



S P E C I A L M E M B E R S H I P M E E T I N G

Tuesday, June 9th, 1987 - 12:30 - 2:30 P.M. - I.R.C.# 2

Please note that the agenda for the May 12th, 1987 meeting has been revised. The May 12th, 1987 meeting was cancelled as there was not a quorum, however, the material circulated with that agenda should be brought to the June 9th, 1987 meeting as it is still to be discussed. The question of hiring versus electing has been sent to a referendum ballot, but is still to be discussed at this meeting so that all may make an informed decision.

AGENDA:

1. Roll Call of Officers
2. Adoption of Agenda
3. Adoption of Minutes of Meeting of April 16th, 1987
4. Business Arising from the Minutes - Approval of Projected Budget for 1987
5. By-Law Admendments (previously circulated)
6. Doris Hansen Report - tabled January 16th, 1987
7. Nominations for Officers - Recording Secretary
  - \*Second Vice-President -Chairperson of Contract Committee
  - \*Sergeant at Arms - Two positions
8. Discussion of Bill 19 and possible Union action
9. Other Business

\* Subject to approval of By-Law Admendments proposed in Item 5.

The CUE General Membership Meeting was held in I.R.C. #2 on Tuesday, June 9th, 1987 at 12:30 p.m.

Adrien Kiernan (President)  
Alannah Anderson (Vice-President)  
Diana Ellis (Treasurer)  
Edmund Kam (Trustee)  
Suzan Zagar (Trustee)  
Estelle Lebitschnig (Health & Safety Chair)  
Pamela Lundigran (Communication Committee Chair)

I. CALL TO ORDER

A. Kiernan, the Chair, called the meeting to order at 12:32 p.m.

2. AGENDA

A. Kiernan amended the Agenda to include announcements under 2 (a); to hold nominations for bylaw officers under item #6; move the Doris Hansen Report to item #7 and to give a Contract Committee Report under 7 (a).

MOVED Richard Melinson/Chuck Erickson approval of the Agenda as amended. CARRIED

2. (a) Announcements

i. B.C. Federation of Labour Defence Fund - A. Kiernan suggested that anyone who would like to contribute to the defence fund could do so by delivering cheques to the Union Office.

ii. Vote Results - Referendum Ballots

A. Kiernan advised that the vote on the one-day strike of June 1, 1987 was close, with 248 opposed and 247 in favour of the strike.

MOVED Erickson/Tunnacliffe to destroy the ballots.

CARRIED

iii. Job Evaluation Committee

A. Kiernan advised that the Job Evaluation Committee has been meeting every second Wednesday of the month and that the next meeting would be held July 8, 1987 in the Union Office at 4:30 p.m.

iv. Contract Committee

The President indicated that Lois Bishop has resigned from the committee.

v. Communication Committee

A. Kiernan indicated that Pamela Lundrigran had been elected Chair of the committee. Ms. Kiernan asked members for contributions to the newsletter by noon June 25th. She also asked for comments on Bill 19 and advised that members could place ads by contacting the union office.. She noted that refreshments and pizza would be provided for those attending.

vi. Union Membership Cards

A. Kiernan advised that new membership cards would be printed in the next month.

3. MINUTES

Minutes of the meeting of April 16, 1987 had been circulated.

MOVED Erickson/Zook approval of the minutes of the meeting of April 16, 1987 as circulated. CARRIED

BUSINESS ARISING

4. APPROVAL OF PROJECTED BUDGET FOR 1987

The Treasurer, Diana Ellis, spoke on the budget, advising that the 1988 budget had been sent to members for informational purposes only and that today she was looking for approval of the 1987 budget.

MOVED Ellis/Harrison that the 1987 budget be accepted. CARRIED

5. BY-LAW AMENDMENTS - previously circulated

Susan Zagar addressed the by-law amendments and noted that there were a number of bylaws to discuss and that today's amendments were only an introductory preamble of what would be upcoming in the future. Ms. Zagar pointed out the importance of having a copy of the CUPE by-law booklet and advised that members could get copies from the office. She also advised that all of the by-law amendments have been moved and accepted by the Executive and suggested proceeding step-by-step through the proposed amendments.

