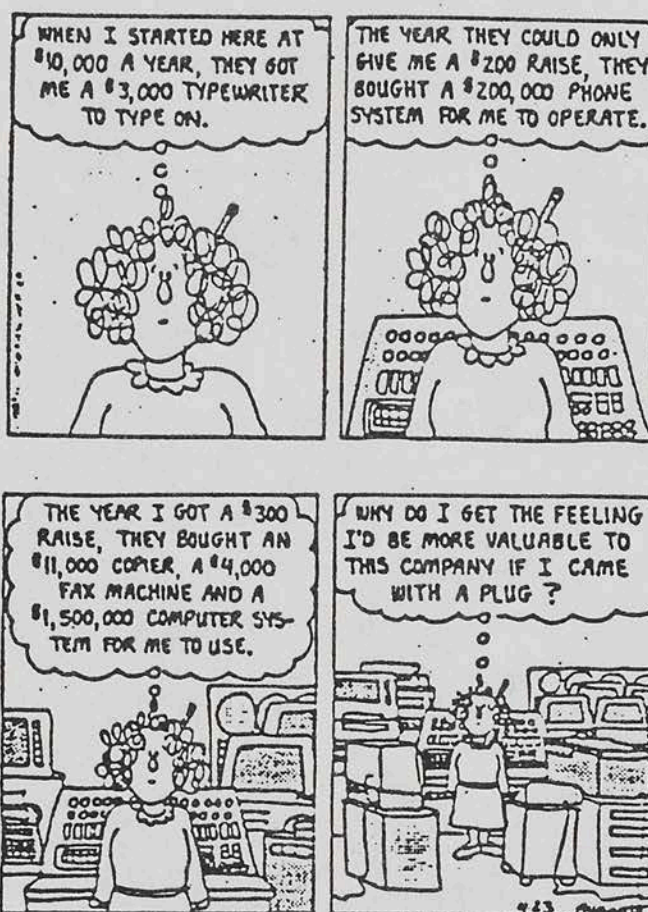




ON CUE

SUMMER 1987:3



FLASH!
contract talks
continue...

EXECUTIVE COMMITTEE

President	Adrien Kiernan	Med - Dean/V.G.H.	875-4500
Vice President	Alannah Anderson	Woodward - Circ	228-2882
Treasurer	Diana Ellis	Computing Centre	228-2074
Recording Secretary	Eileen Robertson	Commerce	224-8500
Trustee	Edmund Kam	Cat. Products	228-6649
Trustee	Susan Zagar	Woodward Library	228-2570
Health & Safety Rep	Estelle Lebitschnig	Geological Sci	228-2713
Communic. C'tee Chair	Pamela Lundrigan	Geological Sci	228-3146
Contract C'tee Chair	(Adrien Kiernan)		
Grievance C'tee Chair	(Alannah Anderson)		
Tech Change C'tee Chair			
Job Eval C'tee Chair	Elizabeth Zook	Cont Ed Hlth Sci	228-2761

GRIEVANCE COMMITTEE

Anderson, Alannah	Woodward Library Circulation	228-2882
Banyard, Colin	Main Library Circulation	228-3115
Berry, Susan (Chief Steward)	Botany	228-2133
Eekhout, Sarah	Chemistry	228-5380
Halama, Florence	Commerce (on leave from Griev. C'tee)	228-3266
Irvine, Shirley	Commerce	224-8314
Zagar, Susan	Woodward Library	224-8333
		228-2570

COMMUNICATIONS COMMITTEE

Anderson, Carole	Medicine, A.C.U.	228-7135
Hoffman, Avron	LPC	228-5478
Hutchison, Ann	LPC	228-5478
Lundrigan, Pamela	Geological Sciences	228-3146
Zook, Elizabeth	Continuing Medical Education	228-2761

CONTRACT COMMITTEE

Banyard, Collin	Main Library Circulation	228-3208
		or 228-3115
Bishop, Lois	Room Bookings, Registrar	228-4175
Crocker, Joanne	Chemistry	228-2752
Ellis, Diane	Computing Centre	228-2074
Kiernan, Adrien	Medicine/Dean's Office/V.G.H.	875-4500

JOB EVALUATION COMMITTEE

Tidy, Glynis	Continuing Medical Education	228-2001
Zook, Elizabeth	Continuing Medical Education	228-2761

GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN
FIRST		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
SECOND	CONTRACT COMMITTEE 5:00 - 7:00		JOB EVALUATION COMMITTEE 5:00 - 7:00	LABOUR COM'TY & CUE GRIEV. 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00	GRIEVANCE COMMITTEE MEETING 5:00 - 7:00				
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		STEWARDS MTG. 12:30 - 1:30 JAN. MAR. MAY SEPT. NOV.	COMMUNICATION COMMITTEE 4:30 - 7:00			

THIS CALENDAR DENOTES REGULARLY SCHEDULED MEETINGS - NOT EXTRA MEETINGS WHICH MAY BE ADDED WITHOUT CONFLICTING WITH REGULAR MEETINGS NOTED HERE.



EDITORIAL PAGE

HELLO OUT THERE!!-- Is anyone home? We ask because we received very few "Letters to the Editor" last month, and here it's deadline time again. What? - is everyone on vacation? Have nothing to say? Or perhaps we're all comatose?

C'mon, guys!! In order to keep the democratic process in your union alive, we need to hear from you and have your vote at membership meetings. Do you think, for example, that we should be sending five C.U.E. delegates to the National C.U.P.E. convention for a week this fall? Well, those of you who turned out to the meeting in August voted to do so. Do you wonder that's happening in contract negotiations? Well, this month we have even more news to report. If you've something to say, now's the time to write.

Do you have a suggestion that will improve the grievance procedure, or perhaps steward-member communication? Well, we'd love to hear from you.

Please remember, this is our union, and our executive follows our directives. Now is a perfect time to make your position known. Drop us a line anytime. See you next issue!

PLEASE BE PATIENT

We are in the process of updating our mailing list. If you know of any of our members not receiving Union mail or if there are any changes or corrections to be made to your mailing label, please let us know. Thanks for your help.

Contract Update

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Hello again, it's time for another Contract Report. The Union has met with the University several times since the last report went out, and the following is a synopsis of what has transpired.

UNIVERSITY PROPOSALS

1. Preface to the Collective Agreement

UNRESOLVED

There was some discussion about the wording of the Preface. The University mentioned they have a problem with the word "enforce", and wondered by the Union address was printed on the Agreement. Joe said that almost all Agreements, to his knowledge, had a Union address on the inside, along with some kind of Preamble. Both sides agreed that this was not a major issue, but needs a bit of looking at.

2. Contracting Out, Article 5.05

UNRESOLVED

The Union expressed concern over the fact that the University has been contracting out instead of using the current temporary pool employees. The University voiced the difficulties they experience in maintaining the number of employees in the temp. pool. They state that workers join the temp. pool, then bid out on full-time positions within a very short time. They therefore have been forced to contract out. Joe cited a case where an employee had sat home, calling the temp division every few days, without work while the University contracted out. The University stated they were not aware of this situation, and said they would investigate it and report back at a later date. As a result this item was not resolved.

3. Tuition Waiver

AGREED

The Union agrees with the University's wish to change the wording from "Tuition Waiver" to "Tuition Fee Benefit" as long as the change would have no negative ramifications.

4. Orientation Period, Article 22.08

AGREED

The Union's position is that it shouldn't take any supervisor worth his/her salt longer than 3 months to evaluate any given employee. After some discussion, the University agreed to keep the orientation period to 3 months. Exceptions can be made in extenuating circumstances (ie. if the employee is off sick or away for a good portion of the orientation period), in which case, the University and Union review each individual case and come to an amicable decision.

5. Hours of Work, Article 28.02

UNRESOLVED

This pertains to the Letter of Understanding - Flex Time. The University would like each department to be able to change the hours of work at their location by a 30 day written notice from the Dept. Head to the employees. They further proposed that all vacant positions can automatically be assigned non-flex, if the department head so desires. The Union suggested the 30 day written notice be increased to 6 weeks, and that a meeting be scheduled among the Union, the University, and the employees within 2 weeks.

Both parties are to look at the language, possibly rewrite, and review at a future meeting. Basically, both parties agree, but it needs to be clarified, and inserted into the Collective Agreement this time so University personnel can be apprised of it.

6. Discharge, Article 33.03

UNRESOLVED

At the moment, CUE employees are entitled to one month's pay in lieu of notice in the event of being discharged (fired). The University wants to see it eliminated.

