



association of university and college employees

EXECUTIVE MEETING

Thursday, January 7, 1982
2:30 pm.
Union Office

AGENDA

1. Adoption of agenda
 2. Adoption of the minutes of the December 3, 1981 Executive Meeting
 3. Business arising from the minutes
 4. Business arising from the correspondence
 5. Secretary-Treasurer's report
 6. Union Organiser's report
 7. Union Co-ordinator's report
 8. Communication Committee report - *deadline Dec. Jan. 26/82*
 9. Contract Committee report
 10. Grievance Committee report
 11. Provincial report
 12. Executive report
 13. Next meeting of the Executive:
Chair:
 14. Next Membership Meeting:
 15. Other Business
- cc. Marcel Dionne + Wendy Bice
Irene McIntyre Carole Cameron
Suzan Zagar Wendy Lymer
Patricia House
Sharon Newman
Joyce Diggins
Ted Byrne
Murray Adams
Sheila Rowswell

MINUTES

PRESENT: Murray Adams, Wendy Bice, Ted Byrne, Carole Cameron, Joyce Diggins, Pat House, Wendy Lymer, Irene McIntyre, Sharon Newman, Sheila Rowswell, and Suzan Zagar. Darlene Bailey and John McAmmond joined the meeting after 4:15 pm.

Chair: Irene McIntyre

Secretary: Wendy Lymer and Pat House

1. Adoption of agenda:

+ Suzan Zagar asked that under item 4, "4 (a) TA Strike Action" be added.
Moved by Sharon Newman Seconded by Murray Adams
THAT THE AGENDA BE ADOPTED AS AMENDED.
The motion was CARRIED.

2. Adoption of the minutes of the December 3, 1981 Executive Meeting:

+ Corrections: 1) Page 1, Item 3 - the division meeting to be held at VGH on December 16, 1981, will last about two hours
2) Page 3, Item 9 - The Contract Committee analyzed their own answers to the questionnaire
3) Add after item 4 on Page 1:

4. (a) Endorsements on Election Ballots:

+ This topic arose as a result of Nancy Wiggs' endorsement of Kitti Cheema on her platform statement.
Moved by Murray Adams Seconded by Sharon Newman
THAT CANDIDATE STATEMENTS FOR ALL ELECTIONS BE A MAXIMUM OF 1,000 WORDS AND THAT THE CONTENTS OF THE STATEMENTS WILL BE UP TO THE CANDIDATES AND THAT NO ENDORSEMENTS WILL ACCOMPANY THE PRESENT BALLOT.

+ Murray Adams felt that the candidate for office was the best judge of her/his capabilities and that endorsements should be the candidate's choice.
+ Set limit on the length of platform was favoured as it would deter members from submitting excessively large statements.
+ If endorsements are accepted, it is unfair to accept them this time, as not all candidates are aware of the opportunity.
+ Suzan Zagar expressed concern over editing of existing platforms. She asked that candidates be consulted if editing is required.
+ Wendy Lymer felt no endorsements should appear on or with the ballot on the basis that there is no allowance for such items in the Elections Act.
+ Marcel Dionne favoured endorsements printed in newsletter.
+ Sheila Rowswell opposed endorsements on election ballots
+ Wendy Bice opposed endorsements on ballots. She suggested separate printing of endorsements could be circulated to the membership apart from newsletter and election ballot.

The motion was DEFEATED.

Moved by Wendy Lymer Seconded by Sheila Rowswell
THAT NO ENDORSEMENTS APPEAR ON THE BALLOT FOR ELECTION OF OFFICERS.
The motion was CARRIED with one vote against.

3. Business arising from the minutes of the December 3, 1981 Executive Meeting:

Moved by Joyce Diggins Seconded by Suzan Zagar
THAT THE MINUTES OF THE DECEMBER 3, 1981 EXECUTIVE MEETING BE ADOPTED AS CORRECTED.
The motion was CARRIED.

3. Business arising from the minutes: (cont'd.)

+ VGH meetings - held in either TB Auditorium or in B Seminar Room, C Floor, Faculty of Medicine. Sheila Rowswell circulates a memo to let people know the location and time of the meetings.

