

COMPOSITION

General Membership

Minutes

a Mead Product

Hulman Building, Dayton, Ohio 45402

September 23, 1982

MEMBERSHIP MEETING

12:30-1:30 p.m.

Chair: Marcel Dionne

Secretary: Carole Cameron

1. Moved Adrien Kiernan THAT the agenda be adopted.
Seconded Joyce Diggins

CARRIED

2. Moved Adrien Kiernan THAT the minutes of the August 19, 1982 Membership
Seconded Joyce Diggins meeting be deferred to the October union meeting.

CARRIED.

3. Business arising from the minutes was deferred to the October union meeting.

4. Business arising from the correspondence was deferred to the October union meeting.

5. Nominations:

Grievance Committee - Jet Blake elected

Provincial representatives - no nominations

Communications Committee - Sheila Bennie elected

Provincial Convention delegates - Joyce Diggins, Lid Strand elected

Health & Safety Committee - no nominations

6. Executive report:

- a) Moved Suzan Zagar THAT AUCE Local 1 shall pay the medical and
Seconded Marcel Dionne dental plan premiums and group total disability
benefit for those employees whose sick leave
credits run out, until such time as they are
collective benefits under the Group Total
Disability Plan or until they return to work.

CARRIED.

This motion replaces Section K.5 of the By-Laws of the Association of University and College Employees, Local 1 (UBC).

- b) Suzan reported on the terms of reference of an Executive sub-committee.
The terms are:

- to examine the procedures used for operating the A.U.C.E. office
- to contract the staff and any other persons who may provide appropriate input and/or recommendations
- to examine the current financial position of A.U.C.E. Local 1 and the projected budget, to ensure that any/all recommendations are within the scope of possibility
- to investigate the possible use and acquisition of cost-saving equipment for the use of the A.U.C.E. office
- to examine the job descriptions, work diaries and pay scale, relevant to the work performed.

7. Contract Committee:

Kitti Cheema reported on behalf of the Contract Committee and Job Evaluation Committee. She mentioned the University's position regarding the Clerk/Clerk-typist split and the entry level for data entry work.

Discussion on ranking is to begin on Friday, September 24, 1982. The University has \$450,000 set aside for the Salary Equity Program which includes \$110,000 for the implementation of new Pay Grade 5. If there is no agreement on the implementation of a new pay grade or on the Salary Equity Program itself this money will not become part of the offer to the entire membership, it will revert to the University's general budget and will be used elsewhere.

The Union wants to separate wording on the new Job Standards from the final offer going to the membership.

8. Secretary-Treasurer's report:

- a) Patricia House reported on the amounts of money in the Strike fund, checking account and term deposits.
- b) Patricia House asked for assistance and suggestions regarding the Newsletter
- c) Patricia House advised that a letter had gone to the University asking them to deduct the annual strike assessment from all members, in accordance with our By-Laws.

9. Grievance Committee:

- a) Helen Glavina reported that an arbitration was in process concerning the dismissal of a probationary employee. She stressed the importance of frankness between union members and union representatives.
- b) Helen Glavina reported that there was a Shop Steward seminar in the planning stage, most likely a 2-day seminar.

10. Provincial Report:

Lid Strand provided some information on issues to be discussed at the Special Provincial Convention being held this coming weekend. They are decentralized structure, locals making their own decision regarding money, what form local representation will take.

He further advised that Local 4, as a result of their appeal, had succeeded in seceded from the Provincial Association.

When advised that delegates to the Special Convention had not received amendments from the last Convention, Lid Strand offered to try to provide this.

11. Moved Shirley Irvine THAT the meeting be adjourned.
Seconded Patricia House

CARRIED.

General Membership Meeting

February 18/82

12:30 - 1:30 IRC 6

① Adoption of agenda moved Ann Hutchinson
seconded Wendy Bice
Carried

② Adoption of minutes moved Wendy L
sec. Lid
Carried

③ Business from minutes - none

④ Corresp. - nothing

⑤ Nominations
Communications - none - open

Grievance - Pat House by Susan accepted
John McHammond - declined
remain open by Lid.

Jobs eval. comm.

Prov. Ed comm.

Prov. rep

Strike comm. Kitti by Susan accepted.

⑥ Sec Treas
U moved

Oct statement
Nov

Lid sec. Carried
Ann Sheek g Carried

question

I moved Dec Statement Murray sec. Carried

Motion to pay for paper.

Ann Hutchinson ~~sec.~~ moved. Murray 2nd. Carried

⑦ Grievance Comm. Carole motivated motion

(a) Carole moved. Ann 2nd. LATH reclass
Carried

(b) Carole moved. Katherine Hazel. 2nd
maternity leave
Carried

(c) Carole moved. Ann Hatch 2nd.
~~sec.~~ some discussion Carried

(d) Carole moved Susan 2nd. Carried
some discussion

Carole offered to answer any questions on the Comm.
Report in newsletter. None

⑧ Contract Comm. - Murray

Reported on the mailing of package, should be in membership
hands beginning meeting

Ann asked if members could bring proposals to meetings

Ann further asked if the university's proposals would
be presented to membership.

possible, ^{obviously} every little word change can't be but anything
& practical of substance will be. - Yes as far as is

Special Membership Meeting - March 6/82

Contract Proposals

Chair: Irene

Secretary: Pat

New proposals can be put on the floor after
1.01 Carried as on blue sheet

9.04 as amended on the orange sheet
Carried

19:01 deleted as no change is necessary

19.02
19.03
19.04
19.05
19.06
19.07
19.08
19.09
19.10

Carried

"The tuition

21.01 Lisette moved we add ~~Waivers~~
~~will shall~~ be granted as soon as the minimum
~~shall should~~ enrollment
Course requirements are met."

21.06
21.07

people present
10-129
Started 1:15
150 people
Maximum 9/9

⑨ Provincial report - Lid.
AUC E L. / oppose any attempt to

Lid moved
Ann 2nd.

Wendy L amended

Discussion about Bennetts ~~speech~~
& is this motion premature

Carried.

Announced.

Co-ordinators position open - nominations solicited.

Convention - start thinking

Local 7 is coming along & should be certified

CAIMAW protest of LRB decision

⑩ Murray moved adjournment
Wendy 2nd.
Bice

Meeting adjourned 1:30

ACCURACY®

COMPOSITION BOOK

60 SHEETS – 10¼ IN. x 7⅞ IN.

09-9142	11/32" WIDE RULED – NO MARGIN
09-9144	9/32" COLLEGE RULED – 1¼" MARGIN
09-9148	QUAD. RULED 5 SQS. TO INCH
09-9146	PLAIN
09-9140	11/32" WIDE RULED – 1¼" MARGIN

MeadProducts

Hulman Bldg., Dayton, Ohio 45402

22.01

Carried Where the university does not fill a vacancy within one month, ^{the union shall be provided} ~~they shall notify the~~ union giving reasons with the reasons in writing within 5 working days.

22:02 (a) Any employee shall have the right to apply and be interviewed for any posted vacancy.

Amendment
Moved
Shelley
Summers
2nd
Roseanne
Rumly
Any employee who satisfies the minimum requirements shall have the right to apply and be interviewed for the posted vacancy.

Defeated.

22:02(b) delete "upon request"

Lid moved
For second Carried

22:07 Carried

23:01 Carried

✓ 24.08

Shirley Irvine provided motivation, expressing the view that skepticism & caution were in order where health is concerned.
Carried.

✓ 24.09

Lid added amendment re: Time off with pay where required.
Carried

✓ 28.05

Shift work - no discussion
Carried.

✓ 29.01

Overtime - no discussion

Carried

Request from floor that Contract Offs explain changes in articles as introduced.
30.02 Compassionate leave

Amendment Ted. - immediate fr. 2nd PP
Anne H delete 3rd PP

Carried

motion carried

30.03

Pension Plan

Carole explained that this puts current practice into the contract.

Question from floor - why membership compulsory?

