

MINUTES

PRESENT: Marcel Dionne, Suzan Zagar, Sharon Newman, Sheila Rowswell, Wendy Bice, Murray Adams, and Wendy Lymer

1. Adoption of agenda:

Moved by Sharon Newman Seconded by Suzan Zagar
THAT THE AGENDA BE ADOPTED AS CIRCULATED.
The motion was CARRIED.

2. Adoption of the minutes:

Moved by Suzan Zagar Seconded by Murray Adams
THAT THE MINUTES OF THE NOVEMBER 1, 1981 EXECUTIVE MEETING BE ADOPTED AS CIRCULATED.

+ Added to Section 2(a) was:

Choices: 1) Leave the Provincial to get into CUPE and
2) Leave the Provincial and remain independent

The motion was CARRIED.

Moved by Murray Adams Seconded by Suzan Zagar
THAT THE MINUTES OF THE NOVEMBER 12, 1981 EXECUTIVE MEETING BE ADOPTED AS CIRCULATED.
The motion was CARRIED.

3. Business arising from the November 1, 1981 minutes:

+ Marcel Dionne represented AUCE at the Board of Governors' dinner.

+ Orientation meetings - Wendy Bice has sent letters to stewards to let them know which new employees to contact for introduction. Orientation folder should be picked up from and returned to the Union Office before and after the meeting at Employee Relations. A form letter which will appear in the folder shall be filled out (and include the name and campus address of the new employee) and sent by the Orientation person to the shop steward(s).

+ Shop steward meetings - Arrangements have been made to meet with all shop stewards except those at VGH. A division meeting will be held on December 16, 1981 at VGH; it is to be informal and will last about ~~five~~^{two} hours.

+ Coffee meetings - Few people showed up. Lunch hour meetings are scheduled for January, 1982. Letters have been sent to all shop stewards except those at VGH.

+ Grievance/Shop steward meeting has not been arranged yet.

+ Open House will be rescheduled in January due to lack of office staff on December 16.

Moved by Wendy Bice Seconded by Murray Adams
THAT THE UNION OFFICE OPEN HOUSE WHICH WAS SCHEDULED FOR WEDNESDAY, DECEMBER 16, 1981 BE RESCHEDULED TO WEDNESDAY, JANUARY 20, 1982.

The motion was CARRIED.

+ List of duties for volunteers to be distributed to shop stewards - Wendy Bice and Carole Cameron will work on this soon.

+ Statement in newsletter to solicit information on counselling - Not done yet.

+ Recommendation to endorse Executive proposal will be discussed at two-hour union meeting in January. Petition with 25% of union members' signatures must be obtained and presented to the Provincial Executive.

Business arising from the November 12, 1981 minutes:

+ Wendy Bice has sent a letter to HEU informing them of AUCE members working in the hospitals. The open season for raids is the seventh and eighth months of a contract. Heu has applied to take over AUCE members working in the campus hospitals. Katy Young received official notification; Carole Cameron asked Katy to respond.

Business arising from the November 12, 1981 minutes: (continued)

+ Letter from Katy Young dated November 20, 1981 was read out. An LRB ruling separates AUCE members from CUPE workers.

4. Business arising from the correspondence:

Nov. 26/81 Memo-petition re TAU picket action

+ Was unsigned when this office received it but another copy has been signed.

Dec. 7/81 Letter from Ruth Mirza, Gloria Samonte, and Heather Troche re Article 22.08 of the Contract.

+ Includes a proposal which would offer protection to existing employees.

Nov. 26/81 STOP THE RAID notice

+ Circulated by Nancy Wiggs.

+ Sheila Rowswell felt that the unsigned memo/petition deserved a response which should appear in an Executive report. Bearing in mind that the membership voted to support the TAUs, it is contradictory for someone to attempt to gain support to disregard the TAs and to cross their picket lines, should they appear on campus. Members must be informed of possible disciplinary action.

5. Secretary-Treasurer's report:

+ New letterhead and envelopes have been ordered through College Printers. As the bill will be over \$900, we have asked if small equal payments could be made until the membership can vote on a motion to pay the remainder owing. College Printers agreed to this suggestion.

Moved by Wendy Lymer Seconded by Murray Adams

THAT PAYMENT FOR THE STATIONERY AND ENVELOPES ORDERED THROUGH COLLEGE PRINTERS BE MADE IN \$250 AMOUNTS (ONE PER MONTH) UNTIL A MOTION CAN BE PRESENTED TO THE MEMBERSHIP WITH REGARD TO PAYING OFF THE REMAINDER OWED.

The motion was CARRIED.

+ Can the first term deposit be renewed at today's interest rates without membership approval? The Executive agreed that the Treasurer could proceed with the renewal of the first term deposit without membership approval.

+ Carole Cameron requests payment for accrued overtime and holiday pay. The Executive would like clarification of time used for courses. Further discussion was tabled until the next Executive meeting at which Carole will be present.

6. Union Organiser's report:

As Carole Cameron was absent from the meeting, there was no report.

7. Union Co-ordinator's report:

+ Letter has been sent to R. Grant re new Secretary-Treasurer and leave of absence from her job.

+ Letter to R. Grant requesting extension of leave of absence for Wendy Lymer has received no response as yet. Alternatives to fill position for Secretary-Treasurer until February 1, 1982: extend Wendy Lymer or ask Ray Galbraith.

