



association of university and college employees

Wendy Bice

EXECUTIVE MEETING

January 20, 1981 - Tuesday
2:30 p.m.
Union Office

AGENDA

- 1. Adoption of agenda
2. Adoption of minutes of the December 16, 1980 Executive meeting
3. Business arising from the minutes
4. Business arising from the correspondence
5. Secretary-Treasurer's report
6. Union Organizer's report
7. Union Co-ordinator's report
8. Communication Committee report
9. Grievance Committee report
10. Provincial report
11. Job Evaluation Committee report
12. Division Executive Rep report
13. Next meeting of the Executive - 3 19
Chair - Marcel Dionne
14. Next Membership Meeting - 19
15. Other & New Business:

Handwritten notes in red and black ink: 'Being employees assessment letter structure', 'Benefits letter', 'Structure letter', 'Division letter'.

- Provincial representation at February union meeting
- earlier start time for Executive meetings
- different day for Executive meetings

write letter

- cc: Marcel Dionne
Linda Tretiak
Sharon Newman
Andreana Gingera
Joan Treleaven
Susan Zagar
Jet Blake
Helen Glavina
Murray Adams
Kitti Cheema

- + Wendy Bice
Carole Cameron
Wendy Lymer

leave of absence

NEW CAMPUS ADDRESS
AUCE Local #1
#202 - 6383 Memorial Road
Campus



Minutes

Executive Meeting - Union Office

Tuesday, December 16, 1980

2:30 - 6:15 pm.

Present: Linda Tretiak, Wendy Lymer, Marcel Dionne, Ray Galbraith, Sharon Newman, Wendy Bice, Andreana Phillips, Carole Cameron, Joan Treleaven, Murray Adams, Susan Zagar, Nancy Wiggs, Helen Glavina, Jet Blake (3:45 pm.)

Joan Treleaven was in the chair and Ray Galbraith recorded the minutes.

1. Adoption of agenda:

Moved by Nancy Wiggs THAT THE AGENDA BE ADOPTED AS CIRCULATED.

Seconded by Wendy Bice

The motion was CARRIED.

2. Adoption of the minutes of the November 18, 1980 meeting:

Moved by Nancy Wiggs THAT THE MINUTES OF THE NOVEMBER 18, 1980 EXECUTIVE MEETING

Seconded by Carole Cameron BE ADOPTED AS CIRCULATED.

The motion was CARRIED.

3. Business arising from the minutes:

Marcel Dionne asked whether or not the new Executive planned to enforce the practice of past Executives whereby an Executive member who misses more than three consecutive meetings without adequate reasons would be asked to resign. After a brief discussion, it appeared that the consensus was that such issues would be dealt with when they occurred.

On the matter of business arising from the minutes, Ray Galbraith reported: that a letter had gone out to Kenny for his position on possible cutbacks to the Campus RCMP; that the Office staff still had to deal with the Rosanne Rumley bi-weekly pay period petition; that the issue of starting Executive meetings at an earlier time should be discussed under Other Business; that the donation of \$50.00 had been made to the Canadian Mental Health Association; that Sid Potter's letter re: Campus addresses had been re-printed in the newsletter; that a projected budget had been prepared and included in "On Campus"; that the Office staff recommendations and report also appeared in the newsletter; that a regular column for the Grievance Committee was highlighted in "On Campus"; that Susan Zagar was reimbursed for her labour relations course; that the Provincial letter of October 28th had been responded to; that the Pro-CLC Affiliation Committee was duly reimbursed; and, that Katarina Halm was reimbursed for picket pay for the month of May.

4. Business arising from the correspondence:

Moved by Nancy Wiggs THAT AUCE LOCAL #1 DONATE \$250.00 TO RAPE RELIEF.

Seconded by Joan Treleaven

The motion was amended to \$100.00 (Cameron/Newman). The amendment was CARRIED.

The motion as amended was CARRIED.

Nancy Wiggs responded to the correspondence from the North Shore Women's Centre. She said that she had written to Svend Robinson and obtained more information for the newsletter about the "Pappajohn rape case" and the issues involved. She recommended that the petition be printed in the next newsletter.