7. Increment Policy

UNRESOLVED

Basically, the University wants the increments to be merit-based as opposed to the way it currently is. For example, if an employee is being disciplined for some reason or other, they would be able to withhold his/her pay increment. We definitely do not agree with this as then the employee would be punished/disciplined twice. As a result, more discussion is needed.

8. Length of Collective Agreement

UNRESOLVED

We want a two-year contract, and they want a three-year. More discussion needed.

9. Letter of Agreement re: Training

AGREED

10. Letter of Agreement: Incremental Increases

AGREED

11. Clerk and Clerk-Typists

UNRESOLVED

Much discussion ensued, but no concrete meeting of minds. We will have to discuss in much greater detail at a later date.

12. Initiation of Grievances

AGREED

within thirty days, Article 35.03

The Union agreed to delete the phrase "except those which begin at Step III" so that it reads "All grievances must be initiated within 30 days...", including Step III grievances.

13. Arbitration, Article 35.04

UNRESOLVED

The Union would like to write something and come back to the table with this.

14. Lay off, Recall, Involuntary Transfer

UNRESOLVED

This is a really contentious issue, and one that could not be agreed upon in today's meeting. Libby offered to bring some old language (from another union) to the table for the Union's consideration. Discussed whether or not to strike a joint sub-committee to study the issue concurrently.

G.U.E PROPOSALS

1. Tuition Waiver, Article 21.01

UNRESOLVED

The Union wanted tuition waivers to be allowed for sessional employees as well as for continuing employees. The University stated that most sessional employees worked during the summer and therefore have more use for tuition waivers than continuing employees. Apparently most sessional employees are full-time students who work at UBC in the summer. The University stated that if they agreed to this, they would lose money. The University was asked to provide CUE with some statistics on the percentage of continuing employees who use tuition waivers. CUE pointed out that UBC does not stand to lose money since: a) courses would be taught regardless of tuition waiver students; and b) that paying students bump out tuition waiver students in the event of a full class.

2. Graduate Studies, Article 21.06

UNRESOLVED

The Union doesn't see why graduate courses are not available to employees as a tuition waiver as the undergraduate courses are. The University stated their concerns about whether they could attract people to work at UBC if graduate studies were offered - their philosophy being that employees would come only to obtain graduate study benefits. CUE dismissed this idea as inane. The University then said they would rather bring the other benefits (ie. medical, dental, etc.) into line with the rest of the market.

3. Hiring Policy, Article 22.03

UNRESOLVED

b) The Union suggested that seniority, ability and qualifications should all be considered when hiring, instead of the current practice of considering seniority only when "...no applicant is clearly superior in ability or qualifications." The University expressed their desire to hire the most qualified for the job, and that the seniority issue might limit that. CUE feels that seniority is very important since this clause now allows the employer to play favorites, hiring more junior employees over senior employees. CUE also feels that it has contributed to morale problems among staff. The University doesn't feel seniority is or should be a qualification for hiring, and reiterated their strong feelings that qualifications and ability should be the determining factors. CUE feels that senior employees are often being ignored or shunted aside.

4. Temporary Promotion, Article 22.07

UNRESOLVED

a) The Union would like to see temporary promotions offered to the most senior employee with the qualifications. The University said that if a Secretary 2 was more senior than a Secretary 3, the temporary promotion of the Sec. 2 to the assignment might cause problems between the two. CUE suggested promoting the most senior of the next highest level, ie. if a Sec. 4 is away, promote the most qualified and able Sec. 3 to the job. For some obscure reason, the University felt this would have serious consequences in most cases.

c) The Union would like to see an employee who has been doing a higher paying assignment receive the rate of pay for the job from the moment they undertake those duties, and not after a 7 hour shift, as is currently in the contract. Cases were cited (no names mentioned) where department heads got around paying the higher rate by temporarily promoting various employees for periods under 7 hours. The University wanted to know how this would affect the modified work week, and felt that this would be a major cost factor. Since this article applies only when a junior employee fulfills the principal duties of the senior level, and that in most cases, junior employees do not perform those duties, that no problems would arise. They further felt that most departments could get by without one employee for one day, and if not, then someone in the department should be temporarily promoted and PAID for doing those duties. The University wants to take a look at the cost factor.

