

AGENDA FOR MEMBERSHIP MEETING AUCE LOCAL #1, THURSDAY FEBRUARY 13th, 1975.  
12.-2pm old Auditorium Bldg. Theatre

NOTE: Time limits are suggested time limits only and are not intended to curtail debate.

- All motions and amendments made from the floor are to be written out and handed to the secretary with the name of the mover (and if possible of the seconder).

- 15 mins
- (1. Approval of the Agenda
  - (2. Adoption of the minutes of the General Membership meeting of Dec 12th as circulated in the newsletter.
  - (3. Business Arising from the Minutes
  - (4. Correspondence
  - (5. Announcements: a) nominations are open for <sup>two</sup> one position on the Job Evaluation committee b) Nominations are open for two table officers recording secretary and trustee.  
( NOTE: Confirmation that the nominee intends to stand must be sent to the Union Office in writing.

6. FINANCIAL REPORT:

( Statement of income and expense: period from December 13, 1974 to February 13, 1975

( INCOME:

( Application fees and donations	\$ 42.00
( Dues	8291.00
( Other	<u>111.28</u>
	<u>8444.28</u>

( EXPENSES:

( Cash short	<u>50.00</u>
( Postage	574.55
( Printing and Stationery	100.44
( Telephone	<u>538.01</u>
( Conferences and Meetings	835.00
( Rent and Utilities	22.50
( Per Capita Tax	182.72
( Office Expenses	<u>1252.85</u>
( Office Equipment	25.00
( Library	21.85
( Salary and related Expenditures	<u>3602.92</u>
( Petty Cash	
( Miscellaneous	

( Excess of revenue over expense	5421.36
( Cash on hand December 12	<u>5326.43</u>
( Cash on hand February 13, 1975	<u>\$10,567.79</u>

15 mins

( MOTIONS: a) That a gestetner be purchased for the Union Office.  
( b) That a cheque be forwarded in the amount of \$1906.00 to the Provincial Association of AUCE to cover the per capita tax owing to date. (i.e., the period November and December 1974) c) That the sum of \$750.00 be allocated to cover office equipment and expenses, and printing and stationery. d) That a cheque be forward to Winspear Higgins Stevenson and Co. (AUCE's chartered accountants) in the amount of \$850.00 to cover their services to date. *Gerry Anderson*

\* See attached Financial Report



AGENDA CONTINUED

- Judy Wright*
- 8 mins (7. UNION OFFICE REPORT : MOTIONS (J. Ainsworth): a) According to article 7 section 3 of our contract (provides for a short term leave of absence for employees to do Union work). That AUCE Local #1 authorize the funds for one more union member to work in the Union Office for up to a period of 3 weeks. b) AUCE Local #1 pay medical plan premiums for those employees whose sick leave credits run out, while awaiting the collection of benefits under the Total Disability Plan, Group Life Insurance and Pension Plan. *group life premium*
- 15 mins (8. GRIEVANCE COMMITTEE REPORT: see separate fact sheet for information and motions.
- Sara Diamond*  
20 mins (9. STRIKE COMMITTEE REPORT: MOTIONS a) That there be an amendment to the Constitution of AUCE Local 1 to allow for the election of a standing Strike Committee, with representation from each division, to be convened at the beginning of negotiations. b) That the Strike Committee be elected in the month preceding the opening of negotiations with the University to be maintained until one month before the next series of negotiations. c) That two elected members of the Strike Committee meet regularly with two elected members of the Contract Committee to ensure that there is the best possible communication between the two bodies. d) That the Strike Committee be responsible for education of the membership about strike action, preparation for a union-wide discussion of strike strategy, and implementation of the adopted strategy, including the building of support for a strike. e) That the Strike Committee be empowered to call Divisional meetings, to ensure the most effective and broad implementation of strike strategy. f) That the Strike Committee after its election, before negotiations begin be allotted an initial operating fund of \$500.00, and be responsible for full accounting to the membership of any expenditures made from this fund. *Jack Gogenberg*
- 10 mins (10. PROVINCIAL REPORT: MOTION: That nominations be opened for the UBC delegates to the annual Provincial Convention, and that elections of the UBC delegates take place at the April Gen. Membership mtng. (10 delegates - nominations will be received in the Union Office)
- 5 mins (11. COMMUNICATIONS COMMITTEE REPORT
- 2 mins (12. JOB EVALUATION COMMITTEE REPORT
- 2 mins (13. PENSION PLAN COMMITTEE REPORT
- 2 mins (14. WORKING CONDITIONS COMMITTEE REPORT
- 2 mins (15. JOB RE-TRAINING COMMITTEE REPORT
- 4 mins (16. ANY OTHER BUSINESS

THE MEETING WILL END AT 1.45pm SO THAT PEOPLE WILL BACK AT WORK ON TIME.

