



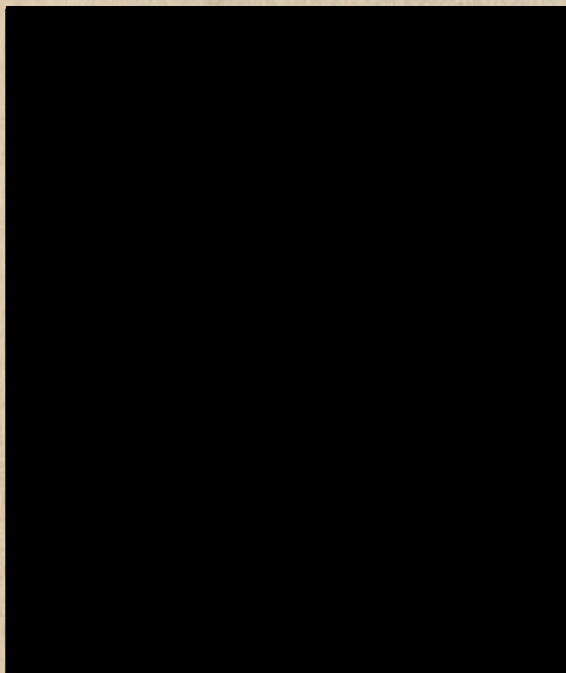
# on campus

association of university and college employees

VOL. 1, No. 9

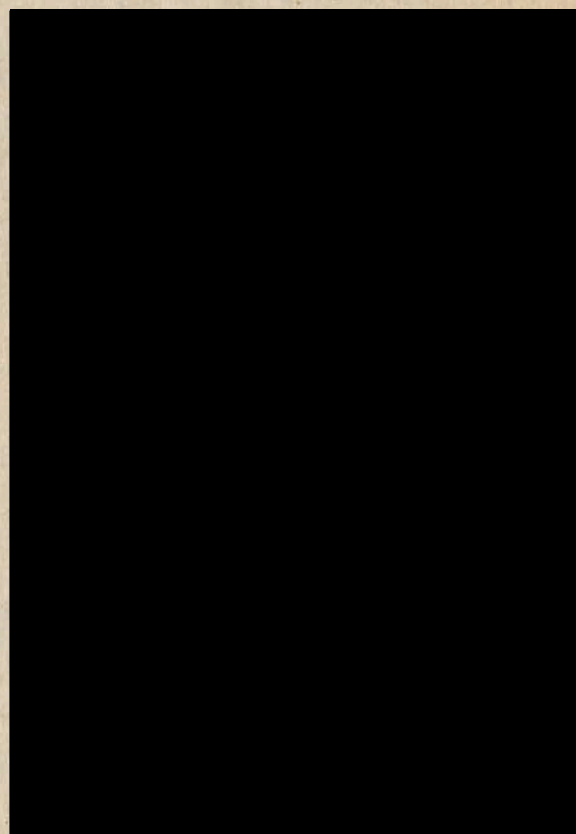
November/December 1982

## Union members get more



*Canadian Labour*

## VDT ruling



*UE News*

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### NEW SAFETY COMMITTEE

A new safety committee is being set up in the GSAB. Anyone willing to volunteer to sit on it or wanting information, please contact Karen Shaw, Catalogue Records, LPC at L.5951 or Patricia in the Union Office...224-2308.

### **STOCKMAYER'S THEOREM:**

If it looks easy, it's tough.  
If it looks tough, it's damn well impossible.



22nd October, 1982.

Members of the Contract Committee,  
A.U.C.E. Local No. 1,  
2162 Western Parkway,  
Vancouver, B.C.,  
V6T 1V6.

Dear Friends,

Two years ago as last July when I returned from a six-week vacation the contract had been finalized in my absence. At that time the University offered us a "bonus" of \$100 which I wanted to decline, as I felt it was blood money. I was advised to accept it, but felt that I had prostituted myself. I feel now that the membership has sold itself. I trust that in 1½ years' time when the contract comes up again everyone will remember what was agreed upon, (not unanimously).

I should like to thank the Contract Committee for the hours and hours of hard work and agonizing they've gone through on our behalf, despite the apathy of the membership. I am personally sorry that their good advice was not heeded.

Best wishes,

*Sheila M. Bennie*

Sheila M. Bennie,  
School of Social Work.