5. Video Display Terminals, Article 24.09

UNRESOLVED

d) Health and Eyecare

The Union would like the employer to bear the cost of eyeglasses and contact lenses required by the employee as a result of working on VDTs. The University asked if they should then establish a baseline visual requirement for their employees, and if regular eye tests be given so they could establish some kind of a starting point...otherwise, how could they tell when an employee's eyesight began diminishing? Another question raised was how to tell if it was a result of the VDTs. CUE mentioned the VDT survey it recently sent out, and advised they would analyse it and have it evaluated for a future meeting.

The Union further proposes that if an eye doctor recommends that an employee stop working on VDTs, that the employee be given other work at equal pay, increment step and classification. The University responded that the "equal work" aspect was unworkable.

The third issue under this article concerns the Union's request that glare be reduced to a minimum (to a maximum index of 16), but since neither group was familiar with health and safety standards, and how to measure glare, the Union will investigate this further and return with more concrete information.

e) Posture - Ergonomics

The Union would like to see proper furniture bought for VDT areas, and feels that Departments may not see this as a priority, so would like it in the Collective Agreement. The University agrees "in principle", but has no money. They will try to think of some way to accommodate this proposal.

f) **Transfer - Employment - Hours of Work**

This clause is an extension of d) paragraph 2 in that the Union would like to see employees to be entitled to transfer and subsequent retraining to a position of equal value and equal pay if there is a possibility that continuing work on VDTs in their present position may result in health damage. The University responded that if the employee had something to offer them, they would try to keep them on, but on an individual basis, and not as policy, and that they would not manufacture a job for them.

g) **Monitoring Radiation**

This clause is an extension of d) paragraph 3. The University stated that Wayne Green, Director of Occupational Health & Welfare Safety (former Prov. Govt. expert on VDTs) sent them a report that stated there were no emissions from VDTs. The Union countered by saying that there were also reports to the contrary. Both sides agree there should be more discussion on this issue after more expertise has been solicited.

6. **Shift Work - Differential, Article 28.05**

UNRESOLVED

The Union would like to see an increase in shift differentials as follows:

Afternoon shift:	5%
Night and weekend shifts:	10%

The University has no problem with a differential increase, but would like it to be on a cents-per-hour basis as opposed to a percentage increase. Their reasoning for this is that they don't want shift differentials to increase automatically with a salary increase. The Union's position was "Why shouldn't it increase automatically to reflect the cost of living? After all, it's part of an employee's wage." The University insists, however, on being able to renegotiate this clause at every contract renewal.

7. **Leave of Absence Without Pay, Article 30.01**

UNRESOLVED

a) The Union would like to increase the Leave of Absence from 6 months to 12. The University would like to discourage this as it is disruptive to the departments, and stated that schooling was not why they hired employees. At the moment, the University has the power to refuse requests for leaves, so why are they concerned about the extension, when all they have to do is say "No"?

8. **Medical and Dental, Article 30.05**

UNRESOLVED

ai) The Union would like to see the employer pay 100% of the monthly contribution to the Medical Plan, and

aii) 100% of Plan A (basic) of the Dental Plan, and

aiii) 70% of Plan B (major), also of the Dental Plan.

The Union further proposes that the University pay 50% of a new plan, Plan C (orthodontics) to a maximum of \$2,000.00.

c) The Union would like the University to include a vision care package (which would cover prescription lenses, frames, contacts, etc.) to a maximum of \$200.00 every two years.

Discussion on these items revolved around what other major contracts provided for. The University will get some figures and the Union will run through their actuary.

9. Maternity Leave, Article 30.07

UNRESOLVED

The Union would like to amend this clause to include adoptive parents, citing the UIC contract's provision for Adoption Leave. The University questioned the need, especially for parents adopting older children. The Union's position was that of course there was need, and particularly so with older children, who might have been surrounded by traumatic experiences. Time is needed for adjustment, period. The Union will obtain some details on adoptions and adjustment time and report to a future meeting.

10. Layoff, Recall, Involuntary Transfer, Article 34.

Since this section is vital, it was decided to strike a joint subcommittee to research and study this area. Other contracts will be analysed and the subcommittee will meet to reach an agreement. It will report to the full negotiating team on October 16th with recommendations.

11. New Proposals, Special Leaves

UNRESOLVED

The Union's request for the various special paid leaves was discussed, and the University stated they were principally opposed to granting paid leaves as it made them partially financially responsible for an employee's personal life. The whole matter, however, is subject to their compensation package, which has yet to be offered.

12. Wages, Article 36

UNRESOLVED

This is to be discussed when the University offers their Wage and Compensation package.