At this point the meeting digressed onto a discussion about our "donations policy". Carole Cameron suggested that the Executive adopt a consistent policy in regards to the organizations we make donations to. Nancy Wiggs added that donations should be made to those bodies whose goals and objectives relate to AUCE's. In the past donations had been made to those organizations pushing for improvements in the area of women's rights.

In relation to another piece of correspondence, Carole Cameron added that she had ordered one copy of "Bargaining for Equality".

5. Secretary-Treasurer's report:



Ray Galbraith read the results of the dues increase and strike-related expenditures referenda, both of which passed. He said that it was surprising that the dues increase was narrowly ratified and that the actual deductions would begin in January of 1981.

Ray then reported on the preparations for the office move, which to date had gone relatively smoothly. Although written confirmation had not come from Grant in Employee Relations, a letter had been received from Potter, the head of Campus Mail, in regards to our new addresses - a letter which had been reprinted in the newsletter. Ray indicated that there was one outstanding item which needed the Executive's attention, the expenses for the office move.

Moved by Ray Galbraith                    THAT THE EXECUTIVE RECOMMEND TO THE MEMBERSHIP THAT THE  
Seconded by Carole Cameron            MOVING ARRANGEMENTS WITH SALMON'S TRANSFER FOR THE TOTAL  
OF \$ 751.00 BE ACCEPTED. *Done*

In his motivation, Ray stated that he had approached two companies, one union and the other non-union. The quotes in the final analysis were comparable, except that the unionized company, Salmon's Transfer, was more thorough in its estimate and advanced preparations. Philosophically, we had no other choice than to go to the union company. And, practically, there was no desire to get caught in any jurisdictional disputes with other unions such as CUPE and the TWU.

The motion was CARRIED.

Ray then added that he would probably be bringing back motions through the new Secretary-Treasurer, motions which would clear up any questions that the auditor might have about the way AUCE conducted its financial affairs in 1980.

Marcel Dionne suggested at this point in the agenda that the Executive re-institute the Executive reports at membership meetings. Carole Cameron concurred, stating that members who attend meetings should be given access to all information.

Moved by Nancy Wiggs                    THAT RAY GALBRAITH BE REIMBURSED FOR TWO WEEKS HOLIDAY  
Seconded by Carole Cameron            TIME NOT TAKEN IN THE 1980 FISCAL YEAR.

The motion was CARRIED.

Ray proceeded to outline the case of one Leslie Borleske, an hourly employee who typed manuscripts for the Faculty of Zoology. She had just resigned. Prior to her resignation she had refused to sign a dues authorization form - in fact, she had not paid dues for a considerable period of time. The Union Office staff had contacted Wes Clark in Employee Relations who in turn informed her that she would have to pay dues or her future service with the University could be thrown into jeopardy. It was decided, as Borleske had resigned that the Office staff would contact the University about the eventuality of her future re-employment with the University and the position that the Union would take if she refused to sign her dues authorization form.

6. Union Organizer's report:

Carole Cameron reported that it was important that the new Executive members be prepared for the mammoth pile of changes to the By-Laws that were being contemplated - and worked on.

Carole then raised the issue of the TWU's recommendation for the public to pay their telephone bills by only remitting one-third of the amount owing and by writing your phone number on the back of the cheque. Carole had in her possession an unsigned directive from the TWU.

Moved by Carole Cameron            THAT SINCE THE EXECUTIVE HAS GIVEN ITS SUPPORT TO THE TWU, THAT  
Seconded by Nancy Wiggs            WE PROVIDE OUR STEWARDS WITH THE ABOVE INFORMATION WITHOUT ANY  
AUCE ENDORSEMENT, BUT THAT IT BE ACCOMPANIED BY AN EXPLANATION.

The motion was CARRIED.

