

Executive Meeting - July 6, 1981 - Union Office - 2:30-6:00 pm. - Minutes

Present: Suzan Zagar, Wendy Bice, Wendy Lymer, Carole Cameron, Joan Treleaven, Marcel Dionne, Irene MacIntyre, Sheila Rowswell (3:25 pm.), Gary Sawchuk (4:05 pm.), Nancy Wiggs (5:05 pm.)

1. Adoption of agenda:

Moved by Carole Cameron
Seconded by Joan Treleaven

THAT THE AGENDA BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

2. Adoption of minutes of the June 11, 1981 Executive Meeting:

Moved by Carole Cameron
Seconded by Suzan Zagar

THAT THE MINUTES OF THE JUNE 11, 1981 EXECUTIVE MEETING
BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business Arising from the Minutes:

Carole asked if Joan Treleaven had sent the letter to Andrea Phillips. Joan responded that she had not yet done so but would in the very near future.

Carole reported that Linda Tretiak had rejoined the bargaining unit. She asked what was happening with the Parking Committee and the Strategy Committee. Irene MacIntyre said that the Parking Cttee would meet tomorrow. The Strategy Cttee hasn't considered job action yet. Carole then asked Marcel Dionne what was happening with CUPE 116? Marcel responded that Ken Andrews was on holidays and that no reports would be forthcoming until he returned. Irene had heard that CUPE wanted negotiations to be prolonged at least until the fall when they would consider strike action if no settlement has been reached.

4. Business Arising from the Correspondence:

A letter from Wes Clark, received June 17/81, which referred to advertisements for two Data Control clerks offering a 5% shift differential, acknowledged and corrected the error. On June 26/81, a letter was received from Sheila Perret which indicated that Local 5 had submitted the special assessment cheque for Local 1 to the Provincial Office. On June 12/81, a letter from Sheila Perret was received which gave notice of a motion to rescind the motion re Local 5's affiliation with the CCU. A letter from Helen Glavina was received on July 3/81 making official her resignation from the Grievance Cttee. An invitation to a Laxton, Pidgeon office party was received on June 30/81. Wendy Bice read out a letter received June 30/81 from the Surrey Delta Association for the Right to Choose asking for our support. Carole suggested that the association be contacted by phone for more information prior to presenting a motion of support at Membership and/or Executive meeting.

5. Secretary-Treasurer's report (Wendy Lymer):

The first item involved two letters from Betsy Bilodeau who was requesting the return of dues which had been deducted from her paycheque, her argument being that since the decision as to whether she was a member of the bargaining unit had not yet been reached, and until she was declared to be a member, she was not required to pay dues. Carole said that Betsy was one of two people working at the Maple Ridge Research Forest which was financed by the University. The Labor Relations Board ruled that she is a member and must therefore pay dues. After that decision, Wes Clark authorized a lump deduction of \$65 for dues owing. Betsy appealed the decision and is awaiting the result of that action. Carole felt that the woman should be considered a member until the appeal rules otherwise.

Moved by Carole Camèron
Seconded by Suzan Zagar

THAT WE REITERATE OUR POSITION TO THE UNIVERSITY, IN A LETTER,
THAT UNTIL THE LABOR RELATIONS BOARD RULES THAT BETSY
BILODEAU IS NOT A MEMBER, SHE MUST CONTINUE TO PAY DUES
AND THAT THE UNIVERSITY DEDUCT THE ARREARS OWING.

The motion was CARRIED.

Sheila Rowswell arrived at 3:25 pm. Suzan Zagar took over the chair when Marcel left to make a phone call.

Wendy next reported that she had investigated several locksmiths in order to obtain locking systems for four filing cabinets. West Coast Mobile was prepared to give prompt service at a low price.

Moved by Wendy Lymer
Seconded by Irene MacIntyre

THAT THE EXECUTIVE AUTHORIZE THE HIRING OF A LOCKSMITH TO
INSTALL LOCKS AND KEYS WHERE NECESSARY ON FILING CABINETS.

The motion was CARRIED.

Carole indicated that a proposal was forthcoming from the Provincial which would settle the per capita tax arrears issue. A grant of \$4,000. and a loan of \$3800 will enable us to clear the debt. We can expect approximately \$6595 which is the special assessment to which the other AUCE locals contributed. The delegates would discuss how to present the proposal at the union meeting, at a meeting this Wednesday at noon.

6. Union Organiser's report (Carole Cameron):

A new member is claiming that, based on religious grounds, he does not have to pay dues. Carole is investigating this situation.

