



association of university and college employees

EXECUTIVE MEETING

UNION OFFICE

September 25, 1984

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes of August 15, 1984
3. Business arising from the minutes
4. Secretary-Treasurer's report
5. Communications Committee report
6. Union Co-Ordinator's report
7. Contract Committee report
8. Union Organizer's report
9. Grievance Committee report *9a - Marcel's participation*
10. Tech Change Committee report
11. Merger/Affiliation report
12. Health & Safety report
13. Next membership meeting *Oct 24 2 hr.*
14. Next Executive meeting *Oct 17*
15. Other business

Executive Meeting
September 25, 1984

MINUTES

PRESENT: Fairleigh Wettig, Shirley Irvine, Mary McKenna-Forkin, Patricia House, Richard Melanson, Ted Byrne, Mary Vorvis, Suzan Zagar, Sheri Murray

Chair: Fairleigh Wettig

Secretary: Patricia House

1. Adoption of the agenda

Moved by Sheri Murray

Seconded by Suzan Zagar

THAT THE AGENDA BE ADOPTED WITH THE ADDITION OF ITEM 9a...MARCEL DIONNE'S PARTICIPATION IN THE CONTRACT AND GRIEVANCE COMMITTEES.

The motion was CARRIED.

2. Adoption of the minutes of August 15, 1984

Moved by Sheri Murray

Seconded by Suzan Zagar

THAT THE MINUTES BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes

- a) the supplement to the newsletter on tech change is ready to go to Copy & Duplicating for printing
- b) Kitty Byrne & Karen Shaw did attend the CLE conference on current trends in employment
- c) Fairleigh reported on the excluded position letters that have gone back and forth. The Union is on record with the University that we do not think it is a Clerk 3 position. The University won't give us any more information than they have already supplied and suggested we go to the LRB. Katy Young's opinion is that we would not be successful at the LRB.
- d) no one was able to go the Charter of Human Rights Coalition Conference. It was decided to see if there were any papers available.
- e) Sheri Murray did lend us a coffeemaker for the Armouries office.

4. Secretary-Treasurer's report

a) Overtime report.....

Moved by Mary McKenna-Forkin

Seconded by Shirley Irvine

THAT THE OVERTIME AS PRESENTED BE APPROVED.

The motion was CARRIED.

b) There was a discussion about the 1983 audit.

Moved by Richard Melanson

Seconded by Suzan Zagar

THAT THE SECRETARY-TREASURER BE RELIEVED OF ALL HER REGULAR DUTIES AND CONCENTRATE ON THE AUDIT WHICH IS TO BE IN THE AUDITOR'S HANDS BY OCTOBER 15, 1984.

The motion was CARRIED.

c) Patricia reported on the dispute with the University over the special assessment ordered by the membership. The members at the hospital are to be assessed 3 hours pay at the base rate of their classification. The University is so far refusing to process it.

Moved by Ted Byrne

Seconded by Suzan Zagar

THAT THE UNION RESPOND TO ROBERT GRANT CITING THE ARTICLE IN THE CONTRACT THAT DEALS WITH THIS MATTER AND SAYING WE WILL GRIEVE IF THEY CONTINUE TO REFUSE TO PROCESS IT.

The motion was CARRIED.

d) Patricia reported that Op/Sol has asked for a copy of the appeal of the LRB decision. They are arguing that we shouldn't have appealed it and that they may not be willing to help with the legal expenses. (This is the decision re: November work stoppage)

- e) Carole Cameron has been drawn into the Word Processing Operator arbitration as we have needed her testimony with regard to the last set of negotiations. So far the HEU has let her have the time off with pay to help us, however, Patricia feels we ought to give some thought as to what is appropriate in this situation.

Moved by Suzan Zagar

Seconded by Patricia House

THAT AUCE LOCAL ONE BE PREPARED TO REIMBURSE THE HEU FOR CAROLE'S TIME WORKING ON THIS CASE; AND THAT CAROLE BE REIMBURSED FOR ANY TIME OF HER OWN SPENT WORKING ON THE CASE.

The motion was CARRIED.

Patricia agreed to convey this to Carole and ask her to keep track of the time for us.

- f) Ted sent out copies of the current course schedule for the Labour Studies Programme at Capilano College to all the stewards. To date 2 have indicated they want to register. If anyone on the Executive is interested they should tell Patricia so that the Union can register them.
- g) We have had word that we will be receiving a Labour Canada grant of \$2005.

5. Communications Committee report

- a) Patricia asked the Executive to consider whether it is really necessary to address the newsletter to each member. She says it is a time consuming job. She asked that people think it over and that it be discussed at a future meeting.
- b) It seems unlikely that we will get a chair for the Communications Committee. However, Ann Hutchison has volunteered to be the "resident nag" for the committee reminding them of deadlines and projects they have promised.

6. Union Co-Ordinator's report

- a) Ted reported on the recent Operation Solidarity activities. There will likely be a lot of cross over between the Public Sector Committee and Op/Sol. Realistically we can't expect much action from the Public Sector Committee but it will be useful for us to participate as the information gained from the contact with other unions should be helpful.
- b) To get an exclusion from Bill 3, you must have language in your contract that allows the option of severance payout or recall rights.
- c) DESC.....there will be a Day of Concern for Education....organized by DESC Scheduled for October 24/84. Post secondary cutbacks will not be heavily addressed. Ted suggests that we at least get enough pamphlets to distribute to our members.

