

# Minutes

## Minutes

Membership Meeting - Thursday, February 19, 1981

IRC 6

12:30-2:25 pm.

The meeting was chaired by Marcel Dionne and the minutes were recorded by Wendy Lymer and Wendy Bice.

Before proceeding with the agenda, Carole Cameron made several announcements. The first was to inform the membership of the death of John Joseph Uzaraga, a member who worked in the Woodward Library. He died of a heart attack on February 1, 1981. Carole read the note of sympathy which follows.

THE EXECUTIVE AND MEMBERS OF AUCE LOCAL ONE WISH TO EXPRESS TO THE FAMILY  
AND FRIENDS OF JOHN UZARAGA, OUR REGRET AND SADNESS AT HIS UNEXPECTED AND  
SUDDEN PASSING.

The next was that we had received a letter of appreciation from J. M. Kennedy of University Services, thanking us for our contributions to the United Way Campaign.

The Union Office had received a message from Kitti Cheema regarding the founding conference for the Democratic Women's Union which was to be held on March 8, 1981 in recognition of the International Women's Day activities scheduled for that day. Carole also made an announcement for a rally which was being organized to celebrate International Women's Day in Vancouver on Saturday, March 7, 1981. Anyone requiring more information should contact the Union Office.

The last announcement dealt with a planned seminar on VDT's planned for April 11 at the YWCA. Upon the receipt of more information, notice will appear in the March newsletter.

Marcel Dionne then made a motion to seat a Provincial Association representative at the meeting when that person should arrive.

Moved by Marcel Dionne                    THAT THE MEETING SEAT SHEILA PERRET, SECRETARY-TREASURER  
Seconded by Lid Strand                    OF THE PROVINCIAL ASSOCIATION.

The motion was CARRIED.

1. Adoption of agenda:  
Moved by Lid Strand                    THAT THE AGENDA BE ADOPTED AS CIRCULATED.  
Seconded by Suzan Zagar  
The motion was CARRIED.

2. Adoption of minutes of the January 22, 1981 Membership Meeting:  
Moved by Marcel Dionne                    THAT THE MINUTES OF THE JANUARY 22, 1981 MEMBERSHIP  
Seconded by Wendy Bice                    MEETING BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

At this point, Lid Strand said he noticed an error in the minutes on page 29 of the newsletter. Marcel reminded Lid that the minutes had just been adopted. Lid understood that point; however he felt that the correction should be made as it was of some importance. He requested that the wording, "Local 2" on the 7th line of the Provincial report should be corrected to read "Local 6".

3. Business arising from the minutes:

There was no business arising from the minutes.

4. Business arising from the correspondence:

Lid Strand directed the membership to page 18 of the February newsletter which contained three motions he intended to propose as a result of his article on federal cutbacks to post-secondary or higher educational institutes.

Moved by Lid Strand  
Seconded by Nancy Wiggs

THAT AUCE LOCAL ONE ACTIVELY PARTICIPATE IN THE DEVELOPMENT OF ANTI-CUTBACK CAMPAIGNS IN CONJUNCTION WITH ALL SEGMENTS OF THE CAMPUS COMMUNITY.

Lid gave motivation for his proposal by aiming at the shortfall created by federal cutbacks. He pointed out that the cutbacks were severe and that increases in student fees were occurring with alarming regularity. Lid hypothesized as to what effect a budget cut of one-third would have on our job security. The results of the cutbacks would include the reduction of art courses with an increase in the promotion of research to which Lid was not opposed but he felt it should not be at the risk of losing courses in the Arts Programme.

The motion was CARRIED.

Lid then presented the second motion stating that his motivation for the previous motion was also applicable to this one.

Moved by Lid Strand  
Seconded by Suzan Zagar

THAT AUCE LOCAL ONE STRONGLY OPPOSE THE PROPOSED FEDERAL GOVERNMENT REDUCTION IN FUNDING FOR POST SECONDARY EDUCATION AND THAT WE WORK WITH OTHER GROUPS TO ACTIVELY OPPOSE THIS PROPOSED POLICY.

The motion was CARRIED.

