

approved
14 Feb 1989

**GENERAL MEMBERSHIP MEETING
20 OCTOBER, 1988
12:30 - 2:30 P.M.
I.R.C. #1**

The Chair called the meeting to order at 12:45 p.m.

ROLL CALL OF OFFICERS

Pamela Lundrigan	Chair	President
Shirley Irvine		1st Vice-President and Grievance Committee
	Chair	Secretary-Treasurer
Diana Ellis		Job Evaluation Committee
Susan Claybo	Chair	Sergeant-at-Arms
Lee Bryant		Sergeant-at-Arms
Patsi McMurchy		Business Agent
Rod Haynes		Administrative Secretary
Rebecca Davey		

ADOPTION OF AGENDA

MOVED Abbot SECONDED Fisher
"That the agenda be adopted as circulated"

CARRIED

ADOPTION OF MINUTES OF SEPTEMBER 15, 1988

MOVED Irvine SECONDED Fisher
"That the minutes of September 15, 1988 be amended as follows:

- 4j) **Notice of Motions**
 - Point e) Change "before" to "without"
 - Point f) Insert "after" before "invoking"

CARRIED

MOVED Irvine SECONDED Fisher
"That the minutes of September 15, 1988 be amended as follows:

- 8j) **Delete "..in the Library.."**

CARRIED

MOVED Love SECONDED Fisher
"That the minutes of September 15, 1988 be approved as amended."

CARRIED

BUSINESS ARISING

- a) **Nominations**
 - 2nd Vice-President
There were no nominations. The position remains open.
 - Recording Secretary
There were no nominations. The position remains open.
 - Trustees (Three positions: 1, 2 and 3-year terms)
There were no nominations. The positions remain open.
- b) **Oath of Office**
The Oath of Office was not administered.

c) **Recruitment**

Pamela Lundrigan reported that the Recruitment Committee would like to issue a poster encouraging participation in Union activities. Therefore a poster competition is open to the membership. The Executive Committee has approved prizes to be awarded to the winning contestant and the 1st and 2nd runners up. Members are invited to submit entries which will be posted on the walls of the meeting room, and judged by ballot at the membership meeting in December.

PRESIDENT'S REPORT

Schedule of General Membership Meetings

Pamela reported that this is the fifth 2-hour meeting of the year. The remaining allotment is for four 2-hour meetings and three 1-hour meetings. Two 2-hour meetings (27 October; 3 November) have been scheduled in addition to the regular monthly meetings in order to permit time for discussion of contract proposals. The meeting on November 3 is tentative only, and will be cancelled necessary depending on progress at the contract meeting 27 October. Pamela suggested that the November 17 meeting be for one hour only. The bylaw amendments will be available for discussion early in December. Two-hour meetings should be scheduled for January, February and March to allow for discussion of progress of negotiations. It was decided that:

- a) The 2-hour November 3 meeting will be cancelled
- b) The November 17 meeting will be 1-hour
- c) A 2-hour meeting will be scheduled for 8 December for discussion of bylaws.

Booking Off for Union Office Work

The President further reported that the Executive has decided to book her off on a full time basis from 24 October to 2 December inclusive, and Shirley Irvine on Thursdays during the same period, to ensure a smooth transition when Rod leaves, and to cover the office while there is no business agent.

Hiring Committee Report

Pamela reported that approximately 40 applications have been received for the position of Business Agent, from which a short list of 6 has been developed. Two candidates will be interviewed today, and the remaining four on Saturday. A report will be made at the next Executive meeting. A policy is in place for training and evaluating the new incumbent.

Telereg

Many members who have access to Telereg have been designated duties in addition to those listed in their job descriptions. This has been raised with the UBC Labour Relations Committee. The Union gave the LRC a list of questions relating to access to Telereg by CUE members. Two extensions were granted to the initial time frame for response. The Union was, therefore, surprised to receive on October 5 a "final report" which contained data drawn from three (!) interviews and which concluded that the duties resulting from Telereg access for those members fell within their existing job standards. The Union took exception to this response, and sent a letter to Personnel Services. The content of that letter will be published in the upcoming newsletter. The President went on to ask members for information relating to their experiences with Telereg, specifically how has it impacted on their jobs?

