



Sheila

AGENDA - Provincial Executive Meeting

June 14th, 1980

12 min

- 1. Adoption of the Agenda
- 2. Adoption of the Minutes of the regular monthly meeting of the Provincial Executive - May 10th, 1980

30

- 3. Secretary-Treasurer's Report
 - Financial from June 13th meeting on budget, audit.
 - Bank Balances
 - Referred discussion from June 13th re % per capita tax increase vs \$ 'dollar' increase for full-time members employed at Locals.

Correspondence

12:15
45

- 4. Local Reports
 - Local 1 - strike over
 - Local 2 - personal loans motions for repayment
 - Local 4 - grievances, arbitration settled before hearing
 - Local 5 - negotiations prep., visit to Local by Local 1's Carole Cameron
 - Local 6 - mediation progress

10 min.

- 5. Special Assessment - Ginny Gibberd re work-party schedules

45.

- 6. Convention business
 - a) volunteer to attend to the coffee and tea urns
 - b) photographer
 - c) tech-y technician to attend to sound system and make sure recordings are O.K., i.e. change tapes
 - d) Trustees - door responsibilities counting votes
 - e) Guests to be invited - see suggestions on attached list
 - f) Other - SM.

45 min.

- 7.a) Emergency Resolutions and Constitutional Amendments for Convention, i.e. those that did not pass at the last meeting due to time constraints - 5
- b) Resolution of support for CAIMAW strikers at the Kenworth Plant
- c) Resolutions in support of BC Students' Federation policy on employment, campus funding.
- d) Resolutions and Constitution Committee - remarks re discrepancies in Constitution re different methods of tabulating votes:
- e) re-wording on Constitutional Amendment proposal re membership status when unemployed in B/U - '150 days vs 3 months'
- f) re-wording (amendment) for Constitutional Amendment # 9 re duties of the salaried officers, "...duties of the two salaried positions shall be described under Policies & Procedures." recommendation from the Resolutions and Constitutional Amendments Committee.
- g) Other Emergency Resolutions
- h) Other Emergency Constitutional Amendments
- i) amendments to existing proposals

10 8. Sheila Perret Moves
Seconds

That AUCE Provincial share with AUCE Local 5, the cost of flying to Vancouver, their alternate delegate, Kaye Gibb, for the 7th Annual Convention, in order to provide for the immediate possibility of a regular delegate's inability to attend because of illness, or some other reason of an emergent nature.

n.b. Wilf Bellmond, alternate delegate is replacing Peter Burton, delegate.
Kaye is the only other alternate delegate for the local.

Cost estimated to be:

Airfare	\$ 160
Motel	30
Misc Expenses	38
TOTAL	228
Provincial	\$ 114
Local	\$ 114

10 9. Canadian Association of University Business Officers conference at SFU
Papers presented dealing with statistics on staff related strikes,
other staff issues as they relate to collective bargaining.
The papers compare statistics for staff unions at campuses across Canada
with some glaring/blaring results.

Motion: That we inform the staff unions of the universities mentioned in the policy papers presented at the Association of Universities and Colleges of Canada/Canadian Assn. of University Business Officers, of the nature of the research done and suggest ways of responding to certain claims made in the documents.

*have an
we keep in touch & exchange of
ideas*

10. Sheila Perret - extension for Leave of Absence to complete commitments at AUCE Provincial, denied by Capilano College.

11. Other Business *CLC Caucus.*

12. Schedule next meeting(s): June 20th pm before Convention suggest 1 1/2 hr limit
July 5th or 12 for regular monthly meeting
August
September - new Executive

List referred to in item 6 (e) of the Agenda, on page 1:

VISITORS:

SORWUC - Jackie Ainsworth, Jean Rands - requested

UBW - Utryke Weissgerber

Labour Advocacy and Research Assn. Rachael Epstein, Pat Barter

Concerned Citizens for Choice on Abortion - Nancy Rush, Ruth Bush, Gillian Marie

United Fishermen and Allied Workers Union

AUCE Local 3 alumni - Sigrid Shepard and Steve Geller

BC Students Federation - John Doherty, Malcom Elliott field workers & Exec m'

