

GENERAL MEMBERSHIP MEETING  
21st September, 1989

MINUTES

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

1. ROLL CALL OF OFFICERS

Greg Fisher	President
Ann Hutchison	2nd Vice President
Diana Ellis	Secretary-Treasurer
Denise Field	Trustee
Sandy Lundy	Trustee

2. ADOPTION OF AGENDA

Amendments to include under item (5) President's Report to be moved between item (3) and (4), and to add to the President's Report Rhonda Spence's Steward Organizing Drive. Under item (4) "Business Arising", add nominations for Grievance Committee and Health and Safety Committee and remove the notices of motion as they have been withdrawn by the mover.

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

**CARRIED**

There was some question as to why the notices of motion were withdrawn and the individual involved (D. Ellis) stated that the motion regarding dues increases is apparently in contravention of the CUPE Constitution which states all dues assessments must be decided upon at the membership meeting. Regarding the other two motions, she indicates that they will be combined and she may introduce the motion at a future meeting.

3. ADOPTION OF MINUTES

Amendments to include: July 5th meeting regarding the third motion "that the main motion as amended be a vote by referendum ballot," A. Hutchison stated that she was not the mover of this motion, so she will be removed from this motion. Aug. 25th meeting under item (2) member's request for loan, it was mentioned that the general question of the Union granting members loans was to be discussed not at the next Membership meeting but at the next Executive meeting and the question would be discussed at a future Membership meeting.

**MOVED:**Erickson/**SECONDED:**Clarke  
That the minutes of July 5th, July 20th and Aug. 24th meetings be adopted as amended.

**CARRIED**

4. PRESIDENT'S REPORT

Greg Fisher announced again as he did at the last membership meeting that the Executive is now aware that following through with the assessment motion will produce a surplus of funds. The Secretary-Treasurer reported that as per the end of July we had 1207 full-time members earning an average wage of \$13.05/hr., which under the terms of the assessment would bring in approximately \$78,750.00. The total number of members working part-time was 212 earning an average of \$562.00 per month which would mean a contribution of \$18.50 each for a total of approximately \$3,900.00. The grand total would then be approximately \$82,650.00. As the figure required is approximately \$45,000.00 it would be provided in 3 months (3/152) or approximately \$49,600.00. Two months or 2/152 would not equal \$45,000.00, the total would be less than needed to fulfill the intent of the assessment motion. At this point Rochelle de la Giroday (the original mover of the motion) stood to say that she felt that the intent of her motion would be satisfied after 3 months collection of the assessment and she asked the Chair (Greg Fisher, President) for a ruling to set aside the final 2 months of the assessment collection. The Chair stated that it was clear that the motion could not be "opened up" for an amendment especially after the failed vote for reconsideration. That would be out of order. It was just clear that the intent of the motion would be satisfied after 3 months collection, therefore the Chair ruled to set aside the final 2 months collection of the assessment. Figures will be provided on the disbursement of these funds in a future newsletter when the final figures are in.

Rhonda Spence reported that the Steward Organizing Drive is underway. A notice was distributed announcing several 1 hour meetings that will be held in the next few weeks. The meetings are to include a 10 minute video explaining CUPE in general followed by any questions regarding problems we would like the Union to address, such as job evaluation.

Finally there will be information provided in respect to the 3 courses being offered in late October and November (Steward Training, Health and Safety, and "Our Union" comprised of public speaking, parliamentary procedures and how to conduct committee meetings). Spence encouraged attendance at these meetings.

5. BUSINESS ARISING

Nominations for:

Grievance Committee - Shirley nominated Rochelle de la Giroday & Margo Frigon (written acceptance at office)

Health & Safety Committee - Estelle Lebitschnig, Pat Fornelli, Stephen Montgomery and Deborah Dobie, (Estelle withdrew her nomination for D. Dobie as she will be moving to A & P) Pat, Stephen and Estelle all accepted.

There were no nominations for other committees. There are still positions open for the following:

- Recording Secretary
- Trustee (1) position
- Sergeant-at-arms (2) positions

6. SECRETARY-TREASURER'S REPORT

Diana reported that the assessment will commence the end of September.

**MOVED:**Ellis/**SECONDED:**Irvine  
That there will be no annual August \$5.00 assessment.

**CARRIED**

7. BUSINESS AGENTS REPORT

Paul Tetrault was introduced and spoke to the membership. He encouraged members to feel free to call him at the office if they have any questions, in particular anything relating to WCB claims and inquiries as well as contract interpretations, of course. He also said he is looking forward to working with and meeting many of the members.

8. COMMITTEE REPORTS

**Communications Committee**

Richard Melanson reported that the Committee meets next Tuesday and the deadline for submissions for the newsletter is September 22nd. He mentioned the office is lacking newsletter lablers so if anyone is interested to please call the office. Richard also mentioned our local has entered our newsletter into the CUPE newsletter award held at the National Convention, (he feels we should do very well).

**Contract Committee**

Ann Hutchison reported that there will be some delay in the printing of the new Collective Agreement. There appears to be some discrepancies in the body of the Contract as well as in the index. The University has made some changes which the Committee feels should not have been made. They will be meeting with the University to persuade them to include the important terms the University has omitted.

