

AUCE Local 1, Executive Meeting, 26 Feb. 1976

Jerry Anderson - Chair

Present: Frances Wasserlein, Treasurer; Louise Hamilton, Membership Secretary; Joan Cosar, H; Ian Mackenzie, President; Pat Gibson, Strike Cmte.; Janice Doyle, F; Margot Scherk, D; Kevin Grace, Grievance Cmte.; Robert Gaytan, Trustee; Emerald Murphy, Observer; Judy Todhunter, Communications Cmte.; Nancy Wiggs, Vice-President.

1. Adoption of Agenda

The agenda was amended as follows, and then adopted as amended:

- i) under item 4, a fourth point, d) role of the Executive, added
- ii) under item 7, a third point, c) temporary employment of Jackie Ainsworth in AUCE office Feb. 27 and 28, was added.

2. Notice to Joan Cosar, Chairperson for next Executive Meeting, March 16

In addition, the schedule for future chairing of Executive Meetings was distributed. That schedule was amended at the meeting with the chairpersons for 28 April and 18 May switching turns.

3. Adoption of Minutes

The minutes of the Executive Meeting of Feb. 16 were adopted as distributed.

4. Business Arising from the Minutes


- a) Ian Mackenzie reported on all-committee meeting of Tuesday, Feb. 25 and submitted a written report to the Executive.
- b) Scheduling of a possible scab trial was discussed. Moved that the date of scab trial be set at the next membership meeting on March 11. CARRIED
- c) Ian Mackenzie reported on the progress of distribution of the Strike Tabloid. Copies were mailed to all AUCE members, and 10,000 were delivered to the Ubyssy points by Kitsilano Transfer at a cost of \$51.65. Data Processing will charge 4¢ a label (about \$200 total) for labels and mailing to other campus workers.

Ian Mackenzie moved that the Executive authorize the spending of a sum less than \$100 for the mailing of the Tabloid to CUPE and other union workers on campus, and that we endeavour to distribute to faculty by hand. CARRIED

- d) Emerald Murphy spoke on the role of the Executive with particular reference to decision-making powers, and recommended that Executive members return to their division members for guidance in difficult decisions. Murphy also recommended that Executive members attending meetings as Executive delegates be clearly instructed by the Executive on how to proceed.

Nancy Wiggs expressed the view that the Executive's role is to implement policies that have already been approved by the membership, not to make new policies.

5. Correspondence

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- b) Letter from Emerald Murphy to Peggy Smith asking for notification in newsletter of AUCE office hours, and that the answering service be turned on when there is no one in the office.

Ian Mackenzie moved that the answering service (which was rendered inoperable during phone installation at the time of the strike) be put into operation again as soon as possible and that expenses for this be taken out of office expenses.

CARRIED

- c) Letter to Nancy Wiggs from Emerald Murphy suggesting review by the Executive of the function of the Union Organizer.
- d) Letter to Ian Mackenzie from a member of the Safety, Security and Fire Prevention Cmte. stating his view that AUCE picketers at Westbrook and Boulevard gate were putting themselves in danger during the strike. Pat Gibson moved that he write to this person acknowledging receipt of the letter and noting its contents.

CARRIED

- e) Letter from Mackenzie to Clark re AUCE membership on Grievance Cmte. and reply from Clark to Marcel Dionne giving University membership on that Committee with his request that the University committee be given advance notice of the nature of the matters to be discussed at future Grievance Cmte. meetings. This letter from Clark will be dealt with under the grievance report later in the Executive meeting.
- f) Letter charging a library worker with scabbing, signed by eleven people.
- g) Letter from Grace McCarthy in reply to our telegram re Status of Women Office.
- h) Letter from Heather McNeill re wage and price controls demonstration.

6. Formulation of Agenda for Next Membership Meeting, 11 March, 5:15 p.m. Buchanan 106

- a) Ian Mackenzie will prepare an Executive report to be distributed with the agenda of the Membership Meeting, and will require about five minutes during the meeting to deal with updating and questions from the members.

Ray Galbraith will prepare a written report for Grievance Committee (to be distributed with agenda) and will require twenty minutes during the meeting for updating and questions.

Nancy Wiggs moved that all written reports to be part of the agenda go out as one package and reach the membership by Thursday, March 4. The Communications Cmte. will be responsible for this, with a work party on Sunday and another on Monday.

The Strike Cmte. report will also be attached to the agenda, and the committee will require five minutes at the membership meeting for updating and questions.

The Communications Cmte. report will be distributed with the agenda and the committee will also require five minutes at the membership meeting for updating and questions.

- b) There will be a proposal put on the floor without a recommendation from the Executive on the subject of a three minute time limit for each speaker at membership-meetings, and an outline of the pros and cons of this proposal will be distributed with the agenda.
- c) A report on the proposed amendment to the Constitution dealing with Section 17, Discipline, will be distributed with the agenda.