## DID YOU KNOW

that, B.C. Tel sends its mail to the post office with a notation on each envelope concerning its delivery so that the postal workers do not need to fine sort it. Not only does this practice take work away from the postal workers, B.C. Tel only pays 21¢ per letter instead of the 30¢ the rest of us pay. So, not only do we pay very high telephone bills, we subsidize B.C. Tel even further through our taxes, by allowing them access to cheaper postal service.

\* Important: Please read !

### JOB SLOTTING

A.U.C.E. employees who do not agree with where they have been slotted by the University have recourse to the following procedure:

1. Employees should write to the Compensation Section of the Employee Relations Department, with a copy to their Department Head and the Union, indicating that they consider their position has been inappropriately classified under the Salary Equity Program and the reason why.
2. The University's Reference Committee will review the most current official position description and will give a decision in writing to the employee with a copy to the Department Head and the Union.
3. If the employee is not satisfied with the decision, she/he may apply within TEN working days of receipt of the decision of the Reference Committee, to present her/his case before the Appeals Committee of the University, accompanied by the Department Head or designate. The decision of the Appeals Committee will be in writing.

PLEASE NOTE: EMPLOYEES MUST INITIATE THE ABOVE PROCEDURE WITHIN ONE MONTH OF THE SIGNING OF THE COLLECTIVE AGREEMENT.

The Union Office is sending the new Standard Job Descriptions relevant to each department to the shop steward or contact person in each area, with instructions to circulate the descriptions. Employees should read the new Standard Job Descriptions before they write to Employee Relations. Any A.U.C.E. member who wishes to see the complete set of Standard Job Descriptions and/or who would like help should contact the Union Office at 224-2308 (Room 202 in the Armouries).

EMPLOYEES WHO ARE ASKED TO COMPLETE OR TO SIGN NEW POSITION DESCRIPTIONS SHOULD CONTACT THE UNION OFFICE.



## MAJOR CONTRACT CHANGES

### NEW CONTRACT

#### 1. Grievances (Article 35.03)

- Grievances must be initiated within 30 days of occurrence of the action being grieved or from first knowledge of grounds for a grievance.

#### 2. Leave of Absence Without Pay (Article 30.01)

- There is now a six-month limit to leaves of absence without pay.
- Employees must provide reasons for their requests of the leaves.

#### 3. Sick Leave (Article 30.06) (3) (ii),

- An employee may apply for and receive a medical leave of absence.
- Position will be held for only 6 months. If the employee returns to work after 6 months she/he will be placed in a coincidentally vacant position in the same classification, or if such a position does not exist, the returning employee will "bump" the person with the least seniority in that classification.

#### 4. Probationary Employee (Article 4.01)

- Upon request by the University, the Union may agree to one extension to the probationary period (not to exceed 3 months or 66 days).

#### 5. Sexual Harassment (Letter of Agreement)

- University will investigate and take appropriate action when an employee complains that she/he has been sexually harassed.

### OLD CONTRACT

- The previous contract did not specify any time limit for initiation of grievances.

- Under the old contract, there was no limit to the length of the leave of absence but an employee's position was held for one year only.
- Reasons for the leaves of absence did not have to be provided.

- Under the old contract, the University could refuse to grant a medical leave of absence.
- Employees were returned to their original position.

- The old contract did not provide for any extension to the probationary period.

- The old contract ignored sexual harassment.

## CONTRACT CHANGES continued

### NEW CONTRACT

#### 6. Unsafe Working Conditions (Article 24.02)

An employee who has reasonable cause to believe that to carry out any work or operate any equipment would create an undue health or safety hazard has the right to refuse to proceed. The employee has to immediately report the unsafe condition to the supervisor for investigation. If the employee is still dissatisfied, further investigation in accordance with the Workers' Compensation Board Industrial Health and Safety Regulation 8.24 shall be undertaken. (Contact Union Office for an explanation of Regulation 8.24)

#### 7. Consultation (Article 24.05)

- clarification of the consultation process as follows (applies when new or additional equipment, renovations, and permanent change in the location of the work areas or in working procedures are planned):
  - a) provision of information to allow informed advice about the changes
  - b) opportunity for employees to tender opinions and advice
  - c) consideration of the opinions and advice of employees
  - d) provision by employer of the final decision and the reasons for it to employees

#### 8. Arbitrators (Letter of Agreement)

- Replaces Article 35.04 (a) for duration of contract
- provides a rotating list of arbitrators by subject area agreed to in negotiations
- designed to speed up selection of arbitrators
- agreement was not reached for the subject area of misclassification/reclassification. The agreement provides for the appointment of arbitrators in this area by the Ministry of Labour. Each party will submit a list of arbitrators who are unsuitable.