Answer from floor - stability of plan

Q from floor - could AUC have a rep. involved in administering plan

Carole: Union cannot bargain with ~~respect~~ ^{respect} to plan until it is part of the contract.

Comment from floor - against proposal because we have too little control of plan.

C fr. floor - against proposal - pension plans will be nonexistent or bankrupt by the time most of us are

in a position to collect
Carole: Policy grievance entangled but not pursued
C. to floor - in favor of proposal - leave for control

Carried

30.05 Medical Plan

CARRIED.

30.051 Dental Plan.

Lid Strand

Katherine Martel

moved (b) & (c) be amended
to 75% Defeated.

Jean Irelan moved
(b) be \$2000

Margie Walley
2nd. defeated

CARRIED

30.052 Long term disability benefit

Lid moved (d) after ~~completion~~ ^{probation} of completion of the
Jean Irelan probation period
amendment Carried

Lid moved amendment to (b) The benefit shall be
~~indexed~~ ^{increase} ~~yearly~~ ^{according} to the cost of living
Margie Walley in Vancouver. CARRIED.

30.052 Carried as amended.

30.053 Carried

30.054 Carried

30.055

Lid moved be amended, to after completion
Wendy Lynne 2nd of probationary period.
Carried

Carried as amended.

Lid moved moved to reconsider 30.053
Richard Melanson 2nd

Lid moved } delete or refunded in cash...
Richard 2nd } carried.

30.06

Kitti moved

Ruth McLaren 2nd

amend (e)(i)(e) shall be paid at
full salary & shall not be deducted
from sick leave entitlement.

amendment. Carried

Kitti moved amend to 15 working days
Stephanie Ross 2nd
amendment. Carried

Kitti moved. } to amend to use your 15 days
Claudette Doyle seconded } first e(ii)(2)

Carole explained how

Kitti moved that e(ii)(2) 100%
Ann Hutchinson 2nd. Defeated.

Ann Hutchinson moved entitlements at the beginning
Lid sec 30.06 e(i)(b) of each calendar year.

Unused sick leave entitlement shall accumulate
from year to year.

Amend
Carried

mm+ Lid { 30.06 (e)(ii)(b) delete Carried
30.06 (e)(ii)(c) Carried
30.06 e(iii) deleted Carried

Hazel Ackner moved
Joanne Allen 2nd delete 30.06 (e)(i)(e)
defeated

30.06 Carried as amended.

Regina moved that we discuss wages now
Lisette 2nd Carried.

36.02

Equal Pay issue + contract committee's proposal

Ann moved that we reduce the number of steps
Lid 2nd Carried.

36.02 Wages
defeated

Richard moved that we ask for 15%
Regina 2nd. Defeated

Ann moved that \$1652 be base rate ~~I have~~
H. address the equal pay issue + reduce the number of steps
~~the step difference between pay grades~~
Margie 2nd. ~~remain~~ + keep the difference between pay
Walter grades the same as they presently are.

Defeated

Buff Sheel Sue Colshaw
Sue Colshaw

Lid moved delete step 1 \$1378 base rate
amend to Carried
Ann H seconded.

Lisette moved that the per centage increase
we have just approved be converted to an
across the board (i.e. we take out % + divide across
the board)

Ann H 2nd. I were ruled out of order

~~Lid~~ Lid challenged the chair
Chair sustained

Buff Sheel as amended Carried

Nancy moved that we adopt as our policy
& inform the University

Decided, tabled —
Meeting adjourned 5:00

Moved by Pat
2nd Wendy Bice.

Special Membership meeting — March 16/82
60 people present
5:20 started

Contract proposals continued

30:06 (j) Carried

30:06 (K) carried

30.061 Special Leave

(a) Where an employee's services are required for reasons
of an emergency

Carried

30.07 (a) Carried

30.09 (g) to be deleted

33.03 Discharge — Carried

33.07 Carried.

34.01 (c) Carried

34.07 (a) Carried

Article 35 = Adjustment of disputes whole thing Carried.
~~35.02~~

Article 36.03

(b) For each one percent (1%) increase, in excess of 12%, in the ~~the~~ Consumer Price Index,

(c)
(d) → Carried

Article 3.07 Retirement
as amended Carried.

Article 5.05 Carried as amended.

(a) Upon request the University shall provide the Union of all pertinent details relating to an instance or instances of contracting out.

(b) Upon request by, either the Union or the University a meeting shall be held to discuss any instance and/or instances of contracting out.

Article 33.06 Carried.

Article 24.02

Lid moved
Margie 2nd
amended to say "person" after "any other"

Carried as amended.

Article 24.021

Carried

Article 24.03 Defeated

~~Carole moved~~

~~Par 2nd~~

+ the union

Article 24.08

Carole moved - Supervisor & the union
Par 2nd -

Amendment
Carried

Carried as amended

Article 11.01

The University agrees that it shall exercise its rights under the collective agreement fairly &

reasonably, in good faith & without discrimination,
& in a manner consistent with the provisions of
the collective agreement.

Carried

23.02 Personal Information

The University shall not disclose any information
about any employee(s) without the prior approval
of the employee(s) concerned.

Carole moved
Mergie 2nd
Widley

That the Contract Committee
write an article to deal with
week end shift work — shift differential

Carried

30.02 22.04

(2) (b) Salary adjustment: change to "maintain
present step level." ~~The~~

Carried.

Membership meeting VGH April 14/82 no quorum

Major Heddberg
Pediatrics

June 1 moving to Shaughnessy
VGH people

Obstetrics Wendy Harris
L. 2457

minutes - posted
by stewards

Secretaries
@ Shaughnessy
funding switching
unions?

General meeting - IRC 6 April 15/82

- ① Agenda - picketing tape show added just before contract rep.
Moved Wendy B 2nd Shirley 2nd.
Carried
- ② Minutes - adopted
Moved Carole G. 2nd Shirley 1st
Carried
- ③ Business from the minutes
none.

(4) Business from correspondence.
CCCA May 8 rally

(5) Communications - Richard Melanson
Noemi Mitchell

Grievance -

J Eval. Comm. -

Prov Ed. Comm. -

Prov. Rep.

Strike Comm.

Provincial
Stewards
Seminar?

President - Carole Cameron
Nancy Wiggs
Marcel Dionne

Working Conditions Comm. - Sheila Rowsewell

Delegates to Convention - Jerry Anderson
Pat House
Suzan Zagar
Joyce Higgins

Union Organizer - Carole Cameron

Union Co-ordinator - Wendy Bice

② Provincial Report

Lid gave report on DESC

① Sec. - Treas. - reported bank balances + newsletter problems.

Ann moved we return ~~to~~ to the old format of the newsletter. Lid 2nd.

Considerable discussion

Carried

③ Grievance committee - Helen

Helen reported on ~~pending~~ arbit. decisions & cases

Erosion of the bargaining unit discussion - plan for information

Carole spoke re: pension

Considerable discussion on the refusal of Craven to release the actuarial study.

Membership Meeting

WEDNESDAY, APRIL 14, 1982
VGH SURGERY SEMINAR ROOM A
12:00-2:00 p.m.

THURSDAY, APRIL 15, 1982
UBC IRC 6
12:30-2:30 p.m.

1. Adoption of Agenda
2. Adoption of Minutes
3. Business arising from the minutes
4. Business arising from the correspondence.
5. Nominations
 - Communications Committee
 - Grievance Committee
 - Job Evaluation Committee
 - Provincial Education Committee
 - Provincial Rep (1)
 - Strike Committee
 - President
 - Working conditions committee
 - Delegates to the Provincial Convention
 - Union Organizer
 - Union Co-ordinator
6. Provincial report
7. Secretary-Treasurer's report
8. Grievance Committee report
9. Contract Committee report
10. Executive report
11. Other Business

⑨ Picketing slide show

⑩ Contract Committee - Murray

- 4 meetings so far.
- We didn't present our exact wording in the hope that some discussion would happen & that it would indicate our willingness to discuss
- The Univ. now has all ~~the~~ ^{our} non-monetary clauses — in exact language
- Murray went quickly over the Univ.'s proposals

Nancy asked if the committee intends to send all the Univ.'s proposals out & was told yes.