Moved by Murray Adams Seconded by Wendy Bice

THAT, IN THE EVENT THAT THE UNIVERSITY DOES NOT AGREE TO OUR REQUEST TO EXTEND WENDY LYMER'S LEAVE OF ABSENCE TO JANUARY 31, 1982, AND RAY GALBRAITH DOES NOT ACCEPT OUR REQUEST THAT HE TAKE A ONE MONTH LEAVE OF ABSENCE TO TEMPORARILY ASSUME THE SECRETARY-TREASURER'S DUTIES, THEN THE ESSENTIAL BOOKKEEPING AND TRANSCRIBING OF MINUTES WILL BE PERFORMED BY WENDY LYMER WHO WILL BE PAID BY THE UNION (AS SHE WILL HAVE RETURNED TO HER FORMER POSITION) AND THE REMAINDER OF THOSE DUTIES WILL BE PERFORMED BY EXECUTIVE MEMBERS ON SHORT TERM LEAVES OF ABSENCE.

The motion was CARRIED.

8. Communications Committee report:

+ Date of newsletter deadline has been moved to December 21, 1981.

+ Newsletter format - Tabloid experiment scheduled for January issue. Ask members how they feel about the new format.

+ Election ballot - Executive must designate someone to be responsible for setting up and sending out of ballot. Kathy Brown, although she has withdrawn her name, is willing to help out.

Moved by Murray Adams Seconded by Sharon Newman

THAT WENDY BICE AND WENDY LYMER BE DIRECTED TO TAKE RESPONSIBILITY FOR THE PRODUCTION OF THE ELECTION BALLOT WITH THE ASSISTANCE OF COMMUNICATIONS COMMITTEE MEMBERS.

The motion was CARRIED.

+ Murray Adams offered to officiate at the counting of the ballots.

Moved by Sheila Rowsell Seconded by Wendy Bice

THAT THE EXECUTIVE APPOINT MURRAY ADAMS TO ACT AS INTERIM TRUSTEE WHO WILL BEAR RESPONSIBILITY FOR THE COUNTING OF THE BALLOTS.

The motion was CARRIED.

Add motion on

9. Contract Committee report:

Letter from R. Grant responding to our rejection of the proposal has not occurred. Murray Adams will draw up a letter of inquiry as to their response.

+ Contract Committee held an all-afternoon meeting last Wednesday to analyze the results of their questionnaire:

1) Unanimous favour for a one-year contract

2) Fewer paygrades favoured

3) Larger gaps in paygrades favoured

4) COLA clause favoured

5) Percentage increase favoured

6) Maintenance of difference between AUCE and CUPE wages

7) Wage Indemnity plan favoured

8) 100% of medical and dental premiums paid for by the employer, favoured. Not in favour of orthodontics. Not in favour of plan paying higher percentage of dental bills

9) Contract language for expedited arbitration has been drawn up by Carole Cameron

10) Grievances handled in groups was favoured

+ Section 112 of Labour Code (portion of arbitrator expenses paid by another body) The thrust of expedited arbitration is intended to speed up the process considerably.

+ There will be one more meeting before Christmas.

+ Mark Thomas (Industrial Relations Officer) will speak to the Contract Committee at a future meeting. Murray Adams will contact people on the Committee.

10. Grievance Committee report:

+ As Ted Byrne was away, there was no official report.

+ Reclassification grievances are in limbo until the result of Bernie Chisholm's case is known.

+ Exclusion from bargaining unit case was lost.

+ Grievance to force the University to fill vacancies may not be very strong.

Wes Clark indicated that more lay-offs will occur if AUCE forces the issue of required filling of vacancies.

11. Provincial report:

+ The Provincial has granted a charter to a new local. The TAs at UVic are now working on certification. The Provincial will cover for their legal fees.

11. Provincial report: (continued)

- + Local 7 (UVic) seems to favour the CCU.
- + Local 4 submitted overdue dues. Motion to secede from the AUCE Provincial was passed by Local 4 Executive and will be put to a membership vote from December 7 to December 15.
- + Lobbying to affiliate with the CLC is taking place. B.C. Federation of Labour convention is occurring now. Leaflets have been drafted to hand to the delegates.
- + Lauma Avens is organising a cross-local seminar on bargaining strategies on January 23, 1982. Involves discussion on equal pay and technological change laws affecting bargaining and job action.
- + Shop Steward seminar was held last weekend for Local 6 stewards.

External Activities

- + Lauma Avens is working on a campaign to fight educational cutbacks
- + Training courses are offered in Great Britain for women who wish to obtain landed immigrant status (Third World women have no such advantages)
- + Helpful discovery: WCB regulations provide a person with the right to refuse to work under circumstances which may be dangerous to health. Unfortunately, unorganized people do not have such protection.

12. Executive report:

- + There was no report.

13. Next meeting of the Executive:

- + January 7, 1982

Chair:

- + Irene McIntyre

14. Next Membership Meeting:

- + December 10, 1981 - Special VDT Seminar
- + January 14, 1982 - Regular two-hour meeting

15. Other Business:

- + Suzan Zagar asked why Sheila Perret still had signing authority for Provincial cheques. No reason was known.
- + New Executive must discuss Local 5 charge and must determine what action to take re the form of discipline handed to Local 5 and possible relaying of charge at the next annual convention.

The meeting was adjourned at 6:05 pm.