

CANADIAN UNIVERSITY EMPLOYEES

GENERAL MEMBERSHIP MEETING

AUGUST 4, 1987

IRC 2: 12:30 - 2:30

AGENDA

1. Roll Call of officers.
2. Adoption of Agenda.
3. Adoption of Minutes of July 16, 1987.
4. Nominations for Officers:
 - Second Vice-President
 - Trustee
 - Sargeant at Arms - 2 positions
5. Committee Reports
 - President's Report - *Notice of Motions
 - Treasurer's Report - **Notice of Motion
 - Contract Committee Report
 - Grievance Committee Report
 - Chief Shop Steward's Report
 - Health and Safety
 - Communications Committee
6. Other Business

*Notice of Motions:

(a) "that approval be granted to send 5 delegates to the CUPE National Convention in October, 1987 being held in Quebec City."

(b) "that the membership approve the Hiring Committee's selection of Business Agent."

**Notice of Motion:

(a) "that the printing budget and the newsletter budget be combined and that the total amount for this budget be increased to \$8,000.00."

The CUE General Membership Meeting was held in I.R.C. #2 on Tuesday, August 4, 1987 at 12.35 p.m.

Present: Adrien Kiernan (President)
 Edmund Kam (Trustee)
 Suzan Zagar (Trustee)
 Estelle Lebitschnig (Health & Safety Chair)
 Pamela Lundrigan (Communication Committee Chair)

 Eileen Robertson (Recording Secretary)

Regrets: Alannah Anderson (Vice-President)
 Diana Ellis (Secretary Treasurer)
 Susan Berry (Chief Shop Steward)

1. CALL TO ORDER

A. Kiernan, the Chair, called the meeting to order at 12.35 p.m.

2. AGENDA

Moved Chuck Erickson/Denise Field approval of the Agenda.
 CARRIED

3. MINUTES

Approval of Minutes of meeting of July 16, 1987 tabled

4. CONTINUING NOMINATIONS FOR OFFICERS

2nd Vice-President

The chair asked for any nominations for 2nd Vice-President, (responsible for chairing the Contract Committee) There were no nominations so nominations remain open.

Trustee

The Chair asked for nominations for Trustee. No nominations put forth. Nominations stay open.

Sargeant-at-Arms - 2 positions

No nominations for Sargeant-at-Arms - nominations remain open.

5. COMMITTEE REPORTS

The President's Report

At this time the President spoke on the two motions presented.

(a) "that approval be granted to send 5 delegates to the CUPE National Convention in October, 1987, being held in Quebec City". This motion was moved and seconded by the Executive, setting policy for sending delegates to National Convention on behalf of the Union. We would like a vote on sending the following to the Convention. The President, First and Second Vice-Presidents, Secretary-Treasurer and the Chief Steward. For those officers who cannot attend, there would be alternates from the Executive or chairs of the standing committees who could replace them. The motion was called and CARRIED

(b) "that the membership approve the Hiring Committee's selection of Business Agent".

The chair informed the membership that we had received 67 applications to our ad for a Business Agent, which we short listed to five people, four female and one male. Our first choice was for Barbara Carmichael. We were quite enthused about our first choice, so it was with disappointment we learned that Barbara was unable to accept due to serious illness in her family in Ontario. We are well pleased with our second choice, Rod Haines, who is no stranger to the Campus. Adrien outlined his background and experience. He is very well educated, and his greatest asset is his organizing ability..

This motion to accept the selection of the Hiring Agent was approved by the membership. Carried

Joe Denofreo spoke to the members on position of Bill 19.

He discussed B.C. Federation of Labour's non-compliance program in Boycott of Bill 19 legislation. Cupe is an affiliate and supports the Federation's boycott. We will not be appearing before the new Labour Relations Council on any Labour Relations matter unless the Council subpoenaed us and at that point we will argue that in the Courts and if we lose the argument in Court then we will make the decision either to go to jail or appear before the Council. As an example he stated that rather than accepting Government mediators, mediators that would be acceptable both to the Union and the employer would be found outside of the Peck Commission.

We are endeavouring to work these things out with the Employer.

Adrien now introduced Rod Haines to the members, and they gave him a warm welcome. Rod spoke briefly and said he is happy to be with us.

Treasurer's Report

The Treasurer is absent today. There will be financial statements going out with the Newsletter. There is a motion from the Treasurer which was seconded by the Executive Moved Ellis/Executive:

a) "that the printing budget and the newsletter budget be combined and that the total amount for this budget be increased to \$8,000.00".