4. Business arising from the correspondence:

+ Jan. 4/82 Letter from M. Clark, LRB, re HEU application for certification of CUPE employees at UBC's Health Sciences Centre Hospital. HEU does not intend to include AUCE employees in its attempt to certify CUPE employees.

+ Dec. 21/81 Job posting for UBC research assistant position with note from Pat Hannah. Pat thought the job description was very clerical oriented. No one has investigated this situation yet.

+ Jan. 4/82 Letter from Libby Nason, ER, re union meetings. Ms. Nason thought that AUCE had used up more than the agreed number of two-hour meetings. This has since been proven not to be the case.

4(a). TA Strike Action

+ TA rep informed office staff of one-day strike scheduled for Friday, January 22, 1982.

+ Members must be encouraged to honor picket lines. Members should be warned of disciplinary consequences if they cross the picket lines.

+ Members can be told of TA strike action.

+ Strike Pay - Wendy Lymer will draft a brief report on the cost of reimbursing people for the TA strike. Carole Cameron proposed that the Executive take the position not to reimburse anyone for honoring picket lines resulting from strike action by other unions. Financially it is not feasible - the present shape of the Strike Fund can't support payment to all of our members

+ Point of information: CUPE always pays its' members who do not cross other picket lines.

+ Murray Adams proposed to reverse the present policy to pay people for honoring picket lines during strike action by other unions

+ Carole Cameron suggested that someone may suggest an assessment on everyone's paycheques.

+ Lockouts may occur as a result of the TA picket action

+ Executive could go on record not recommending reimbursements of lost wages to members as a result of the TA strike

Moved by Murray Adams Seconded by Suzan Zagar

THAT THIS EXECUTIVE TAKES THE POSITION THAT IT WILL NOT REIMBURSE AUCE MEMBERS FOR HONORING PICKET LINES RESULTING FROM STRIKE ACTION BY OTHER UNIONS AND THAT AT THE SAME TIME THE EXECUTIVE URGES ALL MEMBERS TO HONOR A LEGAL PICKET LINE.

+ Motivation is based on the infeasibility of paying all of our members net wages for a one-day strike without requiring assistance via loans at high interest rates

+ Ted Byrne proposed to amend the motion above:

Moved by Ted Byrne Seconded by Carole Cameron

THAT THIS EXECUTIVE RECOMMENDS THAT AUCE NOT REIMBURSE ITS' MEMBERS WHO HONOR THE TA PICKET LINES.

+ Carole Cameron stressed that such a decision would have to come from the whole membership, not from a handful of members at a meeting. We must give proper notice to the membership anyway.

+ Joyce Diggins commented that it would not be difficult to defend the Executive's position. We must protect our assets.

+ Ted Byrne withdrew his amendment.

+ Carole Cameron called the question.

The motion was CARRIED UNANIMOUSLY.

4(a). TA Strike Action (cont'd.)

+ Carole Cameron will advise the University of the decision to support the TAs in their attempts to reach a settlement.

5. Secretary-Treasurer's report:

+ The Savings 100 Account is overdrawn at the Credit Union as a result of a large number of expenses last month. Suzan Zagar was asked to co-sign transfer forms to transfer money from strike fund to Savings 100 account to cover overdraft. Overdraft was in amount of \$156.30.

+ Motion will appear in February newsletter to ask for Memberships permission to pay off amount owed for stationery and envelopes ordered from College Printers. First \$250 payment has been made.

+ Lease with University for Room 202 - To be signed by Irene McIntyre and Wendy Lymer. This was done at the meeting. The lease would be forwarded to Wes Clark.

+ Arrangements have been made to begin Pat House's training.

+ Request for holiday pay - Gross (including 1981 entitlement, 35.6 hrs. x 10.69 = \$380.56) figure is \$380.56.

Moved by Carole Cameron Seconded by Suzan Zagar

THAT WENDY LYMER BE REIMBURSED FOR HOLIDAY PAY OWED FROM 1981 (21 hours) AND 1982 (14.6 hours).

The motion was CARRIED.

+ There is about \$40,000 in the Strike Fund to date.

+ Joyce Diggins offered thanks on behalf of the Executive to Wendy Lymer for her year of service in the Union Office. This would be incorporated into the Executive report at the Union meeting.