13. Duration of Collective Agreement

UNRESOLVED

The University wants to see a three year contract, and the Union would like it to be two years.

14. Letter of Agreement - Arbitration

UNRESOLVED

The Union is to present some new language at a further meeting.

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The CUE Executive Meeting was held in the Union Office on Tuesday, July 14, 1987 with the following Executive members present:

Adrien Kiernan (President and Chair)
Diana Ellis (Treasurer)
Pamela Lundrigan (Communications Committee Chair)
Suzan Zagar (Trustee)
Eileen Robertson (Recording Secretary)
Susan Berry (Chief Steward)
Ann Hutchison (Guest - Communications Committee)
S. Bondy (Recorder)

The Chair called the meeting to order at 5:10 p.m.

1. Approval of Agenda

MOVED Lundrigan/Robertson adoption of the Agenda.

D. Ellis suggested moving the adoption of the minutes to the end of the agenda.

The above motion was voted on and

CARRIED

2. Communications Committee Report

A. Hutchison and P. Lundrigan reported on the problems that developed out of the last newsletter with its production and circulation. Both members of the Communications Committee expressed concern with the committee's responsibilities and its right to some measure of autonomy. A set of "Policy Recommendations" was circulated by A. Hutchison and P. Lundrigan and discussed at some length. One of the issues discussed with respect to the production of the newsletter was the degree of autonomy the committee should have. A. Hutchison and P. Lundrigan felt that since the committee is responsible for putting the newsletter out, it should be left for the committee to do it. A. Kiernan pointed out that, philosophically speaking, every committee has to have a degree of autonomy. However, every committee has to be responsible to the Executive and there is a final obligation to our membership. D. Ellis pointed out that we have to decide what we can afford and indicated that she would like to see the Communications Committee budgeted to include printing the minutes but that she needs to review the costs. The Executive briefly discussed the question of including minutes with the newsletter and agreed that the minutes could be sent with the newsletter as a separate package. P. Lundrigan stated that she would like it to go on record that the committee did not deliberately leave material out of the newsletter. The problems that the Communications Committee experienced with getting labels from the office was also briefly discussed and D. Ellis stated that we are working on updating the computer system in the office - a long and

tedious job. Ms. Ellis indicated that she would like to guarantee providing the committee with labels by July 23, 1987. D. Ellis also informed that she would like to buy a new printer and will provide the Executive with estimates. It was agreed that S. Bondy would be responsible for ensuring that articles and other material for the newsletter would go in the Communications Committee file folder or that material is sent to the committee.

MOVED Ellis/Berry that we table this issue for review under business arising at the August 4th. Executive Meeting.

CARRIED

3. Adoption of the Minutes

A. Kiernan reported that although the minutes are her responsibility, they have twice gone to the Executive for approval before she has examined them and contain errors and omissions. She indicated that she would like to approve the minutes before they are circulated from now on and that today she was rescinding all of the Executive Minutes going back to June 16, 1987, since they were circulated in error. She stated also that the approval of the Patricia House matter could be treated as a separate issue. S. Zagar pointed out that her concern is with the confidentiality of our members.

(a) June 16, 1987 Executive Minutes

MOVED Zagar/Berry to approve the minutes of June 16, 1987 as circulated.

CARRIED

(b) June 19, 1987 Executive Minutes

A. Kiernan advised that the June 19th minutes are fine but that the phrase "for holiday pay" was added with P. House's approval.

MOVED Berry/Lundrigan approval of the minutes of June 19, 1987 as amended and circulated.

CARRIED

(c) June 23, 1987 Executive Minutes

D. Ellis recommended having A. Anderson present to approve the minutes of June 23rd since she had chaired that meeting.

MOVED Lundrigan/Berry adoption of the Executive Minutes of June 23, 1987 as circulated.

CARRIED

D. Ellis (abstention)

(d) June 30, 1987 Executive Minutes

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A. Kiernan reported that she had discussed the confidentiality of the minutes with P. House who read them and agrees that they be printed.

MOVED Ellis/Lundrigan to amend the last paragraph under D. Levi's report to include that D. Levi would send us material on the Equitable Fund, Vancouver City Savings.

CARRIED

MOVED Zagar/Lundigran adoption of the minutes of June 30, 1987 as amended.
D. Ellis (opposed)

CARRIED

4. Business Arising from the Minutes

a) Booking Off To Attend Arbitrations

MOVED Zagar/Lundigran that each arbitration be considered as an individual case and not a general policy with respect to booking off.