Ann asked
H

Ann moved that ~~the~~ ~~or~~ ~~or~~ the Contract Committee bring
H any proposal that would result in a loss
or reduction of any present benefits back to the
Lid 2nd membership before agreeing!
Carried

Lid moved That the Contract Committee inform
2nd 2nd the Univ. their proposals are totally unacceptable.

Lid withdrew the motion.

Wendy L
moved

Regina 2nd

Meeting adjourns.

Helene Le Francois
Car Records

Barb Wilson -

Membership meeting May 20/82
moved by Colvie 2nd Claudette ~~Doyle~~ Doyle
(1) Carried

(2) Claudette moved Shirley 2nd.
Carried ^{Doyle}

(3) Minutes

Inquired about Pension meeting
Explanation

(4) Business from Corresp
pmh made some announcements

(5) Nominations

President - Marcel Dionne

Union Organizer Kitti Cheema, Carole Cameron
both stand

~~Union~~ requested platform by next Friday

Union Co-Ordinator - Shirley Irvine

Delegates

Kitti Cheema

Working Conditions - remain open

Grievance Committee - June Simpson

Communications - Bernie Chisholm

YEC

Prov. Ed.

⑥ Moved by Paul Lil Legault

Carried

That AUCE hire someone
from the recall list to work in the
Union Office until the new Union Co-Ord.
takes office (4 weeks)

① Contract

- Murray reported that all items except money discussed @ length June 1 scheduled monetary items

- OTEU 7% 10%

- ~~Disc~~ Reported on bulletins to be published

~~Disc change~~

~~Disc~~

Murray answered several inquiries re:
provincial legislation

② Grievance Committee

Helen moved

Wendy L 2nd.

Take the Sec I discharge to arbitration

considerable
discussion → Carried

Helen explained what happened with Computer Operators arbitration

PHONE CALL
Key desk

Date

To

WHILE YOU WERE OUT

of

Phone

Telephoned

Called to see you

Wants to see you

Weather

Menzies

MESSAGE

Operator

British

Form No. 38

⑨ Provincial

- Lid reported on DESC questionnaire
- made a ~~plea~~ for delegates

Lid moved

Ann 2nd.

So send this motion to the Provincial convention

Moved by Murray

2nd Lid

Meeting adjourned

Membership Meeting June 17/82 IRC 6

Marcel reminded people to sign ballot

① Moved by Susan Z 2nd Carole
adoption of agenda -

Moved the Contract Committee 2nd Ruby
be put ~~ahead of film~~ at end
of meeting (12 a)
by Darlene

Amendment carried

Motion Carried

② Minutes adoption Moved Darlene
2nd Janaki G.
Carried

③ Business arising from minutes
none

④ none

(5) Communications - Bernie not here
Grievance

Job Evaluation Committee

Prov Ed Com.

Prov. ~~Ed~~ Rep.

Strike Committee

Working Conditions Committee

Delegates ^{yes} Surjan, Helen, Lissett, Ann H.

↳ Lid spoke on the importance of
input from this Local

Kathleen
Brown
Marcel

Pat
Laid
Shirley

everyone
declined

(6) Secretary - Treasurer's Report

- Thanked Wendy Lymer for a fine job
on the books - Explained about auditor
- Gave bank balances
- Pitched newsletter

- Announced Rosemary is there
- Explained briefly about difficulties in office
hence no financial statement

① Contract

- + no sign of the Univ. backing down on mandatory retirement
- + Prob. employees - we are not prepared to accept
- + 5.04 still talking
- + sexual harassment - they want Univ.^{wide} policy but not in our contract
- + Management rights - we have asked for a chance - they are the most opposed to changes

- + Lunch rooms — especially Main Lib.
we may agree to that one but not all
- + Picket lines — we are ^{the} most opposed to the
one of theirs
- + Jack changes — still talking
- + Union Waivers — no progress
- + Discharge — most progress on this
- + Grievance procedure — possibility of
agreement
- + Job classifications proposal
Explained what the university has done
+ put up the chart they gave us.
- They (univ.) is supposed to be giving us the
proposed standard job descriptions next
week

Considerable discussion ensued. The CC stated that when they got the j.d. they would be asking for input from people. + seeking direction involved

→ from a membership meeting

- ① accept
- ② reject
- ③ letter of agreement to carry on working on this

+ Ann 2. reminded people of the historical ~~the~~ of negotiations - reducing the number of classifications

+ Further discussion - rumors of Wage & Price Controls

+ Ann suggested we go to LRB & charge them with unfair labour practices - CC has considered this & feels we wouldn't be able to get a ruling in our favour.

+ Discussion carried on - Suggestion that we give the Univ. some bad publicity & go to the LRB

Moved by Ann H

Adrienne 2nd

That we make a complaint to the LRB & issue

a press release stating ~~the~~ our difficulty.

- Murray spoke against the motion as an individual because of LRB proposal.
- Jon Moore spoke in favor of press release & against LRB
- Murray feels we can't sustain a complaint at the LRB yet

- Ann withdrew the motion & re-phrased

→ Moved that we issue a press release the intent of which is to extract the Univ.'s wage proposal from them.

2nd 2nd.

Murray - suggested a history of neg to this point, & the difficulty of neg. without all the information.

Motion Carried

Meeting adjourned 2:20

General Membership

July 22/82

① Lid moved agenda

② Minutes

Lissett wanted to correct the minutes in that the press release was to be circulated to the members (Kitti will)

Der Westbrook moved

~~Lissett~~ Joan Trev 2nd

Ann H wants all press releases to be distributed to membership at earliest way (newsletter or contract bulletin)

③ Business arising from minutes

④ Business arising from corresp.

⑤ Nominations

Grievance — Jet Blake
(2 positions)

Provincial Rep.
(2)

Delegates to special convention
(10)

Contract — Lid Strand

Adrienne Kiernan

Jane Simpson

Job Evaluation Committee

Kitti, Susan, Shirley Bruine, Carol
Cameron, Marcel Dionne, Nancy
Wiggs, Ann Hutchison

⑥ Contract

Murray gave first report. He &
Susan Horner have left the committee

Moved by Motion of thanks to Susan
Harner from Contract Committee

We presented a package last Friday of
what we have left minus what we were
willing to drop & minus the univ. proposals
except what we'd agreed

Carole
↳ Motion of thanks to Murray from Contract
Committee

Carole reported on meeting with McGeer
& Univ. Council.

↳ ~~original~~

- ① across the board or
- ② address the inequities

Ritter — reported on the package that
the Univ. presented to us this morning.

signed 1.01 ~~1.01~~
4.01
5.05

letter of agreement on sexual harassment

+ letter of agreement on Main Lib staff room attendant

~~signed~~ 23.01 Univ has agreed to our Proposal.

Unsafe working conditions - close to agreement
Univ 24.5 - close to agreement

Consultation - getting closer

Leave of absence w/o pay - they have moved slightly on their clause but we are still totally opposed

Benefits - we want it as a package
- Close on Life Insurance
- but problems on Disability

30.051 housekeeping

Sick leave

Contention in whether the sick days should be given in a lump at the beginning

+ we have moved closer to accepting the univ.
proposal of not guaranteeing same job
when on extended sick leave

+ provision for granting 102 for sickness
+ maternity leave

30.08

Suspension - Univ. wants to have right to
unlimited time & not necessarily return
them to the same job.

Involuntary transfer - list of exempt positions
upon agreement between union & univ.

- very specialized jobs like Slavic cataloging
Notice - changing to give more notice to longer term
35.02 housekeeping employees

35.03 time limits - Univ. wants to put a
restriction of 14 days to initiate grievance
We are very opposed

Expedited arbitration

~~Lid moved~~

~~That the university~~

Sick leave.

