

SPECIAL MEMBERSHIP MEETING, 20 November 1975, Hebb Theatre

Ian McKenzie was in the Chair.

12:45 p.m.

Joan Cosar ) That the time guidelines shown on the agenda be strictly  
Frances Wasserlein ) adhered to.

Items would be tabled at the end of their time allotment.

CARRIED

1. ADOPTION OF THE AGENDA

Dale McAslan ) That the agenda be adopted as distributed.  
Patricia Mann )

CARRIED

2. INTRODUCTION & SUGGESTIONS

3. OPENING OF NOMINATIONS FOR PROVINCIAL REPS. & JOB EVALUATION CMTE.

No nominations were taken at the meeting and interested people were encouraged to contact the union office.

4. REPORT ON LEGISLATION & NEGOTIATIONS

Frances Wasserlein presented the report regarding our position on the federal controls and answered questions.

5. PRIORITY CONTRACT ITEMS

Dale McAslan presented a report on the wage issue.

Dale McAslan ) That we reaffirm support for the restructuring of the  
Vicki Meynert ) wage scale as a priority demand and as a positive step  
towards fair pay practices.

CARRIED

Dale McAslan ) That the membership authorize the contract committee  
Marcel Dionne ) to tell our mediator, Mr. Sims, that our minimum position  
regarding wages is an increase of \$100 or 10%, whichever  
is greater, applied to the restructured wage scale.

DEFEATED  
(overwhelmingly)

Heather McNeill ) That we reaffirm our original wage demand of \$175 or 18%  
Maureen Gitta ) across-the-board.

CARRIED

The time limit for Item 5 expired at this point.

6. DISCUSSION OF HOLDING STRIKE REFERENDUM

Dick Martin presented a report on the implications and method of taking a strike referendum.

Dick Martin ) That AUCE Local 1 authorize an immediate referendum strike  
Frances Wasserlein ) vote.

CARRIED  
(overwhelmingly)

7. FURTHER CONTRACT ITEMS

In order to clarify the intent of the motion regarding reaffirmation of support for the restructuring of the wage scale it was decided to take a vote for reconsideration.

Nancy Wiggs )  
 Patricia Mann ) That the motion, "That we reaffirm support for the restructuring of the wage scale as a priority demand and as a positive step towards fair pay practices" be reconsidered.

CARRIED

Dale McAslan )  
 Ann Hockey ) That we reaffirm support for the restructuring of the wage scale as the priority demand as regards the wage issue and as a positive step towards fair pay practices.

CARRIED  
(overwhelmingly)

Vacations

Robert Gaytan presented a brief report on the amended vacation schedule proposal.

Robert Gaytan )  
 Nancy Wiggs ) That we amend our original vacation proposal to read:  
 3 weeks during the 2nd calendar year  
 4 weeks during the 5th calendar year  
 5 weeks during the 7th calendar year, and

commencing with the employee's 8th year of service, 1 additional day per year, and to reaffirm our proposal for turning the period between Christmas and New Year's into a University holiday as time off with pay.

CARRIED  
(overwhelmingly)

Dale McAslan )  
 Frances Wasserlein ) That the membership reaffirm our position on the union shop.

CARRIED  
(overwhelmingly)

Dale McAslan )  
 Vicki Meynert ) That we reaffirm our present grievance procedure.

CARRIED  
(overwhelmingly)

Joyce Diggins )  
 ) That we have a vote of thanks to the entire contract committee as an expression of appreciation for their sustained work on our behalf.

Dale McAslan )  
 Frances Wasserlein ) That we reaffirm support for the two-hour lunch proposal.

CARRIED

AGENDA FOR GENERAL MEMBERSHIP MEETING  
THURSDAY, DECEMBER 18, 1975

NO SMOKING

1. Table all minutes from previous general and special membership meetings. These will be mailed out at a later date.
2. Credit Union. MOVED by Frances Was. erlein that AUCE membership authorize the deposit of \$10,000.00 on a term deposit basis with the University Community Credit Union at the highest interest available.
3. Correspondence.
4. Open nominations for Trustee (Sharon Newman has resigned). Nominations continue for Job Evaluation Committee and Provincial Reps.
5. To be MOVED by Judy Wright that all ballots in the Union Office be destroyed.

ANNOUNCEMENT: Letters of thanks will be sent to all those who supported us during the strike. If you have the name of anyone you think should receive a letter of thanks, call the Union Office, 224-5613.

6. Financial report (motions on separate sheet).
7. Contract Committee report.
8. Strike Committee report: announcement of written strike report to be done at future time; and to be MOVED by Judy Todhunter that the membership authorize the publication of a tabloid to be ready for distribution in January that will explain our history, the strike, management's role for distribution to the University community.
9. Discipline (see below).
10. Arbitration reports: Judy Wright.

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The following is a suggestion from some members of the Executive (8 Executive members were at the meeting that decided to put this forward for consideration). There has been much discussion of whether to, and how to discipline members of our Union who crossed our picket lines. If the membership decides to take disciplinary action against such members, this is a suggestion for a charge and trial procedure that is within the bounds of our Constitution.

THE CHARGE ITSELF

A charge may be laid by one or more people against an alleged scab. This charge must be written. Seven (7) days must pass before any action is taken.

Suggested wording for a charge: I, \_\_\_\_\_, charge you, \_\_\_\_\_ with contravening Section N, subsections 4 and 5 (Any member of the Local Association shall have the right to prefer charges against any other member of the Local Association according to Section 17 of the Provincial Constitution. Charges can be preferred against any member who: 4. Acts in collusion with the employer with a view to injuring the Provincial Association or Local Association or impeding the implementation of any policy of the Provincial Association or Local Association. 5. Fails to act in accordance with any decision of regular or special membership meetings of the Local Association.) of AUCE Local 1 by-laws in that you crossed the picket lines of the Local Association and worked.

ONCE THE CHARGE IS MADE

1. Person(s) making the charge bring it to the Executive.
2. The Executive hand-delivers it to the accused with the date, time, and place of the hearing.
3. The accused is informed of their right to counsel by another member of the Local.
4. The accused is given a copy of Section 17 of the Provincial Constitution and Procedure for Hearing.
5. If the accused doesn't attend the hearing, they must present a medical certificate or prove personal emergency which prevented them from attending.

PROCEDURE FOR HEARING

1. Chargon(s) or their representative read the charge and give reasons for doing so.
2. Accused or their counsel reply.
3. Membership can ask questions of either party (suggested time limit: 15 min.).

Suggested procedure for discipline (cont'd)

4. Final statement from chargor(s) and accused.
6. Accused is asked to leave the room.
7. Vote taken as to guilt or innocence.
8. If guilty, penalty is debated and decided.
9. Accused is asked to return and informed of decision and, if guilty, the penalty.

Executive will then be responsible for ensuring that the penalty is carried out.

In the event of a large number of charges being laid, the Executive will call a special membership meeting to carry out the trial procedure. If only a few charges are laid, the accused will stand trial before a regular general membership meeting.