\*\*\*\*

AUCE LOCAL ONE

Statement of income and expense

Period from December 13, 1974 to February 13, 1975

Income

Application fees and donations	\$ 42.00
Dues	8291.00
Other	<u>111.28</u>
	8444.28 ✓

Expenses

Cash short	-----
Postage	50.00
Printing & Stationery	574.55
Telephone	100.44
Conferences and Meetings	-----
Rent & Utilities	538.01
Per Capita Tax	835.00
Office Expenses	22.50
Office Equipment	182.72
Library	-----
Salary & Related Expenditures	1263.41
Petty Cash	25.00 ✓
Miscellaneous	<u>21.85</u> ✓
	3613.48
Excess of revenue over expense	4830.80
Cash on hand December 12, 1974	<u>5527.05</u>
Cash on hand February 13, 1975	<u><u>\$10357.85</u></u>

Motion: That a gestetner be purchased for the Union Office.

Motion: That a cheque be forwarded in the amount of \$1906.00 to the Provincial Association of AUCE to cover the per capita tax owing to date. (i.e., November & December 1974)

Motion: That the sum of \$750.00 be allocated to cover office equipment and expenses, and printing and stationery.

Motion: That a cheque be forwarded to Winspear Higgins Stevenson & Co. (AUCE's chartered accountants) in the amount of \$850.00 to cover their services to date.

PAGE 2 (GRIEVANCE REPORT)

GRIEVANCE COMMITTEE REPORT

The following is a summary of what's happening in the Grievance Committee these days. There is a meeting with the University Labour Committee on Feb. 11, 1975 where we hope some of these issues will be resolved. An updated report will be given at the 2 hour lunch meeting on Thursday.

1. Reclassification Requests

The Grievance Committee has had several grievances of Article 31, 3(c) of our contract. (no answer within 6 weeks after applying for reclassification) The present University policy as stated to the Union is that no reclassifications will be processed as they say no procedure has been agreed to. The University wants the Union to agree to two specific dates when reclassification requests will be reviewed. The Union, however, says that one may apply for reclassification any time of the year, twice a year, and the applicant must be notified within 6 weeks of the disposition of her request. The Grievance Committee feels the contract adequately covers this issue, and therefore is insisting that the University abide by the contract. For those who grieve Article 31, 3(c) the University has been following the Grievance Procedure and giving those employees an answer to their reclassification requests.

2. Secretary IIB

Contrary to Article 31(a) and in response to reclassification requests the University has invented a new classification called Secretary IIB !! There are several people affected by this new classification. These employees were applying for reclassification from Secretary II's to Secretary III's. They received a salary increase but were not satisfied with the new category the University dreamed up. When the Union told the University that the position Secretary IIB did not exist, that it had no recognized job description, or salary scale, and that these reclassification requests must continue, the University (i.e. Mr. Clark) admitted that they had made a mistake and offered the following alternatives:

- a) let the position stand
- b) return all those placed on the Secretary IIB level to the Secretary II classification and have them return all the money they had received in their salary increases!

To date the University has offered us no other alternative. Clearly, the University is attempting to force us to violate our own contract. The Grievance Committee would like to move that the membership support taking this issue to arbitration if necessary.

3. Retirement Policy

The previous University policy was to place all employees who reached the age of 65 on a temporary basis. This violates Article 3(7) of the AUCE Local 1 contract. (Definition of Employees). The University insists that it will continue with its previous policy. Hopefully a settlement can be worked out.

4. Use of Facilities

Article 13 (g) of our contract is being violated in that AUCE members are not being allowed to use University facilities at a reduced rate or for free. The Union is grieving this issue.

