



Canadian
University
Employees

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224-2308

Geraldine Ritchie
Information Systems Mgmt
Ponderosa Annex A
2011 West Mall

POSTED
Div. E

February 9, 1987

RETURN

Dear Member:

At the January 15th membership meeting I was voted in as President by acclamation. Since I did not have to run against anyone, you have not had an opportunity to find out about me or the views I hold with respect to our union and its function.

My name is Adrien Kiernan and I am employed by the University of British Columbia in the Dean's Office, Faculty of Medicine at Vancouver General Hospital as a senior secretary. My previous work history at UBC has been in the Department of Finance, Oceanography and the Faculty of Graduate Studies. I have been around almost since the inception of the union and, as such, I am reasonably familiar with its history.

My association with AUCE Local 1 and subsequently CUE has been a long one and I have worked on many of the union committees. I have been a Shop Steward, Division Representative, Trustee and Chair of the Contract Committee and have served on three different contract committees.

I still feel, however, there is much for me to learn and I am endeavouring to educate myself accordingly so I can better serve you. In the capacity of President, I will be chairing future general membership meetings and I want to tell you right now that I face this task with great trepidation and ask for your support and cooperation until I learn how to do this properly.

I would like to see our membership meetings become a forum for all our members to express themselves without intimidation and feel that as long as we are able to complete the business required at the meetings, everyone should have a voice without being ruled out of order. Also, I would like to see people feeling free to ask questions and to take part in every way possible in our meetings.

It is my view that the executive should be representative of the views of the majority of our members. I think this is very important. I also feel that there should be much more openness and communication between the membership and the executive for, after all, we are representing you and are supposed to be acting on your behalf and with your approval.

(2)

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February 9, 1987
Member:

I brought a motion to our executive which ensures that all future executive minutes be distributed to the membership so that you are aware of the decisions made on your behalf. I also feel that we should have an executive report at the general membership meetings where we can discuss any business transacted at the executive level and that you will have the opportunity to ask questions in this respect.

It is my view that the biggest task facing the new executive is the business of restructuring the union office, the decision about joining CUPE and the business of dealing with our financial situation in a responsible fashion.

I feel that the union should be able to function regardless of who staffs the union office or who the Table Officers are. The union should be larger than any one person and should never be put in jeopardy as a result of any one person's action or inaction.

Along with establishing a firm base for the union to function from, I would like to see us negotiate a successful contract ensuring better wages and working conditions for all. This is what I would like to achieve during my term in office.

I would like to point out to you that we cannot truly represent your views unless we have a clear idea of what they are. We, as an executive, may make recommendations to you based on information about various issues, however, in the final analysis you must make the final decision and so we need your participation for this to occur.

I would strongly implore all of you whenever possible to attend the General Membership Meetings and to speak out at these meetings allowing us to know what it is that you expect of us as an executive and to help us plan the future direction of our union.

I would like, at this point, to tell you that my views are often more moderate than radical as I have acted in the past in management positions as well as having been a member of this union over the past several years. I feel this enables me to have a clear idea of both sides of the picture which I think is helpful in the decision-making process.

I do not see myself as a confrontational-type person and feel that in many cases problems can be solved through negotiations rather than confrontation. I want to stress here, however, that more than anything else I see every member of this union as having the right of representation by the union since this is what you are paying for with your dues and is your entitlement.

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February 9, 1987
Member:

The major issue facing us and the most pressing one to resolve is whether or not we should join CUPE. There are riders attached to this and issues that we must resolve, such as, whether it is fiscally responsible for us to do so and whether philosophically we want to head in this direction.

I am in favour of joining CUPE, given that we can successfully negotiate the terms of joining, as I feel that we need the strength that we would gain belonging to a national body especially in the face of upcoming contract negotiations. I do not see this move jeopardizing our democracy.

I am also in favour of hiring versus electing union representative (a business agent) as I feel we need to deal with the university in as professional a way as possible and that this requires expertise which we may not get through elections. I realize, however, that the decision will be based on the majority vote through a democratic process, and as such will endeavour to carry out your wishes in this area to the best of my ability.

