

Minutes

Special Executive Meeting - Union Office

12:30 - 1:30 pm.

June 25/80

Present: Lissett Nelson, Helen Glavina, Lid Strand, Susan Zagar, Carole Cameron,
Joan Treleaven, Ray Galbraith, Judy Blair

Moved by Ray Galbraith

Seconded by Lid Strand

THAT, SHOULD IT BE NECESSARY, THE EXECUTIVE AUTHORIZE
THE SECRETARY-TREASURER TO TRANSFER THE REMAINING MONEYS
IN THE STRIKE FUND TO THE SAVINGS 100 ACCOUNT AND TO CASH
THE \$10000 TERM DEPOSIT IN ORDER TO PAY THE PICKETERS
RETROACTIVITY ON JUNE 30/80.

Ray Galbraith provided the rationale for the motion indicating that sufficient funds possibly were not on hand to cover the retroactivity owed to the picketers.

THE MOTION WAS CARRIED.

Ray Galbraith indicated that the meeting had been called to deal with those members who had revoked their right to be deducted the \$50.00 assessment. Ray provided a detailed verbal report of his communications with the LRB and with our lawyer on the matter. Our lawyer, after some consideration, offered the legal opinion that the wording of our dues and assessment authorization form was at fault and conflicted with the collective agreement, and, that, in the interim, the matter would have to be pursued and resolved internally through our disciplinary clauses. A lawyer at the LRB cited a 1975 case of Chilliwick vs. CUPE and led Ray through the possibilities open to the Union. Those who signed the petitions could in fact revoke their right to be deducted contrary to the Union's initial expectations. As such the matter was now in the domaine of the Union discipline clauses. The signatories, if found to be in contravention to the Union By-laws and Constitution, could ultimately have their membership rights taken away. As being a member of the Union was a term or condition of employment, they could in turn be terminated or severed by the University. Ray stated that the above was theoretical - how the LRB would look upon possible terminations when they became re-involved was another matter.

The consensus of the Executive was that the matter would be attended to fairly and justly - and thoroughly - in accordance with the Union By-laws and Constitution. A general discussion ensued with Executive members suggesting that further research was needed, that we contact lawyers, and that we consult with the B.C. Fed. Lissett Nelson suggested a high-profile publicity campaign while Helen Galvina recommended huge fines or expulsion. Carole Cameron said that she felt that not all the signatories were involved to the same degree. She pointed out that the dues authorization form was in contravention to the contract and that part of the issue fell into the realm of a policy grievance. Lid Strand wanted nominations opened at the next membership meeting for the Discipline Committee and felt that a policy grievance should be launched as soon as possible.

Helen Glavina felt that another approach would be to write to the 17 members involved indicating that we were prepared to lay charges - the opportunity for each of the 17 to own up to admitting to either acting in good or bad faith. She suggested that the possibility of an apology be offered, that only those who led the affair should be disciplined. Lissett Nelson interjected that we should not take upon ourselves the role of deciding who was more guilty. She believed that it would be easier if we went to them and talked prior to any letter writing, at which time we would stress the seriousness of the situation and indicate how few alternatives they had. This would provide those a chance to retract and to "erase" their names from the documents in question. For those who did not retract charges would be laid against them. Lissett suggested a motion to the effect that we send an Executive Sub-Committee to those involved and to provide them with the opportunity to revoke their original position.

Lid Strand and Carole Cameron argued strongly against the above position feeling that it would prejudice any case against the members involved and that it could be construed as

applying undue pressure. The best approach would be to write a diplomatic letter outlining the situation and requesting that those who signed the petitions contact the Union Office for further information.

Moved by Carole Cameron
Seconded by Lid Strand

THAT THE EXECUTIVE SEND TO EACH OF THOSE MEMBERS INVOLVED
A FACTUAL LETTER EXPLAINING THE SERIOUSNESS OF THEIR ACTIONS
AND REQUESTING THEM TO RECONSIDER THE STAND TAKEN AND THAT
WE SEEK LEGAL ADVICE BEFORE SENDING THE LETTER.

THE MOTION WAS CARRIED. Carole Cameron and Ray Galbraith were to compose the letter in question.

The meeting adjourned at 1:30 pm.