6. Union Organiser's report:

+ HEU Raid - CUPE 116 employees in Acute Care will vote on HEU application for certification. Our people are not involved in the raid. If HEU is successful, Acute Care will no longer be under UBC jurisdiction.

+ Question of endorsation on election ballots - The motion passed at the December Executive meeting re no endorsations on election ballots should be explained. Wendy Lymer will print explanation in newsletter with Executive motions.

Moved by Wendy Lymer Seconded by Sheila Rowswell
THAT THE MOTION

"THAT NO ENDORSEMENTS APPEAR ON THE BALLOT FOR ELECTIONS OF OFFICERS."
BE CORRECTED TO

"THAT NO ENDORSEMENTS APPEAR ON OR WITH THE BALLOT FOR ELECTIONS OF OFFICERS."
The motion was CARRIED.

+ Membership access to equipment in Union Office - Both items sent out recently from Provincial Office are more devisive than any other actions on the part of the Provincial. If members of Local One want to use Union Office equipment, they must contact the Executive for permission. Sheila Rowswell explained that both items originating from the Provincial Office were unsigned in each case. Murray Adams suggested that whenever a member is permitted to circulate printed matter to the membership, then Local One stationery should be used in order to clarify who is sending out what. We can't prevent the circulation of opinions but we can prevent confusion by insisting on the use of union stationery. Carole Cameron felt members must be encouraged to make use of the newsletter. We must let it be known that the Executive is receptive. (This topic will be included in the Executive report at the next Union meeting.) Carole will write a letter for the newsletter encouraging the use and care of the Union Office equipment by the membership.

7. Union Co-ordinator's report:

+ Meeting at VGH on December 16, 1981 - Not many people attended. Meeting coincided with VGH Christmas parties.

+ VGH Paediatric Dept. is moving to the Children's Hospital. Memo is to be circulated indicating no lay-offs as result of move. Libby Nason was responsible for this as well as organising tours of Children's Hospital.

+ HEU negotiations - Strike notice has not yet been given. Talks booked until January 14, 1982. Reports in papers grossly exaggerated according to HEU.

+ Memo from Chairman, Medical Executive, circulated to VGH medical staff re possible HEU strike action. AUCE members thought it applied to them. Wendy Bice will draft and circulate letter to all members re circulated memo to clarify AUCE's position if HEU goes on strike. Letter will be brought to union meeting.

Moved by Carole Cameron Seconded by Ted Byrne

THAT WE SUPPORT HEU PICKET LINES.

The motion was CARRIED UNANIMOUSLY.

+ Sheila Rowsell suggested that letter circulated to members should include reasons for HEU strike action.

8. Communications Committee report:

+ Deadline for submissions to February issue of newsletter: January 26, 1982

+ Suggestion was made to cut down on incoming correspondence list by taking out "unnecessary" correspondence. Murray Adams felt the correspondence list should be removed completely. Ted Byrne felt it was extremely necessary for the membership to know what the Union Office receives in the mail. The members like to know that their letters have been received. Sheila Rowsell commented that the Chair should make a ruling on lengthy discussions, i.e. correspondence, when no motions are on the floor.

+ Wendy Bice asked for policy on advertising for the BCTCU. Joyce Diggins suggested that the Credit Union be contacted for remuneration for running ad.

Darlene Bailey joined the meeting at this time. She gave a brief report on the latest University Safety Committee meeting. At that meeting, Robert Grant indicated that UBC possessed a variance to the WCB health regulations. Holdings of past correspondence of Safety Committee is available in Special Collections but cannot be removed from the division. Darlene would like to see another AUCE member added to the Committee to ensure a seconder for proposed motions. Darlene presented the draft of a letter she would like to have forwarded to Robert Grant.

Moved by Carole Cameron Seconded by Suzan Zagar

THAT THE EXECUTIVE OF AUCE LOCAL ONE APPROVE THE SENDING OF THIS LETTER TO ROBERT GRANT AS PROVIDED BY DARLENE BAILEY AND THAT A REQUEST BE MADE TO ADD ANOTHER AUCE REP TO THE UNIVERSITY HEALTH AND SAFETY COMMITTEE.