### OLD CONTRACT

- The old contract provided more protection since employees still had the protection of the W.C.B. Regulation 8.24 and in addition, if in the opinion of the majority of staff members in a work area, conditions were dangerous to health and safety, the employees were to be relocated, reassigned, or granted time off without loss of pay until the conditions were corrected.

- The old contract did not spell out exactly what "consultation" means.

- The old Article 35.04 (a) did not provide for advance agreement upon arbitrators by subject area. As a result, there was a delay in proceeding to arbitration since the University and the Union had to agree on an arbitrator each time a case was taken to arbitration.



## CONTRACT CHANGES continued

### NEW CONTRACT

#### 9. Contracting Out (Letter of Agreement)

- This letter of agreement adds to the article on contracting out (5.05).
- The University will notify the Union of routine contracting out of secretarial and printing work on a month-by-month basis.
- The University will inform the Union of all other contracting out of bargaining unit work in advance or within one day of occurrence in emergency situations.
- Details will be provided on request.

#### 10. Liability Insurance Coverage (Article 13.12)

- Protects A.U.C.E. employees from work-related lawsuits against them while they are acting within the course of execution or the scope of their duties as employees. This article is important for employees working in a clinical setting.

#### 11. Data Entry Training (Letter of Agreement)

- Where changed job procedures require the use of data entry systems (word processors, computers, etc.) the University will provide on-the-job training to the incumbent.
- (Article 19 remains as is.)

#### 12. Employee Files (Article 23.01)

- Employees shall be provided with copies of documents which may result in or arise from disciplinary action. Copies shall also be entered in the Employee Relations file.

### OLD CONTRACT

Under the old contract the Union had no way of knowing when contracting out of bargaining unit work occurred.

The previous contract did not provide protection.

Retraining was provided for employees who were redundant, displaced, or received notice of layoff due to technical change. (See Article 19.05).

The University previously only had to inform employees of reports received which could lead to dismissal, restriction of promotion opportunity, or of future employment.

THE ABOVE IS A BRIEF SUMMARY OF SOME OF THE CHANGES TO THE CONTRACT. IF YOU HAVE ANY QUESTIONS OR WOULD LIKE MORE EXPLANATION, PLEASE CONTACT THE UNION OFFICE (228-2308).

IT SHOULD BE NOTED THAT THE EROSIONS TO THE CONTRACT ARE GREATLY WATERED-DOWN FROM WHAT THE UNIVERSITY ORIGINALLY PROPOSED IN APRIL. THE CONTRACT COMMITTEE WAS SUCCESSFUL IN HAVING THE UNIVERSITY WITHDRAW MANY OF ITS DETRIMENTAL PROPOSALS.

## CORRESPONDENCE RECEIVED JULY 29 - SEPTEMBER 30, 1982

- July 29 Letter from the Office of the Treasury Board of Canada enclosing a copy of Bill C-124
- August 3 Letter from Lillian Hill enclosing a copy of her resignation from UBC
- August 3 Letter to the Executive from Murray Adams
- August 4 Letter from Libby Nason to Kittie Cheema re: Job Evaluation & Contract Committees
- August 3 Letter from Pensions-Focus on Women giving further information & list of delegates to conference held in March/82
- August 3 Letter from Libby Nason to Carole Cameron re: Job postings
- August 4 Notice from the Coalition for World Disarmament re: Candlelight Ceremony to be held August 6
- August 6 Brochure regarding conference called: Work in Canada: Crises and Opportunity
- August 6 Press release from the B.C. Fed. of Labour re: Public Commission of Social and Community Cutbacks
- August 10 Letter of inquiry from W.H. Rimmer re: his sister's estate
- August 11 Letter from Ann Hutchison accepting the nomination for the Job Evaluation Committee
- August 12 Letter from Karen Shaw accepting the nomination for the President's Advisory Committee on Health & Safety
- August 12 Letter nominating Adrien Kiernan as Division Rep for VGH
- August 13 Letter nominating Catherine Kinney for the Pres. Advisory Committee on Health & Safety
- August 12 Letter from Libby Nason re: Physical Education Dept.
- August 12 Copy of a letter from OTEU to the LRB re: Application for Certification of employees in Thunderbird Winter Sports Center
- August 12 Press release from B.C. Fed. of Labour re: appointment of new Minister of Labour for B.C.
- August 16 Copy of a memo re: completion of an employee's orientation in Physical Education
- August 19 Memo nominating Carole Cameron, Pat House, Helen Glavina, Suzan Zagar as delegates for the Special Provincial Convention
- August 19 Memo nominating Nancy Wiggs, Fairleigh Wettig, Jet Blake as delegates to the Special Provincial Convention
- August 19 Minutes from a medical secretaries meeting



