

EXECUTIVE MEETING

October 11, 1989

MINUTES

PRESENT:

Greg Fisher
Shirley Irvine
Diana Ellis
Denise Field
Paul Tetrault
Alannah Anderson
Sharon Kahn

President
1st Vice President
Secretary-Treasurer
Trustee
Business Agent
Guest (CUE Member)
Guest (Director of UBC'S
Employment Equity
Prog.)

Meeting called to order at 5:00 p.m.

(The agenda was suspended in order to allow Sharon Kahn and Alannah Anderson to speak.)

1. EMPLOYMENT EQUITY COMMITTEE

Sharon Kahn spoke about the Employment Equity Program and asked if CUPE 2950 would provide a representative for the University's Employment Equity Advisory Committee. The representative would be on the census subcommittee.

Alannah Anderson had attended one of the Employment Equity meetings and had reservations about the Union's formal participation. Specifically, she wasn't sure what the Union's role would be in this program. Sharon Kahn did not know what the Union's role would be other than to assist with the census questionnaire. Shirley Irvine and Greg Fisher had concerns about the University's Committee issuing recommendations that the Union could not support. Sharon Kahn assured the Executive that the Employment Equity Programme will not contravene any provisions of the Collective Agreement and that there is no intent to change those provisions.

MOVED:Ellis/SECONDED:Irvine

That the Union send a representative to the Employment Equity Committee.

CARRIED

Alannah Anderson volunteered to be the Union's representative. The Executive agreed to recommend her to the membership.

(Sharon Kahn left)

AGENDA AMENDMENTS AND ADOPTION OF AGENDA

1. i) Employment Equity Committee

3. ii) Purchase of ballot boxes - to be tabled

iii) Joint Job Evaluation Committee and Union Job Evaluation Committee

4. President's Report

ii) General Booking Off

6. iii) Paul Tetrault's days off for WCB Review Board

iv) Office Secretary - Paul Tetrault's report.

9. ii) Christmas Party

(Adoption of Minutes - tabled to after "Business Arising")

MOVED:Ellis/SECONDED:Irvine

That the agenda be adopted

CARRIED

BUSINESS ARISING

i) CUPE National Convention

Diana Ellis gave out the per diem cheques and credential papers to the delegates.

ii) Purchase of Ballot Boxes - tabled.

iii) Joint Job Evaluation Committee

There was a discussion about the composition of the Union's representatives on the joint committee.

MOVED:Ellis/SECONDED:Irvine

That the Committee consist of one member of the Grievance Committee, one from the Contract Committee and one from the Job Evaluation Committee.

CARRIED

The Executive decided that each Committee will be asked to nominate a member to be ratified at the October Membership Meeting. Shirley Irvine expressed concerns about the Executive's power to decide the composition of the Committee but was assured that this was normal practice.

b) Union's Job Evaluation Committee

There was a discussion about the disintegration of the Union's Job Evaluation Committee (members resigning and no regular meetings) and the urgent necessity to have a committee to review the position descriptions that the University is sending in response to a policy grievance. Paul Tetrault will arrange a meeting with the remaining members.

4. ADOPTION OF MINUTES

MOVED:Ellis/SECONDED:Irvine

That the September 20, 1989 minutes be adopted as amended.

CARRIED

5. PRESIDENT'S REPORT

i) **Greg Fisher would be booked off** 1 day per week until the end of December. No motion was necessary since this was an ongoing policy.

ii) General Booking Off - tabled

5. BUSINESS AGENT'S REPORT

i) **Media Services** - discussion of Media Services' request that the Union send its printing to them. Diana Ellis outlined problems the Union had encountered in the past and explained why we don't use Media Services to print our Newsletter. (They don't have the technology and their services are poor) The Union does have a policy previously established by the Executive to use Media Services if it can do the job on campus (i.e. not contract it out). The Executive decided to send a letter explaining the Union's policy and printing requirements to Media Services. Diana will draft to letter for the Executive to approve.

MOVED:Irvine/**SECONDED:**Ellis

That the Union reimburse Rhonda Spence for cab fare to the hospitals.

CARRIED

MOVED:Ellis/**SECONDED:**Irvine

That Vic Wilson be permitted to attend the Steward Training on Friday only, as requested by Rhonda.

CARRIED

Rhonda's letter to the member regarding the "Brothers and Sisters" issue was approved.

iii) Paul Tetrault's days off for Review Board Meeting

MOVED:Ellis/**SECONDED:**Irvine

That Paul's absence for WCB Review Board Meeting be approved as follows: Oct. 2, 4, 23; Nov 6, 7, & 1/2 of 8; 1 1/2 days in the last week of Dec.

CARRIED

Greg Fisher to be booked off when possible to work in the office to cover Paul's WCB absences.

b) Office Secretary

The Executive discussed office organization and workload. Paul will discuss procedures with Leslie. It was decided that all work would go through one person, the B.A., and that Leslie should be sent on a course on office procedures.

5. SECRETARY-TREASURER'S REPORT

There was discussion on the 1990 budget.

i) Budget - G. Fisher asked that Diana allocate more funds for arbitrations because the University now has a large budget for arbitrations. The University recently notified the Union that we would be dealing with Keith Mitchell, their lawyer after Step III meetings. This could mean fewer settlements. If the University sees that we have allocated a small amount for arbitrations, they will have even less incentive to settle. A copy of the 1990 budget will be given at the next Executive meeting for further discussion.

ii) Paul Tetrault - Pension Plan/RRSP - Paul has a choice - Pension Plan or RRSP's. He chose the RRSP.

iii) Financial Statements

Financial Statements for August and September were distributed.

iv) Per diem for Convention - Delegates - intent of original motion was to give per diem to Voting Delegates as well as Guest or Alternate Delegates.

v) Booking off

MOVED:Ellis/**SECONDED:**Irvine

That Diana Ellis be booked off Nov. 16th to do the month's end statements and for 4 hours on Oct. 25th for the Executive Meeting.

CARRIED

Meeting adjourned at 7:30pm.

exec/60.min