

Association of University and College Employees

LOCAL No. 1 (U.B.C.)

CONTRACT '80

January 14, 1980

BULLETIN 4

On Thursday, January 24, 1980 a Special Membership Meeting is scheduled for IRC 2 from 12:30 pm. to 2:30 pm. This is in accordance with Article 10 - Union Meetings in the contract which permits AUCE members to take two hours off work to attend Union Membership Meetings nine times a year.

The first segment of the agenda should be dispensed with fairly quickly - the day-to-day business of the Union. The larger portion of the meeting will be concerned with the completion of the task we initiated with the Special Membership Meeting on November 29, 1979, namely the formulation of a complete set of contract proposals. At the November 29th meeting we managed to wade through the bulk of the proposals on the floor. Two or three main areas of concern now remain for discussion and voting: the reclassification procedure, the vital wages and benefits packages, and proposals from you, the membership.

Within this Contract Bulletin you will discover the proposals left in limbo since November. When we have formulated a complete set of proposals we plan to distribute them to the membership, as we also plan to do with the University's suggested revisions.

By the time you have received this Bulletin the Contract Committee will have met with the University to exchange contract proposals and to commence the process of collective bargaining. The Committee will, as in the past, keep you informed of any progress or snags encountered along the route of negotiating a new agreement to replace the present one which expires March 31, 1980.

The Contract Committee remains wedded to the philosophy of not consciously accepting any erosion of benefits and rights contained in the present agreement. The word "philosophy" merely indicates that that is the Contract Committee's position. It is up to you, the membership, to flesh out that position and to make it real and practical. An aware and united membership is essential if we are to negotiate an improved collective agreement with wage gains that recognize both our contribution to the University and the effects of inflation. If, during the course of negotiations, you have any questions, criticisms, or suggestions do not hesitate to voice them. We look forward to your support.

AGENDA

***PLEASE BRING YOUR UNION MEMBERSHIP CARDS TO THE MEETING

1. No Smoking
2. Adoption of minutes - December 20, 1979
3. Business arising from correspondence
4. Opening nominations:
 - Strike Committee (10)
 - Grievance Committee (2)
5. Executive Report
6. Secretary/Treasurer's Report
7. Contract Committee
 - report on negotiations
 - outstanding proposals from November '79
 - proposals from the membership
8. Other Business
 - deferred By-laws changes

SPECIAL MEMBERSHIP MEETING

THURSDAY, JANUARY 24, 1980
IRC 2
12:30 - 2:30 PM.

2308

MINUTES OF THE GENERAL MEMBERSHIP MEETING, DECEMBER 20, 1979 - IRC 6
12:30

1. Adoption of agenda: Ann Hutchison moved: THAT THE AGENDA BE AMENDED TO INCLUDE A DISCUSSION AND MOTION ON THE EROSION OF FARMLAND UNDER THE PRESENT SOCIAL CREDIT ADMINISTRATION. The amendment was seconded by Carole Cameron and CARRIED.
Diane Green moved: THAT THE AGENDA BE ADOPTED AS AMENDED. It was seconded by Ann Hutchison and CARRIED.
2. Adoption of minutes: Diane Green moved: THAT THE MINUTES BE ADOPTED AS CIRCULATED. The motion was seconded by Ann Hutchison and CARRIED. There was no business arising from the minutes.
3. Business arising from Correspondence: There was no business arising from the correspondence.
4. Closing nominations: Vice-President - Judy Blair agreed to stand and was elected by acclamation
Trustees - Jet Blake and Pat Hannah agreed to stand and both were elected by acclamation
Stike Committee - There were no nominations from the floor and the positions will remain open
Grievance Committee - Three positions were open. Helen Glavina was elected by acclamation. The remaining two positions will remain open for a further month
5. Treasurer's Report: The Secretary/Treasurer, Ray Galbraith, circulated the Financial Statement for the month ending November 30, 1979. Wendy Lymer questioned the expenditure of \$65.00 a month for janitorial services. She suggested that volunteer labour was a viable alternative. Carole Cameron concurred but stated that it would be difficult to co-ordinate. She then outlined the services rendered for the \$65.00.
Ray Galbraith moved: THAT THE FINANCIAL STATEMENT FOR THE PERIOD ENDING NOVEMBER 30, 1979 BE ADOPTED AS CIRCULATED. The motion was seconded by Cobie Wennes and CARRIED.
6. Grievance Committee Report: Carole Cameron provided background information to the motion printed in the Newsletter. She said that the University was waiting for the decision in regards to November's retirement arbitration before proceeding.
The Grievance Committee moved and seconded: THAT AUCE LOCAL #1 TAKE THE RETIREMENT/UNJUST DISCHARGE GRIEVANCE TO ARBITRATION AND PAY ALL RELATED EXPENSES. The motion was CARRIED.
Carole then reviewed a few of the important issues dealt with by the Grievance Committee in the recent past. She reported that the Union had won an unjust discharge grievance/arbitration, that the Committee was awaiting the results of November's retirement arbitration, and that the flexible hours arbitration in Purchasing had just been completed. Carole characterized that the 8 1/2 day affair as "arbitration through exhaustion." She also indicated that two further arbitrations were on tap for the months of January and February (reclassification and wrongful dismissal).
7. By-laws changes: (see attached)
It was suggested that the recommended By-laws changes to Sections H-2 and F-2 be deferred until the next membership meeting as the original mover was not present.
Carole Cameron moved: THAT THE PROPOSED CHANGES TO SECTIONS H-2 AND F-2 OF THE BY-LAWS BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING. It was seconded by Ann Hutchison and CARRIED.
It was moved to defer Section J. Meetings. Ann Hutchison moved: THAT THE SECTION J. MEETINGS MOTION BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING. It was seconded by Carole Cameron. Ann expressed concern about conducting Union business only during the one-hour lunchtime meetings. The motion was CARRIED.
Ray Galbraith moved: THAT THE RECOMMENDED BY-LAWS CHANGES TO SECTION G BE ADOPTED AS CIRCULATED. It was seconded by Cobie Wennes and CARRIED.