Cap College Students Federation (BCSF) - Steven Howard V-Pres Internal - requested

CAIMAW - Peter Cameron, Susan Kennedy

AUCE PROVINCIAL EXECUTIVE MEETING - MINUTES - May 10th, 1980

10:00 am at the AUCE Provincial Office, 901-207 W. Hastings Street, Vancouver

Attended the meeting: Lid Strand, Local 1 (UBC) rep
Mary Mabin, Local 6 (TSSU @ SFU) rep
Star Rosenthal, Local 2 rep
Carol McQuarrie, Local 4 rep
Suzanne Marria, Union Organiser
Sheila Perret, Secretary-Treasurer
Hester Vair, Vice-President
Joan Wood, President
Vicki Nunweiler, Local 5 rep

1. Local 1 - Financial Assistance motions:

Moved by Lid Strand That the Provincial Executive allow the
Seconded by Mary Mabin deferral of Per capita tax payments for
CARRIED AUCE Local 1, which is on strike at UBC,
and that the deferral applies until the
end of the strike, with the amount in
arrears payable at the end of the strike.

n.b. it was noted that the strike at Local 1 is a selective strike, approximately 200 people have been pulled off the jobs in several key areas of the campus. The people on the picket lines, or working in the union office instead of doing picket duty, are being paid their full net wage by the union. The Local has secured loans from the B.C. Teachers' Credit Union and will be assessing all members in order to pay back the loans.

Moved by Lid Strand That AUCE Provincial lend Local 1 up to
Seconded by Suzanne Marria \$12,000 in an interest-free loan, to be
paid out as needed and that it become
due upon the signing of the contract.

Moved by Star Rosenthal That this item regarding the \$12,000 loan
Seconded by Carol McQuarrie (be tabled until after the Secretary-
CARRIED Treasurer's report.

Moved by Lid Strand That AUCE Provincial assess all non-
Seconded by Suzanne Marria striking members of AUCE, \$5.00 for
the Local 1 strike fund.

Moved by Sheila Perret To table this discussion until after
Seconded by Suzanne Marria the Secretary-Treasurer's report.
CARRIED

The meeting agreed to defer all financial business concerning the Local 1 strike (requests for assistance, etc.) until after the Secretary-Treasurer's Financial Report.

2. Local 2 (SFU) Report -

Members of the local are approaching the membership with proposals to recall all personal loans made to members during last year's strike, with the possibility of garnisheeing the wages of those members whose personal loans are outstanding as of March 31st, 1980.

2. Local 2 report - con't:

Members have applied for 'job-splits' in the Registrar's Office and in the Library; the latter being an extension application for our own President and Vice-President, Joan Wood and Hester Vair, SFU Library Loans employees.

Not all delegates have been elected for the Regular Convention.

3. Local 4 (Capilano College) Report -

The local is going to arbitration over the interpretation of a contract article which provides union rights and union wages for students employed on the Provincial Government's Ministry of Labour Youth Employment Programme (YEP). The College has offered to increase the government-allocated salary by a mere 10% which falls short of the base campus rate by at least \$1.60.

Another grievance is headed for arbitration and it concerns an employee applying for a job opening, qualifying for it according to the job-posting - the College changed the requirements for the job without consulting the union and after posting the vacancy. The grievor is employed elsewhere in the College in a similar position at the same salary.

4. Local 5 (College of New Caledonia @ Prince George) Report -

The College has offered the union staff development programmes which may lead to increased skills. Time off from work (with pay) will be allowed. Provincial is providing the Local with Carole Cameron of AUCE Local 1's office, for one week in June. Carole will assist the local in setting up their newly acquired office and will also conduct a Shop Steward's Seminar for the Local's stewardship. The College has granted the Stewards time off with full pay for all stewards attending the workshop.

Moved by Sheila Perret
Seconded by Star Rosenthal
DEFEATED (After a tie vote,
broken by the Chair)

That in case Carole Cameron cannot go to Local 5 because of commitments presented by the Local 1 strike, for any or all of the week planned, that Suzanne Marria take Carole's place and be paid at Carole Cameron's rate of pay in order that Local 5 be serviced.