Carole was concerned as to the number of at-large positions on the Contract Committee. The by-laws have been changed so that there are four at-large positions. Nominations were opened at the last membership meeting for this Committee. Carole felt that the number of at-large positions should be increased if six or eight people are willing to run. A crucial set of negotiations are coming up; there are many inadequacies in the current collective agreement related to technological change. Suzan felt that there would be inherent problems if the Committee was composed of 16 members: for example, the cost of representation at the negotiating table, determining who meets with the University, etc. Joan Treleaven suggested that the by-laws should be changed and that Division meetings should be held regularly again. Irene MacIntyre suggested that a notice be sent to all members requesting volunteers for a committee set up to gather research for the new contract.

Moved by Carole Cameron
Seconded by Irene MacIntyre

THAT IF ALL CONTRACT COMMITTEE NOMINEES STAND, WE ACCEPT
SUCH PEOPLE ON AN INTERIM BASIS UNTIL THE DIVISION MEETINGS
AT WHICH TIME THEY CAN RUN FOR DIVISION REPRESENTATIVES AND
AT WHICH TIME THE BY-LAWS CAN BE AMENDED ACCORDINGLY.

The motion was CARRIED.

Wes Clark indicated in a letter to Carole that the implementation of a new computerized payroll system would occur. A user education programme would be made available to employees. The following questions would be raised: what is the package? and what kind of record system is this?

Marcel indicated that the system had been ordered through the Purchasing Dept. It will be operated by University people. Positions for programmers are more common now as a result.

Carole intended to ask about the bi-weekly pay system and the type of security that such a system would require in a letter to Mr. Clark.

Lastly, Carole had received a Secretary II job position opening (at VGH). The Hospital Employees Union is apparently working on a raid of AUCE members at VGH. Are we going to do something about this and, if so, what are we going to do? Marcel commented that AUCE members at VGH have been comparing their salaries with HEU members who make, on the average, \$200 more per month. Wendy Bice suggested contacting the HEU to find out what's going on, although they are under no obligation to respond. Approximately 95 people are involved. Carole indicated that their job descriptions do not adequately cover their job duties which will probably lead to another group reclassification. Suzan Zagar felt that the University must first agree that there is a problem before anything can be done. Turnover doesn't always reflect where the problems are. Sheila Rowswell indicated that some of the AUCE staff at VGH will be moved to the new Children's Hospital when it is completed.

7. Union Co-ordinator's report (Wendy Bice):

Lissett Nelson's arbitration will be reconvened this week in the IRC building. Linda Cairn's arbitration will also take place this week at Cecil Green. Lissett's case was originally postponed until the person filling her position could be contacted. Lissett is working in a different department and the University is implying that the arbitration shouldn't go ahead because she has changed jobs.

The new dues authorization form (which also authorizes the deduction of the initiation fee) has been implemented by Employee Relations. The procedure of signing on new members has been greatly simplified as a result; new members are sent membership cards upon receipt of the appointment notices to which the authorization forms are attached.

At the membership meeting at VGH, we will follow the same agenda as the regular union meeting at UBC. Two people from the office will attend this meeting and at least two other members of the Executive will accompany them. Suzan Z. will chair the VGH meeting which is a one-hour meeting. Irene M. commented that it was good to have members of the Executive speak at the VGH meeting but felt strongly that the President would always be responsible for chairing that meeting. Discussion then revolved around motions made at the VGH meeting (should their vote be recorded and taken to the UBC meeting? should motions not affecting those employees be withheld? etc.). Sheila was concerned as to who decides when special meetings will be held for important issues affecting the whole membership. Carole suggested that the issue be tabled until the next Executive meeting and until after the VGH membership meeting.

8. Communication Committee report (Wendy Lymer):

Wendy explained that the newsletter format will be changed in future publications. Two-column articles were preferable to one-column. Graphics are desperately needed; caricatures, cartoons, poems, articles written by members would be greatly appreciated. The Committee reserves the right to edit lengthy articles. Irene M. asked that the author be contacted before the article is edited to be sure that the intent isn't lost. Wendy responded that this will be accomplished if time permits.

Irene M. reported that a truck was being dispatched from UBC to the U.S. border to mail American correspondence.

9. Grievance Committee report

The Committee met with the University on the implementation of the Computer Operator and Word Processing Operator proposals. Our position was the University could not implement a proposal which the Union did not o.k. Further, the University did not propose wage increases on the C.O. proposal; therefore, they cannot implement a proposal which had non-existent pay increases. The University still responds that as the Union did not respond within the 60-day time limit, they were within their rights to go ahead. This case will probably go to arbitration.

