

Canadian University Employees

General Membership Meeting

July 16, 1987

AGENDA

1. Roll call of officers.
2. Adoption of agenda.
3. Adoption of minutes of June 9, 1987.
4. Nominations for officers:
 - Recording Secretary
Eileen Robertson nominated
 - Second Vice President
Carole Anderson nominated
 - Trustee
Carole Anderson nominated
 - Sargeant at Arms - 2 positions
5. Committee reports
 - President's Report
 - Treasurer's Report
 - Contract Committee Report
 - Grievance Committee Report
 - Health and Safety Report
Karen Shaw (Stress Committee)
 - Communications Committee
6. Other business

The CUE General Membership Meeting was held in I.R.C. #2 on Tuesday, July 16, 1987 at 12:30 p.m.

Adrien Kiernan (President)
Diana Ellis (Secretary-Treasurer)
Pamela Lundigran (Chair, Communication Committee)
Susan Berry (Chief Steward)

Eileen Robertson (recording secretary)

1. ROLL CALL OF OFFICERS

Meeting was called to order at approx. 12.55 p.m.

2. APPROVAL OF AGENDA

MOVED Joanne Steven/Susan Berry approval of the Agenda.
CARRIED

3. APPROVAL OF MINUTES

Minutes of the meeting of June 9, 1987 had been circulated.
MOVED Susan Berry/Carole Anderson approval of Minutes of June 9, 1987 as circulated.
CARRIED

4. NOMINATIONS FOR OFFICERS

Recording Secretary

Eileen Robertson was nominated as recording secretary and since there are no other nominations, she was seated by acclamation.

Second Vice-President

Carole Anderson was nominated for Second Vice-President and has declined. Nominations are still open.

Trustee

The chair asked if there were any nominations for Trustee. Carole Anderson had been nominated for Trustee and she has declined the nomination..

Sargeant-at-Arms - 2 positions.

No nominations so nominations are still open.

5. COMMITTEE REPORTS

President's Report

The Hiring Committee was struck composed of 5 people. The President, the Chair of the Grievance Committee and Chief

Shop Steward, the Trustee and a member of the Contract Committee. 61 applicants applied which the Hiring Committee short listed to 5 persons. 4 of the applicants are women and one male. Interviews are currently taking place.

The President advised that a draft report from the Sexual Harassment Committee is available for circulation. She requested that members read the report and bring any recommendations to the Union office prior to July 22 when the report will be discussed by the Grievance Committee. She also informed the membership that although the deadline initially was June 30, she along with the President of Alma Mater Society and Faculty Associations and other unions have written to the President requesting an extension so that there would be input more widely across the campus. A letter from the President's office was received agreeing to the extension.

The union office is being currently staffed by Adrien Kiernan and Joe Denofreo who comes in 2 days a week. Temporary clerical help has been hired to assist with the back log in the setting up of files and other clerical functions in the office.

The computer and printer have created problems so that the membership Data Base cannot be updated and we apologize to the members for the inconvenience in their mail being sent to wrong addresses. The extra person in the office will also be assisting in updating the Data Base as soon as we get the proper functioning program.

Cupe have sent their computer specialist to review our system and develop an appropriate program and an instruction manual in order for us to have an efficient operation.

CONTRACT REPORT (Chair Adrien Kiernan)

The Chair briefly informed the members of the Proposals between the University and the Union. These proposals need to be analysed and we have set up meetings for future negotiations. Some of the points covered are:

- (a) interpretation of contracting out
- (b) elimination of flex week.
- (c) non-payment of the 30 days' pay for dismissal with cause
- (d) University want to give merit increases however if member disciplined in any way verbal or otherwise, then not entitled to increment. We find this proposal too subjective and are totally opposed.

The President announced that all members will get their increment at end of July.

Grievance Committee Report

The Grievance Committee is presently meeting. We now have one arbitration, six policy grievances, thirteen personal grievances and nine reclassifications. We have a slight problem in that the University is not replying to our grievances (Step 111's) within the deadline set by the Contract. A letter was sent stating we expect adherence to the deadlines.

Education Committee (Chair Diana Ellis)

This committee urged members to take advantage of courses/seminars offered for training purposes. They asked for requests from members for suggestions on this. Contact Susan Berry.

Communications Report (Chair Pamela Lundigran)

The Chair stated that it was their wish to put the Newsletter out once a month. This is contingent upon asking the membership for an increase in Budget. Previously, we had \$12,000 /yr allocated for communications' newsletter and our last newsletter cost us \$500.00. That would give us 2.1 Newsletters a year.