The motion was CARRIED.

The Executive returned to the agenda.

9. Contract Committee report:

+ Last meeting - January 6, 1982 at 5:00 pm.

+ Next meeting - January 12, 1982

+ Questionnaire - Several hundred have been returned. Analysis will be drawn up by Sue McLintock.

+ Draft proposals for concrete proposals will be prepared for January 12, 1982 meeting. Wages, job security and job evaluation will be part of rough package.

+ Contract report may have to be brief if given at end of union meeting.

+ Package should be ready by mid-February to present to the University. We will be approaching negotiations with limited number of demands.

Strike Committee report:

- + Will be meeting on January 14, 1982. Anyone is welcome to attend.
- + Joyce Diggins asked if reply from University is negative, could the addition of another AUCE member on the University Health and Safety Committee be negotiated? Murray Adams said that contract language would have to be drafted if the response is negative.

The agenda was once again set aside when John McAmmond joined the meeting and presented the Executive with a letter protesting the printing of an interview with KKK leader in Ubyssy paper. He handed out one copy of a letter from Chinese and East Indian representatives who are opposed to the KKK. John understood that this issue was included on our agenda and was curious to see what kind of discussion would take place at this meeting.

Irene McIntyre suggested a short length of time be set aside, in the future, at union meetings, for political, social or educational issues. Joyce Diggins suggested that a "Point of View" column be set up in the newsletter for members to express their feelings on such issues. The Executive then returned to the agenda.

10. Grievance Committee report:

- + Ted Byrne will give a complete report at the January Union Meeting. Committee is waiting for two decisions on arbitrations for a) Bernie Chisholm and b) leave of absence.
- + 96.1 policy grievance on computer operators - Carole Cameron has written a presentation, with the Committee's help, listing our objections to the University's proposal. University has promised to seriously consider our arguments.
- + One grievance filed on reduction of bargaining unit.

This meeting was adjourned at 5:30 pm. It was reconvened to finish the agenda on Tuesday, January 12, 1982, at 5:00 pm.

PRESENT: Joyce Diggins, Ted Byrne, Sharon Newman, Suzan Zagar, Carole Cameron, Wendy Lymer, Sheila Rowsell and Murray Adams.

Chair: Suzan Zagar

Secretary: Wendy Lymer

10. Grievance Committee report:

- + Grievance on employee files is in limbo.
- + Bernie Chisholm's misclassification is waiting for arbitrator's decision.
- + Maternity Leave grievance. UIC rules were changed before and after this member took the leave. UBC won't pay maternity benefits because woman couldn't collect UIC while on leave. Joyce Diggins suggested a letter be forwarded to the Ministry of Labour. Carole Cameron referred to Local 2 contract where employer's portion of benefits are reimbursed when employee returns to work; the waiting period is only two months; maternity benefit is paid whether or not UIC benefits are collected during leave.
- + Policy grievance on technological change. People are not consulted on tech change. Thirty or more people in LPC have been affected with no notice given. A Joint Union Management User Committee has been proposed by the University. Shirley Irvine is drafting our proposal. Four AUCE people are prepared to sit on the Committee. The purpose of this grievance is to set a precedence for the way things are to be handled.
- + Reductions in work force:
 - 1) Vacancies not filled. Hard to win. Grievance hinges on weak contract language. Not enough evidence. Specific grievance in Woodward will go to arbitration. CUPE member doing AUCE work as no one was hired to fill the position. Ted will talk to Irene and Joyce about possible grievance in ACU.

10. Grievance Committee report: (cont'd.)

+ Reductions in work force:

2) Exclusions - Largely L.A. IV positions being eliminated. Librarians are being hired to do L.A. IV work. No response. Will pursue to arbitration.

3) Positions eliminated and replaced with people in lower classifications to do the work.

+ Form signed by new employees waiving right to notice - Form was not agreed to by the Union. Use of the form has been abused. Submission to LRB (96.1); is we are waiting for a response.

+ Severance notices - Form is being changed. The question, "Would you re-employ?" may be left off. Change is 'under consideration.' We want assurance that employees will see the form. In one case, an ex-employee has only one item in her file, a poor severance notice, which is preventing her from being rehired. She did not know the form existed.