A new chairperson would be elected at the Tuesday meeting.

Some members of the Grievance Committee will attend the Labour Arbitration Seminar to be held on Friday and Saturday (of this week) at UBC.

10. Provincial Report (Sheila Rowswell):

Regarding the charges against Local Five, a meeting will be held to decide the format of the July 25th hearing in Prince George. Marcel D. suggested that a representative of the Executive could go to present the charges in Prince George. Carole indicated that our case would be presented in the same manner as an arbitration.

The Provincial Executive hasn't met since the Convention was completed. Nominations are as follows:

President: Nancy Wiggs
Vice-President: Jack Gegenberg
Secretary-Treasurer: Lid Strand
Union Organizer: Sheila Perret
Union Co-ordinator: Lauma Avens
Trustees: Bob iseman
Bill Goodacre
(one position is still vacant)

A referendum ballot will be circulated to the membership in order that they can cast their vote for the nominees. Another issue appearing on the ballot will be whether or not to make the Union Co-ordinator position a salaried one. The Provincial budget already accounts for this second salaried position.

Local 4 Treasurer has not paid the per capita tax for the last three months.

Nancy Wiggs indicated that Local Five has not yet been sent notice as per the discipline section of the Constitution. If Local Five is found to be guilty as charged, a reprimand will not be appropriate. Who will be the advocate for Local One at the hearing? It is crucial that one of the delegates attend.

Moved by Marcel Dionne THAT WE SEND TWO REPRESENTATIVES BY PLANE TO PRINCE GEORGE
Seconded by Joan Treleaven ON JULY 25, 1981.

The motion was CARRIED.

For all intents and purposes, Peter Burton, Jess Succamore, and Lauma Avens will advocate for Local Five. Carole indicated that Local One's charge will be based on the motion passed at the last membership meeting. A discussion ensued on statements made by Lauma Avens on the last day of the Convention where she made slanderous remarks against Local One.

Nancy W. felt that our statements at the hearing should cover three areas: the legitimacy of the charge, the constitutionality of the charge and, finally, the issue of local autonomy verses Provincial jurisdiction. Nancy added that if Local Five is declared not guilty, then Local One should oppose Lauma Avens' nomination to the Union Co-ordinator position. Nancy favored a personally neutral advocate; she suggested that legal research could be done by Don Chang, a law student, since we have the right to use a counsellor.

Moved by Marcel Dionne THAT THE EXECUTIVE AUTHORIZE THE PAYMENT OF \$125 PLUS
Seconded by Irene MacIntyre AIRFARE EXPENSES FOR THE PURPOSES OF HIRING A LEGAL
RESEARCHER AND SENDING HIM TO PRINCE GEORGE FOR THE HEARING.

The motion was CARRIED.

Irene MacIntyre offered to go pending proper counselling. Nancy expressed concern that a deal might be proposed at the last minute. Carole said that the intent in sending someone to the hearing was to defend the charges. Anything else was to be brought back for discussion.

The next Executive meeting would occur on Thursday, July 23, between 12:00 and 1:00 pm. The meeting would be short in order to discuss the strategy for the hearing.

11. Job Evaluation Committee report (Irene MacIntyre):

Our lawyer, Katy Young, suggested that the University be given, in writing, the reasons for the Union's objection to the Computer Operator and the Word Processing Operator proposal. After a brief discussion, the reasons were worded as such:

1. it fragments our bargaining unit,
2. it addresses only two problems with our evaluation system; the whole thing needs revamping
3. the issue affects all groups

Our response to the University would be drawn up by Carole Cameron and signed by Irene MacIntyre and Marcel Dionne.

12. Executive report:

There was no report for this meeting.

13. Next meeting of the Executive:

The next regular executive meeting would be held on Wednesday, July 29, 1981.

14. Next Membership Meeting:

The next membership meeting at UBC was scheduled for July 16, 1981.

15. Other Business:

Carole asked if corrections had been made to the Executive minutes of the May 27th meeting. Wendy responded that corrections had been made ~~where~~ **required**. Carole felt that they should formally be adopted as amended.

Moved by Carole Cameron THAT THE MINUTES OF THE MAY 27TH EXECUTIVE MEETING BE ADOPTED
Seconded by Wendy Bice AS AMENDED.

The motion was CARRIED.

The meeting was adjourned at 6:05 pm.