

## AGENDA

SEPTEMBER 22, 1987

1. Adoption of Agenda
2. Adoption of Minutes of September 8, 1987
3. Business Arising from the Minutes
4. Committee Reports
  - a. Contract Committee
  - b. Grievance Committee
  - c. Education Committee
  - d. Health and Safety
  - e. Communication Committee
  - f. Chief Steward's Report
  - g. Treasurer's Report
  - h. Trustee's Report
  - i. President's Report
5. New Business



The CUE Executive Meeting was held in the Union Office on Tuesday, September 22, 1987 at 5:00 p.m.

Diana Ellis (Acting Chair and Treasurer)  
 Elizabeth Zook (Job Evaluation Committee Chair)  
 Edmund Kam (Trustee)  
 Suzan Zagar (Trustee)  
 Estelle Lebitschnig (Health & Safety Rep)  
 Pamela Lundrigan (Communications Committee Chair)  
 Susan Berry (Chief Steward)  
 Eileen Robertson (Recording Secretary)  
 Sally Bondy (Recorder)

The Chair called the meeting to order at 5:00 p.m.

1. Approval of Agenda

It was agreed that items 2 and 3 be tabled under item #5.

MOVED Berry/Kam adoption of the Agenda as amended.

CARRIED

2. Committee Reports

a. Grievance Committee

Susan Berry advised that she did not have a report but she asked if there was something in the bylaws about the structure of the Grievance Committee. Suzan Zagar indicated that some changes are supposed to be made but have yet to be drafted.

b. Education Committee

(i) Orientation Course

Diana Ellis informed the Executive that the new officer training course would be held on Thursday, October 1, 1987 from 7:00 - 10:00 p.m. at a place to be announced. The instructor for this course will be June Ross who is from the Richmond School Board and works with CUPE. D. Ellis noted that Rod Haynes had gone to a lot of trouble to arrange this course and she indicated that we all need to take it.

(ii) Canadian Labour Council Courses

Diana Ellis advised that she had canvassed Executive members about their choice of Labour Council Weekend Seminars. Ms. Ellis read the list aloud and it was MOVED Robertson/Berry to approve that these people be allowed to take the courses.

CARRIED



c. Communication Committee

Elizabeth Zook briefly reported that a letter was received from a member regarding Pamela Lundrigan's editorial . She asked if a disclaimer letter had been prepared and it was agreed that E. Zook would look after this. D. Ellis also asked S. Zagar if she had prepared a rebuttal to the S. Lundy letter. S. Zagar replied that she had a problem with the role of the Trustee on the Executive and would like to address the rebuttal letter under the Trustee's Report.

d. Chief Steward's Report

Susan Berry informed that a notice has gone out booking 13 people off to attend the Steward Training Course and that she is meeting with Rod Haynes to discuss a campaign to pump up the stewards' list.

e. Treasurer's Report

D. Ellis advised that the membership cards are nearly done and will be mailed later this week.

She indicated that we are still waiting to hear about the old printer and that we have updated the labels.

She noted that the August month-end statements will be forthcoming and July statements will be submitted to the Communications Committee for publication.

D. Ellis reported that it will cost \$125.00 (minimum) to change the airline ticket from A. Anderson's name to whomever is going to the CUPE Convention. She further advised that we have received confirmation from the Chateau Laurier Hotel for all CUE delegates. She also stated that Elizabeth Zook has stated she will be going to the conference and has suggested buying cancellation insurance just in case there is a problem. There followed a lengthy Executive discussion on the procedures followed in making the travel arrangements and it was pointed out that the CUPE procedures should be followed but that travel arrangements should be very carefully made to ensure there are no illegalities.

f. Trustee's Report

S. Zagar indicated that her report directly arises from the previous discussion on the travel arrangements made. Ms. Zagar stated that she was very concerned about the role of Trustees and that it seemed to her that Trustees have an obligation to monitor many things that are happening including the role and actions of



the Executive. Ms. Zagar stated that individual members of the Executive should not be making decisions which break the law, or which break our bylaws or contract. She added that the reality is that it happens and the onus is on the Trustees to prevent those actions before they take place. Susan stated that she felt very strongly, therefore, that Trustees should have the power to say "no" when something of this nature happens. She stated that she thought we needed an amendment to our bylaws.

