

AUCE GENERAL MEMBERSHIP MEETING

A G E N D A

Thursday, August 14, 1975  
12:00- 2:00 p.m.  
Old Auditorium

Please remember: There is no smoking at our membership meetings  
: Speakers from the floor must be recognized by the Chair

NOTE: Time limits are suggested limits only. They are not intended to curtail debate.

1. Agenda - approval ) 5 mins.
2. Minutes - adoption )
3. Correspondence: ) 5 mins.
  - a) AUCE Local 1 letter to Jackie Ainsworth
  - b) Bonnie Solem, Membership Secretary, to AUCE Local 1
  - c) J.F. McLean to AUCE Local 1; AUCE Local 1 reply
4. Financial Report ) 10 mins.
5. Business arising from the minutes: ) 15 mins.
  - a) Nominations for the Pension Plan committee
  - b) Report from committee to study Union Organizer position(s) with recommendations
6. Committee Reports:
  - a) Provincial Executive Representatives' report
  - b) Grievance Committee report and motions:

Motion: If the Union and the University cannot resolve the grievance, the misclassification grievance involving an employee of the University be taken to arbitration.

Motion: If the Union and the University cannot resolve the grievance, the group misclassification grievance of several employees in a department on campus be taken to arbitration.

Motion: If the University and the Union cannot resolve the grievance, the Maternity Leave grievance involving an employee on campus be taken to arbitration.

(These grievances will be elaborated on at the Membership meeting without specifying which individuals or departments are involved).
7. Other Business: ) 45 mins.
  - a) Nominations for position as Membership Secretary
  - b) Nominations for 2 alternates to the Provincial Association executive as representatives from AUCE Local 1
  - c) Nominations for existing Union Organizer position. (The present Union Organizer's term of office will end on November 9, 1975)
  - d) Notice of Motion: That the Union pay the salaries for one Union member at a time to work in the Union Office on short-term leaves of absence. [Judy Wright]
  - e) Contract Committee wage recommendations to be discussed and voted on at this meeting if the membership is ready to vote on this issue.



MINUTES OF GENERAL MEMBERSHIP MEETING  
July 10, 1975 - Buchanan 102

Emerald Murphy in the Chair.

1. Nancy Wiggs ) That the agenda be approved.  
Dale McAslan )  
Judy Wright ) That the agenda be approved with the amendment that  
Gerry Anderson ) Correspondence (#4) move to #3 and the Financial Report (#5)  
move to #4.  
The motion as amended CARRIED
2. Nancy Wiggs ) That the minutes of June 11, 1975 special membership meeting,  
Ella Marsden ) June 12, 1975 general membership meeting and June 26, 1975  
special membership meeting be approved.  
CARRIED
3. Nancy Wiggs ) That the correspondence be deferred to the next general  
Louise Hamilton ) membership meeting.  
CARRIED
4. Judy Wright ) That the financial statement as read, be adopted  
Nancy Wiggs )  
CARRIED
5. Judy Wright ) That a cheque be forwarded to the Provincial Association in  
Nancy Wiggs ) the amount of \$1150.00 to cover the per capita tax owing to  
May, 1975.  
CARRIED
6. Judy Wright ) That the sum of \$750 be allocated to cover office and equipment  
Mary Woodsworth ) expenses (until August 14, 1975 general membership meeting).  
CARRIED
7. Robert Gaytan ) That Section 'E' of our constitution be amended to read:  
Nancy Wiggs ) Local Association Executive: The Table Officers of the Local  
Association Executive shall include the following: President,  
Vice President, Secretary, Membership Secretary, and two  
trustees. The Executive shall also include the Chairperson of  
the Grievance Committee, Chairperson of the Contract Committee,  
Chairperson of the Communications Committee, one Division  
Executive Representative from each division, and two union  
organizers who will also be ex officio members of the Grievance  
Committee. The Term of office of the Union Organizers shall be  
up to one year.  
Louise Hamilton ) Moved to refer this motion to a committee to be composed as this  
June Humphries ) meeting decides and including the present union organizer, to  
study the necessity of having a second union organizer or  
clerical staff person hired by the union and this committee  
should be prepared to report back to next general membership  
meeting with job description of union organizer, costs, etc.  
The motion as amended CARRIED  
Louise Hamilton ) The following people are to be included on the committee:  
June Humphries )  
Gerry Anderson Louise Hamilton (in the Chair)  
Joyce Diggins Carmen Gregg  
Joan Ellis Vicky Meynert  
Ray Galbraith Judy Wright  
CARRIED
8. Sandra Lundy ) Reconsideration of following issue:  
that if the Provincial Executive agrees to send someone to  
Saskatchewan to inform employees there how to set up their own  
union, AUCE Local I would pay fare for two persons to go.  
Failed for lack of seconder.
9. Pat Gibson ) That the ballots for the Provincial Convention Delegates  
Gerry Anderson ) election, the Resolutions Committee election, and for the CUPE  
strike support referendum be destroyed.  
CARRIED