+ Arbitrations outstanding:

1) Leave of absence case

2) Chisholm reclassification case (still in process)

3) Nelson case

4) Oxtoby reclassification case - Carole Cameron indicated that this case would not go to arbitration as Ms. Oxtoby was reclassified.

5) Computer Operators policy grievance - This case is in the hands of the LRB. LRB officer passed our proposal on to the University. Word Processing Operators' positions not yet specifically defined. Job specs are meant to be all encompassing. WPOs are secretarial positions. WPO I should be paid at Pay Grade II level. Carole Cameron said that the University wanted to come to an agreement on this matter.

+ Hours of work grievance settled by compromise. Grievor was offered fortnight work week with three month trial period. Grievor asked for 4-day week with six month trial period but accepted the compromise. Ted felt it was a mistake to ask for a trial period. If, at the end of the trial period, the University is not satisfied that flexible hours will work for the grievor, we will start a new grievance.

+ Leave of absence case was destined for arbitration but has been dropped. The University agreed to remove the note from the employee's file and that case was also dropped.

+ Exclusion case in Finance has been lost.

+ Exclusion case on basis of religious belief - Member has filed application for exclusion with the LRB.

+ Betsy Bilodeau lost her application for exclusion. She must pay dues as of last August.

+ Five lay-offs in Library - Potential lay-offs in LPC have been transferred to another dept.. Lay-offs in printing services are under control because of a freeze on contracting out.

+ Rumor has it that Space and A/V dept. in LPC will be closing down. Photography Dept. has already closed.

11. Provincial report:

+ At last Provincial Executive meeting, motion was passed to support TA (CUPE 2278) one-day strike on Friday, January 22, 1982 at UBC

+ Secession vote at Local 4 - 95 favoured, 12 opposed. There are 200 members in Local 4. Petition will be circulated to pull out of the Provincial officially.

+ Local 5 - Union busting activities have occurred at the College. 8 out of 10 Executive members have been laid off. The Union has three outstanding arbitrations. Contract expires next fall. Bargaining unit reduced from 120 (two years ago) to 90. Lauma Avens has been laid off while on leave from the College. She is on the Recall List. The Union hasn't been able to meet with the College Board to discuss their concerns. The College has a rule which prevents two people who live together from working in same department. A woman was working in a dept. to which her

11. Provincial report: (Cont'd.)

+ Local 5 (continued):
boyfriend was to be transferred. She or he would have been forced to quit if the transfer had occurred. The woman chose to resign but the transfer never took place. Sheila Rowswell felt the CCU should have intervened when the union busting tactics first began to occur. A walk-out strike would certainly have been appropriate. The present contract does not have the avenue for a 96.1 complaint against the employer.

+ Local 7 (UVic) - Has an Executive. Thirty people have been signed up. University student newspaper has started anti-AUCE campaign. Carole Cameron was concerned that two reps from UVic have the right to vote at Provincial Executive meetings amid the uncertainty of certification. Sheila indicated that the Provincial is paying two UVic TAs to organize Local 7. They are working full-time at \$8.25 per hour for three months.

+ No report from Local 2 rep at meeting. Provincial offered to print Job Evaluation Method report (Decision Band) with cover letter but Local 2 Executive have shown little enthusiasm for this idea because they agreed to method without membership approval.

+ Women In Focus group is sponsoring Pension Conference on March 6, 1982. Fees will be paid for two delegates of AUCE to attend the conference.

+ Bargaining strategy seminar has been organized for Feb. 5, 6, and 7. No place has been arranged yet. Question re no. of reps from Local 5: can the Provincial afford to pay transportation fees for Local 5 reps to the seminar?

+ Another group of people have approached the Provincial for the purpose of organising. Further reports will be heard at future meetings.

+ Motion by Lauma Avens to encourage affiliation with CCU rather than CLC was defeated. There was little discussion.

+ Next annual AUCE convention is scheduled for June 12 and 13 and will be held in Law Building at UBC

+ Motion of support brought up at end of meeting for possible HEU strike action.

+ On January 20, 1982, at Astor Hotel in Burnaby, Union Sisters are planning get together for Trade Union women. There will be dinner and speakers. Phone Pat Crowther at 291-3183 for more information.