August 19 Letter from Nancy Wiggs accepting the nomination for the Contract and Job Evaluation Committees

August 19 Letter from Nancy Wiggs accepting the nomination for delegate to the Special Provincial Convention

August 19 Letter from the University of Toronto Staff Association requesting information on how we handled our hiring freeze

August 19 Advertsing flyer about a collection of political cartoons by Bob Bierman offering a discount to union

August 20 Advertising brochure from Sheraton-Villa Inn

August 23 Letter re: involuntary transfer within the library

August 24 Letter of thanks and newsletter from the Committee for the Defense of Human Rights in Peru

August 30 Fact sheet from the People's Law School

August 30 Letter from Susan Fane of Crown Life Insurance offering to sell our members insurance

August 30 Letter from Tasco Communications Inc. outlining their services

August 30 Letter from Jane Durant re: job postings

August 27 Press release from DESC

September 1 Press release from DESC

Sept. 1 Letter from Libby Nason re: billing for union leave

Sept. 1 Notice from the Employers' Council re: Negotiators' Training Program

Sept. 2 Information from 9 to 5 National Association of Working Women

Sept. 3 Extracts from the Provincial Legislature on Bill 50 Labour Code Amendment

Sept. 1 Notice of Carmela Allevato opening her law practice

August 20 Press release from the B.C. Fed of Labour re: unemployment

Sept. 13 Press release from the B.C. Fed. of Labour re: unemployment

Sept. 13 Invitation from the Canadian Advisory Council of the Status of Women to an open house marking the opening of their western regional office in Vancouver

Sept. 13 Letter from W. H. Rimmer re: his sister's estate

Sept. 14 Letter from TRS Total Reporting Service outlining their services

Sept. 16 Letter from Libby Nason re: job posting bulletins

Sept. 13 Letter from Household Workers' Rights confirming our order for their publications

CORRESPONDENCE RECEIVED FROM SEPT. 15/82 - A.U.C.E. LOCAL 1

Sept. 15 Employers' Council of B.C. - The Art of Successful Negotiating Program

Sept. 20 Trade Union Forum, Mr. Jim MacFarlan - meeting announcement notice for Sept. 30/82 meeting.

Sept. 22 Richard De Boo Limited - Re recent order. (Mr. Barry Garnet, National Sales Manager)

Sept. 22 Nomination of Jet Blake for a position on the Grievance Committee by Helen Glavina.

Sept. 28 Memo, Centre for Continuing Education from Paula O'Donnell re a member's absence from work.

Sept. 2 NEWS from the B.C. Federation of Labour re settlement of dispute with the B.C. Government Employees' Union.

Sept. 23 Memo, Sandra Traynor, Change of Job notice.

Sept. 27 Letter from Mr. Reg Wong re information on two University employees.

Sept. 27 Notice of opening of General Law Practice under the name of Lagace, Sanguinetti and Waldie, Suite 25 - 712 Robson Street, Vancouver, B.C. V6Z 1A2 (Phone [REDACTED])

Sept. 29 Letter from Andrew Broek, Print and Stationery Room, Education, regarding release from AUCE Local 1.

Sept. 29 Letter from John C. Horton, Print and Stationery Room, Education, regarding release from AUCE Local 1.

Sept. 29 All Risk Insurance Agencies, Ltd., Mr. Bill Stolt re Policy and Coverage inquiries.

Sept. 28 I.B.M. Canada Limited, D.L. Duncan, price increases on Service Agreement rates.

Oct. 14 Letter from Nancy Rosenberg, enclosing her resume for employment and information for work in a trade union or other labour organization.

