

**GENERAL MEMBERSHIP MEETING  
26th October, 1989**

**MINUTES**

The Chair called the meeting to order at 12:40 p.m.

**1. ROLL CALL OF OFFICERS**

Greg Fisher	President
Shirley Irvine	1st Vice President
Ann Hutchison	2nd Vice President
Diana Ellis	Secretary-Treasurer
Stephen Montgomery	Chair, H & S Committee
Denise Field	Trustee
Paul Tetrault	Business Agent

**2. ADOPTION OF AGENDA**

Amendments to include under item (5) Nominations for 1990/91 Executive to add in as (5a) Canadian Centre for Occupational Health and Safety petition; to add in under item (6) President's Report the ratification of the Joint Job Evaluation Committee; and under item (10) Business Arising to add in the motion brought forth by Colin Banyard.

**MOVED:Zager/SECONDED:Erickson**  
That the Agenda be adopted as amended.

**CARRIED**

**3. ADOPTION OF MINUTES**

**MOVED:Erickson/SECONDED:C. Abbott**  
That the minutes of September 21, 1989 be adopted.

**CARRIED**

**4. BUSINESS ARISING FOR THE MINUTES**

Because the mover of the motion regarding the Pro Choice rally, was absent from this meeting the motion will be tabled until the November 23rd meeting.

**5a. CENTRE FOR OCCUPATIONAL HEALTH AND SAFETY**

Diana reported that the Federal Government is proposing to stop all the funding for the Canadian Centre for Occupational Health and Safety resulting in a closure of this institution. The government proposed a 15% cut back by the end of 1989, 15% cut back by the end of 1990, and the balance (70%) by the end of 1991. This centre is vital to workers and employers to provide them with the latest information on Health and Safety issues. Diana passed out petitions to "Save the Centre" and encouraged members to take the petitions back to their workplace, have their fellow employees sign it and return it to the Union office.

**5b. NOMINATIONS FOR THE 1990/91 EXECUTIVE**

**President** - Ann Hutchison nominated Greg Fisher.  
**1st Vice President** - Susan Zagar nominated Shirley Irvine.  
**2nd Vice President** - Sheila Penty nominated Ann Hutchison.  
**Secretary-Treasurer** - Susan Zager nominated Diana Ellis.  
**Trustee position (1 year term)** - Diana Ellis nominated Denise Field.

Nominations will close at the January General Membership meeting prior to the vote. There were no other nominations and positions remain open for:

**Recording Secretary**  
**Trustee (2 year position)**  
**Sergeant-At-Arms (2 positions)**

The President encouraged members to volunteer for these positions, as the remaining positions do not require as much time and effort as the Executive positions.

**6. PRESIDENT'S REPORT**

The President reported on the Convention, and how it offered education and experience to those who attended. He was proud to say that our delegates chosen to attend this Convention spent 99% of their time on the Convention floor, doing the work they were sent there to do.

The President stated that the Executive felt that the three Union members of the Joint Job Evaluation Committee should come one each from the Grievance, Contract and Job Evaluation Committees as expertise in these three areas would be necessary in order to make proper

judgements on the job evaluation plans to be examined. Each Committee had come forward with a nominee: Grievance Ctee. - G. Fisher, Contract Ctee. - A. Anderson, Job Evaluation Ctee. - Rosemary Paige.

**MOVED:Erickson/SECONDED:C.Abbott**  
That the Joint Job Evaluation Committee consisting of G. Fisher, A. Anderson and R. Paige be ratified.

**CARRIED**

**7. SECRETARY-TREASURER'S REPORT**

Diana reported on the major financial issue at the convention; the per capita tax. Two constitutional amendments were defeated when brought forward, and the amendment that was finally passed was a flat rate of \$0.50 per member, per month, for two years, which will go directly into the Defense fund and will be used to help reduce the loan due from the General fund to the Defence fund. Diana also reported the election of a new Secretary-Treasurer; Judy Darcy who was formerly a General Vice-President. Jean Claude Laniel stepped down because of health reasons.

Diana reported that a written report of the allocation of the funds from the assessment will be available in the next newsletter and will be brought forth at the next membership meeting. She reported that she is currently working on the 1990 budget and will bring it forward at the next meeting.