Lid's third motion follows:

Moved by Lid Strand  
Seconded by Nancy Wiggs

THAT AUCE LOCAL ONE INFORM AUCE PROVINCIAL, THE OTHER AUCE LOCALS, THE B.C. STUDENT'S FEDERATION, THE NATIONAL UNION OF STUDENTS AND THE FEDERAL AND PROVINCIAL GOVERNMENT OF THESE MOTIONS THAT WE HAVE PASSED.

Marcel Dionne inquired as to what was meant by AUCE Local One "actively participating" in the proposed opposition to funding cutbacks. He asked if Lid had any suggestions as to who would participate. Lid responded that he was willing to act as Local One's representative but that the proposed letter be written by the Executive as the issue was an important enough to affect everyone in the bargaining unit.

The motion was CARRIED.

Lid directed the membership's attention to page 18 of the newsletter which also contained a motion on the proposed National Day of Action on Daycare to be held on February 24, 1981 at UBC. Lid reiterated his motivation that there were many AUCE members with children who were encountering difficulties in finding adequate daycare facilities and he urged that their participation was vital to this rally.

Moved by Lid Strand  
Seconded by Sheila Porter

THAT AUCE LOCAL ONE LEND ITS FULL SUPPORT TO THE NATIONAL DAY OF ACTION ON CHILDCARE AND WORK WITH OTHER GROUPS TO ENSURE THAT THIS DAY OF ACTION IS SUCCESSFUL.

The motion was CARRIED.

Carole Cameron then introduced a motion which would offer support to the TWU and to the Vancouver Municipal and Regional Employees Union. She urged that Local One give their full support to the Telecommunication Workers and to all Locals of CUPE involved in labour disputes in their attempts to gain equitable collective agreements with their respective employers.

Moved by Carole Cameron      THAT AUCE LOCAL ONE OFFER ITS SUPPORT TO THE TELECOMMUNICATION  
Seconded by Nancy Wiggs      WORKERS UNION AND TO ALL LOCALS OF CUPE TOWARDS THEIR AIM IN  
SIGNING SATISFACTORY COLLECTIVE AGREEMENTS.

Carole stated that if the Federal Ministry of Labour supported the TWU strike action, such an endorsement would surely motivate this Local to do the same. Statistically, 4,500 women are involved in the strike action on the Lower Mainland. They are fighting for the same rights for which AUCE has fought. Their philosophical motto of "Equal pay for work of equal value" is the foundation on which AUCE has always based its wage proposals throughout negotiations with the University. Carole again stressed how important it was to show our support for those unions as their gain would most certainly be to our advantage in the foreseeable future.

Lid supported the motion adding that he felt that B.C. Tel had taken a very poor stand towards a positive settlement by suggesting that the CRTC would have to agree to an increase in subscriber rates before a satisfactory collective agreement could be signed. Lid suggested that if such a proposal was seriously considered by the Federal Government, it would set a dangerous precedence for future contract negotiations with any body governed by federal or provincial regulations.

Suzan Zagar pointed out that the Provincial Association phone bill was averaging between \$200 and \$300 per month as of late. She felt strongly that any association who received telephone bills for that amount could not claim that they were in support of the TWU strike action. She reminded the membership of the accepted policy in dealing with B.C. Tel bills which was to pay one-third of the bill to be submitted to the Burnaby office by cheque in a plain envelope.

A short discussion ensued; the vote was then taken.

The motion was CARRIED.

5. Nominations:

Darlene Bailey and Shirley Irvine were nominated for the Health and Safety Committee. Nominations would be closed at the next meeting.

Suzan Zagar was nominated for Vice-President. Nominations for this position will close at the March meeting.

There were no nominations for the Alternate Provincial representative position. Nominations would remain open until the next meeting.

There were no nominations for the Grievance Committee position. Nominations would remain open until the next meeting.

Jet Blake was nominated and accepted a position on the Communications Committee. Nominations for two more positions would remain open until the next Membership meeting. It is important that more people participate on this Committee in order continuous publication of the Newsletter each month.