Moved by Ted Byrne

Seconded by Richard Melanson

THAT AUCE LOCAL ONE PARTICIPATE IN THE OCTOBER 24 DAY OF CONCERN AND THAT \$200 BE ALLOCATED FOR EXPENSES (PAMPHLETS, ETC.) AND THAT OUR NEXT MEMBERSHIP MEETING BE HELD ON OCTOBER 24 (2 HOUR) AND THAT A BRIEF SPEAKER BE INVITED.

The motion was CARRIED.

- d) The Provincial government has set up a Commission on Education. The Commission wanted to allow submissions from the BCTF but Heinrich & Bennett were against that so DESC has organized a parallel commission.
- e) We have received a letter from CUPW asking for a letter of support as they are beginning negotiations. Also asked that we publicize their situation with our members. Suzan suggested that we get a rubber stamp and stamp all outgoing mail with it (stamp would say something like AUCE supports CUPW)

Moved by Richard Melanson

Seconded by Mary McKenna-Forkin

THAT A LETTER IN SUPPORT OF CUPW BE SENT.

The motion was CARRIED.

- f) There is a Continuing Ed. course to be offered in 2 Saturday sessions, "Economics and Politics Untying the Knot" November 3 & 24/84

Moved by Ted Byrne Seconded by Richard Melanson
THAT AUCE PAY FOR ANY EXECUTIVE MEMBER THAT WISHES TO ATTEND.
The motion was CARRIED.

- g) The B.C. Fed is sponsoring a conference called "Women Influencing Change" October 19-21/84....we are allowed two delegates, cost \$15/person.
Moved by Ted Byrne Seconded by Sheri Murray
THAT AUCE LOCAL ONE SEND TWO DELEGATES AT THE UNION'S EXPENSE AND
THAT WE OFFER THE OPPORTUNITY TO THE MEMBERSHIP AT LARGE.
The motion was CARRIED.
- h) Ted reported that he has subscribed to the Solidarity Coalition Bulletin and the Operation Solidarity Newsletter (both are free) and is getting enough copies so that it can be sent out to the Stewards.

7. Contract Committee report

- a) Ted reported that the committee continued to wrestle with the downward bumping proposal. The mood of the committee seems to be that this is not the best year to try this. However they have followed the membership direction and will be ready to take it back to the membership for discussion in the near future.
- b) There has been a further suggestion that if we are successful in getting the increments, perhaps we should just consider rolling over the present contract. Ted feels that we should certainly pursue negotiation of better tech. change language.
- c) The committee has decided to keep parallel with the other unions on campus and to try and work with them in negotiating strategy and timing.
- d) Ted reported on the submissions to the Compensation Stabilization Programme office.
- e) University has requested our agreement to expand the number of hours that student assistants work during registration to more than 10 hours per week. This would mean they would not have to transform them into AUCE members with recall rights. The Union said no and countered with our contract proposal that was drawn up in response to the proposal re: student assistants they made in negotiations. That was the end of the whole thing.
- f) Libby Nason has made it clear to Ted, informally, that the University wants a 2 year contract with a 0% wage offer in both years.

8. Union Organizer's report

- a) the University has asked for a joint meeting of the Executive and some Personnel Services people. Various dept. want to make personal appeals to the Executive to reconsider turning down their positions for exclusion from the bumping procedure. Five depts. want to make presentations. After some discussion it was decided to ask them for written submissions outlining any information that we may not have been aware of at the time we made our original decision. The University has proposed Oct.4/84 and they will give the Executive time off work.
There was considerable discussion about how we would handle ourselves at the meeting. Suzan pointed out that anything any one of us might say in these kinds of meetings could be held to be the Union's position and we should conduct the meeting the same way we do other committee meetings with the University. It was decided that Ted should be the spokesperson since he had done the research on this question. Everyone else was allowed to ask whatever questions they had of the faculty making presentations but was restricted to questions only as we did not want any discussion to happen with the University present.
- b) BCIT and PVI are offering courses that may be of interest to committee members. We have their calendars in the office if anyone is interested in taking courses.
- c) Solidarity Coalition is holding a conference on coalition building Sept. 29-30. It was decided this was not of interest to us.

d) Conference on Women's Equality Myth or Reality at UVic Oct.20-21

Decided to offer the chance to go to any member who might be interested. Will announce it at the membership meeting.

e) Fairleigh reported on her meeting with the President and Vice-President of the University. The President of the TAU went with her and they discussed the issue of the Gage building contracts going to a non-union firm. They also talked about the financial problems of the University and told them that they ought to accept input from the staff on campus who are in the best position to see areas of financial duplication and waste, could have valuable suggestions on streamlining procedures.

9. Grievance Committee report

Fairleigh referred the Executive to her written report in the newsletter. She said there had been a steady stream of people with medical problems through the office in the last two weeks. The University continues to ask for medical releases, we continue to advise against signing them.

Hannay maternity benefit has been resolved successfully and she will get the money.

KPO situation in the Library has been resolved and Kathy Chu did get the money.

Word Processing Operator arbitration (Commerce) will likely end up being 2 weeks of hearings.

There was a problem of contracting out of work to Kinko's in the Math Dept. and as soon as the Union complained Libby Nason intervened and told Math they should stop immediately.

Mila Fialova is off work again because of bad reaction to the medication the doctor had prescribed.

Moved by Patricia House

Seconded by Mary McKenna-Forkin

THAT THE EXECUTIVE REFER THE MATTER OF MARCEL DIONNE'S CONTINUED PARTICIPATION TO EACH COMMITTEE HE IS ALLEGED TO BE ON.

The motion was CARRIED.

10. Next membership meeting.....October 24/842 hour

11. Next Executive meetingOctober 17/84

The rest of the agenda was tabled.

The meeting was adjourned.