

12:30-2:30 p.m.
June 30, 1983

MEMBERSHIP MEETING
MINUTES

Hebb Theatre

Chair: Kitti Cheema

Secretary: Patricia House

1. Adoption of the agenda

Moved by Ted Byrne

Seconded by Elizabeth Whittam

THAT THE AGENDA AS CIRCULATED BE AMENDED TO ADD ITEM 5a LAYOFFS IN THE LIBRARY.

The motion was CARRIED.

Moved by Suzan Zagar

Seconded by Sheila Porter

THAT ITEM 4 BE MOVED TO AFTER ITEM 7.

The motion was CARRIED.

Moved by Karen Shaw

Seconded by Helene LeFrancois

THAT ITEM 7a HEALTH & SAFETY REPORT BE ADDED TO THE AGENDA.

The motion was CARRIED.

Moved by Sheila Rowsell

Seconded by Sheila Porter

THAT ITEM 3a GRIEVANCE COMMITTEE REPORT BE ADDED TO THE AGENDA.

The motion was CARRIED.

2. & 3. deferred.

3a. Grievance Committee report

a) Recon Unit of the Library is closing and 10 people will be bumping 10 others.

b) Problem in Medicine....person was asked for a medical certificate (according to the Univ.) and was then deducted a day's pay. The employee maintained she had not been asked for a certificate and after being under considerable pressure in the job, resigned.

c) A member was forced onto medical leave....members were cautioned once again to be very careful about giving any medical information to the University.

d) Asked that any member who is asked for a medical certificate or to provide medical information (to see the University's doctor or for the University's doctor to contact their doctor) to contact the Union Office immediately.

e) Reported on the reclassification cases.

4. Nominations:

Union Organizer: Ted Byrne was elected.

President: Marcel Dionne was elected.

Membership Secretary: remaining open.

Grievance Committee: Shirley Irvine elected.

Communications Committee: Rona Broverman elected.

Contract Committee: Judi Wolch, Adrien Kiernan and Suzan Zagar elected.

5. Layoffs in the Library (Alannah Anderson spoke on behalf of members being bumped)

+Seniority of four years was not enough to protect her from being bumped.

+As of August 31, 1983 all LA 3's will have more than 4 years seniority.

+This will restrict the mobility of all the library assistants.

+Estimated that it would take \$200,000 to continue the funding, referred everyone to the handout the LA 3's had prepared and their motion.

(see attached sheet) The motion was CARRIED.

6. Secretary-Treasurer's report

Moved by Patricia House

Seconded by ~~Elizabeth Whittam~~

THAT \$50000 FROM THE AUCE LOCAL ONE STRIKE FUND BE PUT INTO A TERM DEPOSIT UNTIL THE END OF DECEMBER 1983.

The motion was CARRIED.

SHOULD WE JUMP THE A.U.C.E. BOAT?

WHERE SHOULD WE JUMP TO?

--HERE'S A LIST OF QUESTIONS TO ASK ABOUT OUR UNION ,
AND ABOUT OTHER UNIONS,
WE'D BETTER CONSIDER CAREFULLY BEFORE WE LEAP-----