(a) BY-LAW AMENDMENT #1

By-law E.1 Local Association Executive Officers

MOVED to amend by-law E1 to include a Chief Steward. CARRIED

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MOVED Lundy/Douglas to amend the above motion so that under the 2nd. Vice-President, the word "Alternate" be added to the Chair of the Contract Committee.

OPPOSED

By a show of hands, the main motion was voted on and

CARRIED

(b) BY-LAW AMENDMENT #2

By-law E.2 Executive Board

MOVED that the Local Union Executive Board shall include all the above Local Association Officers except that the three Trustees shall not be members of the Executive Board.

CARRIED

(c) BY-LAW AMENDMENT #3

Bylaw E.3 Term of Office for Executive Board

MOVED that the term of office for Executive Board members and Officers, except Trustees, shall be two years. No member may hold more than one elected position on the Executive Board.

E.3.1 Term of Office for Trustees

MOVED that at the first election of Officers in the Local Union the Trustees shall be elected so that one shall serve for a period of three years, one for two years, and one for one year. Each year thereafter the Local Union shall elect one Trustee for a three-year period, or, in the case of vacancies occurring, elect Trustees to fill only the unexpired terms in order to preserve overlapping terms of office.

Both E.3 and E.3.1 were voted on and

CARRIED

(d) BY-LAW AMENDMENT #4

Section F. Election of Officers

Section F.6

MOVED that by-law section F.6 be amended to read that the Communications Committee, Strike Committee, and the Health & Safety Committee elect from among their members a Chairperson to serve on the Union Executive or have someone serve as an Executive Representative from the Committee on a rotational basis.

CARRIED

(e) BY-LAW AMENDMENT #5

SECTION H. Vacancies in Union Table Officers Positions

MOVED that Section H.2 be amended to read that by-elections shall be called by the Trustees when an Office becomes vacant unless such office becomes vacant within two months of the opening of the biennial elections in which case the office shall remain vacant until the biennial elections are held. By-elections shall be held by referendum or by secret ballot vote at any general membership meeting where the membership has received two weeks' written notice.

CARRIED

(f) BY-LAW AMENDMENT #6

Section G. Duties of Union Officers and Committees

G.1 President

MOVED that the President shall preside at all meetings of the Local Union; sign all orders on the treasury when ordered by the Local Union; and transact such other business as may of right pertain to his/her office and which may be necessary for the proper functioning of the Local Union. The President shall be a member ex-officio of all Committees and Divisions, and shall be responsible for coordination between the Committees and Divisions and the Local Association Executive.

CARRIED

(g) BY-LAW AMENDMENT #7

Section G. Duties of Union Officers and Committees

G.2 First Vice-President

MOVED that the First Vice-President shall perform the duties of the President in the absence of that officer, and, in case of the resignation or death of the President, shall perform the duties of the President until such vacancy is filled as provided in the By-Laws. He/she shall also preside when called upon by the President and at times when the President may be temporarily unable to discharge his/her duties.

The First Vice-President shall be the Chairperson of the Grievance Committee, and shall report that Committee's activities to the Executive and the membership.

CARRIED

(h) BY-LAW AMENDMENT #8

Section G. Duties of Union Officer and Committees

G.2.1 Second Vice-President

MOVED that the Second Vice-President shall perform the duties of the First Vice-President or President in the absence of those officers. He/she may also preside when called upon by the President or First Vice-President when those officers may be temporarily unable to discharge their duties.

The Second Vice-President shall be the Chairperson of the Contract Committee and shall report that Committee's activities to the Executive and to the membership.

