

BUSINESS AGENT'S REPORT FOR APRIL, 1988

1. LABOUR RELATIONS

a) Grievances

During April the Grievance Committee held two regular meetings, and one special meeting; the latter to address the upcoming arbitration on May 3 and 4.

As of April 20, the Union was involved in 7 cases which were poised for arbitration of which one is scheduled to be held May 3 & 4. One is being dealt with in the Labour Relations Committee. The other 5 are in various stages of being processed. / As the Union is stalled in dealing with these it is important that the President and the First Vice-President have decided to review all these cases so as to decide how to proceed. Hopefully, they will be able to find a way to expedite matters. It is an interesting observation that according to Personnel Services the parties have been involved in some 20 arbitrations since this local was formed in 1974, of which it is reported that the University lost only one. We are checking on this but we cannot find records of arbitration cases in the office. We have agreed to one more check and then we will have to consider getting copies of the decisions from Personnel Services. They will provide them if we pay for the photocopying.

Step III and Step II grievances remain unchanged from the last report. We will have a meeting of the Medical Genetics Unit grievance Friday April 29 at 9:00 a.m. to try and resolve the issue of overwork and so on.

Investigations by April 20 numbered 20, of which 4 have been resolved or dropped. Some have been carried over for monitoring from earlier phases and at least another 2 are close to solution. / It has been suggested that health related issues be removed from this category and be placed under a new group which would look after these cases. This group might be a sub-component of the Working Conditions/Health and Safety Committee.

Finally this month the Union set up a Job Evaluation Committee. Susan Claybo (the Chair) has already begun to take on her duties.

b) Contracting Out

Chuck Erickson from the Grievance Committee has agreed to be nominated to chair a sub-committee of the Grievance Committee to look into this. Chuck is at present on vacation but will start on this when he returns. / I should point out that we are still not

receiving contracting out reports for printing and related jobs. This must be on the agenda for the next Labour Relations Committee meeting, May 4.

c) Contract Enquiries

These tailed off toward the end of the month and we are averaging only 2 or 3 per day. The most frequent request has been for information about how Step increases work. There has been some expression of concern about these increases taking place on the 1st of the month following the anniversary date as in some cases people work 13 months before getting a raise. The Contract Committee should consider this in their meetings. Is it too radical to suggest doing away with step increases and everybody starting at Step C!

2. ORGANIZING

Announcements for Division meetings are going out. The first meetings will be at TRIUMF On May 5, 12:00 noon to 1:00 p.m. Other meetings will follow on Thursdays and Fridays in May. These meetings will be to encourage airings of the working conditions in the various divisions and to encourage participation of members.

Stewards' meetings are now happening on a regular basis and Marion Gordon, the Chief Steward, has begun to plan recruiting and education of stewards. Marion is also developing support materials for the stewards which will help them when handling investigations, grievances and so on.

The meetings at the hospitals and of Library Assistants are in the preliminary stages of being organized with events to take place as planned. We have not yet begun to plan educational meetings to promote an understanding of Trade Unionism among our members. The Education Committee must be encouraged to start soon.

Finally, Estelle Lebitschnig has arranged a meeting of those interested in Health and Safety for May 3, in Room 40 of the Family and Nutritional Sciences Building.

3. OFFICE

With Rebecca having been here for three weeks I feel confident that the organization of the office is now proceeding well. However, it is necessary that we do a complete review of the systems, particularly the integration of the two computers into the work in the office, and Diana Ellis and I have begun preliminary discussions on this matter. Paper flow and retrieval

still need to be streamlined. Rebecca and I are considering using a decimal system for filing records such as is used in other offices. This would simplify the task of filing and locating materials. All in all the office is moving along fine.

4. MEETINGS

I attended all meetings of the Union as well as the Labour Relations Committee

5. GENERAL

- A) Wrote correspondence as required
- B) Did research as required
- C) Maintained liaison with CUPE National
- D) Assisted in production and mailout of newsletter

RH/rd

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