Another important issue I would like to raise is that a quorum at General Membership Meetings consisting of 25 members can make decisions. I question the wisdom of 25 members having the ability to make binding decisions for at least 1,000 members. I think this is an issue that should be addressed and our by-laws changed accordingly, and if the majority of the membership agree with me I will be putting a motion forward to this effect in the near future.

It is inherent in this change that more members will have to attend the regular general membership meetings in order for the business of the union to be successfully carried out.

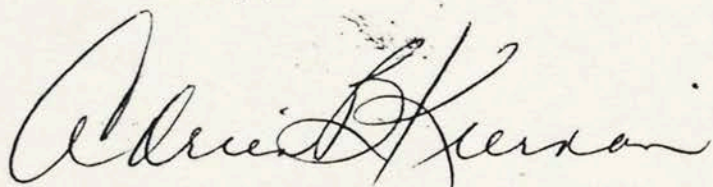
In summation, I hope that every one of you will feel free to express your views and that we can work together to bring about a good working relationship in the University community of which we are all part.

At a CUE Executive Meeting on January 27, 1987, it was approved that all Executive minutes be circulated to the General Membership. I am attaching the copies of all Executive Committee meeting minutes thus far in 1987 so that you can be aware of what is happening with our Union. I am hoping that this will start to open the lines of communication to you, the membership.

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February 9, 1987
Member:

A General Membership Meeting is scheduled for February 26th which will be devoted entirely to the discussion of the CUPE Merger. An agenda and reports will be forthcoming to you. This is an important issue so please come and get your questions answered and to state your views.

Sincerely,



ADRIEN B. KIERNAN
PRESIDENT - CUE

ADK*SYC
opeiu 491
Att.

Last Update: January 21, 19

CUE Representatives

EXECUTIVE COMMITTEE

President	Adrien Kiernan	Med--Dean/V.G.H.	875-4500
Vice President	Alannah Anderson	Woodward--Circ.	228-2882
Treasurer	Diana Ellis	Computing Centre	228-2074
			or: 6141
Recording Secretary	Sandy Lundy	Surgery/V.G.H.	875-4545
			ext. 2180
Trustees	Edmund Kam	Cat. Products	228-6649
	Suzan Zagar	Woodward Library	228-2570
	Gloria Sveistrup	V.G.H./Medicine	875-4500
Health & Safety Rep	Estelle Lebitschnig	Geological Sci.	228-2713
Commic. Cmte. Chair	Elizabeth Zook	Cont. Ed/Heath Sci.	228-2761
Cont. Cmte. Chair			
Griev. Cmte. Chair			
Tech. Chg. Cmte. Chair			
Job Eval. Cmt. Chair			

GRIEVANCE COMMITTEE

Halama, Florence	Commerce (on leave from Griev. Cmte.)	224-8314
Irvine, Shirley	Commerce	224-8333
Eekhout, Sarah	Chemistry	228-3266
Zagar, Suzan	Woodward Library	228-2570

CONTRACT COMMITTEE

Bosman, Nancy	Grace/Medical Genetics	875-2157
Crocker, Joanne	Chemistry	228-2752
Ellis, Diane	Computing Centre	228-2074

JOB EVALUATION COMMITTEE

Jan, Elaine	Pharmacology & Therapeutics	5898
Tidy, Glynis	Continuing Medical Education IRC	2001