There were no nominations for the Provincial Education Committee. Nominations would remain open until the next meeting.

Roslyn Moran was nominated and accepted a position on the Committee to Investigate Discovery Parks. Nominations would be closed at ~~the~~ next meeting.

Cobie Wennes, Joan Treleaven, Ray Galbraith and Nancy Wiggs were nominated for the Cross-Local Committee to Investigate AUCE Salaried Staff. Joan and Nancy accepted; Cobie and Ray declined.

Lid Strand suggested that the salaried staff now occupying positions in the Union Office should also participate on this Committee. Carole Cameron informed Lid that both herself and Wendy Bice were elected two meetings ago to this Committee.

Lid Strand, Suzan Zagar and Carole Cameron were nominated for positions on the Cross-Local Superannuation Pension Investigating Committee. Lid declined; Suzan and Carole accepted.

6. Secretary-Treasurer's report:

Wendy Lymer made a motion to accept the financial statement for the month of January, 1981.

Moved by Wendy Lymer

Seconded by Ray Galbraith

THAT THE AUCE LOCAL ONE MEMBERSHIP APPROVE THE FINANCIAL STATEMENT FOR THE MONTH ENDED JANUARY 31, 1981.

Marcel Dionne asked why office expenses were so high. Wendy responded that office expenses were broken down at the bottom half of the statement. She explained that the office move was paid for in January with membership approval having been obtained in December. Cutoff charges from B.C. Hydro resulted in a higher than normal bill last month. As indicated, we also paid for a cleaner and painter for the old office at Western Parkway. A small refrigerator was purchased for the new office which enables union members to store their lunches while in attendance at the office. Wendy added that the use of the refrigerator was open to any member who needed to use the office facilities for union business. Marcel also asked if Wendy expected there to be a consistent income over expenses situation from now on. Wendy responded that the figure would probably be higher from now on as we now pay a token rent of \$1.00 per year and we no longer pay for hydro and janitorial services. When asked what she thought excess income might amount to in the future, Wendy estimated from \$2000 to \$3000 per month although that estimate would alter due to unforeseen expenditures. As there were no further questions, the vote was taken.

The motion was CARRIED.

7. Grievance Committee report:

Carole Cameron expressed dissatisfaction with the existing University Pension Plan. A policy grievance had been started with the University because of this spreading dissatisfaction. Examples of employees who have not authorized pension premium deductions as well as those who have are included in the submission. Carole indicated that there were certain vital pieces of information regarding the Plan which are not made available to subscribers. She added that there were definite problems with automatic deductions without approval based on the Payment of Wages Act. Although there has been no response from the University to date, the University does agree that prospective and existing subscribers should be better informed about the Plan.

8. Executive report:

Marcel Dionne referred to page 3 of the newsletter for the first Executive motion.

Moved by Marcel Dionne  
Seconded by Carole Cameron

THAT AUCE LOCAL 1 NOT PAY TO THE PROVINCIAL ASSOCIATION THE OUTSTANDING ARREARS IN THE PER CAPITA TAX FOR THE PERIOD AUGUST 1980 TO DECEMBER 1980.

Marcel offered an explanation for the motion. He said that the motion was not meant to imply that Local One did not owe the money but that we should not pay what we couldn't afford at the time. He pointed out that the August ballot was extremely close when the results were made known. Marcel added that the referendum could have been conducted at a better time since Local One was still recovering from the effects of the May strike. The Executive made their feelings known to the Provincial when the ballot was first proposed. The Provincial Association was fully aware of this Local's difficulties in dealing with this further financial burden; they realized that this Local would be forced to conduct a referendum ballot for an assessment to raise the money to meet the new tax rate. In August, this Local was more deeply concerned with the paying off of its strike-related debts. Marcel then reiterated the intent of the motion, adding that the payment of arrears amounting to approximately \$8000 would require yet another assessment referendum if the proposed motion failed. Finally, Marcel expressed his belief that the Provincial could not have lost \$8000 which it never had to begin with.

