

CUE EXECUTIVE MEETING  
DEC. 9, 1986

Minutes

Present: Estelle Lebitschnig, Ted Byrne, Edmund Kam, Kitty Byrne, Suzan Zagar, (John Gribbon, Helen Glavina, Joe Denofreo)

1. Adoption of agenda. Moved by Edmund, seconded by Estelle. Carried.
2. Adoption of minutes of Nov. 25, Nov. 27 and Dec. 2. Moved by Estelle, seconded by Edmund. Carried
3. Business arising from the minutes. Nov. 27, item number 2. Suzan is upset about this proposal. She is concerned that the proposal is not proper under our bylaws, that it was put forward by a new member of the Executive who has not been recently involved, and that it implies guilt.
4. Office report.

Kitty announced Ted's resignation, effective Jan. 2.

Cupe Accountant. John Gribbon, an accountant from the Cupe National Office, had been working in our office for the previous two days, helping Helen develop a budget for 1987. They prepared two statements (attached), based on discussions with the staff, the auditor's report, and the financial statements to date.

Level of dues required. Calculating on basis of average salary, John found that 1.25% would give us 20.21/mo. average per capita, which is as close as we could get to the intention of the bylaw change re. dues.

Budgets were developed on basis of past dues check-offs. Averages about 24,100/mo. plus interest and salary grant from Cupe. The salary grant is carried through in the projected budgets. The first budget is based on assumption that we would we join Cupe, and the salary grant is continued (this would have to be negotiated with Cupe). The second budget is based on the assumption that we do not join Cupe, and the salary grant ends in Feb. with the service contract.

Arbitration expenses: estimated from our experience over the two years with Cupe (budget 1).

Strike fund: zero in budget 1, except for special assessment (annual).

Courses and conferences: budget 1, with assumption that we will send three people to the national convention (Oct.). The rest is for courses - stewards seminars etc. July represents either the BC Fed or the Div. convention.

Employee benefits. Budget 1 assumes same staffing level, budget 2 represents addition of one staff member (pre-Cupe staff level). Salaries reflect the same assumptions.

Per capita. Budget 1, annual per capita to Cupe; budget 2 leaves this out. Other per capitas, assuming we join Cupe, includes only the BC Fed. per capita. If we join the Division we would need to add 2,300 to the budget (one of the advantages to this would be an additional \$25 per member in strike pay).

Office expenses seem high, but are based on our experience. We should look at this.

Non-Cupe budget (#2): as of Aug. our auditor's statement shows defense fund owed 62,000 from general revenue, back to 1984 (4,800 in 1984). In budget 2 this is reflected as being paid back to the strike fund.

Legal fees, arbitrations, budget 2. Estimate of needs, no way of determining exactly. Assumption that we would use lawyers, as in past. Based on 1984 level (25,000 in legal fees, 32,866 in arbitration fees) plus a cushion. Helen phoned SFU local (600 members). Last year they spent 15,000 on arbitrations and 32,000 on legal fees - to end of Mar. 1986. Since then they have had two major arbitrations, so expect equally high expenses, if not higher.

Amortization tables were used to determine rate at which money owed to strike fund would be paid back if we did not join Cupe. Took 8% interest, set arbitrarily by auditor when money was previously transferred (ie. before the motion to transfer it back). It would be done over two years. Our strike fund would last about two weeks, at Cupe rates, if we stayed on our own. In fact, one week would cost 92,000.

Kitty asked if it was true that there is to be an increase in per capita to Cupe in January. John said no, that the average wage in the local would have to be 27,500 for increase to effect us. Our average is 19,400. We pay a flat rate of 11.25, which is currently frozen. If we went over 27,500 average we would go onto a percentage for full-time members of .5 (86), .54 (87), .57 (88), .6 (89), at which point the flat rate is eliminated, but even then

our dues shouldn't increase. So there will be no increase in dues over the next several years. Our part-time dues have been cut as well. From Jan. to Aug. we were still paying flat rate of \$6.65, but we are now paying less on a percentage rate for part-time members.

Ted pointed out that with Cupe we would also save in the area of professional and related expenses, reflected in budget 2. For example, research that was done in the past by the Trade Union Research Bureau. With Cupe, we have had access to research, pr, job evaluation expertise, accounting services, etc.

Rent is set at \$600, since we can expect an increase when the lease runs out. Ted said that it would not be wise to publish this figure - better just to use the current figure. If we negotiate hard we can probably keep the rent down.

We should give notice of motion at the Dec. GM that the budget will be presented in January, at which time the budgets will have to be approved. Perhaps best to leave approval of budget until after we decide on joining Cupe.

Helen will discuss office expenses with Joe. We may be able to get bulk rates through Cupe.

Job Evaluation Officer. Joe has discussed our request for a review of office structure with Doris Hanson, and with her Director. They want a letter stating precisely what we require. Ted read a letter that he had drafted, and this was given to Joe.

Meeting with Helen. Other members of subcommittee (Shirley, Adrien) not present. Will try to arrange asap.

Overtime policy. Adrien was to prepare something on this, and was not present at this meeting. Ted and Kitty submitted overtime statements for approval.

Motion: That Ted and Kitty's overtime be approved as submitted. Moved by Edmund, seconded by Estelle. Carried.

Helen's overtime will be discussed with her at the next Executive meeting.

Daryl's report. This has been tabled, and involves outstanding payments that Daryl is claiming, and a proposal on the feasibility study. Most of the discussion regarding his bill occurred between him and Mary Vorvis, who has since

resigned. Suzan spoke against paying for his tender. Edmund said that we should pay him since it is a small amount, and then dispense with his services which are no longer need. Ted and Kitty did not agree that his services are no longer required, but felt that he should be paid.

Motion: that we pay Daryl the \$72.00 owed and decide on his proposal at our next Executive meeting. Moved by Ted, seconded by Edmund. Carried.

5. Development Office. There was some further discussion of red circling Isabelle Galbraith. Ted attempted again to get them to slot the position at the Clerk 4 level but was unsuccessful. The Executive felt that if she was to be red circled, then G. Ritchie should also be red circled.

Motion: that we allow the University to red circle both Isabelle Galbraith and G. Ritchie. Moved by Edmund, seconded by Estelle. Carried.

It should be made clear in the agreement that if either of them leave, the rate for the position reverts to the proper bargaining unit rate.

6. Daycare referendum. Will be ready to go in January.
7. Dues. The motion that percentage dues be based on gross should go to a two-hour meeting in January.
8. Tabled.
9. Tabled.
10. Health and Safety report. Estelle reported on Safety Awareness Week, Feb. 18-20. This will take place in IRC, and there will be display tables, films etc. There will be a Union information booth. Joe will meet with Estelle and the safety officers from the other two Cupe locals and arrange something - Cupe National has a Health and Safety Dept. and should be able to help. In addition, there has been discussion at the Health and Safety Committee level of the effect of the Ritchie review. It was decided that a subcommittee would be formed to study stress related illnesses and accidents, absenteeism, etc. on campus in general. The results of this study would allow comparison between areas Ritchied and areas not Ritchied. The committee consists of Dr. Farquhar, Erik de Bruijn, Karen Shaw (Cue) and Mr. Sloan (Cupe 116). Finally, effective Jan. 1 the University is a smoking-free zone. Signs will be going up. Smoking will be allowed only in designated areas. Estelle will give a report at the next General Meeting.