SHOP STEWARDS

Anderson, Alannah	2882	M - Woodward Circ.
Banyard, Colin	2854	H - Main Library
Bartram, Gwyn	4400	M - Film Library, LPC
Bennie, Anne (on leave)	2274	H - Inter-Library Loans
Bennie, Sheila	2277	F - School of Social Work
Berry, Susan	2133/5380	C - Botany
Blair, Judy	2811	E - Housing
Blake, Jet	5548	D - Bio-Resource Engineering
Bosman, Nancy	875-2157	K - Grace/Medical Genetics
Byrne, Kitty	5381	D - Curriculum Lab.
Clague, Lexie	5924	D - Agriculture and Soil Science
Clegg, Susan	2267	D - Geophysics & Astronomy
Cocchia, Anita	2120	C - Applied Science
Crosson, Marion	3502	B - Dentistry
De la Giroday, Rochelle	222-5273	N - Centre for Continuing Education
Dionne, Marcel	4582	F - Purchasing
Eekhout, Sarah	3266	C - Chemistry
Elko, Jean	3711	A - Registrar's Office, WP
Erickson, Charles	2055	A - Financial Services, Payroll
Halama, Florence	224-8314	C - Commerce
Henrickson, Jay	2769	F - Theatre
Irvine, Shirley	224-8333	C - Commerce
Jan, Elaine	2575	B - Pharmaceutical & Therapeutics
Kam, Edmund	6649	M - Catalogue Products, Library
McInnis, Shelley	2341	E - Geography
McLanson, Richard	4995	M - Catalogue Records
Nicholson, Margaret	4863	A - Registrar's Office, Admissions
Smyrnis, Vivian	2779	F - Architecture
Varty, Brian	2854	H - Main Library
Westbrook, Bev	2780	F - Canadian Literature
Wilson, Vic	224-8498	C - Commerce
Woodcock, Sylvia	4136	F - Anthropology & Sociology AM onl

EXECUTIVE MEETING

JANUARY 6, 1987

M I N U T E S

Present: Kitty Byrne (Chair), Estelle Lebitschnig, Edmund Kam, Adrien Kiernan, Susan Zagar, (Sandy Lundy, Diane Ellis, Joe Denofreo, Alannah Anderson)

1. Adoption of Agenda

Moved: Estelle Lebitschnig
2nd: CARRIED

2. Adoption of Minutes (of Dec. 9 and 16, 1986)

Moved: Estelle Lebitschnig
2nd: Edmund Kam
CARRIED

3. Business Arising

Estelle announced that the promotional name for Health & Safety week is to be "Spotlight on Safety". The booth will be set up on February 11th and 12th.

Sandy requested a clarification of proportional division of union dues which was that out of ever \$20.00, \$11.00 goes to C.U.P.E. and \$9.00 goes to C.U.E.

4. Carol Baisley

The University has requested an extension of Carol's orientation period since she has been off sick as a result of a car accident. There was a motion to extend her orientation for six weeks.

Moved: Adrien Kiernan
2nd: Estelle Lebitschnig
CARRIED, with the proviso that it be established in writing that Ms. Baisley also has the right to exercise her rights under article 22.08 during the six weeks.

5. Membership Meeting of January 15, 1987 and January 22nd, 1987

January 15th: to be distributed to membership:

1. Financial Statements
2. Projected Budgets if:
 - a) we join C.U.P.E.
 - b) we do not join C.U.P.E.
3. Doris Hansen's report. Joe will speak on the two year trial affiliation with C.U.P.E.

#5 continued . . .

Closing of nominations of all table officers.

January 22nd:

Discussion of Doris Hanson's report. Doris will be available for questions. Membership will decide, either by ballot or show of hands, to:

- a) join C.U.P.E.
- b) adopt changes in the report.

If there is a decision on voting by ballot, care must be taken not to confuse the membership and to ensure that they see these as two separate issues. Joe will provide a written statement in support of joining C.U.P.E.

6. Day care referendum ballots are ready to be assembled. Suzan Zagar and Edmund Kam will come in Wednesday evening and will be booked off Thursday until the job is done.

7. Helen Glavina will be taking a bookkeeping course at V.V.J.

Motion: THAT the Union pay for the course (\$189.00) and materials (\$35.00).

Moved: Suzan Zagar
2nd: Estelle Lebitschnig
CARRIED

8. Joe Denofreo described the purpose of a meeting to be held on January 7th, of the three C.U.P.E. locals on campus. The purpose is to discuss the state of negotiations, plans for combined and/or separate Helath & Safety Week booths, and ask Local 116 about rumours of a strike vote.