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

In the event that Carole Cameron cannot attend Local 5, then the Provincial Executive is authorised to make alternative arrangements to ensure that the Local is serviced.

Further report appendaged to the minutes

5. Moved by Suzanne Marria

Seconded by Lid Strand
CARRIED

That the Provincial pay lost wages for at least 6 of the Local 5 Shop Stewards for 1/2 a day in order that they may attend a Shop Steward Seminar.

6. AGENDA

Moved by Lid Strand
Seconded by Mary Mabin
CARRIED

That the Agenda be adopted with the proposed time limits on items.

1. Moved by Hester Vair
Seconded by Lid Strand
CARRIED

That the Minutes of April 19th, 1980,
be accepted, as corrected.

3. Moved by Sheila Perret
Seconded by Lid Strand
CARRIED

That the minutes of the March 29th, 1980
meeting of the Provincial Executive, be
referred to the next meeting of the
Provincial Executive.

3. Financial Report notes
Sheila Perret reported on the bank balances:
Chequing Account \$ 5334.18
Plan 24 Strike Fund 14211.72
Share Savings 8926.96
Term Deposit 5000.00

A general account of expenses followed, Sheila reported major payables due:

Rent -	175	
Travel -	1800	
Phone -	200	
Salaries	2800	
Pr/Stat	950	(envelopes for referendum and office, generally)
Paper, ink	780	
Newsletter	700	(Affiliation newsletter as directed by convention)
Eqpt	160	
#5 trip	600	(Carole Cameron's salary, over-time, airfare)
Postage	200	
Misc	800	(including lost wages for Shop Steward Seminar participants)
<u>TOTAL</u>	<u>9165</u>	<u>Payable and anticipated upcoming expenses</u>

Since Local 1 will not be paying their per capita tax for the duration of the strike (at this time we can count on not receiving 1 month's per capita tax at a minimum) we will have to dip into the existing strike funds in order to meet the Provincial's Financial Commitments. #1 PCT = approx 60% Prov income. We cannot afford as much as \$10,000 loan for Local 1 at this time. We could decide to lend less.

Motion:

Moved by Lid Strand
Seconded by Mary Mabin

That we table the motion on the \$12,000 loan
to the next Provincial Executive meeting.

Moved by Sheila Perret
Seconded by Lid Strand
CARRIED

That the Provincial Table Officers meet with
Local 1 reps, Local 1 Treasurer, representatives
from the Local 1 Strike Committee, and
representatives from the Local 1 Contract
Committee, in order that the Provincial and
the Local's financial situations be clearly
understood by reps from both groups, and
that a written report from that meeting be
made at the next Provincial Executive meeting.

Moved by Suzanne Marria
Seconded by Lid Strand
CARRIED

That the Provincial pay the costs of lost wages
for up to four people from Local 2 to meet with
Local 1 reps, as soon as possible and at Local
1's convenience, the wages will be paid for up
to the equivalent of one (1) day's wages for the
Local 2 reps, so that both parties may discuss
strike experiences & strategy. 4/...