Payroll

Pamela provided an update on the ongoing situation in Payroll. Members in that department continue to be overworked and understaffed. The department has experienced a turnover of 35 members (50%) in two years. Pamela has been told by a member of the Financial Services Management team that there is no chance that funds will be released to bring staffing levels up to scratch. In the meantime, members who

are having problems with payroll are asked to phone Bruce Gellatly, 228-4141, rather than add to the burden of our members in Payroll. A notice referring to the situation will be published in the upcoming newsletter.

Retirement Benefits

The University has invited representation from the Union to the Retirement Benefits Review Committee. Diana Ellis will represent CUE. Nominations are also open until October 25 for representatives to the Pension Board. Representatives must be enrolled in the Pension Plan.

Volunteers

Thirty new volunteers signed up at the last General Membership meeting. THANK YOU!

Steward Training

Pamela supplied information on upcoming training programs for Shop Stewards.

Labour Relations Climate

Pamela reported that labour relations on campus are deteriorating, and the Telereg and Payroll issues serve as examples of this.

SECRETARY-TREASURER'S REPORT

MOVED and SECONDED by the Executive

"That the Business Agent's salary be adjusted to within the range of \$35,000 to \$40,000 plus benefits."

Diana stated that a survey has shown that salaries for business agents in unions with similar memberships range from \$30,000 to \$49,000, with an average of \$35,000 to \$40,000 plus benefits.

Discussion followed. It was felt that a motion stating a salary range would permit the Hiring Committee some flexibility in its negotiation with applicants which would reflect their various experience and training levels. The question was raised of whether two business agents should be retained. Marion Gordon stated that it was not within the mandate of the Hiring Committee to determine the number of Business Agents required. That question could be evaluated after a three-month trial period.

A vote was taken. The motion was

CARRIED

Diana reported further that the Financial Statements will henceforth be published in the newsletter every third month.

BUSINESS AGENT'S REPORT

In response to an earlier question, Rod Haynes summarized his job responsibilities. He emphasized that it is not a 35-hour per week job. He reminded members that a complete job description is available through the office.

Rod went on to thank all those members who put in the effort necessary to make the Union work. He stated that he believes that the only way in which members can defend themselves is through active participation. The people in the office alone cannot defend the membership. The workplace is not democratic. This is not a fair employer. It is one which is concerned only with **presenting the image** of a fair employer. The Union executive puts in long hours of extremely hard work for the membership. Stewards are the key to a successful union. A steward has the right to say "no" to practices which violate the Collective Agreement. This Local needs 130 stewards. Everyone in this

room should sign up for training. It gets easier to handle situations as you acquire experience. Rod urged members to make a commitment today to become a steward.

COMMITTEE REPORTS

Grievance

Shirley outlined the grievance procedure for the benefit of the many members who have inquired as to how the system works. She provided details of time limits, role of steward, supervisor, department head, Grievance Committee, etc. Shirley emphasized that members who decide to grieve are protected by specific Articles within the Collective Agreement. She went on to say that the experience of the Union has been that the University is reluctant to resolve grievances in the early stages, and the Union has been forced to invoke arbitration on many occasions in order to force a settlement.

Shirley went on to report that the committee has two new members; Fred Snyders and Barb Kane.

MOVED Irvine SECONDED Westbrook

"That the report of the Grievance Committee be accepted"

CARRIED

Health & Safety

There was no formal report. The Health & Safety Committee needs a chair. Pamela reported on a situation which had developed as a result of publication in one of the campus committee's minutes of details surrounding a personal health incident experienced by a member. After discussion with a WCB officer, Pamela had informed the Chair of this committee that minutes were to include only information relating to accidents and environmental health matters. It may be stated that a personal incident has occurred, but no details should be given. A request for revision of these minutes was complied with, and the member has expressed appreciation for the Union's intercession on her behalf. Pamela stressed that if members see any other such personal information included in minutes, they should contact the Union office. Pamela thanked the member who reported this infraction.

MOVED Lundrigan SECONDED Gordon

"That the report of the Health & Safety Committee be accepted"

CARRIED

Job Evaluation

Susan Claybo reported. She attended an appeal hearing on 6 October, where she felt that she learned a lot.