Ann Hutchison proposed an amendment to the suggested By-laws changes to Section F. Election of Officers. Ray Galbraith agreed to incorporate the amendment into the proposed motion. Ray Galbraith moved the following addition to subsection 2 of Section F. Election of Officers: NOTWITHSTANDING THE ABOVE NOMINATIONS FOR FULL-TIME SALARIED POSITIONS WILL COMMENCE AT THE REGULAR MONTHLY MEETINGS TWO MONTHS PRIOR TO THE EXPIRY OF THE INCUMBENT'S TERM. FULL-TIME SALARIED OFFICERS WILL SERVE FOR ONE YEAR FROM THE DATE OF THEIR ELECTION; AND NO FULL-TIME SALARIED OFFICER SHALL SERVE FOR MORE THAN TWO CONSECUTIVE TERMS IN ANY PAID POSITION. It was seconded by Ann Hutchison and CARRIED.

The final motion: THAT THE MEMBERSHIP APPROVE ALL NECESSARY CHANGES TO MAKE THE BY-LAWS CONSISTENT WITH THE ABOVE CHANGES TO SECTIONS F, G, AND K was deferred until the next Membership Meeting as its passage was contingent on the status of the other deferred By-laws changes motions. Ann Hutchison moved: THAT THE ABOVE MOTION BE DEFERRED UNTIL THE NEXT MEMBERSHIP MEETING. It was seconded by Diane Green and CARRIED.

8. Other Business: Ann Hutchison moved: a) THAT AUCE LOCAL #1 OPPOSES THE PROVINCIAL GOVERNMENT'S POLICY WHICH PERMITS A COMMITTEE OF THE CABINET TO OVERTURN DECISIONS OF THE LAND COMMISSION.

b) THAT A TELEGRAM TO THIS EFFECT BE SENT TO PREMIER BENNETT.

It was seconded by Carole Cameron and CARRIED.

The meeting adjourned at 1:20 pm.

BY-LAWS

The following CONSTITUTIONAL AMENDMENTS were deferred from the December 20, 1979 meeting to the January 24, 1980 meeting. They will be discussed and voted on should we reach the Other Business section of the Agenda:

Lid Strand moved the following amendments to SECTION H: VACANCIES IN LOCAL ASSOCIATION TABLE OFFICER POSITIONS:

Change the wording of H-2 to the following:

By-elections shall be called by the Trustees when an office becomes vacant within three months of the opening of annual elections in which case the office shall remain vacant until the annual elections are held. Nominations will be opened at the membership meeting immediately following the vacancy and nominations shall close at 5:00 pm. on the last working day of the month. If there is no quorum at the meeting where the nomination was to be opened the nomination shall be considered open. By-elections shall be held by referendum or secret ballot vote at any Association Meeting where the membership has received two weeks written notice of such election.

He also moved the following amendment to SECTION F: ELECTION OF OFFICERS:

Add the following sentence to Section F-2 after the sentence ending with the words "to be considered as candidates":

If a position is not filled at this meeting, the vacancy shall be treated in the manner set out in Section H-2.