Nancy Wiggs spoke against the motion. She felt that going back over the history of the affair was ludicrous and the fact that the final vote was close made no difference to the issue at hand. The Provincial had proposed that they were prepared to work out a pay-back schedule for what they considered to be a loan; it by no means had to be a lump sum payment. She warned that the Provincial could quite rightfully suspend Local One from its meetings for being in arrears. This could lead to Local One seceding from the Provincial. Wendy Lymer's estimate on excess income each month would surely allow for repayment over a period of time. She added that if we weren't prepared to honor our obligations, then we should be prepared to back out gracefully.

Lid Strand was in agreement with Nancy Wiggs. He firmly believed that this Local was obligated to pay the arrears and urged that the issue be resolved at this meeting.

Carole Cameron responded to Nancy Wigg's remarks. Carole indicated that four arbitrations had already been established for 1981. We could expect legal bills of \$4000 per grievance which had not been accounted for in the use of the expected excess income in the future. The intent of the motion is not to suggest that we not pay the increase at all, but that we pay the new tax now that we can afford to pay it. During the period when the new per capita tax was in effect, Local One needed the money just as badly as the Provincial. She pointed out that the latest assessment was intended to pay off strike-related debts and, if possible, also replenish our sadly-depleted Strike Fund.

Suzan Zagar spoke in favour of the motion. She felt that the monies owed should be forgiven since the Provincial Executive had seen fit to forgive Local 2's arrears. In reference to "our obligation to the Provincial", Suzan remarked that our Local represents one-half of the Provincial membership and that the Provincial should most certainly be obligated to this Local. She then made several comments on the dire financial situation at Local which easily reflected Local 1's dilemma last summer.

Ray Galbraith spoke in favour of the motion. He indicated that the Provincial was well aware of Local 1's debts incurred during the strike. The Provincial should concern itself more with cultivating relations with the Locals rather than carrying on with this narrow-minded drive which will likely result in the complete alienation of the two bodies. He, too, urged that the arrears be forgiven.

A discussion ensued until Marcel was forced to remind the speakers to stay with the intent of the motion.

Sheila Perret, the Provincial's Secretary-Treasurer, spoke against the motion. She referred briefly to the situation at Capilano College. Sheila expressed appreciation of Local One's input; she stated that the Provincial needs the continued support from this Local. In doing so, Local One will maintain its right to benefit from the Provincial's activities. She indicated that if Local 1 was dissatisfied with the

Provincial's modus operandi then efforts should be made to alter the Constitution at the annual Convention. She stressed that this issue had been on the back burner for six months and that if Local One had acted more quickly, the arrears figure would not be so high. She had suggested to Ray Galbraith when the issue first arose that the Provincial was willing to lay out terms for an interest-free pay back scheme. Sheila appealed to the membership for their support; she urged that the smaller Locals were dependent on our financial assistance through the Provincial for their survival.

Ray Galbraith responded that anyone who had viewed our financial statements last summer could see that we were in trouble. Our foremost concern has been to retire those remaining debts through dues increase and assessment referenda. If three referenda had been mailed out simultaneously last December, in all probability the dues increase and assessment would have been lost. As it was, the assessment referendum barely passed. He added that it was dishonest to suggest the small payments proposed by the Provincial would prove extremely beneficial to, for example, the Prince George Local which needs far more than financial assistance to pull through its present dilemma.

Further discussion was an attempt to define when the August ballot was to have been implemented. Nancy Wiggs reported that, historically, the result of a referendum became effective immediately. The vote was taken and counted in August, 1980. It was, therefore, in effect in August, 1980.

Marcel re-read the motion to the membership. There were 52 votes for, 32 against and 10 abstentions.

The motion was CARRIED.

Richard Melanson proposed a motion to be taken to the Convention to avoid future problems.

Moved by Richard Melanson            THAT THE MOTION "THAT A STRUCK LOCAL NOT PAY PER CAPITA  
Seconded by Suzan Zagar            TAX" BE TAKEN TO THE CONVENTION FOR DISCUSSION.

The motion was CARRIED.

8. Executive report:

Carole Cameron introduced the by-law changes proposed by the Executive on pages 4 and 5 of the newsletter. The first dealt with Section J, Sub-section 13. The intent of the proposal was to reflect the highest paid person in the bargaining unit.

