



GENERAL MEMBERSHIP MEETING

THURSDAY MAY 8, 1986

12:30 - 2:30, IRC 2

AGENDA

- ✓ 1. Adoption of the agenda.
- ✓ 2. Adoption of the minutes.
- ✓ 3. Business arising from the minutes.
- ✓ 4. Nominations: Contract Committee
Grievance Committee
Job Evaluation Committee - Carol Baisley
Recording Membership Secretary
Trustee (one position).
- ✓ 5. Motion re. percentage per capita (see below).
- ✓ 6. Motions re. HEU and BCNU (see below).
- ✓ 7. Union Office report.
- ✓ 8. Grievance Committee report.
- 9. Ritchie and Associates.
- 10. Health and Safety report.
- 11. Other business.

NOTICES OF MOTION

1. Union Dues.

Our current Union dues are a flat rate of \$20 for full-time members and \$10 for part-time members. Because they believe it is fair, the Executive is recommending that we change to a dues payment based on percentage of income (this would be approximately 1.2%). It is not fair that someone earning \$8.38/hr. pay the same dues as someone earning \$15.42/hr., or that part-time employees pay the same dues regardless of the number of hours worked. We feel that this is a good time to make this change, since we just accepted from our employer a salary schedule restructuring that increases the wages of the higher wage earners more than that of the lower wage earners. If we join Cupe, we will eventually have to switch to a percentage dues structure anyway, since this has been a Cupe policy since 1981. Let's do it now.

Moved by the executive:

That we amend the Bylaws so that CUE members will pay dues based on that percentage of their income that will give the Union the same revenue it currently receives. This change will come into effect on July 1, 1986.

Carried.

2. Hospital Employees Union (HEU) and the BC Nurses Union (BCNU).

The HEU have been faced with demands from their employer that would gut their contract by two thirds (see our recent newsletter for details). They have taken a strike vote, but are still negotiating. The BCNU have also come to a deadlock in negotiations after over a year of bargaining. The employer is demanding serious concessions, and the only way they can avoid them is to accept a three year contract at 0, 1 and 2 percent (this after two years with similar increases behind them). In both cases a strike is possible. We are in close contact with both unions, and if there is a strike we will receive adequate notice. If there are picket lines we expect our members to honour them. We will also discuss at this meeting what provisions can be made for strike pay.

Moved by the Executive:

That we give our full support to the HEU and the BCNU in their current negotiations.

Carried.

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MINUTES

Kitty Byrne introduced Heather Leighton and Bill Rolf of B.C. Nurses' Union and Hospital Employees' Union respectively.

MOTION: to seat guests.
Moved: Ann Hutchinson
2nd: Stuart Rogers CARRIED

1. Adoption of the Agenda

The order of items 5 & 6 were reversed.

MOTION: to adopt agenda as amended.
Moved: Mary McKenna-Forkin
2nd: Megan Stuart-Stubbs CARRIED

2. Adoption of Minutes

MOTION: to table adoption of minutes and business arising.
Moved: Mary McKenna-Forkin
2nd: Ginette Vogel CARRIED

4. Nominations

Contract Committee: Randy Howland accepted nomination
Grievance Committee: Sarah Eekhout and Randy Howland both accepted nominations
Job Evaluation: Carol Baisley was nominated
Recording Secretary: nominations remain open
Trustee: one position remains open

5. Heather Leighton (B.C. Nurses' Union) and Bill Rolf (Hospital Employees' Union) spoke about their negotiations with H.L.R.A.

Some of the issues that concern the nurses:

- they want the right to use the grievance procedure in patient care problems
- scheduling is poor--required to work 8-9 days in a row
- hard line approach of H.L.R.A. has led to staffing problems: out-of-province nurses won't come here because of conditions
- contract ran out March 1985
- H.L.R.A. asking for major concessions
- B.C.N.U. can't get accurate seniority lists from H.L.R.A.
- H.L.R.A. will not agree to wage increases, even though there was money until the end of last year which was unspent

The H.E.U. was presented with a package from the H.L.R.A. in March of this year demanding concessions: if accepted there would be \$130/month deducted paycheque (\$1600/month is the average wage for H.E.U. members). Over the past year employer groups got together to strategize attack on public sector unions. The H.E.U. broke off bargaining quickly and began to take a strike vote. Traditionally, it has been difficult in the H.E.U. to get a strike vote, but in locals from Victoria to Prince George 80 - 95 per cent of the members voted to strike. When they returned to the bargaining table the employer reduced the concession demands to half.

Negotiations at U.B.C. Health Sciences Centre Hospital begin in June. H.E.U. will try to coordinate action at U.B.C. with other actions, potentially involving all our members at U.B.C. It is not likely that H.E.U. will attempt to shut down the entire industry, since this would just force back-to-work legislation. Nevertheless, both unions require our support for any action they might have to take.

MOTION: to give our full support to the H.E.U. and B.C.N.U. in their current negotiations.

There followed a lengthy question/answer discussion during which still more of the contentious H.L.R.A. proposals were explained:

- they want to reduce vacation pay
- bumping will be restricted to departments
- employees will not be entitled to representation at step 1 of the grievance procedure
- retroactivity would be cancelled

Ted Byrne said that the important thing about this situation is that it does affect all of us because it represents a serious attack on public sector workers. If the employer is successful with the H.E.U. and we get another So-Cred government, then we'll very likely find ourselves in the situation facing the nurses and H.E.U. now. Our support of the H.E.U. and B.C.N.U. will give them leverage in their negotiations. We will also be bound not to cross their picket lines.

CARRIED (with one dissenting vote)

6. MOTION: That we amend the Bylaws so that C.U.E. members will pay dues based on that percentage of their incomes that will give the Union the same revenue it currently receives. This change will come into effect on July 1, 1986.

Moved & Seconded by the Executive.

Discussion:

Ted Byrne: We are under an obligation to pay percentage dues per capita to C.U.P.E. and if affiliate we would be obliged to pay percentage dues.

Joe Denofreo: At the 1981 Convention there was a long debate about percentage dues. The overwhelming decision required new local unions to come in with percentage dues: those who receive more should pay more. The feeling of the delegates was that we should move to percentage dues particularly because low-income locals would otherwise be unfairly taxed.

Patricia House proposed that this take effect July 1 when the increments take place. Right now all locals are supposed to submit per capita for part-time workers on a percentage basis. We are probably paying more than we need to now. Furthermore, part-time workers pay the same whether they work four hours a month or four hours a week.

CARRIED

7. Union Office Report

Introduced Helen Glavina.

Patricia House reported on the C.L.C. Convention.

8. Grievance Report

There was a report on a number of current grievances: financial services/contracting out, overtime, temporary promotion, stress-related problems.

9. Ritchie & Associates

Ted gave the report. R & A seems to have disappeared, so we don't quite know what's happened to them. They haven't been back in the library. There is a Ritchie-trained person in Finance, Copy and Duplicating and Hospital. The use of activity report forms was suspended for the month of May in Finance because they are far too busy.

Jeff Rose has requested a meeting with Strangway. Donald Gutstein's report has been widely circulated. C.A.U.T. printed an article about Ritchie's impact in the library.