CARRIED

A. Kiernan advised that Kitty Byrne has asked to be booked off to attend the F. Halama grievance.

MOVED Zagar/Lundigran that we not grant approval for K. Byrne to be booked off to attend the F. Halama grievance arbitration.

DEFEATED

3 opposed
2 for

MOVED Ellis/Berry that Kitty Byrne be allowed to go to F. Halama's grievance.

CARRIED

3 for
2 opposed

It was agreed that a Steward would be allowed to attend arbitrations as a policy given. S. Berry indicated that she would like to attend the F. Halama arbitration.

b) Job Entry Program

A. Kiernan reported on a letter received from Sonja Taiji about a practicum student who is eligible for U.I.C. benefits who is working in Personnel Services. She asked the Executive if it wished to reconsider its previous motion in the minutes of June 2, 1987 and indicated that a two-thirds majority is required.

MOVED Ellis/Lundrigan to reconsider the motion from the minutes of the June 2, 1987 Executive Meeting under item 6.

CARRIED

Executive members were surveyed for their individual opinions on whether to approve the above case.

MOVED Kiernan/Berry that we approve this one case and that we send a letter to this effect, but that we say we are not setting a precedent (this is a one time only approval) and that we set a time limit on it. Should the person pass the time limit, he/she has to go through the usual channels.

CARRIED

(c) Adrien's Gas Allowance

A. Kiernan indicated that she would state her case, but would not make a motion or vote on the issue. She pointed out that she is asking for a car allowance when she travels to the office on union business and advised that the University gives 25 cents per kilo.

D. Ellis expressed her concern with setting a precedent. S. Zagar stated that it should not cost you money to work for the union. Following further discussion on this issue, it was

MOVED Lundrigan/Berry that when a person has to particularly come to the Union Office that they be entitled to a gas allowance.

CARRIED

D. Ellis (opposed)

(d) Discussion re Pat House

A. Kiernan reported that she had met with P. House about her request for Vacation Pay and the exclusion of her request in the minutes.

MOVED Lundrigan/Zagar that if P. House does not give us a response by September 1, 1987 that we will not put her request on the General Meeting Agenda.

CARRIED

5. Committee Reports

(a) Contract Committee Report

A. Kiernan reported that we are supposed to meet with the University tomorrow to get their proposals.

(b) Grievance Committee Report

A. Kiernan indicated that meetings were held June 17 and July 8 and the minutes to both meetings would be circulated to the Grievance Committee. There are currently 6 policy grievances, 13 personal grievances and 9 reclassifications. The Grievance Committee discussed the Sexual Harassment Report and agreed to come back with recommendations and it is minuted that they did not wish to approve this.

S. Zagar pointed out that the Executive has never discussed A. Anderson's recommendation to take arbitrations to the membership for approval and stated that it was only a notice of motion. A. Kiernan pointed out that the Grievance Committee turned the notice of motion down on the grounds of breach of confidentiality, that membership meetings might be cancelled for lack of quorum and might delay arbitrations and that the Grievance Committee has more experience handling grievances and making these kinds of decisions. A. Kiernan also indicated that the Grievance Committee voiced a lot of concern with the many meetings being run with no notice given, as well as members being bypassed in information. S. Bondy has been asked to send or circulate grievance letters weekly and also to notify members of meetings.

e) Treasurer's Report

D. Ellis circulated financial statements dated May 31, 1987 and reported that something might have been posted in error on taxis and parking. She stated also that at the end of June she would be doing a 6-month Treasurer's Report. She advised that we were slightly over-budget on the newsletter, repairs and maintenance, postage, taxis & parking and office supplies, but that everything else is pretty stable. She noted that we have a surplus of \$43,000 in funds, but that the next year will be tighter. She added that we have not been paying a Business Agent for the past 5 months. D. Ellis indicated that she would like to try the 8-page newsletter for now and then it may have to be cut back until the November review when we see how members respond.

P. Lundrigan asked if D. Ellis was giving the Communications Committee notice to tighten its belt. A. Kiernan pointed out that we should always use double-sided paper and save paper where we can. D. Ellis stated that she would have a check register available for the Executive Committee and this was agreed to.

D. Ellis circulated the Executive business cards which were recently printed. She advised that Eileen was in the process of typing membership cards.