Moved by Carole Cameron            THAT THE FOURTH SENTENCE OF BY-LAW SECTION J.13 BE AMENDED  
Seconded by Lid Strand            AS CIRCULATED.

The motion was CARRIED.

The next motion dealt with Section F.2 changes. Carole explained that a member wishing to continue in an office position must first receive membership approval. There would be no restrictions on the length of time spent in office. The proposed salary was intended to reflect the philosophy of this Union on equal pay. Written entitlement to the rights and benefits of the collective agreement was considered essential as it was always assumed in the past. Carole felt that a statement containing qualifications and background was vital in determining the best nominee for the position.

Moved by Carole Cameron            THAT THE PROPOSED AMENDMENTS TO THE SECOND PARAGRAPH OF  
Seconded by Rosalind Turner        BY-LAW SECTION F.2 BE ADOPTED AS CIRCULATED.

Lid Strand proposed an amendment to the term of office to allow for the one-year guarantee of the return of the elected officer to his/her former position with the employer.

Moved by Lid Strand  
Seconded by Elizabeth Brock

THAT SECTION F.2, PARAGRAPH 2, SENTENCE 2, BE AMENDED TO  
READ: FULL-TIME SALARIED OFFICERS WILL SERVE FOR ONE  
YEAR FROM THE DATE THEY ASSUME OFFICE.

A lengthy discussion ensued on the benefit of a two-year term of office over a one-year term. Marcel Dionne was in favour of a two-year term as it gave the elected officer time to become confident in her/his duties. A two-year term would most certainly bring a commitment from a responsible member in maintaining the essential services of the Union Office staff. Nancy Wiggs was against a two-year term as it did not offer protection to a member who was willing to run but at the same time did not want to forfeit their former job if they enjoyed it. Wendy Bice felt that after two years in the Union office, she was far more constructive and effective than when she began. She pointed out that the one-year guarantee can be re-negotiated accordingly. Richard Melanson supported a one-year term of office, adding that officers can run for re-election if they wish to be more constructive. Ray Galbraith supported a one-year term as the dilemma of the one-year guarantee had to be solved before he would consider remaining in office. The question was called.

Lid's amendment was CARRIED.

The question was raised as to when the amended by-law would become effective. Carole responded that the salary change, if accepted, was retroactive to February 1, 1981. Nancy Wiggs supported the proposed salary increase but not the concept of unlimited terms.

Moved by Nancy Wiggs  
Seconded by Lid Strand

THAT THE ISSUES ARISING FROM THE PROPOSED AMENDMENT TO  
SECTION F.2, PARAGRAPH 2, AND INVOLVING CHANGES IN SALARIES  
AND UNLIMITED TERMS OF OFFICE, BE VOTED ON SEPARATELY.

The motion was CARRIED.

Nancy Wiggs then made a motion with regard to the proposed change in salary for Union Office staff.

Moved by Nancy Wiggs  
Seconded by Richard Melanson

THAT THE PROPOSED AMENDMENT TO SECTION F.2, PARAGRAPH  
2, INVOLVING CHANGES IN SALARIES FOR UNION OFFICE STAFF  
BE ADOPTED AS CIRCULATED.

When asked how Pay Grade 4, Step 6, was arrived at, Carole responded that the last two Secretary-Treasurers have been paid on that scale, and, more importantly, that it was an attempt to address the value of the jobs in question.

The motion was CARRIED.

Marcel Dionne passed the Chair in order to make a motion to table the issue of unlimited terms of office until the next two-hour membership meeting.

Moved by Marcel Dionne  
Seconded by Joan Treleaven

THAT THE ISSUE OF UNLIMITED TERMS OF OFFICE AS PROPOSED  
IN THE AMENDMENT TO SECTION F.2, PARAGRAPH 2, OF THE  
BY-LAWS BE TABLED UNTIL THE NEXT TWO-HOUR MEMBERSHIP  
MEETING.

The motion was CARRIED.

The meeting was adjourned at 2:25 pm.