At the meeting will also be discussed the formation of the "President's Committee" as proposed and discussed by Jeff Rose and President Strangway.

9. The next Executive Meeting was scheduled for January 8th, at 5:00 p.m., to discuss Doris' report.

Meeting adjourned at 7:10.

The meeting on the 8th was informal and minutes were not kept as it was only a discussion and analysis of the report.

SPECIAL EXECUTIVE MEETING

JANUARY 13, 1987

Present: Adrien Kiernan, Estelle Lebitschnig, Suzan Zagar
Edmund Kam, Kitty Byrne, Elizabeth Zook (observers:
Alannah Anderson, Sandy Lundy, Diana Ellis)

Special meeting held to discuss Doris Hanson's (CUPE Job
Evaluation Officer) report on the Union office.

MOTION: That Doris Hanson's report be tabled until a
decision is made regarding our affiliation with CUPE.

Moved by Adrien Kiernan Seconded by Estelle Lebitschnig
CARRIED

MOTION: That the January 22, 1987 Special Membership meeting
be cancelled.

Moved by Adrien Kiernan Seconded by Suzan Zagar
CARRIED

MOTION: That the Executive accept Joe Denofreo's offer to
work out of our office for the month of February and that
Adrien Kiernan be booked off for the month of March. That
the Executive review the office situation on an ongoing
basis.

Moved by Suzan Zagar Seconded by Estelle Lebitschnig
CARRIED

MOTION: That the Union withhold payment of wages to Patricia
House until a proper assessment is made regarding payroll
calculations and deductions for the period of 1985-86.

Moved by Suzan Zagar Seconded by Adrien Kiernan
CARRIED

MOTION: That the Union turn over to Dunwoody & Co. the
examination of 1985-86 payroll sheets to determine what is
owed, and to prepare the 1986 T-4 slips.

Moved by Suzan Zagar Seconded Adrien Kiernan
CARRIED

Meeting adjourned

Present: Diana Ellis, Alannah Anderson, Adrien Kiernan, Sandy Lumdy, Gloria Sveistrup. (Joe Denofreo - observer.)

Moved That the agenda be adopted. Alannah Anderson, Diana Ellis. Carried

Moved that the minutes of the executive meetings of January 6 and 13 be adopted. Diana Ellis, Alannah Anderson. Carried

Moved that a letter be sent requesting a report on whether Pat House was paid, and who voted how in the phone poll. Carried

Keys

Two keys to the space in the old Armouries will be kept in the union office. Keys to the union office will be dispersed as follows:

- President (Adrien Kiernan) - one key
- Vice-President (Alannah Anderson) - one key
- Treasurer (Diana Ellis) - one key
- Secretary (Sandy Lumdy) - one key

Office secretary (Helen Glavina) - one key
Union organizer (Kitty Byrne) - one key which is to be left with Helen on January 30 and given to Joe Mofreo. Carried by consensus

Moved that overtime and booking off be kept to a minimum, and these will not be paid unless preapproved in writing. Diana Ellis, Alannah Anderson. Carried unanimously

Moved that the executive authorization form be adopted, and signed by at least a quorum of executive members. Diana Ellis, Alannah Anderson. Carried

Moved that phone polls of the executive be eliminated. Diana Ellis, Alannah Anderson. Carried

Moved that all bookkeeping responsibilities be given to Dunwoody and Co as an interim measure effective Wednesday, January 21, 1987. Rationale: the professional bookkeeper will be a disinterested recorder, and this will free up the office secretary for other duties. Only the petty cash is to be handled in the office. Alannah Anderson, Gloria Sveistrup. Carried unanimously.

A proposed agenda was written up for the executive meeting on January 27, which included an item that Kitty Byrne be asked to prepare a written report on the grievances, and speak to this report at the meeting. Moved by Diana Ellis, seconded by Gloria Sveistrup that this be adopted. Carried.

Moved that Alannah attend the upcoming orientation of new members at Personnel Services department. Diana Ellis, Gloria Sveistrup. Carried.