Diana Ellis pointed out that the CUPE Constitution outlines procedures which you follow if there are irregularities in the way the Executive is operating. First of all, you bring the irregularity to the Executive and if you don't get satisfaction there, you go to the membership. If you don't get satisfaction from the membership, you go to CUPE. This is the procedure and the way it should be done. You do not act on your own.

S. Zagar stated that she did not agree and that two of the highest members of the Executive were choosing to break the law by allowing one member to use an airline ticket which was made out in another name and which had already been purchased and was non-transferable.

D. Ellis stated that the law was not broken and that S. Zagar had not given her a chance to try to change the ticket.

S. Zagar stated that Adrien had told her that the Trustees have one voice and one vote and can go to the membership with any of their concerns. S. Zagar stated that this was what she was left with and that she was also told she was foolish and irresponsible. Ms. Zagar pointed out that she was also concerned about the status of our President and stated that it seemed to her that we did not have a President at this point. Either individual members of the Executive should not be making decisions which are immoral or unethical or the role of the Trustees should be to prevent these things before they happen and the Trustees should have the authority to veto Executive actions that break the law.

D. Ellis advised S. Zagar to wait until A. Kiernan was present before making changes to the bylaws. She also asked Suzan about the status of the current bylaws.

Pamela Lundrigan pointed out that the proper procedure should be followed in making travel arrangements, but no one member of the Executive should be allowed to veto. D. Ellis pointed out that she had only known



since the beginning of this week that E. Zook could go since she has a reclassification pending. P. Lundrigan noted that S. Zagar was very conscientious and followed the letter of the law, but asked what would happen if we got a Trustee in here who could undo the work of an entire democratic vote. Pamela noted that it would be a dangerous precedent and a dangerous undemocratic principle. She pointed out that there is a better way to get around this to ensure that the Executive toes the legal line.

Suzan stated that she was concerned about actions taking place before members meet.

S. Zagar stated that she was submitting her resignation tomorrow and that the proposed bylaw changes would be handed over to E. Kam. Susan Berry indicated that she was sorry to hear this and that she realized how tired Susan was.

S. Zagar stated that she had concerns about A. Kiernen going to the convention while on sick leave. She also stated she had concerns about the P. House file and has not been able to get together with Joe Denofreo to discuss it. D. Ellis informed that J. Denofreo was unavailable until next week. Estelle stated that Joe should oversee the P. House issue and S. Zagar said she would be available to discuss it.

### 3. Approval of Minutes

Minutes of the meeting of September 8, 1987 had been circulated.

MOVED Kam/Lundrigan adoption of the minutes as circulated.

CARRIED

### 4. Contract Committee Report

Pamela Lundrigan reported that the Sub-committee on Article 34 have met and pointed out that we are emphasizing seniority and job security. Ms. Lundrigan advised that the next meeting is one week from Wednesday and that the CUE committee will meet next Monday to discuss three proposals the University has given us on article 34. She further advised that on October 16, the sub-committee reports to the joint bargaining committee and that at the November 12th negotiating meeting, the University will present their wage and compensation package.

Suzan Zagar stated that year after year we have to accept a package and take it or leave it.

### 5. Business Arising



Letter from Member - The letter addressed to the Editor of the newsletter was discussed and it was agreed that Pamela Lundrigan would respond and publish both letters.

6. Health and Safety Committee

Estelle Lebitschnig reported that she had been nominated and accepted the position as Chair to the University Health and Safety Committee. She advised also that there are two or three people from other CUPE locals sitting on the Health and Safety Committee and yet she and Karen Shaw are the only reps from CUE. She indicated that we have to get someone else on the committee. D. Ellis suggested that Estelle discuss this at the October 6th General Membership meeting. She was also asked to do an article on health and safety for the newsletter.