- 10. Pat Gibson ) That reconsideration of the motion passed by the August 8,  
Robert Gaytan ) 1974 Membership Meeting which read "No general membership  
meeting will be held during a split lunch hour" be amended  
to read "General membership meetings may be held at lunch  
hours if required".
- Heather McNeil ) That the amendment should read "General membership meetings  
Dale McAslan ) may be held at lunch hours if required but no official votes  
will be taken at split lunch hour meetings.

The motion as amended CARRIED CARRIED

- 11. Sandra Lundy ) That Section 'J(2)' of our by-laws be amended to read:  
"Except where otherwise stated, the quorum for business at  
any membership meeting shall be one hundred and ten members  
from twenty-five members.  
Motion failed for lack of seconder.

COMMITTEE REPORTS

- (a) no report from Communications Committee.
- (b) Contract Committee report. Discussion followed.
- (c) Grievance Committee withdrew Notice of Motion on agenda.
- (d) no report from Job Evaluations Committee.
- (e) Report from Provincial Association.
- (f) Union Organizer had elaborated on her job earlier in the meeting.

Meeting adjourned at 6:30 p.m.

Moved to refer this motion to a committee to be composed as this meeting decides and including the present union organizer, to study the necessity of having a second union organizer or clerical staff person hired by the union and this committee should be prepared to report back to next general membership meeting with job description of union organizer, costs, etc.

The motion as amended CARRIED

The following people are to be included on the committee:  
Louise Hamilton (in the Chair)  
Gerry Anderson  
Joyce Digins  
Joan Ellis  
Ray Galbraith  
Garmen Gregg  
Vicky Meyner  
Judy Wright

Reconsideration of following issue:  
that if the Provincial Executive agrees to send someone to Saskatchewan to inform employees there how to set up their own union, AUCE Local I would pay fare for two persons to go.

Failed for lack of seconder.

That the ballot for the Provincial Convention Dates election, the Resolutions Committee election, and for the CUPE strike support referendum be destroyed.

CARRIED



SPECIAL MEMBERSHIP MEETING RE CONTRACT, July 17, 1975  
Buchanan Room 106

Emerald Murphy in the Chair.

1. Robert Gaytan ) That Article 28 Section 1 be ammended to read:  
Dale McAslan ) Terms:  
a.) "Day" shall mean the time period from 12:01 a.m.  
to 12:00 midnight.  
b.) "Week" shall mean a period of time from 12:01 a.m. Sunday to 12:00  
midnight the Saturday following.  
c.) "Month shall mean the calendar month.  
d.) "Regular work day" shall mean an employee's regularly scheduled work  
day and/or hours of work. (e.g. seven (7) hours per day for a standard  
five (5) day week; eight and three-quarters (8-3/4) hours per day for  
a four (4) day week; twelve (12 hours per day for a three (3) day  
week; etc).  
e.) "Regular work week" shall mean an employee's regularly scheduled  
work week.  
f.) "Standard work week" shall mean an employee's regular work week, from  
Monday thru Friday, with hours from 8 a.m. to 4 p.m. approximately.  
g.) "Flexible work week" shall mean any work week which only varies from  
the standard of 7 hours per day 5 days per week and which may satisfy  
the normally required hours over a period of two consecutive weeks  
(70 hours).

Jack Gegenberg ) That the motion be ammended to read: the standard  
Janice Doyle ) work week will be 32 hours per week.

DEFEATED.