Continued ...

Moved that Kitty Byrne be asked to attend Janet Tungate's reclassification appeal at 2 p.m. on January 22. (Adrien will phone Kitty.) Sandy Lumdy, Gloria Sveistrup. Carried

Moved that the dates for the upcoming executive meetings be January 27, February 5, February 10, and 17. Sandy Lumdy, Diana Ellis. Carried

Moved that the three signing officers for disbursements of funds will be the President, Vice-President and Treasurer, and that all cheques must have two signatures, Gloria Sveistrup, Sandy Lumdy. Carried

The appropriate forms were signed to be given to the credit union

Moved that Helen Glavina will provide secretarial and clerical support to the executive and membership through the president. She will provide assistance to Kitty Byrne and Joe Denofreo while they are working in the office, and these will be her primary job functions. Alannah Anderson, Diana Ellis. Carried

The meeting adjourned at 8:15 p.m.

Moved that the Vice-President be appointed to do orientation sessions and Edmund Kam will be backup. Zagar, Lebitschnig, Carried.

Newsletter

Elizabeth reported on costs of previous formats. (Feb. 86, 20 pages, \$282 for printing; April 86 34 pages, \$947 for printing; Summer 86, 32 pages \$658 for printing). Questions raised:

- Should we stick to same format?
- Should we have a newsletter quarterly, and briefer bulletins in between, or some other schedule? What is affordable?
- Could we obtain CUPE Facts in sufficient copies for distribution to members.
- Can we get assistance from CUPE re a newsletter?
- Does CUPE 116 have a newsletter?

Elizabeth will report back with some answers on February 10.

Executive Training

Alannah would like to be trained on the word processor

Committee Organization

Kitty will function as the chair of the grievance committee for the time being.

Estelle wishes to continue as chair of the health and safety committee, but she will attend a meeting on February 4 of the "3 in 1 Committee", which is considering changes to the staff pension plan, group life and disability plan of UBC. She will liaise with a CUPE member who is knowledgeable about benefits.

Karen Shaw will be asked to attend the executive meeting on February 10, to report on the subcommittee on stress.

Elizabeth will arrange to distribute the Safety Speakers List of events Feb. 9 to 12 to stewards so it can be publicized to members.

It was agreed that Estelle Lebitschnig and Karen Shaw will be booked off work 8:15 to 1:00 Feb. 11 and 12 to man safety booth.

President's Report

Moved that the date of the next membership meeting be tabled.

Moved that minutes of executive meetings be published in the newsletter. Considerable discussion. Zagar, Sveistrup, Carried.

Discussion took place regarding the fact that Helen Glavina, the office secretary, is behind in her work and is having difficulty setting priorities. As far as finances are concerned, she is freed up for other duties, as she only has to do petty cash, and gather the paid bills together, and give them, with the cancelled cheques, to Diana for the bookkeeper.

continued...

Minutes of the CUE Executive Meeting, January 27, 1987

Present: Elizabeth Zook, Estelle Lebitschnig, Kitty Byrne, Diana Ellis, Adrien Klerman, Sandy Lundy, Edmund Kam, Alannah Anderson, Susan Zagar, Gloria Sveistrup.

Moved that items 2.a. Business Arising and 2.b. Daycare Ballots be added to the agenda, and the agenda be adopted as amended. Anderson, Ellis, Carried.

Moved that the minutes of the Executive Meeting of January 16 be adopted as presented. Zook, Zagar, Carried.

Business Arising

Kitty Byrne submitted 15 hours of overtime, reconsidering the motion passed previously.

Alannah suggested that Kitty was not aware of the previous motion so it should be set aside in this instance.

Moved that we deal with the overtime submitted by Kitty as an extraordinary motion. Anderson, Lebitschnig, Carried.

Moved that Kitty Byrne's 15 hours of overtime be approved. Lebitschnig, Anderson, Carried.

Discussion of overtime. Kitty pointed out problems of pre-approved overtime. Adrien said problems will be dealt with as they occur.