Carole read the letter from Jane Durant in Employee Relations in which Durant outlined those the Union Office staff were to contact when dealing with her Department. The union



staff had been contacting fellow AUCE members with queries, and, apparently this was not appreciated. Carole felt that she would like to respond as the tone of the letter was quite desultory. Wendy Bice volunteered to write a response on behalf of the Union. ✓

Carole made reference to a situation in Commerce involving a member with a hurt back. Strudwick did not dispute the facts in the case, but she said that the member should have indicated at the outset that she had a medical history. Carole stated that there are no weight limits under WCB regulations, but that workers have the right to decline to lift loads that they feel are too heavy.

The next item concerned a Clerk I position in the Board Of Governors' Office - a position that had been excluded due to the dealing with confidential information. AUCE's position was that the only period where confidential information was dealt with was during contract negotiations. An LRB hearing had been scheduled in January at which AUCE planned to appeal the original LRB exclusion decision.

Carole reported that the issue of bargaining unit supervisors exercising disciplinary powers was a continuing problem, especially in light of the fact that a member had recently been suspended for two days on the advice of an immediate supervisor. Wendy Bice and Carole planned to talk to the supervisor in question.

The Teaching Assistants were still without a contract and they were apparently considering some form of job action according to Carole. Nancy Wiggs said that the T.A.'s had settled on everything but the issue of a union shop and that Local 2278 was going back to its membership for guidance.

The final item was concerned with the planned and present challenges to the Pension Plan. Carole stated that a member who was deducted without authorization has come forward and a grievance would be processed. The other aspect of the case was that any deductions could contravene the Payment of Wages Act - it was felt that there would be no difficulty in finding members wishing to pursue this option.

7. Union Co-ordinator's report:

Wendy Bice reported that the Benefits Committee was actually doing something constructive and that every member had been assigned a particular area of concern. A meeting was to be arranged with MSA. The Committee was also planning to delve into existing plans on Campus. Wendy said that she would write to Employee Relations and try to ferret out their Committee. *- need to decide what we want to accomplish - long term, short term. Then call meeting*

In general, Wendy said that she had been mainly concerned with grievances since the last Executive meeting. *with us.*

8. Communications Committee report:

Ray Galbraith stressed that what the Committee needed was more membership participation. He said that the name change from "Across Campus" to "On Campus" had gone practically unnoticed and that he had refrained from using the newsletter for editorial comments. *have written*

The next deadline for the newsletter was January 26, 1981 - there would be no official newsletter in January as there was a transition to both a new office and a new Secretary-Treasurer. He reported that the office staff planned to run off an agenda and other necessary information for the January membership meeting.

9. Grievance Committee report:

Helen Glavina reported that Joze Lazar had won his reclassification grievance to an L.A. III, with retroactivity to January 1979. She stressed that the decision was important as the issue had been resolved at Step III of the Grievance Procedure, by the University Labour Committee.

The leave of absence and Education arbitrations were still in the works. Susan Zagar added that she would like to see the day when arbitration cases would be advocated by Union members on the Grievance Committee. Helen referred to the regular report that now graced the pages of the newsletter. Carole Cameron said that members in the past month had received disciplinary letters without any stewards present and that the problem



would be discussed at the Grievance Committee meeting. In addition, the Union and the University were haggling over arbitrators in the Cheema leave of absence case.

10. Provincial report:

Susan Zagar passed out a package of information for Executive perusal. She reported on a November Provincial Executive meeting at which the Provincial delineated its position on the "retroactive" Per Capita Tax - what the Provincial wanted from Local #1 was the acceptance of a loan or payment of a portion of the outstanding arrears. Susan stated that it was the Provincial's position that Local #1 would have its voting privileges withdrawn when the total arrears amounted to three months regular Per Capita Tax payments. That would be reached in either January or early February, 1981. Susan based her calculations differently and did not agree with the Provincial interpretation.

She reported that Local #4 at Capilano College was for all intents and purposes four months in arrears over an issue concerning accessibility to some Convention tapes. If a cheque was not received shortly then the Provincial Executive would have to consider suspending Local #4's voting privileges - there was even a doubt whether or not Local #4 would receive the third affiliation ballot. Furthermore, Local #2 at SFU were two months in arrears on the Per Capita Tax and that Local had recently rejected, by a margin of two-to-one, a \$3.00 dues increase. And, to make things worse, the Local was strapped with a \$7,000 auditing bill. It was Local #2's position that the Provincial should forgive the retroactive Per Capita Tax increase.

