

BUSINESS AGENT'S REPORT
JULY, 1988

1. LABOUR RELATIONS

a) Grievances

During July there were two Grievance Committee meetings scheduled, but one was cancelled due to holidays and sick leaves. I was present for both meetings. At the end of July the situation with respect to grievances was as follows:

Arbitrations

There were 6 listed which means no reduction from this time last month. However, we appear to be in a position to resolve two as soon as people return from holiday. These are the Medical/Dental Grievance, and the Financial Services Grievance. The Latter Arbitration will be linked with the Grievance at Step 3 with the possibility of a solution as a package.

Step III

7 are listed at this time, which is an increase of one from last month. Three of this group will be moved to arbitration during August. One of the cases was settled and only requires the Grievance Committee's approval to deadfile it. Meetings are set for other cases or we are waiting for decisions from the University.

Step II

Two were listed. It is proposed that the situation in Medical Genetics be moved to the Health & Safety Committee for further action. The other case is being moved to Step III at the request of the Grievor.

Step I

Two were listed, both in the UBC Press. A meeting was held 21 July and resolutions were arrived at. We are awaiting their implementation.

Investigations

Twelve were listed at the end of the month. This was a reduction of 3 from last report. Of these, 6 are ready for removal from the list subject to the approval of the Grievance Committee.

The sexual harassment grievance was not resolved to the satisfaction of the grievor at the investigation stage and so we have set a meeting to discuss a formal resolution. The meeting is to be held August 10. The situation in Paediatrics which was reported in the last report has settled down and the University has recognized that they should pay the Local dues which were not paid. The morale

question is the responsibility of the management and that is how, hopefully, it will be handled.

With respect to the situation in the Medical Genetics Unit and their possible transfer to HEU there is no further information. Under the Industrial Relations Act of B.C. it would be possible for an application to be made to the Industrial Relations Council for transfer of rights to the HEU. But as far as we know the HEU isn't interested in this happening. The University is probably not either. In fact, the only indication of interest is from the administration at Shaughnessy and from at least one of our members. We will look into the losses for our members if they decide to do this and explain what they are.

As pointed out in the last report a major difficulty in processing grievances is the state of the Grievance Committee. We must evaluate the membership of the committee.

b) Contracting Out

Still a major concern for the Local and hopefully we will be able to deal with this during negotiations. One good sign is that the Local is now getting regular reports on the situation.

c) Contract Enquiries

There has been a significant decline in telephone enquiries. This perhaps reflects the fact that it is vacation time.

d) Job Reclassification

The office and the Job Evaluation Committee are now caught up in this area. We are sending out information developed by the Local to members wanting to reclassify their jobs. This provides hints on how to do it and what to do if unsuccessful. The Employer has also agreed to give a workshop on how they do Job Evaluations for our Local and CUPE National Representatives. This will be held 14 October 1988 at 10:00 a.m. and will be followed by a course for our Job Evaluation Committee provided by CUPE National. This course will be designed jointly by our Job Evaluation Committee and the CUPE National Job Evaluation Representative.

2. ORGANIZING

a) Hospital Visits

These are continuing on an ongoing basis and are still important for our members in these places. After consultation we will change the day to Thursday as this will provide better office backup on Wednesdays.

b) The Library System

Due to holidays and sick leave we were not able to have a follow-up meeting to the discussion on 14 June, 1988. We will try again in August.

c) Stewards

This is still an ongoing project of Pam and Marion and will take off in August or September. We still need stewards.

3. CONTRACT COMMITTEE

In July I began to assist in preparations for the upcoming negotiations. I have assembled information on CUE wage levels and the changes in the Consumer Price Index and have prepared these data so that they are useful for collective bargaining. I have requested additional information from the Ministry of Labour and the Pay Research Bureau which will allow us to compare our wage levels with similar levels in Canada. In addition I also prepared language (draft) for harassment and annual performance reviews. I have attended all meetings of the Contract Committee in July.

4. OFFICE

Wendy Chow has worked out very well and according to Rebecca has been working on an ongoing basis to upgrade our records. While Rebecca was on holiday Wendy replaced her and did an excellent job.

5. MEETINGS

I attended all meetings of the Local as well as the Labour Relations Committee.

