

1992

MEMO

TO: EXECUTIVE

FROM: SHARON KROWCHUK/PAUL TETRAULT

RE: EXECUTIVE PLANNING SESSION, OCTOBER 1 & 2

Elements for discussion in planning meeting:

On the basis of the discussion on Friday, Sept. 25th, Sharon and Paul are putting forward the following memo for your consideration at the upcoming planning meeting.

1. **CUPE 2950 and the outside world** - at the present time the NDP government in power is sympathetic to the working people and to our Union and is also the recipient of a large donation from our Local at the last election. The government is involved in a large number of Commissions and Committees which could impact on life at UBC for our members.

There are 4 or 5 particular Committees which we should look at:

- a. The UBC/University's Administrative Cost Commission
- b. The Korbin Commission
- c. The Ombudsman's Office
- d. The Freedom of Information Act
- e. The Labour Laws Review.

1. The University's Administrative Cost Commission has been set up by the Ministry to look at administrative costs particularly at UBC, but also at the other universities. Coalition members have requested the right to make submissions to this Commission, and we have received this right. It might be useful to make a submission to this Commission on the excessive cost to the University of the legal bills because they refuse to use an expedited arbitration procedure or other dispute resolution means which would be less expensive than going to lawyers.

2. Ombudsman changes. This is something we should investigate. Starting sometime very soon, the Ombudsman will have jurisdiction to look at complaints in the University's sector. The Ombudsman has not had this jurisdiction until now. This will have both a positive and negative impact for our members and we should investigate what exactly will be the Ombudsman's role at the University.

3. The Freedom of Information Act is being extended to Crown Corporation and we should investigate to see exactly what this will give us access to.

4. The Korbin Commission is investigating Labour Relations in the public sector and in large public sector institutions. We have already met with July Korbin and will be meeting with her again on October 13th. She has asked for a joint meeting of all the Coalition members as well as asking for a brief resume of the concerns of the Unions regarding UBC behavior.

We should be watching the Korbin Commission very closely, although there are many positive aspects to this type of investigation we should not ignore the fact the NDP, as a general policy, is looking to coordinate bargaining between the different public sector employers. This has positive aspects in that there may be large coordinated pension and other funds which would be of interest to our members, but it also has its negative possibilities which could include obligatory joint bargaining in the University sector or other obligatory measures which we might oppose.

There are other areas of concern which we might want to address to the NDP government.

1. The changing of the composition of the Board of Governors. The latest news that we have on this is that the NDP government is only planning to change 2 people now (October '92) and will wait another 6-8 months before changing the other 2 government appointed positions on the Board. We should consider the possibility of putting more pressure on the government to make more rapid changes to this Board. So far we have not officially recommended anyone as a candidate for the Board. Jan O'Brian was approached on behalf of CUPE 2950 and was interested in doing this but was subsequently appointed as part-time member of the Industrial Relations Council and has informed us that she is no longer interested in the Board of Governors at UBC. There are a couple of other potential Labour candidates that we should consider.

Strike Funds.

We have an ongoing concern that UBC give back the monies they made on the strike to the government so that the public sector employers cannot profit from strikes. So far the Minister has not enacted the proper legislation which would allow this.

Possible follow-up on the Penny Priddy visit. Where is UBC going/where is CUPE 2950 going.

We have to monitor, if possible, different developments at UBC and how they affect our members. It is becoming clear that the University is moving more and more towards an American model, i.e., more emphasis on graduate research and closer contacts with industry to build large facilities and less emphasis on undergraduate teaching and community-based activities. We can also see a trend toward cost recovery, i.e., the potential for particularly service sectors like library and other places to become cost-recovery operations, thereby charging a user fee for all sorts of services which up to now have been provided free.

The results of these changes are more decentralization (we can already see this in fund-raising, where individual faculties will now be called to fund-raise and will hire individual fund-raising teams to do this).

With these developments we also see major tech change and the increase and use of computers for information and data gathering. This has many implications including the expanded role of professors and other professionals in word-processing thus cutting back the number of CUPE 2950 jobs, the development of information and report gathering type jobs which are not necessarily covered by our job standards at the present time. The development of "homework" within all employee groups.

Given the tremendous technological changes coming to the University, we should seriously consider asking CUPE to come in and do an analyses on the impact of technology for CUPE 2950 work in the next few years.

CUPE 2950 should strive to have a University BoG which is sympathetic to its employees concerns and also sympathetic to a type of University which is more community based and less linked to the corporate structure. The idea of lobbying the government to change the government appointees was mentioned in the last sanction. In this section we should consider the elections at UBC for the BoG. According to the University's Act, the Faculty Association elects 2 people to the Board and the staff elects 1 person.