5. Shift Differential

Mr. Sims Arbitration "Award" was in some cases less than what the University used to pay for shift differential. The old policy was 5% for the afternoon shift and 10% of the hourly rate for the night shift. Mr. Sims awarded 25¢ for the afternoon shift and 44¢ for the night shift. The Union and the University have signed a letter of agreement stating that employees will receive whichever is higher...the old rate or the arbitration rate. Any employee who is transferred and all new employees will receive the arbitration rate. This letter of agreement is to remain in force for this contract only. Now that this issue has been settled the University is going ahead with the calculation of retroactive pay for all shifts worked back to April 1974.

6. Taxi Vouchers

A revised system for taxi vouchers is being discussed. One of the primary objectives is to try to implement a system where the union member will not have to pay cash for the taxi ride. A system of credit vouchers is being investigated.

Don't forget the 2 hour lunch Union Meeting.

Thursday, Feb. 13, 1975

Old Auditorium, Theatre.

12-2 pm

\*\*\*\*\*

AUCE Union Office

224-5613

\*\*\*\*\*

3. Retirement Policy

The previous University policy was to place all employees who reached the age of 65 on a temporary basis. This violates Article 3(V) of the AUCE local contract. (Definition of Employees). The University insists that it will continue with its previous policy. Hopefully retirement can be worked out.

4. Use of Facilities

Article 13 (g) of our contract is being violated in that AUCE members are not being allowed to use University facilities at a reduced rate or for free.

## NOTICE OF MEETING :

THURSDAY, FEBRUARY 13th, 12:00 - 2:00 pm, THEATRE IN OLD AUDITORIUM

---

REPORT ON ARBITRATION

- November 13      grievances on seniority step violation and student assistants were presented to UBC Labour Committee
- November 14      AUCE membership authorized Grievance Committee to take to arbitration the seniority step grievance.
- November 21      UBC Labour Committee stated that seniority steps and student assistants problem were not grievances. They refused to acknowledge them.
- December 5        Grievance Committee gave notice to invoke arbitration. Labour Committee refused to receive it.
- December 10      Grievance Committee prepared press release and petitions to Board of Governors
- December 12      AUCE membership approved release of press statement and petitions. Also authorized Grievance Committee to take student assistant grievance to arbitration.
- December 13      Press release issued
- December 16      Labour Relations Board called Grievance Committee to meet with them.
- December 17      Meeting took place, LRB asked for details and said they would make a decision whether the cases were arbitrable or whether to appoint an investigator
- December 18      Official complaint made to LRB against UBC by AUCE
- December 27      LRB requested brief defining complaint and giving evidence to support complaint-
- January 6         first- brief submitted
- January 10        LRB request-ed second brief, more details
- January 20        second brief submitted
- January 24        LRB request-ed a third brief
- January 29        AUCE hired Harry Rankin to defend and counsel
- February 3        Rankin presented third brief to LRB

March 24 - Hearing -

STRIKE COMMITTEE REPORT

Amendment

- a.) That there be an amendment to the constitution of AUCE Local 1 to allow for the election of a ~~standing~~ Strike Committee, with equal representation from each division, regularly elected at the time of a positive strike vote of the union, not withstanding the right of the membership to elect such a committee at any other time.
- b.) delete
- c.) delete
- d.) That the Strike Committee be responsible for education of the membership about strike action, preparation for a union wide discussion of strike strategy, and implementation of the adopted strategy, including the building of support for a strike. The Strike Committee also shall be responsible for keeping the membership informed of any labour disputes which may affect the AUCE membership.
- e.) That the Strike Committee be empowered to call divisional and mass membership meetings, ~~in order~~ to insure the most effective and broad implementation of strike strategy.
- f.) delete
- g.) That any ~~member~~ elected member of the Strike Committee may be recalled by a majority vote of either the ~~membership~~ membership as a whole, or by the division that elected that member.

responsibility from each division

A meeting of the membership of AUCE Local #1 was held on Thursday, February 13 at 12:00 noon in the Music Building, Recital Hall; Ann Hockey was in the chair.

Agenda: Sara Diamond) That the first 5 minutes of the Strike Committee  
Nancy Wiggs ) Report be a discussion of the CKLG strike.  
carried

The agenda was approved as amended.

Minutes: Ruth Allan )  
Nancy Wiggs ) That the minutes of December 12 meeting be adopted  
as circulated in December 31 newsletter.  
carried

Correspondence: Ann Hockey read four letters. (copies attached to  
minutes, Appendix I)

Announcements: a) nominations open for 2 position on Job Evaluation  
Committee.  
b) nominations open for 2 table officers, recording  
secretary, trustee.