**Grievance Committee**

Shirley Irvine reported that the issue of Bargaining Unit Work continues to be an important one for our Union. We have several grievances in regard to this going on at this time. Many of the job duties of our members are being given to non-union personnel. This is a major concern to the Union because it is eliminating higher level positions (ie. LA 4, Sec. 5), leaving our members little room for advancement. Another issue of concern is the President's Ad-hoc Committee on Sexual Harassment. One of the objectives of this committee is to remove the language regarding Sexual Harassment from Collective Agreements on campus. A member has been disciplined for posting the Sexual Harassment pamphlet at her work station, the Union is presently grieving this. We are requesting members to boycott this committee because of its desire to remove pertinent language from the collective agreement and the fact that the President reserves the right to set aside any decisions.

**Health and Safety Committee**

Greg reported that we now have three members on the committee, we attempted at the last meeting to nominate a Chair for this Committee, unfortunately only some of the members were in attendance. A meeting will be held Wed. 27th to elect a Chair and get the committee up and functioning.

**Job Evaluation Committee**

Susan Claybo said a report on the status of reclassifications will be ready for the next membership meeting.

**9. TRUSTEE'S REPORT**

Sandy reported that nominations for all Executive positions will be open at the next membership meeting.

The delegates are: Greg Fisher, Shirley Irvine, Ann Hutchison, Diana Ellis and Loretta Clarke. The guests are: Richard Melanson, Chuck Erickson and Pamela Lundrigan. Convention delegates and guests will be meeting Tuesday Oct. 3rd to discuss the upcoming convention.

**MOVED:**Lundy/**SECONDED:**Erickson

That the ballots from the election of delegates and guests be destroyed.

**CARRIED**

Greg mentioned that the Executive has decided to send Paul Tetrault (our new business agent) as a guest to the CUPE National Convention when its possible for him to attend.

**10. OTHER BUSINESS**

**Pro Choice Rally**

**MOVED:**Clarke/**SECONDED:**Taggart

That 2950 endorse the pro-choice rally to be held October 14th.

There was extensive discussion in regard to this motion. It seemed to be the feeling that such an important issue warranted much more discussion before any decision should be made.

**MOVED:**Clarke/**SECONDED:**Lundrigan

That this motion be tabled to the next meeting.

**CARRIED**

**MOVED:**Erickson

That the meeting be adjourned.

**CARRIED**

The meeting was adjourned at 1:45 p.m.

member/20.min

**MINUTES**

The Chair called the meeting to order at 12:45 p.m.

**1. ROLL CALL OF OFFICERS**

- Greg Fisher
- Ann Hutchison
- Diana Ellis
- Debbie Fackl
- Sandy Lundy
- President
- 2nd Vice President
- Secretary-Treasurer
- Trustee
- Trustee

**2. ADOPTION OF AGENDA**

Agenda items to include under item (b) President's report to be moved before items (3) and (4), and to add to the President's report item (c) Secretary-Treasurer's report. Item (d) "Business Meeting" and nominations for Officers, Committee and Health and Safety Committee and remove the motion of motion as they have been withdrawn by the mover.

**MOVED:**Ericksen/**SECONDED:**Clarke  
That the Agenda be adopted as amended.

**CARRIED**

There was some question as to why the motion of motion was withdrawn and the individual involved (D. Ellis) stated that the motion regarding this motion is apparently in continuation of the CUPE Convention which states all dues assessments must be decided upon at the membership meeting. Regarding the other two motions, she indicated that they will be considered and she may introduce the motion at a future meeting.

**3. ADOPTION OF MINUTES**

Agenda items to include July 25th meeting regarding the third motion that the main motion be amended to be a vote by referendum ballot. A Hutchison stated that she was not the mover of this motion, she will be removed from this motion. Ann (25th meeting under item (b) member's request for item (d) was mentioned that the general question of the Union granting members loans was to be discussed not at the next Membership meeting but at the next Executive meeting and the question would be discussed at a future Membership meeting.

**MOVED:**Ericksen/**SECONDED:**Clarke  
That the minutes of July 25th, July 30th and Aug. 21st meetings be adopted as amended.

**CARRIED**

**4. PRESIDENT'S REPORT**

Greg Fisher announced that he had at the last membership meeting that the Executive is now aware that following through with the assessment motion will produce a surplus of funds. The Secretary-Treasurer reported that as per the end of July we had 1207 full-time members carrying an average wage of \$13.08/hr which under the terms of the assessment would bring in approximately \$78,750.00. The total number of members working part-time was 212 carrying an average of \$10.20 per month which would mean a contribution of \$18.30 each for a total of approximately \$3,876.00. The grand total would then be approximately \$82,626.00. As the dues required to approximately \$42,000.00 it would be provided in 3 months (2/12) or approximately \$14,000.00. Two months at \$/12 would not equal \$4,200.00, the total would be less than needed to fulfill the intent of the assessment motion. At this point he asked the original mover of the motion would be asked to say that she felt that the intent of her motion would be satisfied after 2 months collection of the assessment and she asked the Chair (Greg Fisher, President) for a ruling to set aside the first 2 months of the assessment collection. The Chair stated that it was clear that the motion would not be applied up for an assessment especially after the ballot vote in reclassification. That would be out of order. It was just clear that the intent of the motion would be satisfied after 3 months collection therefore the Chair ruled to set aside the first 2 months collection of the assessment. Figures will be provided on the statement of these funds in a future newsletter when the final figures are in.

Shirley Irvine reported that the Steward Organizing Unit is underway. A notice was distributed announcing several 1 hour meetings that will be held in the next few weeks. The meetings are to include a 10 minute video regarding CUPE in general followed by any questions regarding problems we would like to discuss in addition to job evaluation.