CARRIED

(i) BY-LAW AMENDMENT #9

Section K. Dues and Finances

MOVED that a new Section K.6 be added:

K. 6 The Local Union shall hire the services of a qualified accountant or accounting firm to audit the Local Union's books and to perform the Union's bookkeeping duties on a monthly part-time basis. The Agency's representative(s) will work in close collaboration with the Local Union Secretary-Treasurer. The Local Association Executive will select the contracted Agency and will review the selection as required.

CARRIED

(j) BY-LAW AMENDMENT #10

Section K.4

MOVED that Section K.4 be deleted:

K.4 A University strike fund shall be set up and after August 1976, ten (10) percent of the monthly dues shall be allocated to a strike fund to be kept in a yield savings account.

CARRIED

Susan Zagar explained the reasons for deleting By-law K.4 indicating that now that we are members of CUPE, we have access to the CUPE National Defence Fund and currently under our by-laws we still have two sources of income for our own local strike fund. Ms. Zagar noted that at this point in time, it is something of a burden on us financially because one of the sources is taken directly from our monthly income and this amendment and the 10 percent of the monthly dues that we receive must go into our strike fund. The other source of income from our strike fund is an annual assessment (\$5.00 per member) which occurs in August. Ms. Zagar indicated that what we would like to do is as a short term proposal that we will not need as big a strike fund (if any at all) because of our access to the CUPE National Defence Fund. In the next month or so, we would like to

propose to you some amendments for our own strike fund and we will be renaming it a defence fund and it will be accessible to our local, but it doesn't necessarily have to be a strike to get that money. It could be other reasons, e.g. money to go out and help people on the Bill 19 walk-outs or an arbitration. It just broadens the range under that definition..

## 6. NOMINATIONS FOR OFFICERS

A. Kiernan indicated that we need nominations for a Trustee. since we have received a resignation from Gloria Sveistrup and for the Chairperson of the Action and Publicity Committee and for the Chairperson of the Job Evaluation Committee.

### (a) Recording Secretary

A. Kiernan advised that the office has received a nomination by mail for the position of Recording Secretary.

MOVED Juba/Halama that Eileen Robertson be nominated for the Executive position - Recording Secretary. CARRIED

As there were no other nominations Eileen Robertson was elected by acclamation. It was pointed out that the nominee must be present to be seated in position. Therefore, nominations are still open for this position.

### (b) Second Vice-President (Chairperson of Contract Committee)

MOVED Ellis/Anderson that Carol Anderson be nominated for the Executive position - Second Vice-President (Chairperson of Contract Committee)

The above nomination was tabled until Carol Anderson accepts the nomination in writing and A. Kiernan noted that nominations were still open.

### (c) Sergeant at Arms - Two positions

S. Zagar clarified that all of the above positions were for bi-elections and pointed out that the two above positions would run from now until the end of December when a brand new Executive term of two years will come into effect.

A. Kiernan asked for nomination from the floor.

MOVED Ellis/Anderson to nominate Carol Anderson for Trustee.

As Carol Anderson was not at the meeting, nominations remained open pending C. Anderson's acceptance in writing of the nomination.

#### 7. DORIS HANSEN REPORT

A. Kiernan advised that we had a meeting at which there was no quorum and referred to the referendum ballot on whether or not to hire a Business Agent which was sent out to the membership for ratification. She then opened the floor for discussion.

Kitty Byrne asked why the ballot was worded the way it was and suggested that there should have been a choice on the ballot. A. Kiernan replied that she thought it was inherent in the motion that if you were not in favour of hiring, you must be in favour of electing, so this was done to make it easy.

A. Kiernan asked for any further discussion on the Doris Hansen report.

#### 7 (a) CONTRACT COMMITTEE REPORT

A. Kiernan reported that we have had three meetings so far with the University. The first meeting was to set up dates for future meetings; the second meeting was to present union proposals; the third meeting was to present University proposals. The University had put twenty items on the table, some for discussion purposes only.