- 1) How democratic is the union?
How much input does the membership have into union policies? Are the officers elected? Are the staff reps/business agents who represent us elected? Can they be recalled and by whom? Are delegates to union conventions elected by local members or are they appointed? Most of this information is available in the union constitution and bylaws.
- 2) Does the union bargain for other groups that are similar to us?
What are the collective agreements like for other workplaces organized by the union? (You'll likely be surprised to find that we have a very good contract).
- 3) Would we form our own local or be part of a composite local?
Would we negotiate as a local, or as part of composite or joint negotiations? (negotiations for a whole sector or region).
If we were part of a composite local, could we bargain our own collective agreement?
- 4) Who controls the negotiations?
Is it an elected committee from our union, or someone assigned to negotiations? Who draws up the bargaining proposals? Who decides if a contract is to be accepted by the union? Do all issues go to a vote of the membership?
- 5) What kind of assistance will we get from union officers and representatives for grievances?
How often can we expect to see the union rep/staffer? Will we have to hire our own staff as well?
- 6) What is the dues structure?
How much are the monthly union dues? Where do the dues go?
- 7) Is there a strike fund?
How is it built? Is there a policy concerning strike pay?
Who, what circumstances determine if we get strike pay?
- 8) Is the union affiliated with any labour central?
Is the union affiliated with the Canadian Labour Congress (CLC) or the Confederation of Canadian Unions (CCU)?
Does the union belong to the B.C. Federation of Labour? (or B.C. Council of the CCU).
- 9) What kind of educational programs does the union offer its members?
Are there shop steward training programs? women's programs? occupational health and safety programs? How often are educationals held? Are they in local or provincial schools? What about outside educational activities--can the union send members to other classes/workshops/conventions?
- 10) Does the union give financial or other support to any political parties?
Who decides if the union contributes? Is the support conditional or unconditional?
- 11) Does the union have policies and negotiated clauses on issues of concern to us?
What are the policies/contract clauses on equal pay for work of equal value, maternity leave, technological change, hours of work, sexual harrassment, wage controls. . .

Sheila Rowswell

Biomedical Communications
875-4511

5. All Officers of AUCE are elected by the membership including the three full time paid officers of the Local. AUCE has an open door policy to all of its members. Members are encouraged to contact the office in the event of a dispute and if those in the union office cannot handle the problem, it is immediately referred to the area shop steward. &/or the Grievance committee. The Local handles all stages of the Grievance and during Arbitration is represented by the Locals lawyer.

6. In A.U.C.E. each member pays an identical amount to the union for dues (\$12.00) Dues cover union expenditures, salaries, arbitrations, strike fund, (see the 1983 budget for more information).

7. We have a strike fund - this is according to our constitution. The amount which should have gone into it last year didn't because we were short of funds. The executive (prov.) decides to give strike pay to striking members.

8. A.U.C.E. is neither a member of the B.C. Federation of Labour nor the Canadian Labour Congress which is the "House of Labour" to which many trade unions belong. The CLC is active in organizing workers, providing educational materials, and is worthwhile to belong to.

In BCGEU: Step I: handled by the steward and the grievor; Step II: handled by the Steward with GEU staff assistance if necessary; the grievor may be present if s/he wishes; Step III: handled by the GEU staff - the grievor and the steward may be present if they wish

Grievance Appeal Committee: headed by Vice President of the GEU: if the grievor is not satisfied with the decision of the Component Grievance Committee s/he can appeal; the G.A.C. can overrule the Component

If grievance goes to Arbitration, funds are made available through the component; most grievances are handled at the arbitration level by GEU staff, but, if necessary, a lawyer is hired and paid for by HQ.

Union dues would be 1% of a member's salary. Therefore, a sec. II would pay roughly \$14.52 if we go by A.U.C.E. pay scale. A clerk I would pay less and so on. 20¢ per month per member goes to the CLC as B.C.G.E.U. is affiliated with the CLC, and 50¢ per month per member goes to a strike fund (defense fund).

In an interview with Jack Adams in 1979, it was mentioned that no local has ever been denied strike funds. This of course, is a worry when you join a large union. The 50¢ per member per month paid to the defense fund from dues goes into a strike fund.

B.C.G.E.U. is a member of B.C. Fed. and also an affiliate of CLC.

In CUPE, the Local generally deals with labour disputes through their elected Grievance committee. If disputes are not resolved and go to arbitration, the Local can apply to the National Defence Fund and if their application is approved, can receive funding for up to 50% of the overhead costs of arbitration & 75% of the locals legal costs. This of course is conditional on the National agrees with the issues being disputed.