The motion as originally persented was CARRIED.

2. Robert Gaytan ) That Article 28 Section 2 be ammended to read:  
Dale McAslan ) a.) The normal hours of work for all full-time  
employees shall be: 1) thirty-five (35) hours  
per week, or 2) seventy (70) hours per two (2)  
consecutive weeks, where the flexible work pertains.  
b.) The form of work week shall vary. The employees in each department or  
library division, under the guidelines of Article 28 parts (a), (c),  
(d), shall decide which form of work week they will work, and shall  
submit a schedule to the Department Head.  
c.) The four (4) basic forms of work week shall be: 1) Seven (7) hour  
day, five (5) days per week. 2) Eight and three-quarters (8-3/4)  
hour day, four (4) days per week. 3) Twelve (12) hour day, three (3)  
days per week. 4) Seven and three-quarters (7-3/4) hour day, 9 day  
fortnight.  
d.) Any modified version of the four basic forms above shall also be  
acceptable so long as it remains within the bounds of this agreement.  
(Article 28). CARRIED.

3. Robert Gaytan ) That Article 28 Section 3 be ammended to read:  
Dale McAslan ) a.) Employees shall be allowed to take one (1) con-  
tinuous period for meals of not more than one  
hour in any shift. The time and duration of  
the meal period shall be the employee's decision at all times provided  
that suitable arrangements are made to keep the offices and libraries  
open during regular University working hours.

In the instance that a meal period or a single continuous meal  
period is inconvenient or undesirable to the employee, other arrange-  
ments may be made by mutual agreement between the employee and the  
immediate supervisor. The employee shall suffer no restrictions,  
abridgements or interference with this right except by mutual agree-  
ment between the employee and the immediate supervisor or the Depart-  
ment Head.

- b.) Employees shall be entitled to two (2) paid relief periods of fifteen  
(15) minutes each, one normally to be taken during the first half of  
any shift, and the other normally during the second half of any shift.  
Other arrangements may be made by mutual agreement between the employee  
and the immediate supervisor.



Jack Gegenberg ) That the motion be ammended to include a 1/2 hour paid lunch period, the employee being entitled to up to a one hour lunch period, 1/2 hour of which would be paid by the employer.  
The motion failed for lack of a seconder.

The motion as originally persented was CARRIED.

4. Robert Gaytan ) That Article 28 Section 5(a) be ammended to read:  
Dale McAslan ) Day Shift shall be defined as those shifts where more than 1/2 of the scheduled hours fall between 8:00 a.m. and 4:00 p.m.  
Evening Shifts shall be defined as those shifts where more than one-half of the scheduled hours fall between 4:00 p.m. and 12:00 midnight.  
Night Shifts shall be defined as those shifts where more than one-half of the scheduled hours fall between 12:00 midnight and 8:00 a.m. CARRIED.
5. Robert Gaytan ) That Article 28 Section 5(b) be ammended to read:  
Dale McAslan ) Employees working on a shift basis shall receive a pay differential of one dollar on the hourly rate for each hour worked on evening and night shifts.  
CARRIED.
6. Robert Gaytan ) That Article 28 Section 5(c) be ammended to read:  
Dale McAslan ) 1) Shift schedules may be prepared by the shift workers and submitted to the immediate supervisor or Department Head three weeks in advance for approval, and posted no less than two (2) weeks in advance.  
2) Each employee working on a shift basis shall be entitled to three week-ends off in every four weekends. This may vary upon mutual consent of the employee and the supervisor concerned.  
3) There will be a minimum of twelve consecutive hours off duty between the completion of one work shift and the beginning of the next. This may vary upon the mutual consent of t e employee and the supervisor concerned.  
4) All shifts shall be rotated on an equal basis, insofar as possible, amongst the employees who are involved in the shift work.  
Employees may, voluntarily, work on a specific shift. Such an arrangement may be made with the mutual consent of the immediate supervisor and those employees involved in the shift work.  
5) If an employee is given less than one (1) week's notice of a shift change before the shift change commences, the employee will receive overtime rates as outlined in Article 29 for any hours worked on the changed shift. Shift change shall include any change in hours of work, including changes within any shift category (e.g. a change from 2:00 p.m. - 10:00 p.m. to 3:00 p.m. - 11:00 p.m. shall constitute a shift change.)  
The employee shall choose whether to take the pay or time off in lieu of pay. The time at which the time off is taken is to be determined by mutual agreement between the immediate supervisor and the individual employee.  
CARRIED.
7. Robert Gaytan ) That Article 28 Section 5(d) be ammended to read:  
Vicki Meynert ) Employees working on a shift basis will be paid overtime according to Article 29, except where such overtime occurs on an Evening or Night Shift, in which case the hourly rate will also include the proper shift differential for that shift and overtime.  
CARRIED?
8. Robert Gaytan ) That Article 29 Section 1 be ammended to read:  
Mary Woodsworth ) a) Overtime for continuing full-time employees and for temporary and sessional employees who work on a full-time basis is that time worked in excess of each employee's regular work day (i.e., for an employee working a seven (7) hour day anything in excess of that is considered overtime; for an employee working a regular eight and three-quarters (8-3/4) hour day anything in excess of that is considered overtime; etc.), or in excess of thirty-five (35) hours per work week (seven (7) hour day, etc.), or in excess of seventy (70) hours per two working weeks (flexible work week).  
b) Overtime for continuing part-time employees and for temporary and sessional employees who work on a part-time basis is that time worked in