9. con't: (motions concerning financial assistance for AUCE Local 1, on strike) -
Moved by Lid Strand That the motion concerning the \$5 (five dollar) Special Assessment, be deferred until the next Provincial Executive meeting.
Seconded by Mary Mabin
CARRIED
- Moved by Lid Strand That the Financial Report be accepted.
Seconded by Mary Mabin
CARRIED
10. Moved by Suzanne Marria That Sheila Perret photo-copy the BC Civil Liberties Association publication list and distribute it to the Locals.
Seconded by Lid Strand
CARRIED
11. Moved by Sheila Perret That a letter of support be sent on behalf of AUCE Provincial, to the three women fired from the Pratt-Witney Aircraft Plant. (the women allege that they were fired because of political activity; the company's reason for the 'lay-off' was work shortage and employee surplus. The women disputed the company's claim because each was followed in her hire by the employment of another 200 people and after the company assured the employees that their jobs were secure for at least 7 or 8 years because of the contracts the industry had to supply aircraft and parts.
Seconded by Mary Mabin
CARRIED
12. Moved by Lid Strand That the Federal Guide to Stats Canada publications be purchased.
Seconded by Mary Mabin
CARRIED
13. Moved by Suzanne Marria That a phone call be made and a letter sent to the B.C. Minister of Labour, in support of the Labour Advocacy Research Association's demand that Domestic and Farm Workers be included in labour standards legislation.
Seconded by Lid Strand
CARRIED
14. Moved by Sheila Perret That Provincial purchase for the library, the Stats Canada Review subscription, at the cost of \$35.00 per year, for one year.
Seconded by Mary Mabin
CARRIED
15. Discussion on Office 'coverage' during Sheila's holiday:
All the machines broke down. Had to rent replacements to cover for machines that had to be taken out of the office for repairs.
SP should have left more than 4 cheques pre-signed for emergency expenses.
Things generally took longer to do only because of lack of familiarity with the office and office procedure.
Were not able to get the Library materials, i.e. periodicals sorted and file cards up-dated. Not enough time to tackle the pile of newspaper clippings.
Most of the time was taken up with getting the referendum ballot on the first question of affiliation, out to the membership... sad lack of volunteers
Manual that SP prepared was helpful, included all instructions on equipment operation, phone numbers, requests for work to be done, what to do if disaster strikes (run).

16. Moved by Sheila Perret That Local Reports be accepted.
Seconded by Lid Strand
CARRIED

17. Referendum on Affiliation - progress report
Ballots will be counted at 7:30 pm on Tuesday May 20th.
Local 1's mail room is out on strike so some members have not received their ballots and those who have voted and put their ballots in the mail have no way of knowing if the ballots will qualify for the closing dead-line.
Locals had untold difficulties providing the Provincial with TWO (2) sets of labels for the ballots, This resulted in unnecessary delays in getting the work done.
A meeting of the Trustees has been called in order that problems may be at a minimum for the next ballot: May 26th at 7:30 pm.
The work of writing the ballot, stuffing, sticking and collating, sorting, took volunteers approximately 2 weeks of evenings, and week-ends in addition to Ginny spending two days off, and Hester and Star and Mary working on the ballot when they were working at the office during the day.

Moved by Mary Mabin That if the results of the first referendum
Seconded by Lid Strand indicate that the second ballot should be
CARRIED sent out, the second ballot shall go out no
later than June 5th, 1980.

Moved by Sheila Perret That the first work-party for the possible
Seconded by Suzanne Marria second referendum ballot on affiliation, be
CARRIED held at 7:30 pm on May 22nd (Thursday) and
that Hester, who has offered to do so, will
draft work-party lists of committed
volunteers for the second ballot work-parties.

18. Regular Convention - June 14 & 15, 1980

Moved by Suzanne Marria That the Convention dates be changed from
Seconded by Lid Strand June 14 & 15, to June 21 & 22, 1980.
CARRIED

Convention business, ie. election of delegates, etc at the Locals:
Local 1 - not on the agendas because of the strike. They will have difficulty electing interested delegates & probably won't have their full complement.

Local 2 - have not elected their full complement of delegates and are conducting another election to fill vacant seats. Resolution concerning formation of a cross-local committee to deal with possible merger or affiliation negotiations, depending on outcome of affiliation ballot, has been received.

Local 4 - has elected some delegates. Have proposed resolution concerning re-call of SORWUC \$10,000 loan.

Local 5 - not ready yet. Meeting scheduled to elect delegates and propose resolutions and constitutional amendments.

Local 6 - very busy with mediation preparation and have scheduled a G/M to discuss resolutions and elect delegates.

Provincial - not had enough time yet to finalise resolutions and constitutional amendments, Need to discuss possible members who can be nominated for Provincial Executive Table Officer positions.