According to Section B.4.3, the regular dues of each member shall not be less than the national per capita tax. Dues structure is income-related and covers per capita tax, affiliation fees and funds necessary to operate their local or Provincial union.

C.U.P.E. is an affiliate of CLC and a member of the B.C. Fed. of Labour.

9. A.U.C.E. invites speakers to its membership meetings, is supportive of shop steward workshops, supports day care for its members, has a joint committee with the university on V.D.T.'s, pays for courses taken by union members on labour-related issues at B.C.I.T. and the majority of its volunteers being women, are supportive of a host of women's issues.

10. A.U.C.E. does not make financial contributions to political parties.

11. A.U.C.E. has attempted to negotiate technological change clauses (in 1982) and was not successful in obtaining these in our contract. We're still trying. We have a tech change committee and are studying information on the subject for our next set of negotiations. A.U.C.E. fought for an excellent maternity leave benefit for its workers - we'd want to maintain this. Workers have protection from sexual harassment. Equal pay for work of equal value is strongly supported but not in our contract.

B.C.G.E.U. has a women's committee but not all locals have elected representatives on this committee. We would, naturally, elect members to be active on B.C.G.E.U.'s women's committee.

B.C.G.E.U. to date, doesn't have a contract clause pertaining to equal pay for work of equal value (could this be due to male-dominated union?) Yet, in terms of their contract, good clauses exist on health and safety issues and they show concern for women members by negotiating Tech change provisions.

In CUPE the offer a six level certificate programme. 1) basic for members 2) steward training 3) contract bargaining 4) specialized courses ... health/safety, women in unions etc. 5) CN Labour College correspondence and 6) residential. CUPE encourage officers to make use of the educational facilities.

Clauses & benefits vary from local to local because of local autonomy. Some locals of CUPE have clauses pertaining to: tech change, no contracting out, strong job security, health/safety, educational leave, parental leave, Job Evaluation and affirmative action.



As a result of the decision to discontinue the UBC Library Recon Project, ten Library Assistant 3's received lay off notice toward the end of May. Subsequently ten LA 3's with less seniority were bumped from positions throughout the library system. These people face probable unemployment at the end of August. They will then be put on a recall list for one year, and be returned to LA 3 positions when and if such positions become available. They may apply for jobs at a lower classification, subject to the usual hiring procedures, again if such job vacancies occur.

The discontinuation of funds to the Recon Project is a result of the heavy allocation of funds to another project, the implementation of the BC Library Network, a system of computer services which does not require additional staffing of the libraries involved. The Recon Project, which has as its purpose the conversion of the old card catalogue to machine readable form, is only partially complete, with most of the monograph (book) holdings yet to be converted. This project has been running for four years, and has employed up to 21 people at a time. If it was such a priority only a year ago that the staff was doubled, why is it now felt necessary to leave it incomplete? To shift funding from a labour-intensive project to one which requires no additional staff, and during a period of such high unemployment, does not seem to us the best policy for the University to pursue. The University has already, over the past couple of years, reduced its staff of Library Assistants by some thirty or forty positions. Is this further painful cut really necessary?

With all this in mind, we would like to make the following motion:

That the executive of AUCE Local 1 take the following steps to protest the withdrawal of funds from the Recon Project and the impending lay off of ten Library Assistant 3's:

- a) send a letter of protest to the University administration;
- b) issue a press release to the Ubysey, the local press and other media, and to appropriate labour organizations (BC Fed, district labour councils, CCU etc.);
- c) send a letter expressing their concern to the Board of Governors;
- d) distribute a petition to be presented to the University administration.

e) *strike a committee, to co-ordinate these activities*

Alannah Anderson
 Louise Archibald
 Ted Byrne
 Pat Lew
 Suzanne Garnett
 Roslyn Moran
 Elizabeth Whittam

*Sheila Powell
 Mared
 Sheila Foster
 2nd.
 letters go to
 appropriate
 govt officials*

*Heinrich
 UCBC
 MCL*