Overall, Susan felt that the Provincial was in trouble. The discussion then centred on what was going to happen this evening when the Provincial Executive paid a visit. Ray Galbraith outlined his position quite extensively and ended by saying that what was at stake for him was the future of the Provincial. Marcel Dionne felt that as a Local we should live up to our commitments to pay the Per Capita Tax increase from August 1980. He did state that the whole Provincial's future existence was at stake and that it appeared that Local #1 was turning good money to bad. Somewhere along the line, he suggested, we would have to go to the members and ask for a decision about our future in the Provincial.

Carole Cameron dwelt on the past position the Executive had taken in the matter. We had as an Executive stated that if the dues increase passed then we would pay from that point in the time the increased Per Capita Tax. On the issue of retroactivity we had indicated that it would be taken back to the membership for a decision. Carole made the point that under the By-Laws we were obliged to go back to the membership for direction. Carole believed it morally indefensible to take the money raised by the Provincial to aid AUCE Local #1 and to return it to the Provincial to cover the amount owing on the Per Capita Tax.

Nancy Wiggs added that she would feel better if we did not receive the assessment moneys as long as the Provincial's viability and future was at stake and was to be discussed by the membership. Marcel disagreed and felt that the issue was not a moral one. He said that at some point we would have to talk to the Provincial about the future. In the interim, we should agree to pay back the Per Capita Tax retroactivity upon receipt of the \$5.00 assessment.

Wendy Bice agreed with Carole and stated that until the issue was discussed by the membership we should not take the money.

Moved by Nancy Wiggs	THAT THE EXECUTIVE TELL THE PROVINCIAL THAT AS OF WHEN WE
Seconded by Carole Cameron	RECEIVE THE DUES INCREASE THAT WE WILL BEGIN PAYING THE
	INCREASED PER CAPITA TAX AND THAT WE WILL TAKE THE ISSUE
	OF RETROACTIVITY TO THE MEMBERSHIP FOR A DECISION.

The motion was CARRIED after more discussion.

The consensus was that Local #1 wanted the Provincial to reconsider their position and to use the ability of Local #1 to pay as the criterion - the feeling was that it could be an administrative decision as the Local was incurring debts and retroactivity where there should be none.



Nancy Wiggs stated that it was important that the Executive delineate some of our Local's dissatisfaction with the Provincial. At that point Susan Zagar referred to the Provincial financial statement that she had circulated and queried the September 1980 salaries and related expenses, concentrating on Sheila Perret's overtime and related issues. After some discussion, Nancy said that it was important for the Executive to support Susan at the Provincial level.

Linda Tretiak led off a further discussion on the purpose and the future of the Provincial. Most Executive members participated and essentially agreed that what was at stake was the very existence of the Provincial itself.

11. Job Evaluation Committee report:

Murray Adams reported that, basically, there was nothing to report at this time. The deadline for the submission of the Job Evaluation questionnaires was a very theoretical December 17, 1980. Murray said that he would report to the next Executive meeting, the questionnaires having been counted. The Committee would then seek Executive direction as to its purpose, and hence, its future.

12. Division Executive Rep report:

Jet Blake reported that attendance at the Division Meeting which was highlighted by a PSAC speaker was very poor indeed. She stated that current problems in Education would be discussed at the Grievance Committee.

13. Year End Report:

Carole Cameron indicated that the report was in this month's newsletter and recommended that Executive members read it, if in fact they had not already done so.

14. Next Executive Meeting:

It was decided that the next Executive meeting would be held on Tuesday, January 6, 1981, that the meeting would be concerned with By-Laws amendments, and that Wendy Bice would chair. The next regular Executive meeting was to be held on Tuesday January 20th and Marcel Dionne was to be in the chair.