Treasurer's Report Chair Diana Ellis)

May\June statements are ready and will be sent out with next Newsletter. Our income is \$172,200 and our expenses \$129,197 leaving a surplus of \$42,003. Our strike fund is doing very well. David Levi of C.M. Oliver spoke to us on June 30, 1987 on our investment and it is a very favourable situation.

There is need to have the Newsletter Budget revised and possibly raised. We would like to combine the printing budget and the newsletter budget and call it communications budget. Diana will be bringing this issue forward as notice of motion for the next meeting. Joanne Steven suggested that perhaps a bi-monthly letter might be the answer. We welcome suggestions in writing to the Communications Committee.

Our operating account has been at T.C.U. at Dunbar and 29th Branch and it is quite inconvenient to get there. To solve this problem, we now have opened an account with the Imperial Bank of Commerce on campus. The account will be opened in August, for operating expenses only.

The Chair asked the members if they thought the Executive Minutes could be also done bi-monthly? We will give some more time to this decision. A suggestion coming from a member was that we possibly could alternate between the Executive Minutes and the newsletter on a monthly basis. The President has set the calendar for 2 hr membership

meetings in advance: August 4, October 6, December 1 and February 2, 1988.

In the absence of a Trustee, the President called for a motion to destroy the ballots for the Hiring of a Business Agent.

MOVED Ellis/Joanne Steven that the bollots be destroyed.
CARRIED

Health and Safety Report - Karen Shaw (Stress Committee)

Karen gave her report on the work of the sub-committee to date. The University and the Committee on Health and Safety concur that there seems to be more accidents and longer leave of absences due to illnesses and we the Stress Committee wondered if there was a relationship between accidents/illnesses to stress. Questionnaires for feed back purposes were sent out with less than 10 replies received. On the other hand, when Clarissa Green gave 2 lectures on stress, the attendance at her lectures was overwhelming, and this was an indication to us that there was indeed stress on campus.

As a result of the committee's research we found that:
(1) Cupe holds a variety of workshops on stress, free of charge. (2) We have set up a workshop scheduled for July this year and are completely booked. Our workshop will be headed by Dr. Dorothy Goresky, through student services.

The Stress Committee will continue its efforts in working towards stress relief.

The meeting was adjourned at 1:30 p.m.

Canadian University Employees
Statement of Income

3 Months Ended 31 March 1987

	Curr. Month This Year	Actual Yr.- to-Date
REVENUE		
Dues & Initiation Fees	25,985.59	75,964.63
Interest Income	85.22	341.14
Donations and Other	0.00	0.00
C.U.P.E. Grant	3,000.00	9,000.00
Expense Recovery	1,623.47	1,623.47
	<u>30,694.28</u>	<u>86,929.24</u>

EXPENDITURES		
Arbitration Expense	0.00	0.00
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	60.00	320.74
Depreciation	228.13	684.39
Donations	0.00	0.00
Subscriptions	60.00	330.00
Equipment Lease	224.80	224.80
Executive & Committee Expenses	246.78	492.83
Exec & Comm Booking Off	191.00	624.33
Insurance	0.00	109.44
Interest & Bank Charges	7.35	40.00
Legal/Accounting Fees	375.00	1,125.00
Medical Benefits--Members	721.65	1,829.95
Newsletter	(188.80)	0.00
Office Supplies	(31.20)	929.77
Per Capita Tax -- C.U.P.E.	13,950.39	40,594.67
Per Capita Tax -- Other	0.00	0.00
Petty Cash Expense	0.00	0.00
Postage/Courier	65.50	269.31
Printing	188.80	(603.42)
Professional & Consulting	0.00	0.00
Rent & Taxes	400.00	1,201.00
Repairs & Maintenance	424.55	669.55
Salaries - Union Office Staff	3,047.73	10,939.80
Benefits - Union Office Staff	107.67	489.84
Taxi & Parking Expenses	0.00	339.10
Telephone	179.65	596.11
Utilities	69.00	212.00
	<u>20,328.00</u>	<u>61,419.21</u>

EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES FOR THE PERIOD 10,366.28 25,510.03

Canadian University Employees
Balance Sheet
31 March 1987

ASSETS

GENERAL FUND	
Current	
Cash	21,732.89
Petty Cash	200.00
Short Term Deposits	1,674.42
Accounts Receivable	25,295.91
	<u>48,903.22</u>
Fixed	
Furniture & Fixtures	4,816.97
Computer Equipment	8,184.86
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(8,604.73)
Total fixed assets	<u>10,916.61</u>
	<u>59,819.83</u>

