

REPORT AND RECOMMENDATIONS ORGANIZING PROJECT

September/October, 1989

The report includes:

1. Overview of objectives of the project
2. Summary of activities and results
3. Recommendations for support and training of new shop stewards and health and safety activists
4. Recommendations for further union education courses
5. Summary of concerns and issues discussed at the meetings

The initial objective of the organizing project was to recruit members for steward training. After spending some weeks as acting business agent and in consultation with the union executive and other members it became clear that the project should also include recruitment of health and safety activists.

The first step in the project was to recruit a committee to provide advice and feedback about the project and to help with some of the organizing tasks. A publicity campaign was structured as followed:

- 1) Written materials
 - ad in union newsletter announcing the project
 - letter to all members outlining purpose and inviting to lunch hour meetings
- 2) Phone campaign
 - phone calls were made to as many members as possible, following up on the written materials
- 3) Lunch Hour meetings
 - a series of 14 meetings were held out of which the majority of class registrants were recruited.

Copies of all materials used in the project are on file.

Results of the meetings were positive, with recruitment of enough members to hold both courses. Although I was initially concerned about low turnout to the meetings I was informed that these were well above the average in previous years. Each meeting averaged 3 - 4 people in attendance with one being cancelled for lack of participation. All of the participants provided valuable information in the areas of work load, telereg, classification etc.

The success of the project depended on telephone contact with as members as possible and the assistance of Leslie Hodson in this area was invaluable.

The meeting format provided an opportunity for recruitment as well as providing some basic union education and an opportunity for members to air some of their concerns. We started off with the new CUPE BC orientation video, which served as an 'icebreaker' to start off discussion. Joanne Steven assisted me at several of the meetings and should be encouraged by the union in any future organizing projects.

We moved on to discuss concerns in specific work areas and then discussed content of the courses and the need for Union education in order to strengthen the union. The length of the meeting (1 hour) was adequate for covering the subject matter.

A total of 12 members were confirmed for the steward training course and 13? for Occupational Health and Safety. Upon completion of the courses the Executive must ensure that mechanisms are in place to retain and provide further education for the new steward and health and safety activists.

Recommendations

- 1) That the Union create a Shop Steward Committee with terms of reference aimed to retain and further educate the steward.
- 2) That the Union develop a list of key areas that still need stewards and target those areas over the next few months for recruitment.
- 3) That the Union Health and Safety Committee undertake a survey to confirm the departments that have health and safety committees, level of activity and target areas to be improved and to place newly trained people on those committees.
- 4) That the Union Health and Safety Committee expand its terms of reference to include mechanisms similar to those needed for the shop stewards i.e. monthly or bimonthly meetings to exchange information, further education etc.
- 5) That the Union consider other education priorities:
 - Union Counselling
 - Advanced Steward Training

Attachments:

- 1) Areas that should be targeted for recruitment of stewards.
- 2) Updated list of Stewards
- 3) Draft terms of reference for Shop Steward Committee.
- 4) Summary of Comments from organizing meetings.

ATTACHMENT 1

DEPARTMENTS AND AREAS FOR RECRUITMENT OF STEWARDS

Shaughnessy/Grace/Children's

Sedgewick

Computing Centre

Registrar's Office - GSAB

Main Library

Health Sciences - IRC

Media Services - LPC

Faculty of Education

Faculty of Arts

Faculty of Medicine (more than 1 needed)

STEWARDS TO BE TRAINED

Rita Harder - Student Counselling 228-3811

Carolyn Bentley - Research Services 224-8595

Gail Runnels - Sedgewick 228-2406

Janice Notland - Dean of Arts 228-3828

ATTACHMENT 2

TERMS OF REFERENCE - SHOP STEWARD COMMITTEE

MEETINGS:

The Chief Shop Steward will Chair all committee meetings and the committee will elect a recording secretary. Meetings will be held monthly and discussion will include current problems, grievances, good and welfare, education and other matters of concern to the local union. Decisions shall be in the form of recommendations to the Executive who shall report them to the next membership meeting.

DUTIES:

- * To act as on-the-job contacts with members.
- * Liaison with members during illness or bereavement
- * Advise on potential or real problems.
- * Act on behalf of members in a grievance.

IDENTIFICATION:

Names of Stewards to be posted on all bulletin boards; buttons and decals for all Stewards.

TRAINING:

Every year there will be a steward training seminar for all stewards to attend.

ATTACHMENT 3

NOVEMBER, 1989 LIST OF STEWARDS

Commerce	Judy Blair	224-8444	N
	Shirley Irvine	224-8333	E
	Vic Wilson	224-8498	N
Computing Centre	Gary Sawchuk	228-6141	N
Cont. Education	Rochelle de la Giroday	222-5273	E
	Margo Frigon	222-5270	E
Development Office	Heather Manley	222-8900	N
Financial Services	Stephen Montgomery	228-6250	E
Geography	Elizabeth Ellis	228-2556	N
Cont. Education (Health Sciences)	Joanne Steven	228-6585	E
Library	(Curriculum) Kitty Byrne	228-5381	E
	(Social Work) Phil Vacheresse	228-2242	N
	(LPC) Liam McConachy	228-8498	N
	(LPC) Joze Lazar	228-6278	N
	(Woodward) Alannah Anderson	228-2882/3	E
	Lynn Jenkinson	228-2882/3	N
Medicine (Orthopaedics)	Loretta Clarke	228-7212	E
Fac. of Science (Dean's Office)	Pat Fornelli	228-6333	N
Theatre	Jay Henrickson	228-2769	N
UBC Press	Greg Fisher	228-4968	E
St. Paul's	Catherine Martell	682-2344 local 2373	N
VGH	Lois Moen	875-4834	N

CONTACT PEOPLE

BOHNET, Donna	Geography	228-2148
ELKO, Jean	Registrar's Office	228-3711
ERICKSON, Chuck	Financial Services	228-3142
JOHNSON, Kay	VGH-Psychiatry	875-4515
KAM, Edmund	Library	228-3241
LOVE, Nan	Geophysics & Astronomy	228-3586
TOSTOWARYK, Marlon	Student Housing & Conf.	228-4411

SUMMARY OF CONCERNS AND ISSUE DISCUSSED AT ORGANIZING MEETINGS

1. Membership apathy/local Union P.R.
- Education/Communication Ctee.
2. Mediation skills for grievance handling and other problems
- Education Committee
3. Lack of knowledge and understanding of Job Evaluation and Pay Equity.
4. Lack of training; new job and new equipment
- Contract Committee
5. Telereg/Workload
- Grievance Committee
6. Safety at Triumph - no sidewalks or lights from main road
7. Dress Code - Contact Donna Bohnet - should put something in newsletter telling members there isn't one.
8. Members not taking breaks - should put something in the newsletter.
9. Annual reviews information in newsletter.