**8. BUSINESS AGENT'S REPORT**

Rhonda reported that the organizing project is almost complete. The Shop-Steward training course has 12 members and the Health and Safety course has 14 members. She also thanked Chuck Erickson, Joanne Steven, and Leslie Hodson for their support. Her recommendations included the drafting of terms of reference for the Shop Steward Committee, more training for the Shop Stewards at the workplace and emphasis on recruiting for "special" areas. She reported that there will be courses available in 1990 on Union Counselling, and Advanced Steward Training which she encouraged members to attend.

Paul Tetrault reported on the ongoing grievances, we currently have 80 grievances, 1/3 of which are now in arbitration. He encouraged the members to be the eyes and ears of the Union, and if any member saw or heard anything which they thought unusual or a violation of the Collective Agreement to contact the Union office. He also reported on the ongoing problem with the new Vision Care Package i.e. the University's interpretation of the intent of the language as it was negotiated at the bargaining table. They wish to apply the same terms that apply to other coverage under the Extended Health Care Plan - the \$25 deductible and then 80% paid. It was and is the Union's position that the \$150 was to be paid out with none of these restrictions. Paul also reported that if there are any WCB claims or inquiries to please call him at the Union office.

**9. COMMITTEE REPORTS**

**i. Communications Committee**

Richard Melanson reported that the newsletter will be 7 days later than usual. November 3rd is the deadline for anyone who wants to submit something for the newsletter. We still need labelers for the newsletter. There will be a special newsletter coming out to report on the CUPE National Convention.

**ii. Contract Committee**

Ann Hutchison reported that we are still awaiting the camera ready copy of the new contract from the University. The Contract Committee met with the University 3 weeks ago and the Employer accepted the changes the Contract Committee requested. There is a problem with the Maternity Leave agreement that was negotiated in the last round of negotiations. Greg Fisher explained to the Membership that the problem is that the Employment Insurance Act does not allow for 100% payout while on maternity leave, but will accept a 95% payout and a 5% return-to-work bonus. This being the case the original submission which called for 100% top-up was rejected by the U.I.C. The problem now is the University is refusing to resubmit the plan with the 5% change to bring it in line with U.I.C. regulations.

**iii. Grievance Committee**

Irley Irvine reported that a manager from the library is consistently violating the Collective Agreement. She summarized two current grievances that are ongoing in this area. If anyone has any information on further violations by this Library manager, please call the Union office.

**iv. Health and Safety Committee**

Steve Montgomery reported that the Health and Safety Committee is currently working on an updated list for DABS (Dept. Area Building Safety Committees) members. He also reported that the Committee would propose to the employer the institution of an earthquake safety plan, and would inquire which buildings would be most damaged in the event of an Earthquake.

Alannah Anderson suggested posting signs in public areas explaining the procedure to follow in the event of an earthquake, that would be specific and appropriate for each building. Steve replied that DABS members have a plan set for their particular building, but he would mention this idea to them. He reiterated Diana's request to sign the petition. He also reported that there will be Health and Safety courses offered in 1990 and encouraged members to sign up for these.

**10. TRUSTEE'S REPORT**

No report.

**11. OTHER BUSINESS**

**MOVED:**C. Banyard/**SECONDED:**S. Mowat

That this Union make a substantial contribution to the San Francisco Red Cross in aid of the S.F. earthquake victims.

**DEFEATED**

The Executive recommended non-concurrence on the basis that the US is the one of the richest countries in the world - where there are millions of dollars allocated to aid victims of tragedies such as the San Francisco earthquake and that perhaps the money left in the donation fund would be better spent somewhere where the country involved had fewer internal resources to draw on. Examples given were Jamaica, and the Caribbean Islands where recent tornadoes were devastating. Susan Zagar reported that past policy has been that any donation has to be Union related. Colin Banyard responded that despite how rich the US is, 6 million are homeless and without shelter. Nan Love reported that the Governor of California has turned down offers of donations, stating they didn't need it. Richard reported that our donation fund in the past has gone to welfare recipients at Christmas time to buy them food and gifts. So far this year we have donated out of our donation fund; \$150.00 to the CUPE National Convention assistance fund to help smaller locals to attend the Convention; \$218.00 to the Red Cross to go towards placing an add calling for more blood donors. This leaves about \$230.00 to be donated. The President stated that he didn't wish the defeat of this motion to be taken as unwillingness to donate the funds left in the budget. He encouraged members to come forward with other suggestive motions on how to spend the \$230.00 left in the donations budget.

**MOVED:**Nan Love

That the meeting be adjourned.

The meeting was adjourned at 1:40 p.m.

member/23.min