The Executive (Frances) will recommend an amendment to the procedure earlier approved for conducting discipline trial under section 2, subsection g, that both accuser and accused leave the room while the voting on verdict and sentence take place.

- d) The proposed purchase of a tap recorder was discussed. Ian Mackenzie moved that the Executive withdraw its recommendation for purchase and that the matter be referred back to the Union Organizer for better justification if she wishes.

CARRIED

- e) the agenda for the March 11 membership meeting in capsule was approved as follows:

1. No smoking announcement
2. Adoption of Agenda (3 minutes)
3. Adoption of Minutes as Distributed (3)
4. Business arising from minutes
 - a) Bylaw amendment (15)
 - b) Tape recorder (3)
 - c) Close nominations for delegates to Provincial Convention and elections if necessary (15)
 - d) Gaytan's plea for committees (3)
5. Correspondence report (5)
6. Open nominations for Trustee (1)
7. Financial report (5)
8. Executive report
 - a) scab trial date
 - b) time limits proposal (10)
9. Strike Committee report (5)
10. Communications Committee report (5)
11. Grievance Committee report (20)
12. Provincial report (10)
13. Other Business

7. Emerald Murphy moved that item 11 on the original agenda be moved up and this was carried.

8. Nancy Wiggs moved that the Executive meeting be extended until all business was taken care of, and this was carried.

Discussion of Procedure for Election of Delegates to Provincial

- mailing services, only info so far from Office Services (UBC)
- tax receipts being mailed out
- Frances pointed out that financial statements from auditor have been received and are available
- our cash position is less than we thought
- it is apparent that the university is not deducting sufficient money from hourlies. Louise and Frances should check into this.
- Jackie Ainsworth would be interested in working in office Thursday and Friday.

Nancy/Joan that we discuss the issue of Jackie working in office. CARRIED

Robert/Nancy that Jackie be asked to come for Thursday and Friday with the understanding that she will be paid only if the membership approved her being paid at the base hourly rate.

Ian/Kevin that the Executive recommend payment DEFEATED
original motion was ... DEFEATED

Joan/Nancy that the meeting be adjourned until next week, Tuesday March 2, 5:15, with Jerry to remain in the chair. CARRIED

Quorum lost at 7:20 and meeting adjourned.

AUCE Local 1, Executive Meeting, 2 March 1976

Jerry Anderson - chair

Present: Nancy Wiggs, Vice-President, Heather MacNeill, A (alternate); Joan Cosar, H; Robert Gaytan, Trustee; Bonnie Schoenberger, Recording Secretary; Janice Doyle, F; Kevin Groce, Grievance Cmte.; Carol Pincock, Strike Cmte.; Ian Mackenzie, President; Penny Swanson, Communications Cmte.; Jerry Anderson, B.

Nancy announced that on 3 March there is to be a meeting with AUCE and community colleges to talk about organizing. Melody Rudd will be going as will Nancy but she has another meeting as well.

8. OTEU and Lay-Offs

A written report had been submitted by Frances who stated that she would like to be a member of an Ad Hoc committee to study the situation.

Nancy/Joan That the Executive strike an Ad Hoc committee with Frances as a member to continue to investigate the lay-off problem on campus.

CARRIED

This is to be a voluntary committee and it was felt that something should be put in the newsletter announcing its formation.

9. Discussion of the Union Organizer and Office

Peggy could not attend this meeting and had asked that discussion of this matter be tabled until the next Executive meeting.

Nancy/Janice That discussion of the Union Organizer and office roles be tabled until the next Executive meeting and that there be no further delays in discussing this matter.

CARRIED

10. Grievance Committee Report (Kevin)

A lengthy report was given covering several meetings with the University Labour Committee. The university representatives would take one position at a meeting and then following caucussing or at the next meeting they would reverse that position. Examples of this behaviour involved Marcel's reclassification with the university saying at one meeting that a review was required and then at another meeting saying that such a review was no longer required; at one meeting the university stated they would discuss only grievances at these meetings and then reversed that position in a subsequent meeting. The issue of bumping was raised when discussing the lay-offs occurring on campus with the university taking the position that this should be an individual's decision whether or not to "bump" another individual. Evidence came to light that employees had been misinformed by the university that bumping was not permitted in the contract and the union felt that it should not be up to the individual whether or not they bump someone else as that places them in the position of being persuaded by the university that bumping is not nice.

Seniority lists have been provided to the union but they are difficult to understand being related to the old classification system and separating hourly and monthly paid people.

The university is preparing a brief for joint application to the Anti-inflation Review Board. The union Grievance Committee declined to discuss the matter further with the university.

11. CUPE/AUCE Meeting (Ian)

Ken Andrews presented the idea of forming a council on campus of the various unions which would have a great deal of power, and wished to arrange simultaneous bargaining times. It was felt that the CUPE executive were not aware of Andrews approaching AUCE with such a proposition and that he was looking for our reaction to take back to them. It was felt that although a council which facilitated communications among unions would be a good idea his idea of a powerful formal council would not be such a good idea. He should be asked to present concrete suggestions as to the function of such a committee that we could take back to the membership.