18. Regular Convention - con't:
Moved by Suzanne Marria
Seconded by Vicki Nunweiler
CARRIED

That in order to give the Locals and the Provincial additional time for election of delegates and submission of resolutions and Constitutional Amendments, the cut-off date for resolutions & Constitutional Amendments be changed from 16th May to 24th May, at 5 pm (Saturday), and that this change shall be announced by phone to the Locals.

* n.b. Local reports are still due by May 30th, 1980, at the latest, for inclusion in the dockets.

19. Moved by Suzanne Marria
Seconded by Hester Vair
CARRIED

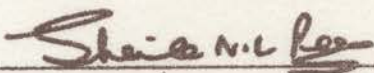
The Provincial Executive's next meetings shall be: May 23rd to decide on Resolutions and Constitutional Amendments for the Convention, and May 24th to consider the Local 1 strike situation and the referred motions concerning financial assistance to the Local.

20. Constitution printing for Convention:

There was a consensus that sufficient constitutions be printed for the Convention Delegates and Alternates, Local Executives and two for each Shop Area of the Locals (by Press Gang).

21. The June Meeting of the Provincial Executive shall now be June 13th (evening) and June 14th, at 10 a.m.

The meeting ADJOURNED at 5:00 p.m.



Sheila Perret, Secretary-Treasurer

- MINUTES

AUCE #4 REPORT TO PROVINCIAL EXECUTIVE - MAY 10, 1980.

There has been some concern, at the executive level, over the format of ballot #1 of the Affiliation Referendum. Concerns expressed were that having the choices in the form of a question, indicated the need for a YES/NO choice, the second choice was not a distinct choice from the first (as AUCE could remain independent and join a labour organization), and that the questions showed a certain bias. At the last executive meeting stewards (invited to discuss the ballot) reported that the membership had shown no concern or confusion over the wording of the ballot, and had no difficulty completing it.

At the last general meeting, we voted to add the position of Union Education Officer to the executive. The executive will present to the next general meeting a list of responsibilities for this position. It is seen generally as a position that will co-ordinate educationals, submit items to the monthly newsletter, and help with the executive workload.

We are applying for a Labour Canada grant to subsidize a shop steward seminar.

We increased our Local 4 bursary (given to student chosen by Financial Aid Officer) to \$300 (from \$200). Bursary given twice a year.

We have come to no agreement with the college on the wording of our clause regarding Work Study Programme and Youth Employment Programme. We have no Work Study Programme on campus this year. YEP is operating but not under our conditions - mainly wages at our union base rate - \$6.44 an hour. We did agree to \$4.57 an hour and union benefits. This represents about a 12% increase on the YEP \$4.15 rate. Discussion on the interpretation of this clause will continue and will be taken to arbitration by Local 4 if necessary. Those on YEP are AUCE members.

Local 4 is an institutional member of Vancouver's Co-op Radio (\$52 per year).

Two people from our negotiating committee will attend Interest Arbitration Seminar at UBC.

he political atmosphere seems to be getting warmer at Local 5. We are approaching the expiry date of our contract and so it seems others are aware of this as well. John Calvert and Maurice Wagner of CUPE called shortly after April's Convention and asked if they could meet with our executive to ask any questions about CUPE or just to have a general discussion. Local 5's answer was to the tune of Don't Call Us We'll Call You!

Faculty vs Management

ogly dilemma! Management is definitely putting on the squeeze, however Faculty are not budging. Lack of funds to pay for legal fees have created a problem, so faculty have called for volunteers to assist in paying the legal fees. Faculty members have donated \$100 from their paychecks. The big fight is still for Technological change and arbitration is on its way in but things are being kept in the hush. Mr. Macaffrey had received a vote of non-confidence by faculty to be followed by a vote of confidence by the Board. A local 5 rep attended the board meeting and was asked Local 5's feelings on the whole issue. We decided to stay neutral at that time.

