

association of university and college employees



CANADIAN UNION OF PUBLIC EMPLOYEES
SYNDICAT CANADIEN DE LA FONCTION PUBLIQUE

SEPTEMBER MEMBERSHIP MEETING

THURSDAY

SEPTEMBER 26, 1985

IRC6

12:30-2:30

AGENDA

1. Adoption of the agenda
2. Adoption of the minutes
(will be available at the meeting)
3. Business arising from the minutes
4. Report on Ritchie & Associates
5. Grievance report
6. Contract Committee report
7. Other Business

Membership Meeting
September 26, 1985

Minutes

Chair: Kitty Byrne

Secretary: Patricia House

It was announced that Jeff Rose had given a press conference on Campus with regard to Ritchie and Associates.

1. Adoption of Agenda

Moved by Sheridan Murray Seconded by Shannon Loughrey
THAT THE AGENDA BE ADOPTED AS CIRCULATED
The motion was CARRIED.

2. Adoption of the Minutes

Moved by Sheridan Murray Seconded by Cheryl Abbot
THAT THE MINUTES OF JULY 4, 1985 BE ADOPTED.
The motion was CARRIED.

3. Business Arising from the Minutes

There was no business arising from the minutes

4. Report on Ritchie and Associates

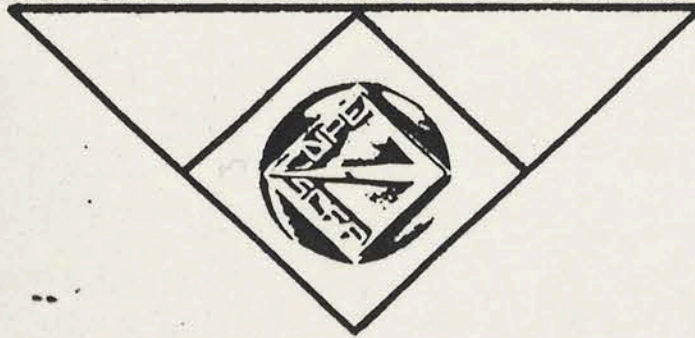
The Executive has received information that faculty offices will be studied by Ritchie and Associates as well. This information has not been confirmed. Representatives of the Executive have had a series of meetings with Eileen Stewart, the Director of Personnel and have received assurances. She has promised to try and correct the lack of consultation. Lay-offs have been discussed with the University. The University has assured us that any jobs that are cut they will try and cut through attrition. We have been told that the cost of Ritchie and Associates was 1.4 million in the first six months. It is an American Company and is not a member of any professional association.

Acting President Smith's memo to the staff of September 16, 1985 was discussed. Various strategies that the Executive has been considering were discussed. The floor was opened to our members who have been experiencing the Ritchie review. Several people spoke describing what their circumstances were like and what the situation was in their department. The question was asked can we refuse to fill out the activity report forms. The answer given was that you should fill the form out as accurately as possible including writing in other forms of activity and giving the time it takes to fill out the form.

There was a discussion of the possibility of working to rule. Joe Denofreo explained exactly what work to rule means. An information sheet was handed out to the meeting explaining in detail about work to rule. It was decided that there would be a special membership meeting to discuss work to rule.

Moved by Suzan Zagar Seconded by Sheridan Murray
THAT THIS UNION LOCAL WORK TO RULE IN RESPONSE TO THE RITCHIE AND ASSOCIATES
EFFICIENCY REVIEW.
This was given as a notice of motion.

The meeting was adjourned.



Memo from the President

Dear Member:

It is with a great deal of regret that I must inform you that I have recently accepted an offer of alternate employment off campus. My last day in the Union Office will be August 2, 1985; thereafter I will take two weeks vacation before starting my new position on August 19, 1985.

This was a very difficult decision for me to make and one which I laboured over from some time. It is my hope that you will recognize the deep affinity I have for our Union and that you will believe that I find it exceedingly difficult to say good-bye to so many who have shown me friendship, respect and moral support.

The Union finds itself at a difficult crossroad. We have taken steps to ensure our survival for the greater and long term good by affiliating with CUPE. At the same time, those steps have entailed a consideration of compromise at the local level; a possible reduction in our own local office staff. This consideration is necessary if we are not to require a further financial commitment from each of you in the form of a dues increase. My decision to accept this offer of employment was, in part, based on the knowledge that realistically we must downsize our local office.

The Union is fortunate to have a co-operative and responsible Executive as well as a marvelous group of people in the office. Patricia House and Ted Byrne consistently give above and beyond the call of duty ... but even more, they do so without losing those basic human qualities that make them so approachable. It is my hope that they will stay on and run again in future elections. If they were not to continue, their loss would be a significant one for our Union. As a Union it sometimes escapes us that we are also an employer. We must encourage longevity and continuity of employment and in so doing, we can only benefit.

The years that I have spent on campus and particularly, in the Union office have taught me a great deal; not the least of which is that we have matured as an organization and can take pride in being an open, honest and accountable Union. The strides we have made were not easy. In future, they may well be tougher - I believe the Executive is up to that challenge.

My thanks to the Executive for their assistance in what has been a rewarding and challenging job. I am sincerely grateful to the membership for their confidence and support over the years and for the goodwill that I have been shown time and time again. Last but certainly not least, my heart-felt thanks and affection to Patricia House, Ted Byrne and Rosemary Rising for their friendship, help and patience (!) as co-workers over the last two years.

Sincerely,

Fairleigh Wettig
Fairleigh Wettig
President/Union Organizer

SPECIAL ONE HOUR MEMBERSHIP MEETING:

THURSDAY AUGUST 1, 1985

12:30 - 1:30pm

IRC 1

AGENDA

1. Adoption of the Agenda
2. Executive Report on Reorganization of the Union Office (re: Fairleigh's resignation)
3. Opening Nominations: Presidential by-election
4. Notice of Motion: That the Union contribute \$1000.00 to the campus day care centres as has been our practice over the last few years.
5. Report on Ritchie & Associates
6. Report on Flex Time
7. Other Business

1a. Anti-Radiation Screens