The Treasurer indicated that having studied the situation in the Union Office, she thinks that a new P.C. computer is needed. D. Ellis stated that she would have prices available for a future Executive Meeting. A. Kiernan reminded the Executive that before we can spend over \$300, the approval of the membership is required.

MOVED Berry/Ellis to recommend that we seek invitations to tender prices for a new computer.

CARRIED

D. Ellis advised that we are having problems with the computer hard disk and that there are some bad spots on it. She stated that we are still working on updating the data base. She pointed out that the printer is faulty and recommended buying a new one.

f) Chief Stewards' Report - This report was tabled.

g) President's Report - Hiring Business Agent

(i) Increments

Kiernan reported that she had several calls about when we are getting the increments and Sonja Taiji assured her that increments would be included in the month end pay cheques.

(ii) S. Bondy - Overtime

A. Kiernan circulated S. Bondy's overtime schedule and it was
MOVED Berry/Lundrigan approval of S. Bondy's time in lieu of overtime. CARRIED

A. Kiernan informed that she was booked off so as to replace S. Bondy in the office on her requested day off - August 4, 1987.

(iii) Orientation Sessions

A. Kiernan asked a member of the Executive to fill in at the orientation sessions in A. Anderson's absence and Pamela agreed to do so.

(iv) Position Transfer

The President indicated that she had received a telephone call from Personnel Services asking that a position be transferred from the Co-ordinators Office to the Dean's Office, Faculty of Medicine, since the Admin. Officer is taking on some of the duties of that office and needs the secretarial support. Following a brief discussion on the subject, it was
MOVED Ellis/Berry approval of the transfer, subject to approval of the two employees involved. CARRIED

(v) Hiring of Business Agent

A. Kiernan reported that the Hiring Committee approved a salary not to exceed \$35,000 (including benefits) for the Business Agent and also discussed the possibility of paying him/her a car allowance. It was agreed that .25 per kilo would be paid.

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A. Kiernan recommended that an Executive Meeting be held Tuesday, July 21, to approve the candidate recommended by the Hiring Committee so that this can be ratified by the membership at the August 4, 1987 meeting. P. Lundrigan asked what the average salary rate was for a Business Agent and was advised that they are making approximately \$52,000 per year on average, but that \$35,000 was all we had approval for.

MOVED Berry/Lundrigan that the Business Agent's salary be a total package of \$35,000 less approximately \$5,000 for benefits. CARRIED

MOVED Ellis/Berry that if the person hired opts not to join the University pension plan, that we will contribute up to 10% of the gross wage, less CPP contributions to an R.R.S.P., providing the employee contributes up to a maximum of 5% of the gross wages to the said plan. CARRIED

MOVED Ellis/Lundrigan that we pay a car allowance for use of a car on union business with bills submitted to the Executive as is done with Executive members. CARRIED

As there was no further business, the meeting adjourned at 8:05 p.m.

The CUE Executive Meeting was held in the Union Office on Tuesday, July 21, 1987 with the following Executive members present:

Adrien Kiernan (President and Chair)
Diana Ellis (Treasurer)
Pamela Lundrigan (Communications Committee Chair)
Susan Zagar (Trustee)
Eileen Robertson (Recording Secretary)
Susan Berry (Chief Steward)
Sally Bondy (recorder)

The Chair called the meeting to order at 5:10 p.m.

A. Approval of Agenda

MOVED Zagar/Robertson adoption of the Agenda. CARRIED

B. Approval of Minutes - tabled

A. Kiernan indicated that the Communications Committee issue and the consideration of policy would be discussed at the August 4th Executive Meeting.

C. Committee Reports

1. Hiring Committee

A. Kiernan stated that there were two people chosen for the Business Agent position - Barbara Carmichael and Rod Haynes, but that B. Carmichael parents were ill and she is taking a job in Ontario. The Executive briefly discussed the candidates who were shortlisted and their qualifications.

MOVED Zagar/Lundrigan to support the recommendation of the Hiring Committee to hire Rod Haines. CARRIED

2. Contract Committee - no report.

3. Education Committee - tabled.

4. Health and Safety Committee - no report.

5. Treasurer's Report

D. Ellis pointed out that Sally Bondy has been working a lot of overtime doing minutes and suggested that some of the committees will have to do their own minutes. It was noted that this has already been recommended by A. Kiernan. S. Zagar pointed out also that it was originally planned that S. Bondy would do the Executive and General Membership Minutes.

