are only three people on this committee and it is extremely difficult for such a small number of people to get out the newsletter. It was suggested that it would save some work to have the newsletter printed up and that this would also make it more appealing to the eye.

Robert turned the discussion to a possible amendment to the by-laws regarding committee structure in that representatives should not be limited to one per division. Although a committee might be composed of, say, 10 members, one division might have 4 and another might have none.

Ian/Margot That the communications committee be composed of one person from each division, supplemented by any number of volunteers wishing to participate. CARRIED

This should come under other business. Although this has been the policy in the past it was felt that many people were not aware that they could participate in such a committee even though their division was already represented.

17. Robert stated that he was interested in going through all the past minutes researching changes to the by-laws and draw together an updated version, with possible changes in format, though no changes in content.

Ian/Robert That an ad hoc committee be struck, including the Trustees, to look into amendments to the by-laws and report back to the executive at which point recommendations will be made to the membership as to possible changes. CARRIED

People interested in this committee were Janice, Robert, Margot, Ian.

Other Business

Heather announced there is to be a demonstration against the Anti-inflation legislation by the CLC on March 22nd. She felt there should be an item regarding this demonstration in the agenda with a recommendation from the Executive. She also stressed the importance of opening our eyes to the distinct possibility of being called before the anti-inflation board and should prepare a brief in support of our wage increase.

Heather/Robert That the Executive form an ad hoc committee responsible for research and co-ordination with other unions regarding the wage and price controls. This committee should also involve the grievance committee, and be composed of volunteers. CARRIED

Ian/Margot That the Executive recommend to the membership that we endorse the CLC demonstration on March 22 and send a telegram of support to the CLC with a copy to Trudeau. CARRIED

Heather will motivate this motion at the membership meeting.

There followed a brief discussion of how the last two meetings were chaired and a letter from Janice was read. It was generally agreed that the meetings had been well handled. *improved manner*

Quorum was lost at 7:15 and the meeting adjourned.

OTEU and the lay-offs/firings in Physical Plant: as told to me by Ken Simpson, shop steward & some ideas on what I think we should do.

, among others
Apparently there are *two* key people being fired in the latest un-understandable move of the University. These people work in the design department of Physical Plant, not new construction as the University insists, which is already a bottle neck in the work processes in P.P. The problem is that since there is already work backed up for in some cases a considerable time and since two people are being fired the work will continue to back up, the delays will get worse, and eventually OTEU thinks that this will result in the laying-off/firing of CUPE tradespeople, (as well as continuing the chain with I suppose the end result being that AUCE members could be affected because clerical work, etc. would decrease) because there would not be enough work to do.

One of the other things that OTEU seems to think might be happening is that outside construction companies could be lobbying the University to allow their coming in to do what could be construed to be CUPE's work on campus after the above process takes its toll. We know that connections exist between persons in the administration of this university and B.C.'s larger construction companies and somehow this all seems to follow.

I would suggest that the executive strike a sub-committee of interested members to meet with the executive of OTEU and talk with them about this problem. Perhaps they would prefer to meet with our table officers, since that is usually considered to be a more "formal" route of communication.

I would also suggest that someone/or some people be delegated to meet with CUPE's executive, if they'll talk to us and see what they think about this whole situation.

Thanks.

jev

Report to the Executive - from Nancy Wiggs
on Meeting with Ken Andrews

Ken Andrews had a week or so ago asked to meet with Ian Mackenzie and I. We met him on Tuesday, 17 February 1976. This is a very brief summary of what was said:

- CUPE's contract expires on 31 March and negotiations are to begin around mid-March. He is not starting negotiations sooner because he's like to see what the Construction workers are going for (their contract comes up this spring).
- This Sunday CUPE votes on contract proposals (Ken will send AUCE a copy when that happens).
- What Ken really wanted to see us about was to suggest setting up a Council of Unions on Campus. This Council would have a constitution drawn up by the unions concerned, and would of course have some vague (he didn't specify) power or authority over the member unions. He was quick to point out that all unions would of course maintain their independence to bargain as they like (except maybe in some clauses that we all want the same) and to do as they wish.
- Ian said that he was in favour of some sort of Council which would perhaps have all unions bargain at the same time, and which would be a vehicle for communication between campus unions.
- I said that I had during the strike that it would have been of some help to us all if regular meetings (every other month) were held with all campus Unions attending and that I was in favour of such a thing.
- Ken said that a loose communication network was of no use, that something loose would fall apart at the first sign of trouble or dissent and that would take power away from the the members (he didn't indicate whether he meant member unions or union members).
- I asked him how the B.C. Fed. and the CUPE National might react if he told them about this. He said that they would probably be very opposed, but that Local 116 has always been a "maverick" union.
- I asked him if he was thinking of something like the group of unions at SFU that bargained together etc. He said that wasn't quite what he had in mind.
- Ken expressed the fear (or threat?) that the Labour Board could very well come on to campus and force a council upon us, and that they could write our constitution for us, and that we would be wise to do it ourselves before that happened.

- He said that CUPE & AUCE (being the biggest campus unions) should take leadership and be the ones to get the ball rolling.
- I asked if he was of the mind that if CUPE & AUCE did form a Council of Unions that the other unions on campus would join us. Ken said that the other unions would have no choice.
- Ken said that he had only discussed this with a couple of people on his executive and maybe one other person and would like our (our executive?) reaction before he goes any further.
- We said that this meeting had produced quite a lot to digest and that we would get in touch with him in about a week or so to set up another meeting.

COMMENT:

I am very opposed to the type of Council Ken Andrews wants. I think that any setup stronger than purely a communication vehicle would eat away at our independence, at our members right to make every decision by themselves. I am even not very hot on the idea of every union bargaining at the same. I think that even this would perhaps make it easier for the Labour Board to impose a Council on us and write a constitution for us. Ian suggested a set-up where unions would bargain at the same time and would agree not to settle unless the other union settled. I don't even like this. I'm certain that if AUCE were offered a settlement we liked that I would vote to accept and not want to wait for CUPE, that could cause even more resentment between the unions than already exists. I do think, however, that we should discuss this at the Executive Meeting and take our reactions back to Ken Andrews.