Heather/Joan That the AUCE executive sent a letter to Ken Andrews and the CUPE Executive stating the we are studying the idea of a council at the university and hope to get back to the CUPE Executive within the next month. CARRIED

It was pointed out that Andrews had been asked point blank about the function being primarily one of communications and he stated that he wanted a formal council. This could involve a lot of problems with the B.C. Fed as they could block any attempts at forming an informal council without their involvement. It was decided that there should be some discussion of this matter at the membership meeting.

As a follow up to this meeting it was felt that Andrews should be made aware that such discussions should be above board and not quiet unofficial meetings. Executive members should be instructed not to have meetings with representatives from other unions without Executive approval.

12. Stewards and Contract Seminar (Heather)

The seminar is scheduled for March 14, Sunday, and there is an announcement in newsletter. It is possible to change items on the agenda but the date is fixed. Heather wanted two volunteers from the Executive to handle sections on what is a stewards responsibility and how to make the steward structure work better. Ian volunteered to cover one section and Nancy said she would try to get another person for the remaining section. Peggy will phone the Executive reps to remind them to get in touch with shop stewards in their division about the steward seminar.

Heather/Carol That the executive authorize payment of \$55 plus any tax for the rental of a room at the Holiday Inn on March 14, 1976 for the Steward Seminar. CARRIED

Heather/Margot That the executive authorize payment for coffee service at the Steward Seminar. CARRIED

Heather/Margot That the executive authorize payment for the subsidization of day care expenses for Local 1 union members who attend the Steward Seminar. The maximum amount which will be subsidized is \$1.00 per hour. Any member who wishes to be subsidized must submit a request for payment form which the union will distribute at the seminar. CARRIED

Heather/Kevin That the executive authorize payment for a 2" x 2" ad in the Ubysey on Thursday, March 11, 1976 which advertises the Steward Seminar. CARRIED

Heather volunteered to chair the seminar.

13. Provincial Report (Margot)

A provincial report will be printed in the newsletter. The results of the referendum ballot for the Secretary-Treasurer position were, approximately 566 in favour of making this position full-time paid, 370 opposed. There is a possibility that a motion will be presented that this referendum was unconstitutional which would mean it would be done all over again. There is a provincial meeting on Saturday at 2:00 p.m. Apparently Langara is interested in organizing.

14. Film

It was referred back to Peggy to arrange showing the film, "Don't call me Baby". It was felt that there should be an item in the newsletter about the time and place this film would be shown.

Ian/Margot That the issue of showing the above film be referred to the next executive meeting. CARRIED

15. Strike Committee Report (Carol)

The subcommittees are meeting and preparing their own reports. A written draft will probably be ready by March 14th. They wanted some feedback from the members and will be bringing recommendations to the membership meeting. They hope to be reporting out at the April membership meeting.

16. Communications Committee Report (Penny)

There are only three people on this committee and it is extremely difficult for such a small number of people to get out the newsletter. It was suggested that it would save some work to have the newsletter printed up and that this would also make it more appealing to the eye.

Robert turned the discussion to a possible amendment to the by-laws regarding committee structure in that representatives should not be limited to one per division. Although a committee might be composed of, say, 10 members, one division might have 4 and another might have none.

Ian/Margot That the communications committee be composed of one person from each division, supplemented by any number of volunteers wishing to participate. CARRIED

This should come under other business. Although this has been the policy in the past it was felt that many people were not aware that they could participate in such a committee even though their division was already represented.

17. Robert stated that he was interested in going through all the past minutes researching changes to the by-laws and draw together an updated version, with possible changes in format, though no changes in content.

Ian/Robert That an ad hoc committee be struck, including the Trustees, to look into amendments to the by-laws and report back to the executive at which point recommendations will be made to the membership as to possible changes. CARRIED

People interested in this committee were Janice, Robert, Margot, Ian.

Other Business

Heather announced there is to be a demonstration against the Anti-inflation legislation by the CLC on March 22nd. She felt there should be an item regarding this demonstration in the agenda with a recommendation from the Executive. She also stressed the importance of opening our eyes to the distinct possibility of being called before the anti-inflation board and should prepare a brief in support of our wage increase.

Heather/Robert That the Executive form an ad hoc committee responsible for research and co-ordination with other unions regarding the wage and price controls. This committee should also involve the grievance committee, and be composed of volunteers. CARRIED

Ian/Margot That the Executive recommend to the membership that we endorse the CLC demonstration on March 22 and send a telegram of support to the CLC with a copy to Trudeau. CARRIED

Heather will motivate this motion at the membership meeting.

There followed a brief discussion of how the last two meetings were chaired and a letter from Janice was read. It was generally agreed that the meetings had been well handled.

Quorum was lost at 7:15 and the meeting adjourned.