Sept. 27 Letter from Group West, Madeline Olding inviting us to attend the "Not - For - Profit" operations management system for the Wang 2200 computer on Oct. 7/82.



|          |   |         |   |
|----------|---|---------|---|
| Sept. 24 | NEWS from the B.C. Federation of Labour re attacking the provincial government for including the WCB under new legislation restricting Crown Corp. rate increases.                            | Oct. 12 | Advanced Accounting Services, S.M. Vandervoort, re Canada Savings Bonds.  |
| Sept. 24 | NEWS from the B.C. Federation of Labour re holding an Equal Pay Conference on September 25th and 26th/82 at the Robson Square Media Centre.   | Oct. 12 | Comparable Worth Project, Patti Roberts re subscription.  |
| Sept. 24 | Copy of letter sent to Mr. Paul Thiele, Crane Memorial Library re invigilation of examinations. Written by Mike Burke, Union Co-Ordinator.  | Oct. 13 | Letter from Libby Nason, Employee Relations regarding termination date.   |
| Sept. 24 | Coalition for the Medical Rights of Women, Ann Gonali thank you note for the contribution.  | Oct. 13 | NEWS from the B.C. Federation of Labour - outline of their opposition to the government's inclusion of the Workers' Compensation Board.   |
| Oct. 10  | Notice re Eileen Hendry, Canadian Advisory Council on the Status of Women, opening of the Western Regional Office, 1055 West Georgia Street, Suite 1800, Van., B.C. OPEN HOUSE - Sept. 28/82. | Oct. 18 | DESC - Defend Education Services Coalition Newsletter.  |
| Sept. 27 | Letter from Lissett D. Nelson re sending notices to her home and also re remain a member with regards to her grievance.   | Oct. 19 | TSSU, Executive regarding Mr. Bob Wiseman's actions.  |
| Oct. 4   | COPE, Jim Quail, President, Committee for Progressive Electors re the civic election. Fund raising event to be held Sunday, Oct. 17/82, 2:00 p.m., Q.E. Playhouse.                            | Oct. 27 | Memo from Robin Richardson, Real Estate Division regarding membership cancellation.   |
| Oct. 4   | NEWS from the B.C. Federation of Labour criticizing the federal government's administration of its Employment Bridging Assistance program in B.C.   | Oct. 25 | Note regarding nomination of Nancy Wiggs to President and Adrienne Kiernan for the position of Vice-President -- Submitted by Suzan Zagar.  |
| Oct. 4   | Letter from Lid Strand stating resignation from the Contract Committee effective Oct. 15/82.  | Oct. 25 | Note regarding nomination of Brian Varty for the second Union rep. position on the President's Advisory Committee on Safety, Security and Fire Prevention. Submitted by Carole Cameron. |
| Sept. 30 | Copy of letter sent to Ms. Diane Tanguay, Health Sciences, from P.M. Nerland, Director re change of status in the Clerk II position.  | Oct. 25 | Note regarding nomination of Sharon Newman and Wendy Osborne for the position of Trustee for AUCE Local 1.  |
| Oct. 6   | NEWS from the B.C. Federation of Labour regarding response to comments attributed to Fed. President Jim Kinnaird by reporter Terry Glavin of the <u>Columbian Newspaper</u> .                 | Oct. 20 | Copy of letter to Mr. Paul E. Thiele, Crane Memorial Library regarding invigilation duties.   |
| Oct. 6   | Letter from Jane Durant, Employee Relations re Diane Tanguay's Clerk II position at Health Sciences.  | Oct. 27 | Memo from Colleen Mullen regarding Union cards to be re-issued to them at Triumph.  |
| Sept. 29 | Letter from Thorne Stevenson & Kellogg, Fred J. Hilling, re brochure describing 1982 salary surveys.  | Nov. 1  | Note regarding nomination of Emerald Murphy for the Health and Safety Committee. Nominated by Pat. House. Acceptance from Emerald Murphy.   |
| Oct. 6   | Memo from Jean Grant Horner regarding holiday scheduling.   | Nov. 1  | NEWS from the B.C. Federation of Labour regarding joint organization.   |
|          |   | Oct. 29 | Letter from Libby Nason, Employee Relations, regarding the letter of Oct. 22 concerning the Appeals Committee hearing.  |
|          |   | Nov. 2  | Letter from W.S. King, Shuswap-Revelstoke rep. regarding a job creating council. (Mr. W.S. King, M.L.A.)  |



The contract for the period April 1, 1982 to March 31, 1984 was ratified by the membership of A.U.C.E. Local I on Thursday, October 28, 1982. A ballot was conducted on Tuesday, October 26 and Wednesday, October 27, 1982. Sixty-four percent of the A.U.C.E. members voted. Of the people that voted, 76.5% accepted the contract. The new contract gives an average increase of 8.1% to employees in the first year of the contract. This is an average of a graduated increase ranging from 6% to 12.7%. The second year of the contract provides for a 5.25% across-the-board increase.

