

The CUE Executive Meeting was held in the Union Office on Tuesday, December 1, 1987.

Those present were:

Adrien Kiernan (President and Chair)
 Pamela Lundrigan (2nd. Vice-President)
 Diana Ellis (Secretary-Treasurer)
 Elizabeth Zook (Chair - Communications Committee)
 Estelle Lebitschnig (Chair - Health & Safety Committee)
 Edmund Kam (Trustee)
 Colin Banyard (Trustee)
 Susan Berry (Chief Steward)
 Eileen Robertson (Recording Secretary)
 Rod Haynes (Business Agent)
 Sally Bondy (recorder)

Regrets: Flo Gibbons

Adrien Kiernan called the meeting to order at 5:00 p.m.

1. APPROVAL OF AGENDA

2. CLEARING SESSION

It was agreed that a clearing session would be held at the beginning of Executive Meetings to raise any concerns there might be by Executive members.

3. PRESIDENT'S REPORT

Adrien Kiernan proposed that weekly Executive meetings be held since there are major issues still outstanding to be dealt with on the Bylaws.

MOVED Lebitschnig/Berry to hold weekly Executive meetings on Tuesdays. CARRIED

4. TREASURER'S REPORT

Diana Ellis advised that she would have the November month-end statements available shortly and asked for Executive input for next year's budget. A. Kiernan proposed that a meeting be scheduled to discuss budget allocation.

Diana indicated that there was a new "Capital Equipment Expense" budget item and offered to clarify this item with Executive members.

5. BUSINESS AGENT'S REPORT

Rod Haynes summarized both the Grievance and Chief Steward's reports. He advised that there were 5 arbitrations, 10 grievances at step III, and 12 investigations at the present time. He advised that a major concern of the Grievance Committee is that there aren't enough people on the committee and pointed out that he and Susan were actively trying to find additional people.

Rod advised that there were 15 people present at the Stewards' Meeting on Thursday and that another meeting is scheduled for 17 December, 1987 at the Lutheran Campus Centre. Rod suggested that we try scheduling meetings every month. The Executive briefly discussed Rod's suggestion. Diana Ellis suggested that we should be meeting at free places on campus or in the Union office. The Main Library Conference Room was suggested. It was agreed to delay further discussion on this until Susan Berry is present. In the meantime, Rod agreed to look into meeting places.

Medical Genetics Unit - Rod briefly reported on what is happening in the Unit. Estelle suggested that we need to have an information package. Rod Haynes advised that CUPE is preparing one for us.

6. COMMITTEE REPORTS

a. Grievance Committee

A. Kiernan reminded Executive members that at a previous Executive Meeting it had been proposed that arbitrations should go to the membership and then to the Grievance Committee for approval. Adrien pointed out that this item should go to the next membership meeting as a notice of motion. Diana Ellis noted that this is a controversial issue and suggested that an article go in the next newsletter. Diana also suggested that an article on the Bylaws should go in the newsletter. P. Lundrigan pointed out that one of the arguments against getting arbitration approval is that we don't have many membership meetings and at times have trouble with quorum. It was agreed that Diana Ellis, Susan Berry and Adrien Kiernan would prepare articles.

Rod Haynes advised that there was a problem with getting the contracting out reports on printing from

Personnel Services. Rod read the letter which he had drafted to Personnel and it was
MOVED Lundrigan/Lebitschnig to approve the letter.

CARRIED

b. Contract Report

Pamela Lundrigan outlined for the Executive what has transpired in recent contract negotiations. Following Pam's report, Adrien Kiernan stated that she thought the Contract Committee should be commended on doing a fine job in negotiations. It was agreed that a Memo of Agreement would have to be sent to the membership as soon as there was a contract agreement.

c. Communications Committee

Rod Haynes advised that he was routing more material to the Communications Committee and that he has written 2 articles for the newsletter.

d. Education Committee

Diana Ellis indicated that she would set a date for another Education Committee Meeting and advised that she had been looking into courses on stress management. It was agreed, following a brief discussion on the cost of courses, that CUPE be contacted for information on the courses which they offer on stress. Diana Ellis agreed to check with CUPE and to also cross-check with Estelle.

Diana Ellis suggested that we should develop a policy for attendance at courses. She pointed out that if a member has been booked off to take a course and does not take the course, maybe the person should pay for it. Diana noted that some people could not go to the week-end Canadian Labour Congress courses at the last minute and their course had been paid for by the Union.

Privatization Forum and Conference - D. Ellis advised that this conference is being sponsored by the Vancouver & District Labour Council and will be held on Saturday, December 12, 1987 - 8:30 a.m. - 2:30 p.m. at the Robson Medical Centre.

Diana Ellis recommended sending someone to the above conference.

MOVED Ellis/Lebitschnig to send up to a maximum of 8 people from the Grievance and Contract Committees.

CARRIED

Rod Haynes, Diana Ellis, Adrien Kiernan and Pamela Lundrigan agreed to attend.

Estelle suggested that at the beginning of each General Membership Meeting, there could be a signing section for courses offered at the meeting.

A course entitled "Power Communication Skills for Women" will be held on January 13, 1987.

It was agreed to table further discussion on educational courses for further review.

e. Health & Safety Committee

Estelle Lebitschnig advised that Lisa Brown has left the University and that Debra Dobie has agreed to sit on the committee in Lisa's place. Estelle pointed out that we now need another person for the Health and Safety Committee. It was agreed that a request should go in the newsletter. Estelle also advised that the University is asking for an alternative representative for the Health & Safety Committee.

Estelle indicated that the 'Health & Safety Week' had been cancelled and asked the Executive to write a letter expressing our dissatisfaction with this. She also stated that in her opinion, the Occupational Health & Safety Office should run the 'Health & Safety Week.'

MOVED Ellis/Berry to send a letter c/o Eileen Stewart, Director of Personnel Services, expressing our dissatisfaction that there will not be a Health & Safety Week under the auspices of the Occupational Health & Safety Office.

CARRIED

It was agreed that the above letter should be copied to CUPE 116.

Estelle advised that she is working on the bylaws (Health & Safety section). She asked if we could look at developing a booklet for members in the new year which would cover health and safety issues as well as working conditions in the workplace. Estelle asked if there could be a CUPE cost-sharing for this project. There was general Executive consensus that Estelle's suggestion was an excellent one.

e. Communications Committee

Elizabeth Zook summarized the articles which would go in the next newsletter as follows:

- President's Report - Adrien Kiernan
- Information Sheet on Medical Genetics
- Know your contract - Rod Haynes
- Bill 19 Working Conference - Building on our Roots
- B.C.G.U. - Anti-privatization Upcoming Conference.
- Stress Report - Karen Shaw
- Grievance Article - Diana Ellis and Susan Berry - arbitration
- Health and Safety Recruiting

7. OTHER BUSINESS

Adrien Kiernan advised that there is a Policy Manual in the Union Office and that any policies approved at meetings should be approved and kept up by Trustees. Edmund Kam and Colin Banyard agreed to go through the minutes.

Adrien Kiernan raised an issue of a member who is on sick leave who needs a loan while awaiting U.I.C. Sick Leave Benefits. The policy for extending a loan was discussed briefly and it was agreed that precedents should be examined. Adrien advised that loans have been made to needy members by past Executives and that the minutes should be reviewed.

The meeting was adjourned at 8:00 p.m.