The Treasurer advised that we are updating the data membership program and there are still some problems with it. She also advised that the old printer came back and did not work. D. Ellis recommended that we buy the leased printer and advised that she would get a price back to the Executive. She indicated that we have sent invitation to tender for a new computer and will be hearing from them soon.

D. Ellis reported that we would have to decide who to send to the CUPE National Convention so that it can be ratified at the August 4th General Membership Meeting.

MOVED Zagar/Ellis that we send to the CUPE Convention the President, First and Second Vice-Presidents, Secretary-Treasurer and the Chief Steward, and should any of these incumbents not be able to go, then the position will be filled by other Executive members. CARRIED

Adrien Kiernan, Diana Ellis and Susan Berry agreed to attend and Alannah Anderson, who is on vacation, will be asked. P. Lundrigan offered to go if the position of Second Vice-President was still vacant.

6. Chief Steward's Report - tabled

7. President's Report - tabled

8. Trustee's Report - No report.

D. OTHER BUSINESS

1. Pamela Lundrigan - Chair, Communications Committee

P. Lundrigan suggested that a mini-social be held the last Wednesday of August and that a film be shown as well as having a very controversial speaker. She also suggested that the social be scheduled from 7:00 - 9:30 p.m. and that coffee and/or wine with buns be served. A. Kiernan suggested the Graduate Students' Association as a place to meet and get to know each other. P. Lundrigan also suggested providing baby-sitting services.

As there was no further business, the meeting adjourned at 6:25 p.m.

ATTENTION

We would like to invite all members to run for the following

VACANT EXECUTIVE POSITION

1] All terms begin immediately and will end December 31, 1987.

2] Nominations are open for the following Executive positions:

Second Vice-President

A nomination was received in support of Pamela Lundrigan.

Trustee

Is responsible for:

- the conduct of all referendums and ballots
- ensuring that the union constitution and by-laws are adhered to
- keeping the by-laws up-to-date
- financial investigation (audit) within the local

Sergeant-At-Arms (2 positions)

Responsible for the security of the union

EDUCATION COMMITTEE

The first meeting of the Education Committee will take place on **SEPTEMBER 17th at 5:00 pm** in the Union Office. Anyone interested in joining this committee may attend. Our main objective will be to provide Union education to our membership.

Since we have joined CUPE, we have access to their vast Education department. We are hoping to be able to set up courses for our Executive, our stewards and our membership in areas such as communications, stress management, grievance handling and Union history.

We welcome suggestions for any courses that you would like to see offered.

If you are interested in sitting on this committee, have any suggestions to offer us or would like some more information please call or write **The Education Committee c/o The Union Office.**

C.U.E MEETS KEN GEORGETTI
at August 20, 1987 Social



photos by: Diana Ellis

ADS

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TRAVEL CUTS

Canadian Universities Travel Service Ltd.

In case you haven't heard, we have exciting news for Faculty and Staff here at UBC — we have set up a department especially for you! If you are short on time, call **Elaine Colbourne** for an appointment at our TRAVEL CUTS administration office in the Student Union Building.

TELEPHONE: 224-0111

Infant Care at U.B.C. at Last

We are pleased to announce that Little Goslings Daycare (formerly Unit One) will be offering care for infants from 0 - 18 months starting August 20, 1987.

Initially nine babies will be cared for by a staff of three who are qualified in infant and toddler care. The 1:3 ratio will be maintained when we accommodate the maximum of 12 babies allowed in an infant centre in B.C. We expect to be operating at full capacity by January 1988.

The philosophy of the centre will be to mimic the home environment as closely as possible. Each staff person will be primary care giver for three specific children and will as often as possible be the person to meet the needs of those children. There will be no "duty" time for parents as we have in some of the twelve other U.B.C. child care programs but parents will be encouraged to have "cuddle" visits whenever they wish.

Demand for infant care is very high. Forty applications were received from U.B.C. parents (staff, student and faculty) for the initial nine spaces. We have applications on file for unborn children. The application binds the parent to nothing but gives them a place on the waiting list allowing them the chance of a placement when maternity leave ends if they choose or need to return to work.

Please call the Child Care Office at 228-5343 if you wish more information or you would like an application mailed to you.

Ballplayers will never have a union.
After all, no ballplayer wants to be called out on strikes.