A. Kiernan gave a summary of the proposals and answered questions from the floor. She advised that the Union is proposing a cost-of-living increase of 5%. The President asked members to call the Union office with any negotiating suggestions.

The Contract Committee Report will be circulated with the minutes.

#### 8. DISCUSSION OF BILL 19 AND POSSIBLE UNION ACTION

A. Kiernan advised that the B.C. Federation of Labour is deliberating on their next course of action. She noted that the Health Employees Union had been reprimanded for being off the job June 1st, but there was no other area where members have been reprimanded. Ms. Kiernan added that we were lucky to have volunteers as picketeers and commended the Stewards who ran around alerting people to the fact that there was an emergency meeting.

#### 9. OTHER BUSINESS



The President introduced the new office Secretary - Sally Bondy.

9. (a) Stewards' Meeting

Alannah Anderson reported that the first Stewards' Meeting was held on June 1st and that they were trying to change the Stewards' structure and want people who are willing to stand as communicators, not just for grievances and asked members who are willing to stand as Stewards to call the Union office. A. Anderson indicated that she is starting a Stewards' Manual which will be comprised of questions which members may have on the contract and other issues.

9. (b) Recruiting Plan

A. Kiernan advised that the Communications Committee will be sending out a newsletter on a monthly basis which will include the Executive Minutes, financial statements and other articles from members. Ms. Kiernan indicated that there would also be a questionnaire on VDT's as well as a question on where donations should go. Diana Ellis advised that \$600 was budgeted for charitable donations and suggested that members might have suggestions as to where the money could be put to best use. Ms. Ellis noted that she would like to see a policy established on donations.

As there was no further business, the meeting adjourned at 2:05 p.m.

HIRING VERSUS ELECTING

Now that our Union has joined CUPE, one of the outstanding issues left for us to discuss is the restructuring of our union office, which was addressed in the Doris Hansen Report tabled on January 16th, 1987.

In particular, we must decide whether our Union will hire or elect a Union Representative. Currently, all union services to our members are being provided on an ad hoc basis. Joe Denofreo, CUPE National Rep is serving our members, along with some members of the Executive, who have taken time off from their regular jobs. However, this is only a temporary stop-gap remedy and has continued for too long already. WE MUST ADDRESS THIS ISSUE AND FIND A SOLUTION.

During the past ten years, our Union has, in the name of democracy, elected two union members to be our union representatives. But it has been recognized for some time that this situation does not necessarily mean democracy, and at times our members have not been provided with the services they need or want from the Union Representatives. In addition, a conflict of interest has developed since our elected Union Representatives wear two hats at the same time. In one instance they are to act as paid staff, but then they have the right, as all union members do, to vote on their reports and recommendations made to the Executive. Finally, both the former and current Executive realize that the election of our Union Representatives often meant that those who were elected were not always the most experienced or qualified to perform the duties of a paid staff representative for our Union's members.

DORIS HANSON REPORTS

Realizing that our union must come to grips with this staffing problem, the former Executive asked Doris Hanson, Job Evaluation Officer of the CUPE Regional Office, to prepare a report on restructuring our union office. One of the recommendations contained in the Hanson Report is the hiring of one Union Representative to work for our union and its members. In addition, Hanson recommended that the salary for such a position would have to be sufficient to attract experienced and qualified people.

HIRING OR ELECTING

After reviewing the Hanson Report and working with our Union, the Executive believes the case for hiring a Union Representative is very clear cut.

First, there would be no confusion between the role of the Executive and the role of the staff person. Secondly, democracy in our Union would continue to be protected and preserved in that a hired Union Representative would perform the duties outlined by the Executive on the recommendation of the membership.

The Union's Executive would continue to be elected by the members, and thus will still be accountable to the membership for their actions - including all the work done by a hired Union Representative.