6. GENERAL

- a) Wrote correspondence as required
- b) Did research as required
- c) Maintained liaison with CUPE National

/rd

27/rp

BUSINESS AGENT'S REPORT
JULY, 1988

1. LABOUR RELATIONS

a) Grievances

During July there were two Grievance Committee meetings scheduled, but one was cancelled due to holidays and sick leaves. I was present for both meetings. At the end of July the situation with respect to grievances was as follows:

Arbitrations

There were 6 listed which means no reduction from this time last month. However, we appear to be in a position to resolve two as soon as people return from holiday. These are the Medical/Dental Grievance, and the Financial Services Grievance. The Latter Arbitration will be linked with the Grievance at Step 3 with the possibility of a solution as a package.

Step III

7 are listed at this time, which is an increase of one from last month. Three of this group will be moved to arbitration during August. One of the cases was settled and only requires the Grievance Committee's approval to deadfile it. Meetings are set for other cases or we are waiting for decisions from the University.

Step II

Two were listed. It is proposed that the situation in Medical Genetics be moved to the Health & Safety Committee for further action. The other case is being moved to Step III at the request of the Grievor.

Step I

Two were listed, both in the UBC Press. A meeting was held 21 July and resolutions were arrived at. We are awaiting their implementation.

Investigations

Twelve were listed at the end of the month. This was a reduction of 3 from last report. Of these, 6 are ready for removal from the list subject to the approval of the Grievance Committee.

The sexual harassment grievance was not resolved to the satisfaction of the grievor at the investigation stage and so we have set a meeting to discuss a formal resolution. The meeting is to be held August 10. The situation in Paediatrics which was reported in the last report has settled down and the University has recognized that they should pay the Local dues which were not paid. The morale

question is the responsibility of the management and that is how, hopefully, it will be handled.

With respect to the situation in the Medical Genetics Unit and their possible transfer to HEU there is no further information. Under the Industrial Relations Act of B.C. it would be possible for an application to be made to the Industrial Relations Council for transfer of rights to the HEU. But as far as we know the HEU isn't interested in this happening. The University is probably not either. In fact, the only indication of interest is from the administration at Shaughnessy and from at least one of our members. We will look into the losses for our members if they decide to do this and explain what they are.

As pointed out in the last report a major difficulty in processing grievances is the state of the Grievance Committee. We must evaluate the membership of the committee.

b) Contracting Out

Still a major concern for the Local and hopefully we will be able to deal with this during negotiations. One good sign is that the Local is now getting regular reports on the situation.

c) Contract Enquiries

There has been a significant decline in telephone enquiries. This perhaps reflects the fact that it is vacation time.

d) Job Reclassification

The office and the Job Evaluation Committee are now caught up in this area. We are sending out information developed by the Local to members wanting to reclassify their jobs. This provides hints on how to do it and what to do if unsuccessful. The Employer has also agreed to give a workshop on how they do Job Evaluations for our Local and CUPE National Representatives. This will be held 14 October 1988 at 10:00 a.m. and will be followed by a course for our Job Evaluation Committee provided by CUPE National. This course will be designed jointly by our Job Evaluation Committee and the CUPE National Job Evaluation Representative.

2. ORGANIZING

a) Hospital Visits

These are continuing on an ongoing basis and are still important for our members in these places. After consultation we will change the day to Thursday as this will provide better office backup on Wednesdays.

- b) The Library System
Due to holidays and sick leave we were not able to have a follow-up meeting to the discussion on 14 June, 1988. We will try again in August.
- c) Stewards
This is still an ongoing project of Pam and Marion and will take off in August or September. We still need stewards.

3. CONTRACT COMMITTEE

In July I began to assist in preparations for the upcoming negotiations. I have assembled information on CUE wage levels and the changes in the Consumer Price Index and have prepared these data so that they are useful for collective bargaining. I have requested additional information from the Ministry of Labour and the Pay Research Bureau which will allow us to compare our wage levels with similar levels in Canada. In addition I also prepared language (draft) for harassment and annual performance reviews. I have attended all meetings of the Contract Committee in July.

4. OFFICE

Wendy Chow has worked out very well and according to Rebecca has been working on an ongoing basis to upgrade our records. While Rebecca was on holiday Wendy replaced her and did an excellent job.

5. MEETINGS

I attended all meetings of the Local as well as the Labour Relations Committee.

6. GENERAL

- a) Wrote correspondence as required
- b) Did research as required
- c) Maintained liaison with CUPE National

/rd

27/rp