



G E N E R A L   M E M B E R S H I P   M E E T I N G

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A G E N D A

1.      Adoption of Agenda.
2.      Adoption of Minutes.
3.      Business arising from the Minutes.
4.      Nominations:
  - Grievance Committee
  - Contract Committee
  - Trustee (one position)
  - Recording Secretary
  - Communications Committee
5.      Daycare Report - see notice of motion, below.
6.      Health & Safety Report.
7.      Grievance Committee Report.
8.      Union Office Report.
9.      Other business.

NOTICE OF MOTION: moved/seconded by the Executive

THAT THERE BE A \$15/MEMBER ASSESSMENT TO BUILD A NEW DAYCARE FACILITY AND THAT MEMBERS BE ASSESSED \$1/MEMBER/PAYCHEQUE FOR 15 PAYCHEQUES.

(Please note: This is a one-hour meeting which you may attend during your lunch break, so please bring your lunch.)



MINUTES OF CUE MEMBERSHIP MEETING

July 31, 1986

12:30 - 1:30 p.m.

At the beginning of the meeting Mab Oloman, Campus Daycare Co-ordinator, was introduced.

Moved by Randy Howland

Seconded by Patricia House

THAT MAB OLOMAN BE SEATED AT OUR MEETING.

The motion was carried.

1. Adoption of the Agenda.

Moved by Randy Howland

Seconded by Debbie Thorpe

THAT THE AGENDA BE ADOPTED.

The motion was carried.

2. Adoption of the Minutes.

Minutes of the June meeting were not available.

3. Business arising from the minutes. N/A

4. Nominations.

Nominations for the grievance committee, contract committee, one trustee position, recording secretary, and communications committee still open. Mary McKenna-Forkin was nominated by Pat House for the grievance committee (will stand). Kitty mentioned that in order to have best representation on contract committee, members in areas not represented should choose someone as a rep. We could do with people on this committee who could bring contract information and proposals back to their depts. Next division meeting includes discussion of representation on contract committee and we're asking people to become involved (extremely important).

The recording secretary position involves taking minutes at general meetings (it's not complicated, he/she records motions, what was discussed, etc. and gives to union office secretary).

Nominations remain open.

5. Daycare Report.

Mab Oloman outlined what problems are with campus centre, reason funds needed at this particular time. Current situation is that 9 buildings (army huts) used for daycare need several major repairs done on them in their current condition and they really should be replaced. The plumbing and wiring systems are archaic and constitute a fire hazard. The centres are run by parents and one of goals is to have parent/community board. They are asking the UBC community to assist in raising of funds. She outlined the cost of daycare to parents and said that few people are eligible for daycare subsidies (to get "full" subsidy single parent has to earn less than \$775/mo. and person still ends up spending more than 20% of income on daycare costs.)

The Alma Mater Society is providing funds for the project and campus daycare is now approaching us and the Faculty Association for our financial support. As well, possible federal and provincial governments will match funds raised.

Our donations are tax-deductible.



Mab explained how many of our members use the centre. Breakdown of usage is 20% faculty, 65% students, 15% staff. She pointed out that it would seem that we aren't big users of campus daycare, however, considering infant care is not provided there, their hours (open at 8:00 am) and the trend that many of us haven't yet had children or aren't considering having families, shows that it is not because of facilities available but due to external factors.

Issue was raised that provincial government getting away with not spending money on daycare because they're leaving it to us to fill in the gap. Mab Oloman responded that this is happening and that it is true daycare being left up to parents, however, still need to provide decent daycare for children. She explained why UBC not asked to contribute - they are not permitted by provincial government to use academic dollars for auxilliary services such as daycare. She concluded by inviting interested parents to participate on the centre's board.

In accordance with CUE by-laws, a motion to send the assessment motion to referendum was needed.

Moved by Randy Howland

Seconded by Ginette Vogel

THAT THE MOTION TO HAVE A \$15/MEMBER ASSESSMENT (\$1/MEMBER/PAYCHEQUE x 15) GO TO REFERENDUM.

The motion was carried.

6. Health & Safety report. No report as committee rep not present.
7. Grievance Committee report. We have 20 plus grievances now (high), 7 going to arbitration. Hiring policy - Pat asked members to contact union office if they have been unsuccessful on job applications and feel should have been successful. Union has appointment notices about a mo. after new person appointed to position. Can advise you. Benefits - The pension board (Pat and George McLaughlin of 116 are members) is looking at making changes to pension plan and disability plan. Members should submit their ideas to Pat.  