Daycare Ballot

Susan is looking for helpers to count ballots on daycare. Friday night, 5:00 p.m. in union office.

Susan pointed out that the trustees' note sent with the ballots (was) changed after the executive had approved it.

Kitty stated that the wording was incorrect and felt it was important to change it.

No document going out to the membership should be changed without approval by authors or executive.

Union Rep's Report

Kitty does not have full report because she was the only one in the office for the last two days and had no time. She will have a written report ready by Friday.

Orientation

New membership records should have the date they attended the orientation and if they do not attend followup and (make) sure they attend an orientation session.

continued...

Moved that Helen Glavina be asked to attend the executive meeting on February 10, on a voluntary basis, so that she can discuss her job and we can help her with her work. Sveistrup, Zook, Carried.

Treasurer's Report

Moved that the Treasurer report back on changing the bank. Zagar, Anderson, Carried.

Diana reported that there is a cash flow problem, and ^{is} approximately \$40,000 is owing to CUPE for per^{capita}tax.

Moved that the Treasurer be empowered to borrow up to \$5,000 on a short term basis from the strike fund to cover the cash flow problem. Anderson, Zagar, Carried. (Lundy left meeting following this vote.)

An examination of the payroll records has raised some questions regarding Pat House's bookkeeping. For instance, it appears that payments to her were recorded on Ted Byrne's time sheet.

Also, it appears she owes the local money.

Moved that we send a letter to Pat House showing her errors in the books, and pay her out deducting what she owes. Zagar, Lebitschnig, 5 for the motion, 4 against. Carried.

Meeting adjourned at 7:55 as there was no more time. Next meeting February 5, 1987.

(Elizabeth cannot attend the meeting of February 10.)

Extraordinary Executive Meeting

February 2, 1987

Minutes

Present: Alannah Anderson, Diana Ellis, Sandy Lundy, Adrian Kiernan, Susan Zager (Joe Denofreo)

1. Adoption of the agenda

Moved: Diana Ellis

Seconded: Susan Zager

Carried unanimously

2. Motion:

That the Vice-President take on the responsibility of chairing the Grievance Committee.

Moved: Diana Ellis

Seconded: Sandy Lundy

Carried unanimously

Motion is approved in principal due to the need to change the by-laws that must be approved by the membership. Susan will have some proposed by-law changes for the next meeting.

3. Motion:

That the President be appointed the new chair of the Contract Committee

Moved: Alannah Anderson

Seconded: Susan Zager

Carried unanimously

Motion was approved in principal only due to the necessary ammendments to our by-laws.

4. Motion:

That all committes report in a written form through their chair to the Executive at all future Executive meetings.

Moved: Diana Ellis

Seconded: Alannah Anderson

Carried unanimously

NOTE: In order to perserve confidentiality, only the acceptance of the reports will be reported to the membership.

5. Motion:

We do not sanction, at this time, a meeting with the BCGEU or any other union until such time as our membership votes against the merger with CUPE.

Moved: Susan Zager
Seconded: Sandy Lundy
Carried unanimously

Kitty had arranged a meeting with the BCGEU to discuss the possibility of merging with them. Joe informed us that any meeting with any other organization in this regard would be considered a possible breach of our service contract and would jeopardize our negotiating position with CUPE.

BCGEU was approached in this matter prior to our service contract with CUPE and at that time they felt that they were not interested in an association with our union.

Motion:

A new policy be established that only the Executive board authorize any member to act on behalf of the union in an official capacity.

Moved: Alannah Anderson
Seconded: Sandy Lundy
Carried unanimously

6. Other Business

Motion:

Joe Denofreo be empowered to act as our Union representative in all greivances until we have a staff representative in our union office.

Moved: Alannah Anderson
Seconded: Sandy Lundy
Carried unanimously

Also discussed was the fact that we have no legal advice in writing regarding the payment of wages to Pat House for the balance of her contract. Written legal advice from Rankin & Co. is to be requested in this matter.

Meeting ajorned at 6:00p,m.