The following people were nominated for trustee-  
Gerry Anderson, Joan Cosar.

Finances: Ray Galbraith) That the financial report as presented in the agenda  
Nancy Wiggs ) be approved (copy attached to minutes, Appendix II)  
carried

Ray Galbraith) That a Gestetner be purchased for the union office.  
Linda Chisholm) carried

Ray Galbraith) That a cheque be forwarded in the amount of \$1906.00  
Nancy Wiggs ) to the Provincial Association of AUCE to cover the  
per capita tax owing to date.  
carried

Ray Galbraith) That the sum of \$750.00 be allocated to cover office  
Linda Chisholm) equipment and expenses, and printing and stationery.  
carried

Ray Galbraith) That a cheque be forwarded to Winspear Higgins  
Gerry Anderson) Stevenson and Co. in the amount of \$850.00 to  
cover their services to date.  
carried

#### Union Office Report:

Jackie Ainsworth) That AUCE Local #1 authorize the funds for one more  
Judy Wright ) union member to work in the union office for up to a  
period of 3 weeks.  
carried

Jackie Ainsworth) That AUCE Local #1 pay medical plan premiums & group life  
Linda Chisholm ) for those employees whose sick leave credits run  
out, while awaiting for the collection of benefits  
under the Total Disability Plan, Group Life Insurance  
and Pension Plan.  
carried



Jackie Ainsworth )  
Sara Diamond )

That AUCE Local #1 buy the Toshiba copier  
that we are now renting.

carried

Jackie Ainsworth )  
Deborah Udy )

That AUCE Local #1 purchase 88 rolls of paper  
for the copier @ \$12.75 per roll.

carried

Jackie Ainsworth )  
Gerry Anderson )

That AUCE get all risk insurance for  
\$10,000 from Co-op Insurance for \$118.00  
per year.

carried

#### Grievance Committee Report

Janey Ginther presented the report including  
a detailed report on the Seniority Step and  
Student Assistant arbitration. (copy of reports  
attached to minutes, Appendix III)

Janey Ginther )  
Sharron King )

That the membership support the Gr. Comm.  
taking whatever measures are necessary,  
including arbitration, to settle the issue  
of the University's failure to follow the  
provisions of Article 31,3 - Reclassification.

carried

Janey Ginther )  
Jack Gegenberg )

That the membership support the Gr. Comm.  
taking whatever measures are necessary  
including arbitration to settle the  
Article 31, 3d - Reclassification Grievance.

carried

Janey Ginther )  
Nancy Wiggs )

That the membership support the Gr. Comm.  
taking whatever measures are necessary  
including arbitration to settle the Secretary  
IIB dispute.

carried

Janey Ginther )  
Jack Gegenberg )

That the membership support the Gr. Comm.  
taking whatever measures are necessary including  
arbitration to settle the Misclassification  
Grievance.

carried

Janey Ginther )  
Joy Korman )

That the membership support the Gr. Comm.  
taking whatever measures are necessary  
including arbitration to settle the  
retirement issue.

carried.

Janey Ginther )  
Sara Diamond )

That the membership support the principle  
of sending letters to Eileen Dailly, Minister  
of Education and Ken Andrews, staff represen-  
tative to the Board of Governors with copies  
of these letters released to the press.

carried.

Discussion of CKLG Strike

Sara Diamond)  
Nancy Wiggs )

That AUCE Local #1 endorse the formation of a "CKLG Strike Support Committee" to be formed at UBC by interested persons and groups.  
carried

Sara Diamond)  
Nancy Wiggs)

That AUCE Local #1 endorse a rally in support of CUPE Local 686, CKLG Strike.  
carried

Mary Frankhausen)  
Heather Prettie)

That a press release be sent from this meeting giving AUCE Local #1 support to the CKLG strike.  
carried

Strike Committee Report

Jack Gegenberg)  
Joy Korman)

That there be an amendment to the Constitution of AUCE Local #1 to allow for the election of a standing Strike Committee, with representation from each division, to be convened at the beginning of negotiations and at the time of a positive strike vote that 1 additional representative be elected from each division

Peggy Smith)  
Colleen Nicholson)

Move to table that motion due to lack of time for discussion  
carried

The meeting adjourned at 1:45 p.m.