Included in the new agreement is a restructuring of the pay grades and the creation of new job titles such as clinical secretaries, clinical office assistants, layout and paste-up assistants, typesetters and bindery operators. The fragmentation of existing job categories leads to fewer employees in each category and could present problems with involuntary transfer. Additional changes to the collective agreement include a reduction of the leave of absence to six months; a time limit of 30 days to initiate the grievance procedure (there was no specified time limit before); extension of probation upon agreement between the Union and the University. Some of the gains include a letter of agreement on contracting out; a letter of agreement on sexual harassment; strengthening of the consultation clause; guarantee of medical leave of absence.

### **COLVARD'S LOGICAL PREMISE:**

**All probabilities are 50%. Either a thing will happen or it won't.**

#### Effective November 3, 1982, AUCE Local 1 Shop Steward list

|                      |                                 |                     |
|----------------------|---------------------------------|---------------------|
| Joanne Hooper        | Community Education             | L.6317              |
| Sharon Newman        | Registrar's Office              | L.2844              |
| Mary Vorvis          | Co-ordinator of Health Sciences | L.6662              |
| Suzan Zagar          | Woodward Library                | L.2570              |
| Fairleigh Wettig     | Animal Resource Ecology         | L.2731              |
| Judy Wolch           | Commerce                        | L.4308              |
| Jet Blake            | Bioresource Engineering         | L.2565              |
| Lexie Clague         | Geological Sciences             | L.2713              |
| Kitti Byrne          | Curriculum Laboratory           | L.5381              |
| Judy Blair           | Housing                         | L.2811/12           |
| Bev Westbrook        | Canadian Literature             | L.2780              |
| Helen Glavina        | Legal Clinic                    | L.2880              |
| Nancy Wiggs          | Legal Clinic                    | L.2880              |
| Murriel Hawley       | Economics                       | L.4129              |
| Carole Wisdom        | Fine Arts Library               | L.2720              |
| Joan Treleaven       | Periodicals, Main Library       | L.3739              |
| June Simpson         | TRIUMF                          | L.4711              |
| Adrien Kiernan       | Faculty of Medicine, VGH        | 873-5441, L.2438    |
| Kitti Cheema         | Serials Division, LPC           | L.3192              |
| Ted Bryne            | Catalogue Records, LPC          | L.5478              |
| Gwyn Bartram         | Space and A/V Services          | L.4400              |
| Andreana Phillips    | Drug & Poison Control Centre    | 682-2344            |
| Leeta Sokalski       | Catalogue Products, LPC         | L.6509              |
| Yvonne Chin          | Map Library                     | L.2231              |
| Agnes Peter          | Biomedical Branch Library       | 873-5441, L.3418/19 |
| Mary Jane Richardson | Computing Centre                | L.3944              |
| Bea Skipper          | Ophthalmology, VGH              | 873-5441, L.12      |
| Shelley McInnes      | Geography Reading Room          | L.2341              |



The "VOTE NO" handouts distributed near the polling station were not issued by the Contract Committee. There is no committee in A.U.C.E. called the "Worker's Unity 'Vote No' Committee of A.U.C.E.



October 21, 1982

MEMBERSHIP MEETING

12:30 - 2:30 p.m.