Our CUPE rep, Joe, will be meeting with the Director of Personnel to have discussion about grievances (# of them, differences over the most straight-forward contract violations). University depts. using different interpretation of contract language in some cases. In one dept. if members use over 3 1/2 hours/mo. for medical/dental appointments, the extra time used is deducted from their sick leave. If members having particular problems related to medical/dental appointments, let Pat House or your steward know about it.
8. Union Office report. No issues raised under office report.
9. Other Business. Sent out questionnaire asking what members want to pursue for upcoming negotiations. Give some thought to what you think is important. We need input to formulate proposals. It was mentioned that CUPE 116 local is in mediation now. Don't know if this will lead to settlement. No other business.

Meeting adjourned.



- Resolutions:
- highlights  
only
- solidarity with Gainers and Fletchers strike
  - support, incl. financial and picketing for Bldg. trades
  - demand for Fed. ban on imports and exports South Africa
  - ~~xxxxxxx~~ biennial election of officers
  - pres. as full-time officer
  - ~~xxxxxxx~~
  - two day workshop on Women in the union
  - that womens committee be funded by div and not councils as with other committees
  - tighter controls and enforcement of controls on dangerous substances
  - opposition to nuclear testing by US
  - tighter controls by govt. on costs and cost increases for public utilities, housing, interest rates, commercial products (ie. price controls instead of or in addition to wage controls)
  - lobby NDP to dismantle CSP if elected
  - greater political support for NDP ~~xxxxxxx~~ in form of direct political action
  - full time O&HS director
  - call for royal commission into WCB



- convention: will be report in newsletter from Mary V. and myself
- BC Div. - what it is - importance of - our need to decide eventually if we affiliate - their generosity to us: help with R&A, pr etc. - conferences, conventions - cost of affiliation H&S, Library, Coord. barg., univs and coll.
- Convention: speakers: Skelly, Rose, Kube
  - reports: presented, recommendations made, voted on
  - pres.'s report, regional director's rept.
  - some of other reports: education committee: Naramata, political education, occasional instructors (Rose's plan to train rank and file - courses in grievance handling, communications, H&S - recommendations: guidelines for awarding scholarships on basis of need; Naramata be continued in 87 and funded through Fightback Program, ie. use of defense fund for educ.; push for paid educ. leave in collective agreements;
  - exec. board report: ~~xxxxxxxxxxxx~~ reported on Coordinated Bargaining program; municipal and school board elections, where Cupe was very active in some areas; desc - continue funding; pr position made permanent; ~~xxxxxxx~~ ~~xxxxxxxxxxxx~~ support for Unemployed Action Centres, BC Fed. l\$mem. plan; fighback coordinator position extended; briefs presented to commissions on UIC, ~~xxxxxxx~~ task force on child care, BCTF committee on ~~xxxxxx~~ use of volunteers, NDP Task Force on education, and BC Fed WCB hearings; workshop on Computer programs for Cupe locals, conferences on Women's issues, Library workers and Public School workers, univ. and coll. planned; Don gutstein on contracting out (presented at convention); pushed percentage percapita through National Conv.; improved relationships with HEU and BCGEU
  - legislative committee re. lobbying govt. on issues from last convention
    - report on Cupe BC Div. Health and Benefit Plan - plan to shift benefits admin. from employers to ~~xxxx~~ members themselves (non-union carrier - hot issue)
    - international affairs committee report - reported on work with SACTU, Peace march, Tool for peace (Nicaragua)
    - occupational health and safety committee - recommendations: fulltime O&HS officer for Div., that locals be encouraged to lobby govts. to proclaim Apr. 28 Day of Recognition for injured workers
    - pension committee report
    - political action committee report
    - pr committee
    - secty. treasurer - full time position
    - tech. ch. committee
    - women's committee

over



daycare: task force submission: summarize: daycare not directly subsidized by either govt. - need for this - most families need two wage earners - single parents - without adequate daycare we have to resort to babysitters - need for adequate daycare - daycare spaces for 11% of children under 6 and 5% of children under 2 who require daycare - subsidy: 'none of our members who are single wage earners would qualify for subsidy, except for those in bottom steps of lowest paygrade' - will publish letter in newsletter

notice of motion - discussion w/ Oloman - current daycare facilities inadequate physical plant - fire marshall - maintenance - new facility - 1m - student referendum: 10\$ each = 350,000 - private and govt. funding possible - cockroaches  
Van Foundation - need commitment from community - toilets  
asking Fac. for 30\$ and Unions for 15\$ - needs to be done in 87, 3rd stage of housing development -

- they will do survey in Sept. to determine exactly what extent we use - we do not have daycare committee - Michele McAnulty - anyone interested in helping should contact - we want info from members re. problems with daycare, etc., we should have some say - will be article in newsletter

- exec. motion: 1\$ per paycheque for 15 paycheques - has to go to referendum - notice of motion will be in next newsletter - we will invite Mab Oloman to speak

- Pat re. letter to Don Holubitsky