Moved Lundrigan/Hutchinson an amendment to above motion that the portion allocated to the Newsletter be 40% and the Executive Minutes be 60% of the total budget. Carried
The question was called on the amended motion. Carried

Contract Committee

There is a report on this Committee in the Newsletter. We now have contract language proposals from the University. Our next meetings are to be held August, 12, 19 and 21 and September 11, 1987.

We have received resignations from Lois Bishop and Trevor Tunnacliffe. The President made a plea for members to get involved in this contract committee, for negotiating etc.

Grievance Committee

One anticipated arbitration settled. Two policy grievances settled and five personnel grievances settled..

Some of the problems are to do with hiring. Other problems are involuntary transfers. We have members asserting their rights under 22.08 and then not feeling confident in their new position because of the employer giving them a bad time. There are many reclassification issues, such as appeals denied, and date of retro pay. The important thing is we are dealing with these problems and settling them and the University is changing and trying to resolve the differences between us.

Health & Safety Committee

No report

Chief Shop Steward's Report

No report

Communications Committee

The Chair thanked all those who sent letters to the editor. The Newsletter is now in print. We are having a volunteer labelling get together on Thursday, 6th August, 1987 at the Union Office.

We are also trying to organize a Social, and have a speaker possibly Ken Georgetti to be held on August 20, or 27. A bulletin will follow with respect to this social. We welcome social get togethers where we could have different types of speakers, films. It does not necessarily have to be Union issues. We plan some small refreshments.

OTHER BUSINESS

Suzan Zagar spoke on the recent step increment, pointing out that this increment was diminished due to increase in Federal Income Tax occurring. The President added that the Finance Department will look after any omission of increment due to their part, i.e. errors. Please call them if you have any questions.

The President strongly urged members to get in their answer to the questionnaire on use of VDT's.

Once more the President seeks diversity in the Contract Committee members and for the other Committees also. It is not all research. We are entitled to take five people with us to the bargaining table. Members are entitled to take leave from work while helping on these committees. Next session for the contract committee will be August 12. Usually meetings are twice a month and on a Monday night.

Suzan Zagar asked for volunteers to sit for the Job Evaluation Committee in our bargaining unit for the next round of negotiations. It is extremely important to get members for this project, that is if we wish to improve our standards and make a good case for a substantial wage equity settlement..

The President decided to bring this meeting to a close. She urged people to get interested in selecting various films, or any ideas that they may have to make our meetings more interesting and educational. She will advise the University that this has only been a one hour meeting and that people will be returning to work.

The meeting was adjourned at 1:30 p.m.

COMMUNICATION COMMITTEE POLICY RECOMMENDATIONS

1. The Newsletter is the vehicle of communication between the Union Executive and Union Membership, and is to be used by both for such purposes.
2. The compiling, printing and mailing out of the Newsletter is the responsibility of the Communications Committee. Any union member may submit material for inclusion. All submissions will be considered, but the Communications Committee retains the right to select which material will comprise any particular newsletter. In the event of too much material, the newsletter will consist primarily of union news.
3. Any suggestions regarding the newsletter should be submitted in writing c/o the Union office, Communications Committee, and will be addressed at each Communications Committee meeting.
4. The Executive may view the newsletter prior to printing, but the Communications Committee is not obligated to obtain Executive approval prior to print, but is accountable, as are all standing committees to the membership through the Executive.
5. Any material submitted after 4:00 p.m. on the deadline date (fourth Thursday of every month) will not be considered for the current newsletter.
6. In the event of too much material, the newsletter will consist primarily of union news, as prioritized below.
7. It is the responsibility of each Committee/member to submit material for the newsletter. All materials must be original typed and of camera-ready copy.
8. The setup of the newsletter will be roughly as follows:

Page:	Section:
1/2	Title/Executive Lists
3/4	Editorial/Letters to the Editor
5/6	Union News/Union News (eg. Health & Safety/Grievance Ctte Reports)
7/8	Union News/Union News (eg. Contract Ctte/Steward Reports.)
9/10	Other, eg. Campus News/BC Fed items
11/12	Personal/Personal
13/14	Other Union News (B.C. Fed, BCGEU, etc)

B A L L O T I N S T R U C T I O N S

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.

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

YES

NO