STRIKE FUND	
Cash & Term Deposits	25,728.77
Investments, at cost	116,836.93
Estimated amounts receivable	0.00
Due from General Fund	0.00
	<u>142,565.70</u>
	<u>202,385.53</u>

LIABILITIES

GENERAL FUND	
Current	
Accounts Payable	15,863.45
Payroll Clearing	110.74
Estimated amounts payable	0.00
	<u>15,974.19</u>
Obligation under Capital Lease	4,047.32
Due to Strike Fund	0.00
Un (Over) expended Revenue - Beginning of Year	14,288.29
Un (Over) expended Revenue - Current Year	25,510.03
	<u>59,819.83</u>

STRIKE FUND 142,565.70
Strike Fund Balance 202,385.53

Canadian University Employees
Balance Sheet
30 April 1987

Canadian University Employees
Statement of Income

4 Months Ended 30 April 1987

ASSETS

GENERAL FUND	
Current	
Cash	31,672.38
Petty Cash	200.00
Short Term Deposits	1,680.27
Accounts Receivable	25,110.64

	58,663.29
Fixed	
Furniture & Fixtures	4,816.97
Computer Equipment	8,184.86
Assets under Capital Lease	6,519.51
Less accumulated depreciation	(8,832.86)

Total fixed assets	10,688.48

	69,351.77

STRIKE FUND	
Cash & Term Deposits	25,728.77
Investments, at cost	118,074.24
Estimated amounts receivable	0.00
Due from General Fund	0.00

	143,803.01

	213,154.78
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LIABILITIES

GENERAL FUND	
Current	
Accounts Payable	19,287.06
Payroll Clearing	659.88
Estimated amounts payable	0.00

	19,946.94
Obligation under Capital Lease	4,047.32
Due to Strike Fund	0.00
Un (Over) expended Revenue - Beginning of Year	14,288.29
Un (Over) expended Revenue - Current Year	31,069.22

	69,351.77

STRIKE FUND	
Strike Fund Balance	143,803.01

	213,154.78
	=====

REVENUE

Dues & Initiation Fees	25,154.13	101,118.76
Interest Income	85.00	426.14
Donations and Other	0.00	0.00
C.U.P.E. Grant	3,000.00	12,000.00
Expense Recovery	0.00	1,623.47
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	28,239.13	115,168.37

EXPENDITURES

Arbitration Expense	0.00	0.00
Contribution to Strike Fund	0.00	0.00
Course Fees and Conferences	0.00	320.74
Depreciation	228.13	912.52
Donations	0.00	0.00
Subscriptions	0.00	330.00
Equipment Lease	0.00	224.00
Executive & Committee Expenses	197.97	690.80
Exec & Comm Booking Off	510.50	1,134.83
Insurance	0.00	109.44
Interest & Bank Charges	9.45	49.45
Legal/Accounting Fees	0.00	1,125.00
Medical Benefits--Members	774.48	2,604.43
Newsletter	0.00	0.00
Office Supplies	2,138.23	3,068.00
Per Capita Tax -- C.U.P.E.	13,740.97	54,335.64
Per Capita Tax -- Other	0.00	0.00
Petty Cash Expense	0.00	0.00
Postage/Courier	1.12	270.43
Printing	0.00	1,603.42
Professional & Consulting	0.00	0.00
Rent & Taxes	400.00	1,601.00
Repairs & Maintenance	185.19	854.74
Salaries - Union Office Staff	3,855.63	14,795.43
Benefits - Union Office Staff	256.79	746.63
Taxi & Parking Expenses	24.80	363.90
Telephone	287.68	883.79
Utilities	69.00	281.00
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	22,679.94	84,099.15

EXCESS (DEFICIENCY) OF REVENUES OVER
EXPENDITURES FOR THE PERIOD

5,559.19	31,069.22
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Canadian University Employees
Statement of Strike Fund Balance
3 Months Ended 31 March 1987

Balance, Beginning of Year	138,670.27
Contribution from General Fund	0.00
Member Assessment for Strike Fund	0.00
Investment Earnings	3,895.43
Disbursements	0.00
Forgiven General Fund Obligation	0.00

Balance as of 31 March 1987	142,565.70 =====

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Canadian University Employees
Statement of Strike Fund Balance
4 Months Ended 30 April 1987

Balance, Beginning of Year	138,670.27
Contribution from General Fund	0.00
Member Assessment for Strike Fund	0.00
Investment Earnings	5,132.74
Disbursements	0.00
Forgiven General Fund Obligation	0.00

Balance as of 30 April 1987	143,803.01 =====