Membership Meeting

ocal 5 had its membership meeting on May 7, 1980 to hand out ballots and to have a general discussion on the up and coming contract negotiations. About 30 members showed up at the meeting with a good show from the shops. The emphasis seemed to be on wages and the concern seemed to be whether we would have the support from the membership as a whole if a strike vote had to be taken. Local 5 was also introduced to the new Assistant Principal and Information's Officer, a former news director of CKPG in Prince George. Some concern was brought up about the Steward's Meeting at U.B.C. and some members were wondering if instead the workshop could not be tied in when Carol Cameron comes up and a request of Provincial for lost wages for 6 stewards for 1/2 day???

Negotiating Committee

We held our first negotiating committee meeting on May 9, 1980. It was noted that there was room for more organizing and how to resolve some of the problems we were incurring. A few of the articles we tackled were Temporary employees, Classification, Student Placement just to mention a few. The end result, lots and lots of work for the negotiating committee over the next few months and any help would be gratefully appreciated.

After the meeting a general discussion evolved around how the Executive should be having more input in the form of motions rather than the decision making falling on one person's head which has resulted in some conflict among members. Staff Development is being promoted by the College and our membership feels it's a good candidate for our contract.

Grievances

Two so far this spring. One resolved at the first step. This was a grievance involving Health and Safety. The second is a little more complex involving job description, wages, reimbursement, etc. open for discussion.

Other problems at Local 5 consist of Communication vs Isolation reviewing Sweden's Resolution to this problem. Turnover of staff seems to be quite high over the last few months. WE WOULD LIKE TO RESOLVE THIS. PROBLEMS SUDDENLY SEEM TO BE ENDLESS AT THIS POINT. OUR MOTTO FOR NEGOTIATIONS: **NOT GREED: JUST NEED!**

Last month when I reported to the Provincial Executive that the membership at Local One was very enthusiastic about our prospects of winning a good settlement. Since that time quite a lot has happened. We had our strike vote, we gave 72 hours notice, we went out on strike and we returned to work. We are going to have to deal with the aftermath of our strike for years to come.

The whole situation could be likened to the sinking of the Luisitania except for the difference that it was our own membership that sunk the strike.

By no means was the strike a total loss. Although we did not make any monetary gains, we did make a number of non-monetary gains. We gained Union Leave, Concurrency on Tuition Waivers and two letters of agreement to investigate benefits (sick leave etc) and bi-weekly pay (we are currently paid bi-monthly). We also found that almost half our membership (particularly those on the picket lines) were in favour of continuing the strike and were fully aware of the issues that forced us to strike. Most of the members who voted in favour of returning to work had never attended union meetings and came only to gain a settlement. They voted against paying an assessment rather than for any kind of principle.

The return to work was approved by a membership meeting attended by over 950 of our 1350 members. The meeting had been called in response to a deluge of calls that had inundated our office as soon as notice of a referendum to approve a weekly assessment of \$40 per member. The tone of the calls were "Why should we pay those people to picket for four hours a day when we work seven hours a day" and "We can't afford the assessment." The executive felt that it was preferable to face those comments and the possibility that they reflected the views of the majority of the membership rather than the possibility of the assessment failing and then being left with no means to continue the strike.

The meeting lasted four hours (interestingly the university gave "permission" for the meeting to last as long as necessary) with heated comments coming from all sides. By a narrow margin the membership voted to reject the university's proposal of a two year contract of 10% and 9% with 1/2% in the second year to rectify anomalies. Somehow the University was contacted during meeting and they immediately offered to change the offer in the second year to 9 1/2% and to remove the 1/2% for anomalies. The membership immediately responded and resinded their previous motions and voted to send the "final" offer to referendum.

At this time the ratification vote has not been counted however some comments can be made. Because of the deep split in our membership it is unclear whether the membership will ratify the proposed settlement.

1). FACULTY vs Management

- Currently in Mediation (requested by College).

Membership Meetings

Local 5 had 2 membership meetings since the last provincial meeting

- 1). May 21 - 30 people present, with a good turnout from the accounting department and the shop areas. The meeting was called to elect delegates for the June Convention and to announce notices of motion to change our bylaws.