Two further motions were deferred:

Section J. MEETINGS:

3. AUCE membership meetings shall be held from 12:30 pm. to 1:30 pm. or as permitted by the contract, between 12:30 and 2:30 pm.

Further to the above the Executive also moves:

That the membership approve all necessary changes to make the By-laws consistent with the above changes to Sections F, G, and K.

CORRESPONDENCE

Dec. 4/79 Letter from Butterworths re: Canadian Labour Relations Board Reports
Dec. 7/79 December edition of S.O.R.W.U.C. News
Dec. 3/79 Letter from Connaghan re: AUCE membership on President's Advisory Committee on Traffic and Parking
Dec. 4/79 Letter from the Labour Relations Board re: variance of certification in the Faculty of Pharmaceutical Sciences
Dec. 6/79 Letter from Wedepohl, Dean of the Faculty of Applied Sciences, re: EUS newsletter
Dec. 10/79 BCGEU News Release re: Local 66 tentative agreement
Dec. 13/79 BCGEU News Release re: hassle over December 24th
Dec. 20/79 United Way now! newsletter - December edition
Dec. 20/79 Letter from Laxton & Company re: office holidays over Christmas
Jan. 3/80 Letter from the Labour Relations Board excluding the Secretary to Associate Vice-President, Academic Development from the bargaining unit
Jan. 4/80 Letter from W. Clark notifying the Union of a Clerk II position to be discontinued
Jan. 7/80 "news from the B.C. Federation of Labour" re: opposition to the Federal Gov't.'s decision to accept a Japanese bid to build a new dry dock facility
Jan. 8/80 "news from the B.C. Federation of Labour" re: Premier Bennett's \$200 million mortgage plan
Jan. 9/80 BCGEU News Release re: PVI strike
Jan. 8/80 BCGEU News Release re: LRB and the violation of the Labour Code by the Ministry of Human Resources
Jan. 10/80 Letter from the Labour Relations Board on their decision re: the status of the employees (clerical) at the Extended Care Hospital
Jan. 10/80 Letter from the Women Against Violence Against Women re: copies of leaflet concerning sexual harassment of women in the workforce
Jan. 10/80 Letter from the Worker's Compensation Board re: its newsletter, the Reporter
Jan. 14/80 Letter from Student Health Services to Employee Relations re: seniority and sick leave credits for employees

****ACROSS CAMPUS**** will resume its monthly publication schedule in February. The deadline for that issue is Friday, February 1, 1980. If you would like to join an important and worthwhile Committee or if you have anything you want to contribute to the newsletter please send the relevant information or material to the Communications Committee / AUCE Local #1 Union Office / c/o Campus Mail. Your contributions and participation are both welcome and necessary.

PROPOSALS

The following proposals are reprinted from Contract Bulletin #3. They will be discussed and voted on after the Contract Committee's report on the progress of negotiations.

31.04 Reclassification Procedure

- (a) as is.
- (b) (i) as is.
 - (ii) as is.
 - (iii) An employee shall be notified of any University Committee meetings pertaining to her/his request for reclassification and shall be permitted the necessary time off without loss of pay and benefits to attend. At the request of the employee a steward shall be present.
- (c) - (e) as is.

31.05 Wage Increase Awarded Through Reclassification

- (a) as is.
- (b) deleted.

31.06 Wage Increase Awarded Through Misclassification

Where the position does not entail new job duties and has in fact been misclassified since date of hire, the employee shall be placed on the same seniority step in the appropriate classification she/he was on in the original job classification, and shall receive full pay rate adjustment retroactive to the date of hire, except where date of hire is prior to July 1, 1978, in which case, pay rate adjustment shall be retroactive to July 1, 1978.

36.03 Bi-weekly Pay Periods

Employees shall be paid bi-weekly.

MONETARY PROPOSALS

Across-the-Board vs. Percentage Increase

The membership will be asked to decide on whether the wage proposal will take the form of i) Across-the-Board or ii) Percentage increase.

36.02 Wage Rates

We are presenting the following three alternatives for discussion. The Contract Committee will have a recommendation prepared for the January 24th meeting.

- a) 12% or \$136
 - b) 15% or \$170
 - c) 18% or \$204
 - d) other alternatives
-

Be it moved that the Membership instruct the Executive and the Contract Committee to refer the following issues to sub-committees:

- i) Pension, Disability and Sick Leave Plans
- ii) Job Classifications and Job Descriptions
- iii) Increment Scale

(The intent of this motion is to implement studies on these vital issues over the course of the next year. During that period it is hoped that the membership will provide some necessary direction and that as a result we will have a thorough and well-researched set of proposals for the 1981 negotiations.)

**MONEY/WAGES \$\$
ON THE 24TH**