15. Next Membership Meeting:

The next Membership Meeting was scheduled for January 22, 1981. It was to be held in IRC 6 and would be a one hour meeting.

16. Other & New Business:

a) Earlier meetings issue - Ray Galbraith stated that this was a concern of Wendy Lymer, the new Secretary-Treasurer, due to her day care commitments. After some discussion the 2:30 pm. starting time was re-affirmed. Several Executive members said that they felt uncomfortable about leaving work too early, too often. Carole Cameron felt that Wendy should have the opportunity to state her concerns. It was decided that the issue would be discussed at the next Executive meeting under Business Arising from the minutes.

b) Provincial Executive visit -

Lid Strand and Barbara Leighs attended at the outset on behalf of the Provincial. Part way through the discussion Sheila Perret and Katarina Halm arrived. Carole Cameron felt that the best way to proceed would be to go through the motions that had been passed. Nancy Wiggs then explained that it was an administrative decision to implement dues or other increases and that a retroactive date was not declared. She said that the Provincial was using a different criterion or procedure.

Barbara Leighs said that there was no question of financial difficulties at Local #1, in fact there were similar problems at Local #2. But, she stated, Local #1 was the only Local to have construed the effective date as anything other than August 1, 1980. The Provincial was willing to be very flexible so as not to disadvantage Local #1. Carole Cameron stated that our membership had the right to voice if and how they want to pay it.

Lid Strand said that he could not object to bringing the issue to the membership, but that he had to stand by the August 1, 1980 date. Barbara concurred that the matter would have to go back to the membership, but that the issue of retroactivity was based on past practice of the Provincial, not of Local #1.



Linda Tretiak pointed out that if the Provincial was aware of the weight of our financial burden, then it seemed natural that they would forgive any "retroactivity" incurred. Barbara Leighs, in response, explained and outlined Provincial efforts to help Local #1. The Provincial had successfully pushed through a \$5.00 assessment from the other Locals for Local #1 and had offered a loan to Local #1 to help to repay the Per Capita Tax owing from August 1980. She stressed that what the Provincial wanted was a way to deal with the situation. She said that legally the Provincial could not selectively forgive the payment of the Per Capita Tax.

Murray Adams said that the issue was whether Local #1 was obligated to pay the "retroactivity" and that should be at the centre of discussion rather than how it should be paid. Barbara then stated that it would be our membership who would decide the issue. Nancy Wiggs added that the issue, for the moment, was indeed finished as the Executive was taking it to the membership. Barbara said that at no time did Local #1 ask for or request any kind of arrangement. If that had been done, the Provincial would have checked it out with other Locals. She said that in order to forgive dues or other increases it was necessary that Local #1 would have to admit that the Per Capita Tax was owed in the first place.

Lid Strand then asked whether or not there were further topics to be discussed. Nancy Wiggs responded that the future of the Provincial and its role would obviously emerge in the upcoming debate - she added that there was much basic criticism of the Provincial at the Local level. Furthermore, the Provincial didn't appear to be accomplishing much in the area of helping the smaller locals nor in the area of organizing other workers. Carole Cameron asked what the best forum would be for the Provincial to respond. Barbara Leighs responded that the Provincial has to be under constant self-examination and agreed that a speaker from the Provincial should be present for the February Membership Meeting at which the Per Capita Tax motion would be discussed.

Nancy Wiggs said that she hoped that the Provincial would be prepared to answer basic questions like, "What is the Provincial doing for us?". Carole Cameron concurred and asked the Provincial to be prepared to respond to what Local #1 is getting from its involvement from the Provincial. Lid Strand replied that much of what the Provincial does is not high-profile and as such goes unrecognized. The problem was that Local #1 had not in the past drawn on Provincial resources. Carole said that our role was to provide our Provincial with aid in order to help the smaller locals. Sheila Perret stated that the Locals' Provincial Reps did not take the necessary opportunities to tell Local memberships what was going on at the Provincial.

The discussion ended when Nancy Wiggs informed the Provincial Executive members that the motion was not going to be changed and that any change would have to take place at the membership level in February.

The meeting adjourned at 6:15 pm.