Staff elections to the BoG in November, 1992

CUPE 2950 to consider running 1 of its members for this staff position in coalition for the other staff groups, CUPE 116, CUPE 2278, Operating Engineers and the AAPS group.

Coalition Building

There is no differences among the groups which on some occasions will make it difficult if not impossible to have a common position. However, at the present time given the nature of the University administration, many groups such as AAPS and the Faculty Association are critical of administrative functioning and are susceptible to being part of a Union led coalition. Up until now it has been CUPE 2950 which has led this coalition organizationally and in terms of suggestions as well and we should decide and we should decide how much energy we have to put into the coalition and who will be undertaking the task.

Other Groups

A. Students - we should consider following-up with the UBC student newspaper this year. Following up the strike with a series of articles on Labour Relations and the situation of employees at UBC in the newspaper.

B. Women's Groups on Campus - it is our understanding that the Women's Committee is investigating the different women's groups on campus and does have relations with some of these groups.

C. Other unemployed workers - the Executive should designate someone to investigate possible organizing drives with employees in the ELI (cultural assistance) and employees of the Alumni Association, where one woman has approached us for assistance with organizing.

English Language Institute

UNION INTERNAL MATTERS

A. The great debate - how to organize the office or Union Organizer as employer vs. Union Organizer as paid President. Everyone on the Executive is unanimous in realizing the importance of having Executive control of all members of the Executive including the President. The Executive has also expressed its desire to see a President who, while having his/her own sphere of work, does not have independent political power outside from the mandate that he/she would receive from the Executive or the membership.

While this is all true, it is also incumbent on us to evaluate the experience of the last 2 years. The first of those 2 years we had a Union Organizer who was first President and later he was hired as an employee. In the second of those 2 years we had the Union Organizer who was an employee and a President who was booked off 1 day per week. The President has resigned and the Union Organizer position is coming up. What is our sum-up for the past 2 years? In light of Vic's concerns we would ask people to think about the 2 options mentioned so we can have a thorough discussion at the planning session (Union Organizer as employee vs. Union Organizer as President).

B. Office Administration - Paul and Greg will make a brief report on the office administration and we should deal with things such as computerization, precedent files, staffing for vacations, 24 hour turnaround for calls to the office, written replies to written communications from the members and increased clerical staff.

C. Member Education - while we have no Education Committee Chair, the membership education is a responsibility of the Executive and we should look over the next period of time:

- a. when we are going to hold membership meetings
- b. if we are planning to do any specific education of the membership at these meetings.

The question of membership education is, of course, related to the type of unionism CUPE 2950 wants to practice. CUPE National, led by Judy Darcy, is promoting a type of Union called "social unionism". This type of unionism would have the unions interest their members in things beyond the merely narrow service and grievance matters. Thus, union education would extend to things like medicare, sexual harassment, coalition building in the community to support other workers and community groups, etc.

D. Hospital Representation - at the present time we have 1 active steward in the 3 non-campus hospital locations. Is this a problem? What resources are we prepared to put into the hospital sector? More stewards, more meetings, etc.

E. Bylaws and Structures - It is clear that the bylaws must be passed as soon as practical and we should plan when that would be over the next few months. We also have to consider that we have a new job evaluation committee, or potential committee, or elected 3 people or whatever. We have to consider what the relationship of this group of 3 will be to the Executive and to Union policy in general regarding job evaluation. When important decisions come up regarding job evaluation, who will make these decisions in the Union?

F. Pension Board - Greg will make a brief presentation on the state of pension planning at UBC.

G. Employee Assistance Plan (EAP) - the University is attempting to make a comeback on the EAP and we should have a report on where we are at with the EAP's.

H. Strike sum-up -- where to go from here.

I. Miscellaneous Items for Executive consideration

i. continuation of the defense of the bargaining unit boundaries - we are presently in mediation with Brian Foley of the IRC in an attempt to determine what the boundaries of CUPE 2950 bargaining unit is. In our view, this will take some months to complete and is a paramount of importance to the future of the Local. We must therefore realize that more resources will need to go into this particular task. Discussion on what this means concretely.

ii. The relationship between political and legal roots in the struggle against the University. Some discussion on the relationship between publicizing and politicizing our relationship with UBC and the relationship between this political fight on one hand and the legal defense of our members on the other.

We will also be hearing committee reports of all the different committees in their areas of jurisdiction.

A. Contract Committee - there will be a presentation and a timetable for the next contract negotiations and a opening of discussion of the possibility of joint bargaining with 116.

B. Shop Steward Committee - Lois will be presenting some materials on shop steward training for the upcoming year.

C. Health & Safety Committee

D. Women's Committee

E. Library Committee

F. Grievance Committee

G. Education Committee

H. Newsletter Committee