The Committee met with Personnel Services on October 14. It was identified that the University uses the grade definition method exclusively in determining job classifications. The University admitted that it is behind schedule in concluding job reclassification applications. There are only 2 1/2 people working on reclassifications, and 4,300 staff. They are currently overworked. In 1987 420 positions were reviewed; already in 1988 526 applications have been received (7 October, 1988), with an anticipated total of 700. CUE contains 55 different classifications. There are over 500 throughout the University. The committee intends to allow time for catch-up to take place before a grievance is launched. The University recognizes its responsibility to pay retroactively in the event of reclassification. This can go back indefinitely in the case of reclassification; there is a limit of 21 months in cases of misclassification.

MOVED Claybo SECONDED Gordon

"That the report of the Job Evaluation Committee be approved"

CARRIED

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Education Committee

Diana reported that the committee needs more members. The duties are not difficult--it is largely a matter of keeping members informed on upcoming educational programs. The CLC courses were held last weekend at SFU. Three CUE members attended, and report that the courses were beneficial. Evening courses will be held in November. The Harrison Winter School is upcoming, presenting the information in greater detail. Application has been made for a scholarship for this program.

MOVED Ellis SECONDED Love

"That the report of the Education Committee be approved"

CARRIED

Communications

Diana reported that the committee now consists of three people: herself, Dan Kravenchuk and Richard Melanson. More members are needed for this committee. The deadline for newsletter submissions is 21 October. Marion Gordon stated that she really enjoyed the last newsletter, and found it very easy to read.

MOVED Ellis SECONDED McMurchy

"That the Communications Committee Report be adopted"

CARRIED

Contract

Pamela informed the meeting that an outstanding issue is that of payout of sick leave. This has been discussed by the Contract Committee. Language will be presented at the next meeting.

Further revisions were presented.

MOVED Gordon SECONDED

"Amend Article 24.09 (d) as follows: Change "annual" to "semi-annual" "

CARRIED

MOVED Gordon SECONDED Ma

"Amend Article 24.01 as written in circulated revisions."

A vote was taken. The motion was:

CARRIED

MOVED Love SECONDED Gordon

"To amend Article 24.07 as written in the circulated revision"

CARRIED

MOVED Shaw SECONDED Field

**"That the proposed amendment circulated for approval be amended as follows:
Replace "President's Advisory Committee on Safety, Security and Fire Prevention"
with "University of British Columbia Health & Safety Committee".**

CARRIED

MOVED Fisher SECONDED Love

"That the proposed revision of Article 24.09 (a) be approved as circulated"

CARRIED

Article 24.09 (g)

Pamela reported that more information is to come from CUPE on the issue of Monitoring Systems. They are having some difficulty in finding more specific language. In the meantime, Pamela and Estelle have written proposed language, which Pamela read. Shirley stated that in Europe standards are more stringent, and suggested that

we require that the University meet the highest standards. The tests performed should be based on standards and guidelines most favourable to the employee.

Another major concern is leakage from old machines. The issue will go back to the committee for study and revisions. Greg Fisher expressed a concern that we need a clause which requires that any machine which exceeds accepted emission levels be removed immediately. Richard Melanson was concerned about the technology used in testing. In some tests the counter hardly moves. There should be better machinery for testing.

TABLED

Electronic Monitoring

Pamela explained that electronic monitoring involves the use of technology to measure the employee's rate of output. New telephone systems make it possible for the length and number of telephone conversations to be monitored, while computers can measure the number of keystrokes. Marion Gordon pointed out that this has been used as a weapon by the employer in grievance cases.

TABLED

Article 31.0

MOVED Love SECONDED Fisher

"That the word "description" be replaced with the word "standard" throughout"

CARRIED

Article 31.02

MOVED Fisher SECONDED Gordon

"That the circulated proposed amendments to existing contract language be accepted."

CARRIED

Article 30.07

MOVED Gordon SECONDED Bryant

"That proposed contract language including adoption be accepted"

CARRIED

Proposed New Language--Special Leave

Discussion centred around the need for special leave for situations such as moving, serious household emergency, paternity leave, etc.

MOVED Love SECONDED Snyders

"That proposed language be accepted."

CARRIED

The meeting adjourned at 2:30 p.m.