excess of the normal working hours of seven (7) hours per day. CARRIED.

- 9. Robert Gaytan ) That Article 29 Section 2 be ammended to read:
- Vicki Meynert ) Compensation for overtime shall be paid at two (2) times the employee's regular hourly rate for hours worked to the next half-hour.

Compensation for overtime worked on a weekend shall be paid at triple an employee's hourly rate, except where such overtime runs contiguous with an employee's regularly scheduled weekend hours, in which case the overtime premium shall be paid at two times the employee's regular hourly rate, including the appropriate shift differential. CARRIED.

- 10. Robert Gaytan ) That Article 29 Section 3 be ammended to read:
- Jack Gegenberg ) Where an employee works more than her/his regular work day on a statutory holiday or a day granted in lieu thereof, that employee shall be paid according to Article 26, Section 4 for the regular work day, and double that rate thereafter. CARRIED.

- 11. Robert Gaytan ) That Article 29 Section 4 be ammended to read:
- Jack Gegenberg ) Employees who work overtime may request time off in lieu of overtime pay. An employee who is to receive compensating time off shall be given compensating time off equivalent to the number of hours for which she/he would have been paid for the overtime so worked. Time off will be taken at a time mutually agreeable to the employee and the Department Head. Should the employee so request, accumulated time off shall be reconvertible, at any time, into the correct overtime pay. CARRIED.

- 12. Robert Gaytan ) That Article 29 Section 8 be ammended to read:
- Ruby Toren ) Employees shall be allowed to make up time missed from work which would otherwise be deducted from their pay. Such time may be worked in excess of the regular work day or regular work week and shall not be computed as overtime. No employee shall be denied the opportunity to make up time missed from the job, provided the employee was within the bounds of this agreement in missing work. CARRIED.

The meeting was adjourned at 6:30 p.m.



Association of University and College Employees - Local #1

Statement of Income and Expenses

Period from July 11, 1975 to August 14, 1975

Income

Application fees and donations	31.00
Dues	4737.00
Other	-----
	<u>4768.00</u>

Expenses

Postage	-----
Printing & Stationery	495.77
Telephone	62.72
Conferences and Meetings	29.00
Rent and Utilities	938.70
Per Capita Tax	1150.00
Office Equipment & Expenses	75.00
Library	19.05
Salary & Related Expenditures	791.83
Petty Cash	-----
Miscellaneous [purchase of bicycle for Union Office/Organizer]	<u>100.00</u>
	3662.07
Excess of revenue over expense	1105.93
Cash on hand July 10, 1975	14724.77
Cash on hand August 14, 1975	<u>15830.70</u>

Motion: That the financial statement be adopted by the membership.

Motion: That a cheque be forwarded in the amount of \$1,176.00 to the Provincial Association to cover the per capita tax owing to date (i.e., June 1975).

Motion: That the sum of \$750.00 be allocated to cover office and equipment, and printing and stationery expenses (until the next General Membership meeting in September, 1975).