Lo2

disability
maternity
suspension

Completely unacceptable

Health & safety - okay

Joyce Diggins moved

Lid seconded

Alice Local
That ~~Contract~~

One reject

the university's package presented this

Carried unanimously

Membership Meeting - August 19/82

Chair: Marcel

Sec. pmh

① agenda

Moved Susan Z

2nd. Adrien K.

The motion was carried.

② Minutes

Moved Adrien

2nd. Bev Westbrook

The motion Carried

③ B arising from minutes - none

④ | | | corresp. -

Darlene asked ~~that~~ about 21 & 5 letter
June 12

⑤ Nominations

Job Evaluation

CC - yes

Kitti - yes

Shirley - yes

Susan - yes

Nancy

Ann Hutchinson

Adrien - yes

Joyce - yes

Doris Raven

} accepted in writing

Lenka Novakova

Lillian Wong

Membership Secretary

Margie Wallby - yes

Contract Committee (3)

Adrien - withdrawing from "at large" position because going to be Div. rep.

Nancy - acceptance in writing

Donna Brock - not present

Lid Strand - acceptance in writing

June Simpson - no

Wendy Lynner - yes

Grievance

Ger Blake - not present

Lissett Nelson - yes

Health + Safety ~~Rep.~~ Committee

Joyce Diggins - no

Laren Shaw - acceptance in writing

Catherine Kinney - not present

Provincial Rep

Lid Strand

nominations will stay open

Provincial Delegates

CC - yes

pmh - yes

Helen - yes

Nancy - accepted in writing

Fairleigh - no

Jet - not present

Susan - yes

Kittie - yes

Shirley - yes

Marcell - yes

Adrien - yes

Richard - yes

⑥ Contract

Kitti reporting

① Univ. holding back on wage proposal until job eval. settled

② we revised our wage proposal to 10% across the board. + the cost of job standards program not to be part of cost

③ Univ. told us the new j.s.p. will cost \$440,000

④ job eval. committee has been meeting w/ Univ.

+ Now at the point where we will present our objections tomorrow re: job standards

+ Question - why did we ~~revise~~ our wage proposal?

CC → A. ~~Because~~ of gov't programs + we wanted to make it clear we don't want the job st. cost to be part.

Carol spoke on govt. program.
+ Univ.'s strategy

Q - When can we go to arbitration?

A - Contract Comm. feels it is unwise to abandon the process

Q - What happened to phone poll - results

A - Results not yet completely tabulated,

Q - Have we signed anything?

A - We have presented our final package & they counter proposed so we have pretty good idea of where we are

Q - Mediation?

A - Premature

Carole asked what people think &

on SEP - the committee feels we should try & address but don't really address our problems but

Q, What is SEP?

A, Kitti explained

Q- How do we separate SEP from wage offer
A- We will refuse to Rank until there is a wage offer

Q- Will any settlement be retroactive?

A- Yes unless specified by Univ. & you could reject - also would change date of expiry of contract

Discussion of living negotiations - ~~Directed~~

~~7 Sec - Treas.~~ + Could people be downgraded as a result of SEP questionnaire
Q -

A - red lining a possibility

+ Further discussion of SEP

+ Suggestion of increased bulletin

⑦ Sec - Treas.

Moved by Led that we accept Sec-Treas. report
2nd by Shirley

Carried

+ ~~Me~~ Motion of thanks to Sheila
Forswell

+ Motion of thanks to Lynne

~~+ Donation to Murray~~

~~+ Donation to Pauline Rimmer~~

+ Can't reproduce the
audit until new equipment
arrives

+ Defer any financial/sec.
report until next meeting

+ Strike Fund assessment

+ Strike Fund \$38,663.42

+ Chequing \$14,927.56

⑧ Grievance — Helen

~~Adrian~~

Maxwell

Carried

Martinson

Carried

Policy

Helen explained

Lessett spoke + Wants everything taken to
Step 3 if grievor wants

Carole spoke in response

Adrian moved

Richard 2nd

to table Policy

Meeting adjourned

Membership Meeting November 25/82

Suzan - Chairing

pmh - Sec.

① agenda

Moved Anne Scheck

2nd. Anna Koresse (P.)

Karen Shaw wanted to add an announcement
re: safety 8a

Carried as amended

② Minutes August 19 Carol moved
table) pmh 2nd
reprint for next meeting
Carried

Sept. 23 Carol moved
pmh 2nd
Carried

Minutes adoption Oct. 21 Carol moved
Losalind (Purchasing) 2nd.

Carried

Nov 25/82

① Report on LRB

Fairleigh — thinks that the determination could be that this is outside the code & refer us to the court
— thinks won't deem it a strike
Well handled by all the people present — Mitchell
• was usual board

Grant & Libby for Univ.

Andrews grilled for a long time, Fairleigh next most
Univ. argued ~~that~~ it was an action against the Province
as an Employer (BCGEU) not as a political protest

OTEU at gates will not be part of ~~gates~~ decision
likely

② Proxy votes — not possible at tonight's meeting
as we don't know exact wording.

③ Meeting tonight

— update of current situation

— CUPE 116 hasn't taken a strike vote yet as if they
do they will have no contract & no protection

Reconsider — 2/3 majority
Rescind — majority

Agenda

① Report

② Discussion

③ motions

④ Injunction possibilities
no point until we get it.

⑤ Motion to reconsider: ^{ANCE L. One withdraw its support of the directives}
If a motion to reconsider passes then we reconsider our obligation to follow Solidarity strategy

⑥ Draw up agenda.

⑦ Financial

Fairleigh M. Kitti 2nd. members
Beginning November 14 ~~ANCE~~ pay picketers
who volunteer their services ~~at the rate of \$12/shift~~ ^{that as of} ~~that have paid out in 20 hrs.~~
~~at the rate of \$12/shift~~ ^{to a maximum of \$60/week.} ~~for a~~
~~minimum of 20 hrs/week~~ ^{maximum}

200 / 1166

(Day shift 4 hrs
~~Night~~ shift 3 hrs
evening)

5-6 weeks
of 200
people

Carried

⑧ Decided to get organized this on phone help, etc.

⑨ VGH people

(2) Business arising from minutes

(a) asked ~~at~~ ~~for~~ for information re: appeal
How many? excess of 100
date of signing? - ~~ends~~ end of Nov.

(b) How do we know where we are slotted
Call the union office

(c) What will the procedure be?
- we assume it will be similar to
regular appeal.

(d) Library? - not affected

(e) E R is final authority

(3) Correspondence nothing

(4) Nominations

Pres. - Nancy Wiggs

V. P. - Adrienne Kiernan - declined

will remain open until next meeting

Mem. Sec. ↓

Trustee - Judy Welch, Wendy ^{Osborne}, Sharon Newman
not present $\nwarrow$ Susan Zagar $\rightarrow$ elected not present

H+S Rep. - Emerald Murphy - elected
Brian - not present

Provincial Council
continuing - pmh, Nancy elected
part time - no

Communications - none - pmh announced course

Grievance - Kitti Cheema accepted

Sec-Treas - pmh
Patricia Lotoski
Sheila Penty

⑥ Sec-Treas pmh moved Susan
Jan

Carried Ann H. moved Helen Le Francois
table until every member has a copy ~~first~~ 2nd

+ Pmk answered questions regarding statement
reported the bank balances
strike fund - ^{not} having been able to make
commitment
- transfer of funds

Executive report

Carole - Provincial meeting & explanation
forthcoming

Grievance

Stewards Seminar - outlined what
was happening + \$4000 cost

⑧ Health & Safety

- + GSAB new committee - volunteers?
- + next month starting to co-ordinate ~~the~~ committees on campus
- + HSC+ volunteers crucial

⑨ Provincial

Nancy explained how the council came about.
& about what our financial commitment
& answered questions

⑩ Other business - none

Wendy Lymer moved
Meeting

Helen 2nd

General Membership

Jan. 20/83

(1) Susan² moved
Carried

Richard 2nd
Melanson

(2) August 19
Carried

Donna Brock m.
Shelagh Penty 2nd.