Chair: Marcel Dionne

1. Moved: Suzan Zagar                      THAT the agenda be tabled except for items  
Seconded: Adrien Kiernan                5 and 6 (Opening Nominations and Contract Report).  
CARRIED
  2. Opening Nominations: Marcel Dionne asked for people to submit nominations in writing to the Union office.
  3. Contract Report: Kitti Cheema, Chairperson of the Contract Committee, gave a Contract Report. The following are some of the main points:
    - long and complicated negotiations
    - University refused to discuss the restructuring program outside of negotiations.
    - membership to decide whether or not to settle for the terms and conditions of the contract
    - inroads into the contract:
      - extension of probation
      - letter of agreement on involuntary transfer
      - sick leave (position not held after 6 months)
      - time limit of 30 days to initiate grievance procedure
      - leave of absence limited to 6 months
    - Wages: graduated increase of 6% - 12.7% in first year  
5.25 % in the second year
    - "gains":
      - contracting-out letter of agreement
      - sexual harassment
      - change to employee files clause
      - unsafe working conditions as per Article 8.24 of the Workers' Compensation Regulations
      - health & safety committee
      - medical leave of absence guaranteed
      - suspension grievances start at step 3 of the grievance procedure
      - letter of agreement re arbitrators
      - consultation clause strengthened
    - University refused to put anything on video display terminals into the contract
    - no change in shift differential
    - Union was opposed to the content of the new job standards since wording could provide for circumvention of seniority in promotions. New Job Standards dictate increased level of responsibility without an increase in pay grades
    - some downgrading of positions
    - Union asked the University to sign a letter of agreement to state that there will be no downgrading. The University's letter of agreement provides this guarantee but only for employees in the position at the time the contract is signed.
    - decision on whether or not to accept the contract is in the hands of the membership
- Options: 1) Accept  
2) Reject

Rejection could lead to three courses of action: further negotiation  
mediation  
strike

- Various questions on negotiations were answered
    - loss to sick leave article: no guarantee of position after 6 months
    - change to maternity leave of absence: 17 weeks paid (as before) but a limit of 6 months' unpaid leave of absence after the 17-week period. There was previously no limit but in order for a person's position to be held the unpaid leave of absence had to be under a year in duration
    - job security threatened: positions are disappearing and jobs can be downgraded after employees leave
4. Carole Cameron reported on the Salary Equity Program. There are 52 different job standards and 32 of them have been revised by the University. The University has done preliminary slotting of employees.
  5. The Contract Committee recommended rejection of the University's package. Nancy Wiggs explained the ramification of voting Yes or No. There were questions on compulsory arbitration and discussion of ranking of job titles. It was pointed out that the University had not significantly changed its position on ranking, nor on the wording of the Standard Job Descriptions since it first presented its proposal in June. There was discussion of problems with involuntary transfer that could arise from the University's restructuring program. The University has created more job categories with fewer people in each category. The right to involuntarily transfer to another job if one is laid off is limited to within job categories. Therefore, if there are only a few people within a category, job security is a farce. Janet Church from Copy and Duplicating pointed out that she was in a perilous situation as there are only two people in her job category. She could easily be laid off. She had previously been in the Clerk category, which has many employees. If her job had ended while she was in the Clerk category, involuntary transfer would not have been a problem.
  6. The Contract Committee put forth a motion to reject the University's package. The motion was rejected.  
It was decided to take the University's contract package to ratification. Nancy Wiggs explained the various ways the contract could be ratified: mail ballot, ballot conducted at polling stations, ballot conducted at that meeting. The third option required the suspension of the bylaws and an unanimous vote.
  7. Moved: Adrien Kiernan                      THAT the bylaws be suspended in order to conduct  
Seconded: Sharon Abbott                    a ratification vote at the meeting.  
NOT CARRIED.
  8. Moved: Adrien Kiernan                    THAT we hold a ratification vote at polling  
Seconded: Sharon Abbott                    stations next week.  
CARRIED.
  9. Meeting adjourned.



# MEMBERSHIP MEETING

Thursday, November 25, 1982

12:30 - 2:30 p.m.

1RC6

## AGENDA

1. Adoption of the agenda
2. Adoption of the minutes of the August 19, September 23 and October 21 meetings
3. Business arising from the minutes
4. Business arising from the correspondence
5. Closing Nominations:
  - President -- Nancy Wiggs
  - Vice-President -- Adrien Kiernan
  - Membership Secretary
  - Trustee -- Judy Wolch, Sharon Newman, Wendy Osborne, Suzan Zagar (2)
  - Health & Safety Rep. -- Brian Varty, Emerald Murphy (1)
  - Provincial Council Reps. -- Nancy Wiggs, Patricia House (4)
  - Communications Committee
  - Grievance Committee
- Opening Nominations:
  - Secretary-Treasurer
6. Secretary-Treasurer's report -- a complete financial report will be made
7. Executive report
8. Grievance Committee report
9. Provincial Council report
10. Other business

TAGGART Janet Lee  
Catalogue Records  
Library Processing Centre