In the past, our Union has often provided a training ground for members who

were elected as Union Representatives. Once our elected Reps gained enough experience in labour relations, they most often moved on to better paying jobs in other labour organizations. Consequently, the turnover rate has been high and service to our members has no continuity, and often disturbing disruptions while the new staff person learns their particular job. By electing our staff union reps, we are generally electing someone who does not necessarily have any experience or knowledge in handling grievances, maintaining a set of books, handling our Union's investments, generating newsletter or appropriate reports or negotiating our contract. In contrast, the University has hired people who are skilled in labour relations and has the necessary training and background to become labour relations officers. Consequently, our Union members are often at a disadvantage when an inexperienced, elected Union Rep has to settle a grievance or negotiate a contract on their behalf with the University. CLEARLY, OUR MEMBERS MUST BE ABLE TO EXPECT HIGH QUALITY WORK AND ATTENTION TO DEADLINES FROM THE UNION REPRESENTATIVE.

Under the direction of the Union Executive, a hired staff person would have to meet our expectations in order to fulfil the requirements of the job. BY HIRING A UNION REP., OUR UNION WOULD NEVER AGAIN FIND ITSELF IN THE POSITION OF HAVING TO PAY OUT WAGES ETC. IN ORDER TO REMOVE SOMEONE FROM A PARTICULAR POSITION SUCH AS UNION REP.

Firstly, we would hire a well qualified person: and secondly, we would be able to remove the person if they did not fulfil the requirements of the job.

Thus far this year, our union members have received high quality service and representation from one staff person part time, Joe Denofreo, our CUPE National Representative. He has been assisted whenever necessary from various members of the Executive, but by and large has handled a large majority of the duties of the Staff Rep on his own, which makes a very good case for the necessity of really needing one qualified person in the office along with the secretarial support. In the past, we have had three staff reps and one secretary when the positions were filled through election, and then after entering the Service Contract with CUPE the positions were reduced to two Union Staff Reps positions. We strongly feel that ONLY ONE UNION STAFF REPRESENTATIVE IS REQUIRED. With only one Rep. we would be able to offer a salary that would attract a trained, qualified and experienced person and would take into account in the salary the long hours involved in union work. This would eliminate the need for us to pay overtime which has been a very contentious issue in the past when it was discovered that some of the Union Reps salaries were heavily increased by overtime, and it was impossible to prove the overtime was actually worked. Also, the question of how much time should be volunteer was also a very contentious issue, inasmuch as the Executive are all volunteer positions and there is no remuneration for the many, many hours they put in working for the Union.

This Executive believes that our members are entitled to the very best service possible. But, we don't feel that the kind of service and professionalism required to protect our members and our contract rights can be provided by inexperienced and unqualified people. That level of service can only be supplied by a dedicated knowledgeable hired Union Representative who would be accountable to the Executive and through the Executive to the membership at large.

Democracy in our union means electing our Executive who is accountable to the membership. It also means that each member is represented by the best staff available. THAT MEANS HIRING OUR UNION REPRESENTATIVE SO THAT WE CAN BE SURE THAT WE GET THE BEST.

BALLOT INSTRUCTIONS

1. After marking your ballot, cut the ballot from this instruction sheet, and enclose it in the small coin envelope and seal it; Your ballot is now secret; Do not mark this envelope in any way or your vote will be spoiled.
2. Put the small coin envelope inside the medium sized identification envelope addressed to the CUE Union Office.
3. Sign your name next to your name label on the medium sized identification envelope. IDENTIFICATION ENVELOPES THAT CANNOT BE IDENTIFIED WILL NOT BE OPENED AND COUNTED.
4. Return your ballot enclosed in the two envelopes by June 19, 1987 to the CUE Union Office via CAmpus Mail. Ballots not returned by 5:00 P.M. on this date will not be counted.
5. When your name has been checked against the dues check-off list, your identification envelope will be opened and the ballot envelopes mixed before opening, thus ensuring a secret ballot.

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REFERENDUM: Are you in favour of hiring a Business Agent to work in the Union Office

YES

NO