Sept 23

Georgina Smith m
Dorothy Kiernan 2nd

Carried

Nov 25

Susan Jagar m
Dorothy Kiernan 2nd

Carried

(3) none

(4) Karen moved
Shaw

Elizabeth Whittam 2nd

That AUCF Local 1 write a letter of
protest to CRTC re Playboy program
Carried

(5) Nominations Sec-Treas.
PMH. elected
V.P. Kitti elected

Membership Sec - Remaining open
Mergie - not present

Contract

Provincial Council no nominations
Communications
Grievance

(6) Sec - Treas. gave bank balances
& said we'd be sending out all financial
info in next newsletter.

(7) Executive report
Nancy & Carol reported on Copy & Dup.
Situation

Questions from the floor

Nancy reported on office problems & Exec is going on.

+ Day care motion Carried

+ Provincial Council ruled out of order & Nancy will look into proper procedure

⑧ Grievance Committee

+ Helen reported that we had dropped 2 arbitrations because the grievors asked us to & because we felt we couldn't win

+ Shop Stewards Seminar resounding success

+ Discussed problem of people having meetings without stewards / ignoring advice / ^{job} harassment

⑨ Provincial Council

+ had a wine & cheese meeting successful, a good discussion of grievances

+ Local 7 push for certification ~~now~~ in Feb

+ Local 7 seminar

10

Other business

Q When will contracts be out

A within a month

Alex moved

pmh

1

2

3

4

Membership Meeting

IRC 6

12:30 - 2:00

February 24/83

Started 1:45

- ① Moved Susan
adoption of agenda

Jan 2nd

amendments add

delete minutes

Carried

Union Organizer

Prov. Convention Delegates

- ② Business arising

①a) Carole explained C & D situation - hearing
at LRB April 8 & 13

Some discussion of this issue & questions

- ①b) Ray spoke about continuity & why he is in
favour of joining the mainstream

Considerable discussion

decided ^{to split} motion

- ① Carole
②

Jerry Andersen moved

Rosalind 2nd
Janner

That this ^{issue (motion 1002)} go to referendum
of secession

Carried

③ Nominations

② Union Organizer - Carole spoke about her job

Helen Savina

Cathy David

Kitti Cheema

announced special meeting March 10

⑥ Provincial Convention delegates

Kitti Cheema

Sheila Rowsell

⑦ Membership Sec. Sheila Rowsell

- declined.

Stay open until next meeting

⑧ Contract Committee

Kitti Cheema

Suzan Yagar

⑨ Provincial Council Reps - none

⑩ Grievance

⑪ Communications

} none

⑫ Secretary - Treasurer

Patricia spoke on financial statements & explained about how we are preparing the budget

⑤ Executive report

~~Nancy~~ Nancy reported on Tech Change Com
& April special meeting

⑥ a) Membership secretary
G.H. Carried

b) Executive Committee

Ann moved Joan 2nd.

That we table voting on all these amendments until the next meeting

Carried

⑦ Grievance

+ Helen reported on discipline grievances / meeting the University & seriousness of the situation

Considerable discussion & explanation

⑧ Other business

Request for a report on VDT study in
in newsletter

Wendy L moved

Rosalind Turner 2nd

To adjourn.

Member

① Helen m
agenda
Carried Karen 2nd

② Jan 20
minutes
Carried Fairleigh m Cheryl Abbott 2nd

Feb 24
minutes
Carried Fairleigh m Wendy Osborne 2nd

③ a) Nancy reported in progress
b) ↓ ↓ that we are inviting
debate on secession / affiliation through
newsletter then referendum if ^{yes} passes
(for next 2 meetings)
then debate continue

④ Nomination
Union Organizer — all accepted no further
nominations

Contract — Kitti elected

Mem. Sec. — Ann Hutchison declined

Prov. Council Rep. — Helen Glavinia accepted

Prov. Convention Delegates — Helen G, accepted
Grievance — none

⑤ Sec - Treas.

Arrow. Helen M. Tailigh 2nd.

That we write a letter of protest copy to
Sun

Carried.

Sheila R. moved Ruby Rudd. 2nd

Receive 1982 financial statement

Carried

+ Mentioned Newsletter & new Communication
Committee is under way
March 30 next deadline

⑥ Exec report

Nancy said we've been concentrating on budget

⑦ Grievance Committee - Helen

① ^{period of} notice dispute

② maternity dispute re: benefits/vacation

③ SEP appeals continuing 79 rejected
Shirley urged people to appeal

④ mentioned the necessity of getting advice quickly if you are having a problem/potential grievance because of time limits & estoppel (delays can damage the case)

Questions from floor

⑧ Health & Safety report

no report

⑨ ^{other business} VDT Committee

Shirley ~~thinks~~ ^{likely} says we will have to file a

minority report. Question from floor. ~~Why does~~
~~Exec feel minority~~ What's in the report that makes
it poor.

Shirley explained in more detail
Mentioned Dr. Jefferies proposal - members
expressed same concerns the Exec. has

→ Expressed gratitude to Shirley for her work on the
VDT committee

Surrey Memorial situation discussed

(b) Peck's decision re ability to

Judy Smith m.

Wendy L 2nd

To adjourn

- Moved Bev Westbrook
 Seconded Mary Ferguson
 Adoption of minutes

- Opening Nominations

Union Coordinator

- Helen Glavinia nominated by Richard Melanson
Membership Sec.

- Helen Glavinia nominated

Provincial convention delegates

Kitti Cheema

Suzan Zagar

Richard Melanson

Shirley Irvine

Fairleigh Wetzig

Helen, Kitti, Suzan nominated

Contract Committee

remain open

Grievance Committee

remain open

Communications Committee

Kathryn Ayres

4631

Ad Hoc Tech. Change Committee
open nom. for formal union committee
to deal with tech change
= Diane Braun Mary Forgan
Film Monday Morning shown.

Elaine Bernard's speech on Tech Change

- new equipment cheaper, smaller
- can't stop tech change
- organized workers are in a position to control it
- computer ^{consists of} → Input, Processing, Output
- clerical workers processes information
- machine can aid processing or replace worker who processes info
- deskilling → machine can check spelling
- ^{studies} typ. can replace jobs of 3 or 4
typists
- 40% decline in white collar jobs predicted
- ^{move} Part-time & shift work
- many of the skills can be absorbed
in computer eg bookkeeping skill

- interesting ^{aspects of} ~~jobs~~ done away with
- more and more time relating to machines
- frustration of losing information on computer
- health ^{and safety} ~~of~~
 - stress of sitting 8 hours in front of machines
- electronic cottage
 - babysit & work at home at ^{same} time
 - no contact with other workers
 - isolation
 - how can you organize people at home
- security
 - computer can keep track of you work at home → no of ~~the~~ ^{the} ~~system~~ ^{system}
- in US companies sell information on people's medical histories to employers
- in Canada we have no protection

against accumulation of that sort of information gathering which computer can do very well

- bargaining unit work
 - pushing buttons → anyone can do
 - faculty can do own work → layoffs

- 1984 nightmare doesn't have to be that way

- technology can be an aid but.
- problem is design & implementation
 - not used to free clerical workers but to replace it

- technology is not neutral; designed by people with certain interests

- myth of design scientifically developed that the way things ~~are~~ ^{is} the optimum way they should be

- we're at crossroads
 - use & wield tech. for our own good or frightening society
- protection of B.C. Salton code is weak

- 90 days notice but then can implement
- what can we do?
 - inclusion in ground floor of discussions to bring
- strong contract language
- work on legislation
 - health & safety
 - labour code (should be like Norwegian)
- ~~work on contract~~
 - access to information & right to privacy
 - long range plans
- need to know of university
 - eg heading towards networking?
- receptionists in individual depts
- ~~eliminated in U.S.~~
 - social issues
 - education
 - organize people to seek protection
 - bargaining clauses
 - notice before they agree to bring
- tech change committee
- ~~in bargaining~~
 - no buyoffs for security
 - employees are willing to give you money but what language
- 19 clauses to put in contract

Questions:

Bev Westbrook

- Dean of Arts received \$700,000 to put all journals on computer
- must work to protect our jobs.