7. New Business

United Way

D. Ellis reported that the campaign starts September 23, 1987 and a film on the United Way will be shown after the General Meeting. She asked to have a pamphlet sent with the next newsletter.

D. Ellis asked the Executive to consider giving one dollar for every member who donated and advised that CUPE 116 matches members' donations dollar for dollar. The Executive briefly discussed this issue and decided against it. Estelle suggested that we choose one particular charity to contribute to. P. Lundrigan stated that members currently contribute on their own and that she was opposed to the above.

The meeting adjourned at 6:30 p.m.



## **CUE REPRESENTATIVES**

### **EXECUTIVE COMMITTEE**

875-4500	President	Adrien Kiernan	Dean of Med. VGH
	1st Vice-President	Position Vacant	
	2nd Vice-President	Position Vacant	
228-2074	Treasurer	Diana Ellis	Computing Centre
224-2308	Rec. Secretary	Eileen Robertson	Temp. Services
228-2713	Hlth. & Safety Rep	Estelle Lebitschnig	Geol. Sciences
228-3146	Chr. Communic. Com.	Pamela Lundrigan	Geol. Sciences
228-5380	Chief Steward	Susan Berry	Botany
228-2761	Chr. Job Eval. Com.	Elizabeth Zook	Cont. Ed. Hlth. Sci.
228-2570	Suzan Zagar	Trustee	Woodward Library
228-6649	Edmund Kam	Trustee	Cat. Products

### **GRIEVANCE COMMITTEE**

228-5380	Susan Berry	Acting Chair	Botany
228-3266	Sarah Eeckhout		Chemistry
224-8333	Shirley Irvine		Commerce
228-2570	Suzan Zagar		Woodward Library
228-3208	Colin Banyard		Main Library Circ.

### **COMMUNICATIONS COMMITTEE**

228-3146	Pamela Lundrigan	Chair	Geol. Sci.
228-2761	Elizabeth Zook		Cont. Med. Educ.
228-5478	Ann Hutchison		LPC
228-5478	Avron Hoffman		LPC

### **CONTRACT COMMITTEE**

228-3146	Pamela Lundrigan	Acting Chair	Bio. Sciences
228-3208	Colin Banyard		Main Library Circ.
228-2752	Joanne Crocker		Chemistry
228-2074	Diana Ellis		Computing Centre
875-4500	Adrien Kiernan		Dean of Medicine VGH
228-3292	Lee Miltimore		Philosophy Dept.
228-2515	Flo Gibbons		Religious Studies

### **EDUCATION COMMITTEE**

228-2074	Diana Ellis	Chair	Computing Centre
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### **JOB EVALUATION COMMITTEE**

228-2761	Elizabeth Zook	Chair	Cont Ed. Hlth. Sci.
228-2627	Glynis Tidy		Cont. Dent. Educ. IRC

### **HEALTH & SAFETY COMMITTEE**

228-2713	Estelle Lebitschnig	Chair	Geol. Sciences
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# GENERIC CALENDAR

	MON	TUES	WED	THU	FRI	SAT	SUN.
FIRST		EXECUTIVE MEETING 5:00 - 7:00					
SECOND	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COM. MEETING 5:00 - 7:00 JOB EVALUATION COMMITTEE 5:00 - 7:00	LABOUR COM. & CUE GRIEV. 3:30 - 4:30			
THIRD		EXECUTIVE MEETING 5:00 - 7:00					
FOURTH	CONTRACT COMMITTEE 5:00 - 7:00		GRIEVANCE COM. MEETING 5:00 - 7:00 STEWARDS MTG. 12:30 - 1:30 Jan.Mar.May. Sept.Nov.	COMMUNICATIONS 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.