Delegates elected were : PETER BURTON,
Jenny Somero
Marj Drummond

Alternates : Wilf Belmont
Kaye Gibb

Bylaw Changes :

- Notices of motion were received to :
 - , Add the position of Union Education Officer to the Executive.
 - . Limit the term for serving in any 1 Executive Position to a maximum of 2 years.
 - . Delete article XVI (organization year) from the bylaws.
- These will be dealt with at the June 25 meeting.

2). June 11 - 20 people (?) - meeting dealt with :

- 1). Results of dues increase vote - passed 53 yes - 11 no)
this will raise our dues to \$7. for full time persons and
to \$4. for part time regular. The extra funds will be placed
in a Strike/Lockout Fund.
 - . Also an emergency resolution was passed for submission to the
convention.

June 11 meeting (contd)

- . The main purpose of the meeting was to hear a report from the local BCGEU and CUPE Pension meeting. A member of the Faculty Association attended the meeting and reported. The feeling of the membership is that the Super-Annuation is a rip-off and they want out. We will be talking and writing to our M.LA.'s about this in future. As far as we are concerned there are better private plans than the super annuation. More to be reported at a later date, eh when we have more information.
- . Carol Cameron (local 1) answered some questions about the Local 1 contract.

GRIEVANCES

- . The 2 grievances mentioned in the last report were solved at the Step I Level.

JOB CLASSIFICATIONS / DESCRIPTIONS

- . THIS PROJECT IS Scheduled to be completed by July 1. It must be completed prior to commencement of negotiations. July 1 is a commitment made to the Principal.
- Results to date :
- . A new category for Secretaries.
 - . Class'ns and descriptions for Day care workers and T.A.'s were written from scratch due to the fact that these 2 cat's are new to the Local 5 unit.
 - Jenny S. is currently meeting with the personnel officer twice a week with 1 day sessions each.

Negotiating Committee

- . We have held about 10 meetings to date. An optimistic date for beginning negotiations has been set for July 1. A more real date

would be August 1 and even then we would have to hold more frequent meetings than now. We have covered 8 Articles with a further 20 to go. Changes made to date can be discussed at this meeting.

R.S.

14th.

LOCAL 6 REPORT TO PROVINCIAL EXECUTIVE - JUNE 1980

submitted by Mary Mabin

1. Negotiations have been the focus of attention, so other matters have been neglected. Organising is not really happening this semester - the bargaining unit is much reduced during summer, and few people have not been employed at SFU before. Grievances are at a standstill - we cannot make progress without a contract. In legal matters - the LRB's decision to dismiss the decertification application has been appealed, and further submissions are being received - so we are awaiting a further ruling on that; we still have an Unfair Labour Practice on Sessional Instructors before the Board.
2. Our negotiations are now reaching a climax. We have been in mediation for 6 weeks now; the mediator has been of very little use to us - however, we continue to meet with him present, whenever possible. It may serve to make the administration marginally more reasonable. After a 24 hour session 2 weeks ago, the differences between us were reduced to a few items, and after a subsequent meeting, were further reduced to 3 clauses: Management Rights; Withdrawal of Services; Membership. Management's clauses on the first two are totally unreasonable. Their position on withdrawal of services has been reduced during discussions in the past week, but still maintains potentially the right to discipline people who choose to respect picket lines on campus - though it allows the right to make the choice; and establishes that anyone who does cross picket lines, may be obliged to scab, as well as doing their own work. At a membership meeting on Thursday, the membership rejected the University's last proposal, and directed the executive to organise a campaign to get us a decent settlement. The wage proposal is difficult to explain - the structure of wages has been changed, so the % increase is not constant, but overall represents approximately 20% of the total budget. We have 6% retroactive to September 1979; the term of the contract will probably be to April 30 1982, with 9% increase in the second year. Other items in the contract will be reviewed once it is signed. We have begun to publicise the state of negotiations through press releases, and letters to other unions. This appears to have had some effect on the university - who after having walked away from our last meeting while the union was caucusing, saying there was nothing further to discuss, have now agreed to meet again. We will be meeting with the mediator on Monday - and hope to see some movement.

Pr. w, M. R. S : the stat power of the BOC, & the senate shall not be limited by the collective agreement.