Sheila Penty:

What are 19 clauses

- notice
- definition of tech change
- access to info
etc.
- no introduction of shift work where shift work was used ~~was~~
- no contracting out without prior agreement of Union

Meeting adjourned.

Membership May 19/83

① Susan m Nancy 2nd
Carried

② Dorothy Kernan m. Susan 2nd.
Carried

③ none

④ Union Co-Ordinator - Kittie Cheema
all declined nom. remain open.

Pres. — Kittie Cheema Shirley
Irvine remain open

Prov. Council — remain open

Continuing — Contract — Judy Welch
Remain open.

Grievance — Kitty Byrne, Darryl
Maharke, Ted Byrne — declined
not present accepted previous

Communications — none

Membership Sec. — Helen — declined

Plch Change — none

(5) Went through

Margaret Hopkinson m

Kitti Cheema

2nd

That donations

be done by
passing a hat

Denise
Field

moved

Urene 2nd
Wagstaffe

To table the rest of the agenda

~~Agenda~~

Ray moved

pmk 2nd

To table the

Executive motions re:

Budget until merger debate finished

Carried.

(6) Executive report

+ Kitti reported on Dr. Jefferies meeting with us

(7)

Grievance committee report
none as Fairleigh not present

(8)

Provincial Council

+ I reported on convention & by-law
change

discussion

Susan M.

Dorothy 2nd.

That we have 20 min. of discussion
on secession.

Carried.

Some discussion

What would it cost to join another union?

+ Continuity
+ Organization

Dev Westbrook m. Susan 2nd
To adjourn

Membership Meeting

June 30/83

① Ted m.

Elizabeth W 2nd.

carried add 5a Layoffs from Library

Suzan m

Sheila Porter 2nd

carried That item 4 move to after 7

Karen m

Helene Le Francois 2nd

carried add Health & Safety report

Sheila Rowsell

Sheila Porter

carried add Grievance 3a.

② & ③ deferred

③a Grievance Committee

② Recon closing & 10 people are bumping
10 others

(b) Medicine - medical certificate / day's pay deduction
Heavy fire → resigned

(c) ~~Dr~~ Forced medical leave problem

(d) asked for anyone ~~having~~ requested a medical certificate to contact the office.

(e) Mentioned the Declass rejections & we are encouraged

(4) Nominations

Union Organizer - Ted Byrne

Pres. - Marcel Dionne

Membership Sec.

Grievance Committee - Linda Berman

Shirley Irvine, Jet - declined

Kelli Byrne - not present

~~Star~~
Suzan Zagar

Mary Jorkin - declined

Communications - Rona Broverman elected

Contract - Judi Wolch, Adrian Keirnan, Suzan Zagar - accepted

- ⑤ Layoffs — Alannah Anderson spoke.
+ Seniority of 4 years wasn't enough to
Protect her.
+ as of August 31/83 all LA III's will
have more than 4 years seniority
+ this will restrict mobility of all the
the library assistants
+ estimate it would take \$200,000 to
Continue funding

Motion carried

- ⑥ pmh / Emerald 2nd
Carried.

pmh Alannah 2nd

Carried Strike Fund

Helene Le Francois. Joyce Diggins

That the Financial Statements
be distributed in advance of the meeting

Elissa MacDonald
Debbie Bunyak
The financial statement be put into the next
newsletter as insert.

⑦ Decision

Ray — Do you favour remaining independent
as AUCE?

— Do you wish to merge with an ~~other~~
existing union?

— HEU is a possibility

Emerald — lack of emotion on this issue

- raiding
- de-certification
- successors rights

Joyce — strongly urging against involvement
with CUPE 116

— democracy in AUCE unparalleled

Fairleigh — service you get from AUCE
unparalleled

— need structural changes in the
local

Ritti — against joining another union
— problems of AUCE are because it is too bureaucratic

Elissa Mac Donald — thinks AUCE's problem is lack of self-esteem / confidence
— we shouldn't operate out of fear!

Joyce M

Sherry 2nd.

That the wording^{of the} ballot should be brought back to next membership meeting after proper ~~consideration~~ consideration to legality
Carried

⑧ 2/4/5 — Karen

— needs more volunteers

— send minutes to union office of safety committees

— VDT report — minority report sent to President's office

- Dr Jefferies request denied by Executive
- ~~asbestos~~ - SUB only building with Blue asbestos - most dangerous
- other buildings supposed to be safe.
- HEBB Theatre area of concern.

Meeting

50 members
present

July 28/83

Membership meeting

~~ally~~
~~Sharon~~
~~fenty~~

Chair: Marek

Sec: Jonh

- ① m. Sharon N.
2nd Nancy W. Carried

② Fairleigh reported (get copy)
on Operation Solidarity

③ Ted reported on legislation

② we should look at the legislation as a whole effects us more than just as AUCE members

⑥ feels Bill 2, while doesn't cover AUCE might foreshadow what we expect the govt. may do to the code

③ explained changes to Employment Standards

④ Kitti reported on Vancouver rally
(get copy)

5) Moved by Kitti And Fairleigh
Carried

6) Mary Jorkin reported on Victoria rally
Grace Hartman

7) No one in AACE has been able to attend
but we have kept in touch with their
activities. The intent is to be non-
partisan.

8) Sheila Rowsell
Women against ^{the} Budget
(Vancouver Status of Women called this)
group together of different women's
groups & unions.

So far we haven't sent a rep. but have
kept in touch with them

next meeting 7:30 July 28.

First United Church
320 East Hastings

They are planning further leaflets & ~~demo~~
demonstrations

(9) Carried

(10) Meeting adjourned

Sept 8

25
6

Membership Meeting August 18/83

- ① Marcel announced the mix-up re: the meeting — another meeting will be called asap
- ② Operation Solidarity Ted reported on the formation of the Committee + said we will start it going as time is of the essence
+ reported on CC Alliance
+ announced next meetings of Women against Budget + Oper. Solidarity
- ③ Investors Syndicate presentation
One in ~~seven~~ ¹⁰ suffer 6 months disability by age 65

Membership Meeting

October 20/83

① agenda
addition of 32 Business arising from ^{minute} ~~minutes~~
Fairleigh m
Carried
Joy Korman 2nd

② adoption of minutes
Fairleigh m
Carried
Joy K 2nd

③ Ballot wording
Marcel read the Executive's proposed
wording
Discussion
Question Carried

④ ^{Business arising} ~~pmh~~
Re: benefit Ruby Loren m
to table
Carried

Linda Cairns 2nd

Fairleigh motivated Ombudscommittee motion
Kitti m

Kitty Byrne 2nd

So table to consider terms of
reference & powers of the committee.

Carried

Ed presented

Tech change motion by-law

Carried

⑤ Open Nominations Executive

Pres - Kitti Cheema

V.P - Kitty Byrne

Mem Sec. - Mary Forkin

2 Trustees - Wendy Osborne, Susan Zagar,
Richard Melanson

Commercial for help

⑥ Solidarity report

Oct. 15 rally extraordinary success

+ petitions back, available in union office
+ general strike

+ Zoe Hills is willing to be our delegate to
the weekend ^{planning} conference, there was
no objection

+ Special membership meeting to report re:
general strike IRC 2 12.30-1.30
+ AUCF motions

+ Fairleigh — 2 distinct issues
① General strike — solidarity
② GEU strike — support

① Sec - Treasurer
motion re: Rosemary
Carried

Grad Centre — not notice of motion
financial reports & auditors

Special General Membership Meeting Oct. 31/83

1 hr. meeting

Marcel announced that the Executive is withdrawing the 2 motions circulated to the membership because of the earlier motions on white sheet being passed previously by the membership covers it.