+ Film series planned for working women in March.

+ Selkirk College has left CUPE and has affiliated with PPWC (an independent Canadian union which leans in the CCU direction)

+ Status of charge against Local 5 - Nothing will be done unless Local One encourages it. Suzan Zagar thought that the intent of the discipline was to rectify the wrong. Suzan said the Provincial Executive has not taken proper disciplinary action against Local 5. What can AUCE Local One appeal? Local One can appeal Local 5's lack of response to the discipline.

12. Executive report:

+ Support for HEU would involve VGH and other hospitals. Sheila Rowswell presented a motion of support:

WHEREAS THE HOSPITAL EMPLOYEES UNION IN B.C. IS CURRENTLY INVOLVED IN DIFFICULT NEGOTIATIONS FOR A NEW CONTRACT,

AND WHEREAS H.E.U. MEMBERS ARE DEMANDING EQUAL PAY FOR WORK OF EQUAL VALUE, \$3.00 ACROSS THE BOARD PAY INCREASE, COMPLETION OF MORE EQUITABLE JOB RECLASSIFICATION SYSTEM, AND WITHDRAWAL OF BACKWARD ROLL-BACK CLAUSES FROM THE H.L.R.A.

THEREFORE BE IT RESOLVED THAT AUCE LOCAL ONE GIVES ITS WHOLEHEARTED SUPPORT TO HEU MEMBERS DURING NEGOTIATIONS AND IN ANY POSSIBLE JOB ACTIONS, FURTHER THAT WE ENCOURAGE AUCE MEMBERS TO JOIN PICKET LINES SHOULD THEY APPEAR.

+ This motion will be included in Suzan Zagar's Executive report at the next Union meeting.

+ TAU strike - Carole Cameron felt strike would be totally ineffective as it was not a surprise.

12. Executive report: (cont'd.)

+ GSAB people run hourly payroll on the 22nd of each month. If TAs are locked out, the University will be closed down. CUPE 116 has to abide by B.C. Federation policies. CUPE 116 will have to go out.

+ Local One secession plans - At last month's meeting, motion to take secession action was tabled until a special membership meeting could be arranged. If secession proposal is raised at the next union meeting, Carole suggested that a straw vote be taken.

+ 1982 negotiations - We have a classification system which will interest the University in starting negotiations. University may be concerned that we will join CUPE.

Moved by Joyce Diggins Seconded by Sharon Newman
THAT THE MOTION AS PRESENTED AT THIS EXECUTIVE MEETING RE HEU BE PRESENTED FOR MEMBERSHIP APPROVAL AT THE MEMBERSHIP MEETING ON THURSDAY, JANUARY 14, 1982.
The motion was CARRIED.

14. Next Membership Meeting: February 18, 1982 - 1) 12:30-1:30 pm.

+ Record of all membership meetings
will be posted on wall in Union Office.

2) 5:00 -7:00 pm. (to discuss and
approve Contract Committee
proposals only)

15. Next Executive Meeting: Thursday, January 28, 1982 - Future Executive meetings will begin at 2:30 pm. and end at 6:00 pm.

16. Other Business:

+ Carole Cameron asked that all Executive members appear on the TAU picket lines on January 22, 1982 at Wesbrook and University Boulevards at 7:30 am.

+ Open House

Moved by Wendy Lymer Seconded by Joyce Diggins
THAT THE OPEN HOUSE SCHEDULED FOR JANUARY 20, 1982 BE RESCHEDULED FOR WEDNESDAY, FEBRUARY 10, 1982, FROM 11:30 AM. UNTIL 3:00 PM.
The motion was CARRIED.

+ New dues authorization forms - Earlier this year, a verbal agreement was reached with Wes Clark which involved the printing of new dues authorization forms. We would pay 1/2 of the cost of the printing. Employee Relations now wants us to pay 100%. Carole Cameron wants approval to pursue understanding that we pay only 50%. Approval was given.

+ By-Law amendments - Will be discussed at next Executive meeting.

Moved by Ted Byrne Seconded by Wendy Lymer
THAT THE MEETING BE ADJOURNED.
The motion was CARRIED.

The meeting was adjourned at 7:15 pm.