Explained that so far we expect to be out on Nov. 8

CUPE 116 will be following the Fed's orders

Fairleigh's report (get copy of her notes)

Jed's report (get his notes)

this is 11th hour of our involvement in Solidarity & we can't get back out now — if you aren't concerned as a tenant, as a parent, as a person w/ human rights you should be concerned as an AUCE member because of the extent to which this legislation threatens our contract & our union rights

Fairleigh — reported on Westbrook dinner Peterson's speech — 89% budget salary

- The threat is very real to us.

- Referred to the "Declaration of Rights of the People of B.C." by Solidarity (or is it ~~not~~)?

Marcel reported ~~to~~ on conversations w/ Grant on Friday. The Univ. understands what our position is with regard to secondary picketing

Kitti objected to limiting speaking time. Read her prepared statement - standard Marxist dogma
~~Hashe~~

Question - Practical how to?

Answer - If you encounter a line you don't cross it

Discussed forming a strike committee

Question - What happens to you if you cross a line?

Answer - under by-laws any other member could press charges ~~point~~ - withdraw your members to nothing

Katy answered the question of legality of withdrawing
our services — as a political work stoppage
it isn't covered by our contract
Some jeopardy — few cases on this issue

Membership Meeting November 10/83

- ① Agenda Moved ~~Shirley~~ Susan Judi 2nd
Welch.
Carried

- ② Fairleigh reported
a) legal strike or outside the code
b) picketing

5 Unions CUPE 116 + 2278, OTEU,
AUCE, Operating Engineering

Section 2 Charter of Rights
Freedom of peaceful assembly & political
expression

We argued that this is an action outside the
Code. AUCE in a ^{over} stronger position because of not
being a Fed member

Employer argued that it was an 'illegal strike'
History of our protest - rallies, demonstrations

- ③ Picketing report - Shelley
So far the gates we are responsible for

(4) Office Information Centre
the kitchen, all groups working together
the phones, sharing the space
could use help in other areas besides picketing

(5) Operation Solidarity - Ted.
- gave a brief history of our involvement
- BCGEU negotiating an exception to Bill 3
- Teachers want that exemption as well.
We are all fighting for that exemption.

Fairleigh reminded everyone that OTEU & BCGEU
are on a legal strike & there is no question
of that legalities

(5a) Mike Burke TAU comments on their
activity & AUCE being instrumental in this
alliance

(5b) Faculty

+ Meeting broke for Executive to be advised of injunction

Meeting reconvened

Marcel announced the decision "an illegal strike"

OTEU pickets are legal

Exec. recommends that this local effective immediately ~~that~~ return to work unless BCGEU & OTEU have pickets up

Q & A Why was our line declared illegal & others not? We don't know details yet

Is our contract still in force? Yes

Can we discuss other actions we can participate in?

Many questions were asked re: details of legalities

John M C ~~Ammond~~ M.

~~Emerald Murphy~~ 2nd.

That ALICE L. I reaffirm it's long standing
commitment to honor ~~legitimate~~ ^{bona fide} picket lines.

Discussion. Carried

Emerald Murphy moved

Margie Wally
~~Kitti~~ 2nd

That we defy the injunction & stay
out. ~~per~~

Heated discussion. Emerald was asked
if she wanted a secret ballot. ~~as she~~
She said no but someone else
could make a procedural motion if they
wanted a secret ballot.

Speakers for & against.

Question called. But speaker spoke to
motion before calling question & so
was ruled out of order.

Question called by next speaker.

Shirley Dick m Denise Field 2nd
That the motion go to secret ballot.
Defeated

Main motion defeated, by ~~an~~^{extremely} close vote.

Emerald moved Judy Welch 2nd

That all the members who scabbed
during the recent protest ~~be assessed~~^{be assessed} their
salaries, ^{& that that money} to the AUCE Local One Strike
Fund. ^{for the days they crossed} the lines

Speakers— it was a political protest &
these people who worked had the right
to work & follow their individual
convictions.

Nothing about this situation, legality of lines
etc. was clear pt. of info. What was
clear was it was a violation of a
membership decision

I went to work because I had the letter from, Pederson, & had a contract but my objection was to the way the vote ~~to endorse~~ to participate in Solidarity was taken — not by referendum, & at a July meeting when a lot of people were away.

Fairleigh moved ^{Emerald accepted as} ~~what was~~ considered a friendly amendment that the terms of discipline be changed ^{to be} compelled to attend every union meeting for the next two years.

Challenge of chair

Emerald said that it was in the spirit of the motion

Marcel — changed the motion ~~too much~~ radically

Chair upheld.

Speakers ~~on~~ I did not go to work & I have a contract as well & I have that contract because I have a union. I can't agree with people who will take the benefit w/o the Penalty/Risks

+ Everyone got the notice of this meeting & I ~~did~~
~~not~~ think it was too much to ask that people
abide by that decision for 3 days.

+ Karen — What I heard you say when
you did not attend was ① I don't care
② I'll go along with whatever you others decide

Question Motion carried.

Heather Sink m. Fairleigh 2nd

That AUCE L.I. launch an immediate
appeal of the LRB ~~decision~~ injunction
either ~~alone~~ or in concert with ^{the} other
unions

Carried

Katherine Ayres called for other people
who are interested in continuing to support
Solidarity stay after the meeting to organize
some other kind action / some further action

Judi M
Welch

Maureen Elliot 2nd

Rescind the pt. 6 of the Sept. 15/83
wording "laid off workers,
or community group" which opposes
any of the budget legislation as a bona fide
picket lines."

Carried

Meeting adjourned 9:40

Membership — Dec 1 / 83
Marcel Chair pmh Sec.

① Susan M Wendy L 2nd
Carried

② closing nominations:

President — see list Katherine Hazel
Kitti — yes Katherine Hazel — yes
Fairleigh — yes

VP — Kitty Byrne, Mary Forkin
↓ ↓
yes no

Mem Sec — Mary Forkin, Shelley, Marcel
pmh, Sheri Murray → yes

Trustees — Susan, Wendy Oshorne, Richard Melanson
Wendy Lymer, Shelley McInnis, Jet Blake,
Lexie Clague, Jan Laggart

Shelley Foster

Opening nominations: Sec. - Treas. - pmh

Sexual Harassment -

Fairleigh explained what the intent of the Committee

Bev Westbrook, Lexie Clague, Shelley McInnis
Jory Korman, Susan McClintock, Anita Cocchia

Mila Fialova Rosemary Rising

3 Report on secession ballots - tabled by Susan, to be run in next newsletter

opened floor to discussion

John MCA - what about adding ① + ③
Doesn't feel the options should be added

Richard M - shouldn't have counted the unsigned ballots

Ray - should have just counted the ballot

asked for
statements in
by Dec 9

as 3 options — what about this question
being brought up before the vote was taken
Fairleigh — Katy now says we misunderstood her
advice & she would have preferred a 2 prong ballot

Motion: Whether or not to run 2nd ballot
voted on at next meeting this is notice of
motion

⑤ Ombuds Committee:

Fairleigh explained
& read the terms of reference

Kitti expressed concern

Sed amended to strike "the actions of a
member"
e. "if the ^{complaint} 4 lines add "violations of
the

accepted as a friendly amendment
Carried

⑥ Oct. 20 Susan M Fairleigh 2nd

~~Kitti added she added correction~~

~~" raised the question of the kinds of complaints
the Ombuds Committee would deal with "~~

~~Passed~~ as corrected -
Carried

Oct. 31

Marcel corrected the last sentence

Kitti objected to the time

pmh m

Fairleigh 2nd.

Labled & reworked & run again

⑦ Business arising from minutes
Oct 20 by-law amendment re: benefits pres

Denise motivated
pmh spoke against
Motion defeated

Pink sheet

1. Fairleigh explained

Mered passed chair to Fairleigh

↓
Moved an amendment

Janice Atkinson 2nd

Whereas some AUCE members were working
for the University in ~~different~~ different Departments
on & outside the UBC campus during
the November⁸⁻¹⁰ 83 work stoppage. Be it
moved that all AUCE members who have
received income from the University during
the three days protest, be assessed an
amount equal to ^{their} hourly base rate of pay
grade 50 (\$166) per day. ^{per day}

Last sentence dropped

Some discussion

I'd suggested a friendly amendment that it
only be people at hospital because
it was not intended as a disciplinary motion
but as support

Amendment defeated

I'd m

Phillip Hall 2nd

Amended as marked
Carried

I'd m

Dugan 2nd

So send to referendum
Carried

not reported on strike
fund
financial motions
withdrawn

By law amendment tabled last page
Christine Adams m

Alfred Ise 2nd

So send to referendum all by law amendments on last
page

Defeated

~~pm~~ Annike m

Marg Walley 2nd

So table to next 2 hr meeting

Carried

all else tabled

January 19 12:30 - 2:30 Membership Meetings

① Adoption of agenda

Suzan m

Adrien 2nd.

add Strike Committee } to ⑥
Committee of Inquiry }

add Contract Committee ⑦a

add ①a re: motion of support for rally

Carried

①a Rally @ campus

Motion from Executive

table the balance of the agenda
That we adjourn the meeting at 1:45
to join the Student Rally.

Seel motivated.

~~Kitti made a friendly amendment to incorporate~~
Kitti motion of support added as a friendly amend.

Minutes

243

Tabled.

26
35
61
24
46
24
56

(4)

Business arising from minutes

(a) Operation Solidarity motion

Fairlight interpreted that they were
intending to not follow item 9
asked if the movers ~~ag~~ disagreed with this
no one spoke

Q. Does this mean we are in contravention of
Solidarity?

A. No, not necessarily.

+ Still members but not just following orders
directives would have to be brought back
to membership

+ Speakers on both sides

Pro

Solidarity can't plan w/o
knowing it has support

Con

Price of democracy
is slowness

Straw vote secret ballot? no.

In the future any plan of action dev. by O.S. be

Final
wording

~~that AUC Local 1 rescind the~~

brought to the

Richard
M

Sed 2nd (that may result in
job action)

membership
for approval by
majority vote.

Procedural wrangling. Motion Carried.
~~Savileigh~~ Chair Challenged by Marcel Procedural
Chair supported. thinks we need
to rescind previous
motion

(b) motion re affiliation/secession/another referendum.
no discussion

Carried

(5) Closing
Nominations

Sec. - Treas. - pmh elected

Sexual harassment - see list

~~Ben Westbrook~~ will stand

Rosemary Rising

Susan McClinton

Opening nominations

Grievance - Marcel,

Communications - Jet, Carole Wisdom,

Marilyn Kennedy, Jarnal Viridi

Contract -

Tech Change - Lynne Little

Strike Committee -

Committee of Inquiry - need 7 regular
4 alternates

Saurlegh explained that only 3 people have been charged. Executive has decided to make a deadline of Feb. 29 5:00 for charges to be laid. Also if a Committee of ch is not struck charges will have to be dropped

①

Kittie M

Richard Melanson

That we split two separate issues Carried

Executive Motion: That we send 2 people to the Winter School.

Carried

Motion: ^{to} Decide who to send Saurlegh & Carried

Discussion of people's qualification & who to send

Adrien M

~~Jurgan~~ M pmk 2nd Decided to ~~know~~ designate the Contract Committee

① Sec-Treas. report see notes

⑦ Contract - get Adrién's report

Questions + Bill 3?

+ does our contract stay in effect until a new one?

Bew M Westbrooks
Thin Murray 2nd
Motion of support for strategy as presented

⑧ Grievance - tabled

⑨ By-law amendments

Richard's motion Adrién 2nd.

~~Section E~~ agreed to split

a) Voice but no vote Speakers on both sides
- Defeated

b) 2 positions at once
Richard motivated Carried

~~Shat~~

Jed M Susan 2nd.
~~Shat~~ in spite of the by-law amendment
Shat

Membership Meeting Feb 23/84 2 hr.

① Agenda - Adrienne M Sheri M 2nd
Carried

② adoption of minutes
October 31 } Adrienne M Debbie Bunney
Nov. 10 } Carried
Jan 19 }

Dec. 1/84 will be put in next newsletter & voted.

③ Business arising from minutes

FW ② Appeal of LRB decision re: Nov. - the Board has set a hearing for April 10 (which is unusual to have hearing) tri-party board will make decision

④ Discipline issue - so far only 3 nomination for Committee of Inquiry. Deadline for charges & nominations Feb. 29

⑤ Harrison - FW - 30 unions \$300 delegate step by step through whole arbitration process - training was well worth

the investment

MD - very well organized, courses excellent
& exposure to other unions & very informative
28 people in his course & focused on the
current situation esp. public sector —
a lot of feeling that co-op w/in pub. sec.
unions important — & esp. on campus.

(d) By-law amendments

1) Section M Ruby motivated

2)

3)

Section O Sheri motivated

Fairleigh explained that LRB & Code govern
how strike votes are conducted — suggested that
the

pmh m

Margie 2nd.

to drop "with sections 48 through 58" from
amendment

Ruby m

June Janson 2nd

to reconsider sending to mail referendum

Defeated

1) Section M

Speakers against as it is redundant because it is covered in provincial law

Leslie Field m

Ainta 2nd.

That it now read:

A barg..... Voting shall be by secret ballot & sent by mail ref. to all member
Such balloting shall be in full accordance with the BC Labour Code regulations & a majority of votes cast shall be necessary for a strike to take place

Carried

28
15
70
113 in favour

- Speakers against - & then others asking for clarification re: Nov. F.W. explained it was not a strike. Considerable discussion

1
36
55
112
103

13

~~113~~

35
113
73
121

1
14
35
82
132

Main motion
Defeated

5

2) Marcel m Nancy Dikawa 2nd.

In the event that "our barg.^{unit} or any other"

amendment
defeated

allied to UBC

Speakers to main motion

Sheila Summers m

Leslie Field 2nd.

In the event. AUCF or ~~other~~ bargaining unit
located @ or allied to UBC engage in any
actions that could result in a work stoppage....
other than a legal strike

Ruled out of order.

Defeated

3) Amendment defeated
main motion defeated

Allisha m

McDonald

So table
Carried

Judy Smith 2nd

Section 0 Discipline motion

Skipped to

Contract Committee report

Adrien read the committee report.

& added a request for division reps on the committee

thanked Marcel for his input from Harriette

March 22 ~~noted~~ contract proposals will be presented

Opened floor to discussion

FW mentioned 2278 strike vote failed
tent. agreement failed
better

m

Membership meeting March 8 / 84

130

① Elaine Bernard

"source entry"

+ increasing round the clock shifts
+ more part time work
+ loss of job satisfaction

BRAC - get contract - check letters / info Mary & Helen wrote for.

Contract language
+ anticipation
+ participation
+ cushioning

Programming can be designed so operator is in control not machine

(talk to her about consulting on our computer purchase)
Elaine

hard talk / soft talk

lead off w/ non monetary / creative

management

→ it is crucial to the people using the technology
get behind it — or it won't work
sabotage?

Announcements of International Women's Day events

① adoption of agenda

Wendy L. Susan Z m/s/c

③ Opening nom. trustee - Melanie Bythe
Richard Melanson

Union Organizer - Fairleigh Welling

staying open Grievance
Contract
Tech Change
Strike

④ 4 motions carried.

⑤ Grievance Committee

Fairleigh reported ② on success of Retirement arbitrator

⑥ Diana Johnson - SEP step about \$1300

⑦ Stat. Holiday - referred to arbitration
arbitration will probably wait for decision from LRB
appeal

⑧ C & D work share - tech change
contracting out

(e) I'd asked for people to report to us re: student assistants doing work in frozen position

(f) medical certifications stressed

any night
but Mon or Tues
Ben will help

70/39-1

1985 locked in

Phone Darlene

